

The Hong Kong Jockey Club Professorship of Global Health

Department of Medicine

Closing date: 13 May 2024

Job Reference: 7258



The Hong Kong Jockey Club Professorship of Global Health

Background to the role

The Hong Kong Jockey Club (HKJC) Professorship of Global Health is a newly established endowed professorship in the Department of Medicine. The post will be primarily based in the Cambridge Institute of Therapeutic Immunology and Infectious Disease (CITIID), but the successful candidate will play a critical role in leading and developing Cambridge's contribution to the HKJC Global Health Institute (GHI). The GHI is a new partnership between the International Vaccine Institute (IVI), Hong Kong University (HKU), and Cambridge University, to be based in Hong Kong, but with key contributions from all three partners. This will include lab space and funding in Hong Kong for Cambridge PIs, as well as funding to support research in Cambridge.

Open to both clinical and non-clinical applicants, the appointee will support key strategic needs:

- 1) The Global Health Professor will be a Principal Investigator in the Department of Medicine and will be based in CITIID. This Institute is the strategic focal point for the Cambridge Biomedical Campus' research into immunity and infection, focusing on both fundamental biology and translational opportunities associated with in-depth study of human immunology and infectious disease.
- 2) The HKJC Professor will play the leading role in managing and promoting Cambridge's contribution to the GHI. Based in Cambridge, they will liaise closely with colleagues at the IVI and HKU to ensure the success of the GHI, and to maximise the opportunities to Cambridge that the collaboration can bring.

Standard Duties

1) Research

The Professor will lead a research group delivering an international standard of scientific research in any area of global health that will complement the existing strengths of CITIID. This will therefore be in the broad areas of immunity and infection. Research relevant to pandemic preparedness (and thus aligned with the GHI), and expertise in human immunology and/or human infection challenge, would be an advantage.

2) Clinical Service (where appropriate)

For clinical applicants, the applicant will be registerable as a medical practitioner in the United Kingdom and will have an Honorary Contract with Addenbrooke's Hospital. They will contribute to the NHS Infectious Disease or other relevant service as appropriate. The details of any clinical contribution will be discussed during the appointment process.

3) Teaching, Examining and Supervision

The Professor will be required to undertake teaching, examining and the supervision of graduate students, as required and after discussion with the Head of the Department of Medicine. They will also contribute to GHI-led capacity-building programmes.

4) Administration

Administrative duties are shared equitably among the members of the Faculty. Professors are expected to play significant roles from time to time on the Faculty Board and Faculty Committees dealing with such matters as academic and other appointments, admission of graduate students, research, and teaching assessments etc.

Person Specification

Candidates will be considered for the Professorship based on the following selection criteria, which you should address in your application.

Criteria	Essential	Desirable
Education		
An outstanding research record of international stature in a field related to global health that will complement the existing research strengths of CITIID.	✓	
Commitment to overseeing the Cambridge contribution to GHI in Hong Kong during its first 5-year term, and support bids for its subsequent renewal.	✓	
Ability to spend sufficient time in Hong Kong to achieve this. The precise commitment will be determined in consultation with the GHI executive board.	✓	
The vision, leadership experience and enthusiasm to build on current strengths in maintaining and developing a leading research presence, and an established record in attracting research grant support to further this development.	✓	
The ability to further the academic planning and strategic development of research related to global health, particularly in the areas of infection, immunity, and pandemic preparedness, to facilitate its development in the University and, where appropriate, within the UK and beyond.	✓	
The ability to manage and interact effectively with staff and students at all levels.	✓	
An enthusiastic commitment to the recruitment, training and mentoring of the next generation of researchers, including undergraduates, research students, and postdoctoral research fellows	✓	
Candidates will hold a PhD or equivalent postgraduate qualification.	✓	
Experience in leading complex organisations or projects. Understanding of university processes and how to manage and mitigate perceived and real risk associated with international partnerships will be an advantage		✓
Research alignment with the scientific aims of the GHI		✓

The Hong Kong Jockey Club Global Health Institute

A collaborative effort between Hong Kong University, the University of Cambridge, and the International Vaccine Institute

The Hong Kong Jockey Club (HKJC) Global Health Institute (GHI) is a new partnership between the International Vaccine Institute (IVI), Hong Kong University (HKU), and Cambridge University. Situated strategically in Hong Kong, the GHI will leverage the core strengths of the three contributing partners to address the complex challenges of pandemic preparedness and to accelerate vaccine research and development. GHI will benefit from IVI's demonstrated expertise in vaccine development and delivery, HKU's world leadership in pandemic virology and epidemiology, particularly in influenza and coronaviruses, and Cambridge's skills in assessing and optimising human immune responses. Through a comprehensive approach encompassing early detection, advanced diagnostics, collaborative networks, novel platform technologies, adaptive clinical trials, optimized supply chain management, public-private partnerships, and training and capacity building for LMIC scientists, the GHI aims to expedite vaccine development, ensure efficient deployment, and achieve equitable global access to vaccines, with the overall aim of ensuring better preparedness for future pandemics.

The objectives of the GHI are to:

1. Advance pandemic preparedness at the academic, industrial and policy levels.
2. Translate research into practical interventions that prevent epidemic and endemic infectious diseases with national/regional/global impact, with a focus on infectious diseases that proportionately affect impoverished communities and/or have pandemic potential.
3. Enable this through a deeper understanding of human immunity and pathogen biology.

4. Advance access, equity, and affordability to critical prevention technologies.

This will be achieved through:

- State-of-the-art immunological and pathogen biology science, underpinning vaccine research and development.
- Training of the next generation of experts, to build capacity for combating disease, especially in low- and middle-income countries (LMIC) in the Global South.
- Enhancing scientific collaboration for global health by serving as a central point of connection for pharmaceutical and biotechnology companies in Hong Kong, the UK, and Korea.

The GHI will be organized into six functional units. Each unit will host experts in the field, alongside procedures and equipment/infrastructure required to successfully implement the planned studies. These units will be:

1. Pandemic preparedness/Epidemiology
2. Health Economics
3. Vaccine Process Development
4. Vaccine Platform Development
5. Immunology
6. Capacity Building and Training & Enhancing Global Partnerships

Cambridge will lead funded GHI research groups based in Hong Kong (with a particular focus on human immunity), and support those with research groups based in Cambridge. The new endowed Chair in Global Health will lead Cambridge's contribution to the GHI.

Department of Medicine

The Department of Medicine provides high quality research, teaching, and patient care. We are the largest department within the University's School of Clinical Medicine, and currently house 29 Professors and over 600 staff and students.

Research is the major focus of the Department, extending from basic biomedical research through to disease mechanisms and clinical translation. The Department was the largest Cambridge contributor to the "Clinical Medicine" component of the recent Research Assessment Exercise, in which Cambridge University ranked first in the UK for research quality ("GPA"). Our work is intimately linked to other scientists throughout the Cambridge Biomedical Campus, the UK, and the wider international community. To support this work the Department holds research grants totalling more than £140m, with an annual expenditure of over £40m. Research is divided into four sections: Perioperative, Acute, Critical Care and Emergency Medicine (PACE), CardioRespiratory Medicine (CaRM), Immunology and Infectious Disease (IMID), and Specialty Medicine, Research and Training (SMaRT). There is a major focus on interaction with industry, with the longstanding presence of the GSK Cambridge Clinical Unit, and the recent arrival of the Global Research and Corporate Headquarters of AstraZeneca playing an important role in this.

The Department hosts two Institutes, the Cambridge Institute of Therapeutic Immunology and Infectious Disease (CITIID – opened 2019) and the new Heart and Lung Research Institute (HLRI – opened 2022). It has research space embedded in Addenbrooke's Hospital, and members of the Department are also located in the MRC Laboratory of Molecular Biology (in the Molecular Immunity Unit, part of CITIID), and the Addenbrooke's Centre for Clinical Investigation. Members of the Department also have research groups in the Cambridge Institute of Medical



Research, CRUK Cambridge Institute, MRC BioStatistics Unit and the Institute of Metabolic Sciences.

The Department is closely linked to Addenbrooke's Hospital, a major University Teaching Hospital with over 1,000 beds and a comprehensive range of regional services for the whole of the East of England. The Department also has links to the recently relocated Royal Papworth Hospital. Members of the Department play a major role in contributing to patient care at both hospitals, with direct input into 18 different medical specialty areas.

In addition to their research interests, two-thirds of Principal Investigators are also clinically active, and a number of NHS employees with active research interests are hosted within the Department, where they hold Affiliate PI status. The Department is also heavily involved in clinical student education and runs successful MPhil and PhD programmes.

The Department of Medicine therefore makes a major contribution to service delivery and education as part of Cambridge University Health Partners, and this integration is critical to its focus on improving healthcare throughout the UK and abroad.

Cambridge Institute of Therapeutic Immunology & Infectious Disease

The Cambridge Institute of Therapeutic Immunology & Infectious Disease (CITIID) opened in 2019, and unites expert groups in infectious disease and immunity, including autoimmune disease, cellular immunity, and inflammatory disease. The Institute houses around 250 scientists working within 28 research groups conducting both fundamental and translational research on human disease. Work focuses on understanding the pathogenesis and improving the management of immune-related disorders, and transforming our understanding of how infectious agents interact with humans.

Based primarily within the Jeffrey Cheah Biomedical Centre on the Cambridge Biomedical Campus, CITIID provides researchers with advanced facilities that are in close proximity. This includes the largest academic biosecure containment level 3 facility in the UK and access to the Addenbrooke's Centre for Clinical Investigation, which provides world-class facilities for experimental medicine and clinical studies. CITIID incorporates the Molecular Immunity Unit within the MRC Laboratory of Molecular Biology, and which provides facilities for the molecular dissection of immune mechanisms. Several groups and experimental medicine platforms are in CITIID space within Addenbrooke's Hospital.

CITIID scientists address some key immunological challenges to human health, including improving our understanding of immune-mediated and infectious disease, the incidence of which is increasing worldwide, and on combatting pandemics and anti-microbial resistance. To achieve this, CITIID members have established relationships with researchers across the globe, including the joint laboratory programmes with the International Vaccine Institute, Seoul, and the National University of

Singapore. CITIID also has collaborative programmes in more than 20 low- and middle-income countries across Africa and Asia, with a focus on capacity building and microbial surveillance. This is especially important for improving our understanding of the emergence of antimicrobial resistance, and for identification of the next pandemic threats.



CITIID scientists were heavily involved in the local University and national response to COVID-19, with the entire Institute rapidly moved over to COVID-19 research at the start of the pandemic, and only months after the Institute opened its doors. This has included providing crucial insights into public health measures, the immunology behind the body's response to SARS-CoV-2 infection, and being central to the UK's widespread sequencing of virus genomes as part of the COG-UK consortium.

The School of Clinical Medicine

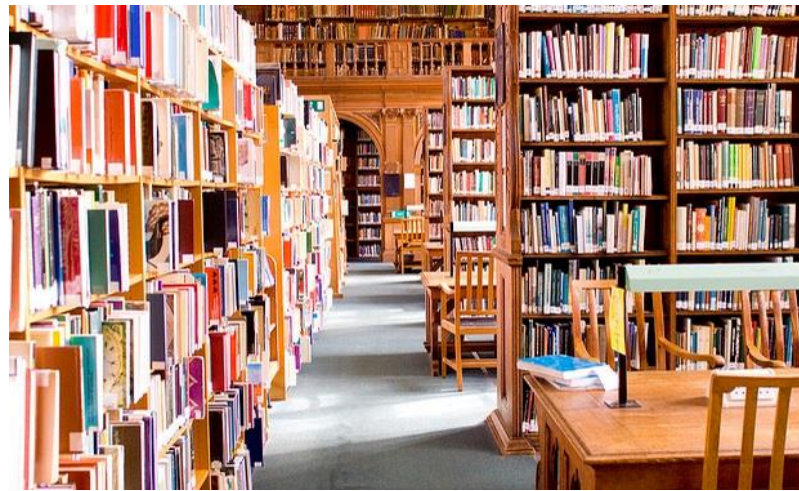
The School of Clinical Medicine currently employs nearly 3,000 people, spanning all varieties of staff type, from Academic Professors to administrative support.

In 1976, in response to the recommendation of the Royal Commission on Medical Education in the late 1960's, a complete medical course was re-established in Cambridge with the opening of the School of Clinical Medicine at the new Addenbrooke's Hospital site.

On 21st November 1980, HRH The Duke of Edinburgh, the then Chancellor of the University of Cambridge, officially opened the Clinical School Building, which presently accommodates the medical library, lecture theatres and seminar rooms.

The University of Cambridge School of Clinical Medicine aspires to change the practice of medicine and improve biological understanding of a wide range of clinical specialties and scientific disciplines. Collaborative research, both within biomedicine and crossing the boundaries to the mathematical, physical, and social sciences, is key to our approach. The School also supports key enabling technologies and facilities in imaging, bioinformatics, and biological systems. The main areas of research interest are:

- Cancer research
- Cardio-Respiratory Medicine
- Cellular mechanisms of disease
- Diabetes, Endocrinology and Metabolism
- Epidemiology, Public Health, and Primary Care
- Genetics and Genetic Medicine
- Haematology and Transplantation Medicine
- Infection and Immunity
- Neurosciences and Mental Health
- Stem Cells and Regenerative Medicine



The School aims to provide leadership in education, discovery, and healthcare. It will achieve this through inspirational teaching and training, outstanding basic and clinical research, and integration of these to improve medical practice for both individual patients and the population.

The School will:

Through inspirational teaching and training, educate individuals who:

- Will become exceptional doctors or biomedical scientists;
- Combine a depth of scientific understanding with outstanding clinical and communication skills, and demonstrate a caring, compassionate, and professional approach to patients and the public;
- Are equipped to become future international leaders of their profession.

Through its commitment to the pursuit of excellence, support scientists of international standing in basic and clinical research aiming to:

- Understand fundamental biology and thereby the mechanisms underlying disease, to integrate basic and clinical research;
- Apply a rigorous mechanism-based approach to clinical problems;
- Innovate to solve the health challenges of our society.

Terms of Appointment

All appointments to University Offices are subject to the Statutes and Ordinances of the University.

Salary

Salary on appointment will be determined by the Vice-Chancellor at an appropriate point on the University's salary spine for grade 12, taking into account the criteria for the respective contribution band.

Professorial salaries are reviewed periodically, on the basis of research, teaching, and general contribution, by the Vice-Chancellor with the assistance of a small Advisory Committee.

Headship of the Department

Should a Professor be appointed to the Headship of a Department, a pensionable payment is made in addition to salary.

Recruitment Incentive

The University has a scheme whereby a single recruitment incentive payment may be made on appointment at the Vice-Chancellor's discretion.

Tenure

Appointments are to the retiring age for established academic positions.

Working Pattern

The appointment is full-time.

Annual leave

Subject to compliance with the Statutes and Ordinances relating to leave, full time officers are entitled in any holiday year to take a minimum of 28 days annual paid holiday.

These periods are inclusive of public holidays that fall outside Full Term.

Sabbatical leave

Cambridge has a generous statutory provision for leave of absence of one term for every six terms of service. Academic staff use this opportunity for study and research.

Pension

You will automatically be enrolled to become a member of USS (Universities Superannuation Scheme), a defined benefits pension scheme. If you are already a member of the NHS Pension scheme, you may be eligible to continue in the scheme and should contact the Pensions section of the University:

www.pensions.admin.cam.ac.uk/

College membership

Membership of a College adds an important social and intellectual dimension which many of the University's academic community find attractive. Further details about a Professorial Fellowship are set out below and more details about college membership are provided in a separate section of this document.

The Scheme for newly appointed University Officers seeking a College Fellowship is set out at: <https://www.ois.cam.ac.uk/uto-scheme>

Residence

It is a requirement of the role that you are resident in the University during term-time. Further information can be found here, p. 679: <https://www.admin.cam.ac.uk/univ/so/pdfs/2020/ordinance11.pdf>



Removal Expenses

If the person appointed is not resident in Cambridge, a contribution from University funds will be made towards expenditure incurred in removal to Cambridge to take up a University office.

Consultancy Work

The University's policy on consultancy work is that consultancy arrangements must be entered into privately between the employee and the organisation concerned. The consultancy work must not interfere with the duties required of the officer under the officer's contract of employment with the University. Consultancy work is not covered by the University's insurances, even when the University has knowledge that such work is being done. The University must not be regarded as being directly or indirectly involved in any consultancy arrangement through the use of University letterheads, advice given, or work done in the individual's capacity as an employee of the University. Individuals undertaking private or consultancy work are advised to take out personal insurance.

Alternatively, professional indemnity cover may be obtained by channelling private work through the University company Cambridge Enterprise Ltd. Anyone wishing to do so should, in the first instance, contact them at www.enterprise.cam.ac.uk.

Professorial Fellowships

The great majority of Professors at Cambridge hold a professorial fellowship of a college. Although election to a fellowship is a matter for an individual college, the University takes active steps to draw the attention of Heads of House to the names of those Professors eligible for election.

The Scheme for newly appointed University Officers seeking a College Fellowship is set out at: <https://www.ois.cam.ac.uk/uto-scheme>

General information

Pre-employment checks

Right to work in the UK - We have a legal responsibility to ensure that you have the right to work in the UK before you can start working for us. Accordingly, shortlisted candidates, whatever their nationality, will be asked to provide such evidence at an appropriate stage in the recruitment procedure. If you do not have the right to work in the UK already, any offer of employment we make will be conditional upon you gaining it.

Health Declaration - Offers of appointment made to prospective University officers whose work will fall within certain categories are conditional on the completion of a medical questionnaire and, if necessary, on a satisfactory health check by the Occupational Health Service. Only the person elected will be asked to complete the questionnaire, at the time of election.

References – References will be requested prior to the final meeting of the Board of Electors.

Please note: references are not required from your current employer.



Equal Opportunities

The University of Cambridge appoints solely on merit. No applicant for an appointment in the University, or member of staff once appointed, will be treated less favourably than another on the grounds of sex (including gender reassignment), marital or parental status, race, ethnic or national origin, colour, disability (including HIV status), sexual orientation, religion, age, or socio-economic factors.

Equality, Diversity, and Inclusion

We particularly encourage women and /or candidates from a Black, Asian, and Minority Ethnic background to apply for this vacancy as they are currently under-represented at this level within our University.

Information if you have a disability

The University welcomes applications from individuals with disabilities. We are committed to ensuring fair treatment throughout the recruitment process. We will make adjustments to enable applicants to compete to the best of their ability wherever it is reasonable to do so and, if successful, to assist them during their employment. Information for disabled applicants is available at:

<https://www.hr.admin.cam.ac.uk/policies-procedures/disabled-applicants-and-members-staff>

We encourage you to declare any disability that you may have, and any reasonable adjustments that you may require, in the section provided for this purpose in the application form. This will enable us to accommodate your needs throughout the process as required. However, applicants and employees may declare a disability at any time.



Applicants wishing to discuss with or inform the University of any special arrangements connected with their disability can, at any point in the recruitment process, contact Dr Gosia Wloszycka, who is responsible for the administration of the recruitment process for this position, by email on:

mw425@admin.cam.ac.uk

The University

The University of Cambridge is one of the world's oldest and most successful universities. We are a renowned centre for research, education, and scholarship that makes a significant contribution to society. The University is consistently ranked amongst the top universities in the world. Our affiliates have won more Nobel Prizes than any other University.

Our sustained pursuit of academic excellence is built on a long history of first-class teaching and research within a distinctive collegiate system. For eight centuries our ideas and innovations have shaped the world. Our principal goal is to remain one of the world's leading universities in an increasingly competitive global higher education sector. Today the University of Cambridge is at the centre of a cluster of over 4,300 businesses employing 58,000 people.

Our capital investment projects include the West Cambridge site, the North West Cambridge development and the growth of the Biomedical Campus in the south of the city. The North West Cambridge development includes the opening of a primary school – the first in the UK to be managed by a University. So we are deeply embedded in, and committed to serving, our local community. These are all conspicuous signs of a University that is not only adapting to new needs, but also anticipating the future.

Our mission is to contribute to society through the pursuit of education, learning, and research at the highest international levels of excellence. Our core values are:

- freedom of thought and expression; and
- freedom from discrimination.



About Us

The University is one of the world's leading academic centres. It comprises 150 faculties and departments, together with a central administration and other institutions. Our institutions, museums and collections are a world-class resource for researchers, students and members of the public representing one of the country's highest concentrations of internationally important collections.

The University has an annual income of £2 billion. Research income, won competitively from the UK Research Councils, the European Union (EU), major charities and industry, exceeds £500 million per annum and continues to grow.

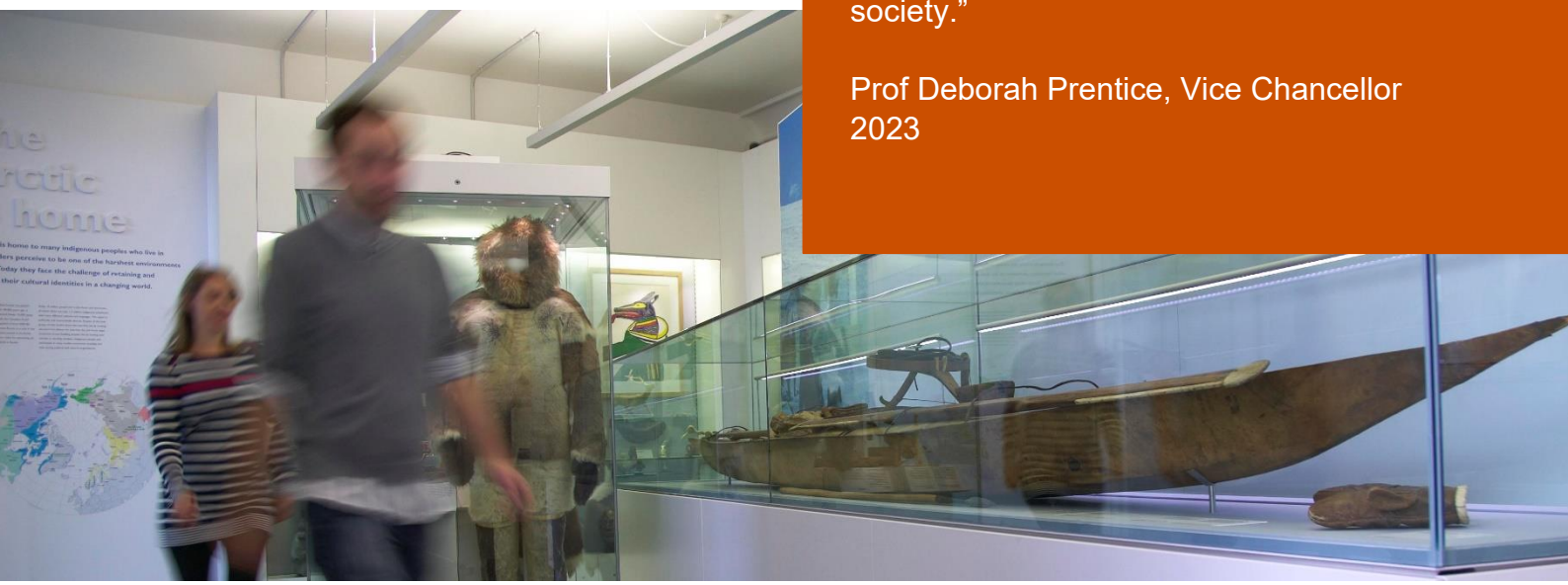
The Colleges and the University remain committed to admitting the best students regardless of their background and to investing considerable resources both in widening access and financial support. The 31 Colleges are self-governing, separate legal entities which appoint their own staff. Many academic staff are invited to join a College as a Teaching Fellow, which provides a further social and intellectual dimension. The Colleges admit students, provide student accommodation, and deliver small group teaching.

The University awards degrees and its faculties and departments provide lectures and seminars for students and determine the syllabi for teaching and conducting research.

Our instinct for seeking out excellence and setting up enduring and mutually beneficial collaborations has led us to establish strategic partnerships across the globe. Whether it is the successful Cambridge-Africa Programme involving universities in Ghana, Uganda and elsewhere on the African continent; or the close association with the government of India to pursue new research in crop science; or the creation, with Germany's Max Planck Institutes, of a Cambridge-based centre for the study of ethics, human economy and social change – international partnerships are now an inextricable part of the University's make-up.

"Through its outstanding education, research and innovation, the University of Cambridge has made – and continues to make – a lasting contribution to human knowledge and is flourishing. By working at the University of Cambridge, you will be joining a vibrant community of students, scholars and professional services staff committed to supporting and enhancing the University's mission to contribute to society."

Prof Deborah Prentice, Vice Chancellor
2023



Working at the University

Working at Cambridge you will join a diverse, talented, and innovative community, with more than 18,000 students and over 16,000 staff from all walks of life and corners of the world.

The University continually explores strategies to attract and retain the best people. It is committed to supporting its staff to achieve their best. We are a fair, diverse and inclusive society and we believe our staff are our greatest asset. There is strong commitment to developing institutional leadership and supporting and encouraging staff development at all levels.

We offer a variety of roles including academic, research, professional, managerial and support roles. We also offer extensive benefits and excellent learning opportunities within a stimulating working environment.

The University's estate is undergoing the most significant transformation in its history. Cambridge has been able to create a new science and technology campus to the west of the city centre, and is now expanding further to the north west of Cambridge including investing in affordable homes for University key workers and community facilities. Even with our continued development, the University remains within walking or cycling distance across the campus. The University is a major partner on the Cambridge Biomedical Campus and we continue to redevelop our historic city centre sites demonstrating our determination to ensure that we can offer the best facilities and opportunities for our staff and students.



Equality & diversity

The University has built its excellence on the diversity of its staff and student community. We aim to be a leader in fostering equality and inclusion, and in promoting respect and a sense of belonging for all. We encourage applications from all sections of society. All appointments are made on the basis of merit. We have an Equal Opportunities Policy, along with a range of diversity networks for women, black and minority ethnic and lesbian, gay, bisexual, and transgender staff. More details are available here: <http://www.equality.admin.cam.ac.uk/>

The University has a bronze Race Equality Charter aware, with framework for improving the representation, progression and success of minority ethnic staff and students within higher education. Furthermore, the University's Athena SWAN award recognises and celebrates good practice in recruiting, retaining, and promoting women.

Living in Cambridge

Cambridge is rich in cultural diversity. From beautiful University and College buildings, museums and art galleries, quaint gardens, and punts on the River Cam, to a vibrant restaurant and café scene, our employees are surrounded by the wonderful features of this unique city.

You can find a wide range of high street shops and 3 shopping centres, with independent alternatives at the historic market and nestled within the passageways in the city centre. You will find a cinema, bowling alley, a nightclub, and various live performances. At the Cambridge Leisure Park, with further entertainment options at the Corn Exchange, Arts Theatre, and the ADC Theatre. Further information can be found on the Visit Cambridge website.

If you prefer the faster pace of life, London is a 45-minute train journey away. For those travelling from overseas, Stansted Airport is just 45 minutes away and Heathrow Airport under 2 hours away. The University is a short distance from a host of other attractions such as Ely Cathedral, Newmarket Races and various wildlife parks and stately homes. Cambridge is also within easy reach of the beautiful Broads and coastlines of Norfolk and Suffolk.

Relocation Support

The University recognises the importance of helping individuals to move and settle into a new area. We provide support and guidance to those relocating internationally or domestically to take up a post at the University of Cambridge, liaising with other University offices and selected partners to ensure comprehensive relocation support is available. This includes accommodation, childcare, schools, banking, immigration, and transport. If you would like further information, please visit <https://www.accommodation.cam.ac.uk/RelocationService/>. The Shared Equity Scheme and the Reimbursement of Relocation Expenses Scheme provide financial assistance to qualifying new members of staff with the costs of relocating to Cambridge.

Accommodation Service

The University Accommodation Service helps staff, students and visiting scholars who are affiliated to the University in their search for suitable accommodation in Cambridge. The dedicated accommodation team can provide access to a wide range of University-owned furnished and unfurnished properties and has a database of private sector accommodation available for short and long-term lets. For further information and to register with this free service please visit <https://www.accommodation.cam.ac.uk/>



What Cambridge can offer

We offer a comprehensive reward package to attract, motivate and retain high performing staff at all levels and in all areas of work.

The University offers a wide range of competitive benefits, from family leave entitlement, to shopping and travel discount schemes. Our generous annual leave package contributes to the positive wellbeing of our University employees. Sabbatical leave enables academics to focus on research and scholarship, whilst still maintaining their full salary. The University also has a career break scheme for academic and academic-related staff, with additional flexible working policies for all other staff.



Pay and benefits

The University salary structure includes automatic service-related pay progression in many of its grades and an annual cost of living increase. In addition to this, employees are rewarded for outstanding contribution through a number of regular pay progression schemes. The University offers attractive pensions schemes for employees, with an additional benefit of a salary exchange arrangement providing tax and national insurance savings. Payroll giving is also a simple, tax-efficient way for employees to make monthly donations to charity.

CAMbens employee benefits

We offer a CAMbens scheme for University employees, providing access to online and in-store shopping discounts and cashback. With more than 2,000 participating retailers, employees can save money on a wide range of household expenses, from groceries and clothes, to holidays and insurance and much more. A range of local discounts are also available, helping employees to save money whilst also supporting local Cambridge businesses and a CAMbens Cycle to Work salary sacrifice scheme is also available, which enables employees to save money on transport costs. A 10% discount rate on the purchase of train season tickets, bulk buy tickets and an interest free travel to work loan are also available for staff of the University.



What Cambridge can offer

Family-friendly policies

The University recognises the importance of supporting its staff. We have a range of family-friendly policies to aid employees' work-life balance including a generous maternity, adoption and shared parental leave entitlement of 18 weeks full pay, and paid emergency leave for parents and carers.

Other family-friendly support includes:

Our highly regarded workplace nurseries, a childcare salary exchange scheme and a high-quality holiday Playscheme may be available to help support University employees with caring responsibilities (subject to demand and qualifying criteria). Further childcare information can be found here:

<https://www.childcare.admin.cam.ac.uk/>

The Newcomers and Visiting Scholars Group is an organisation within the University run by volunteers whose aim is to help newly arrived wives, husbands, partners and families of Visiting Scholars and members of the University to settle in Cambridge and give them an opportunity to meet local people. The Postdoc Academy supports the postdoctoral community within Cambridge. Further details are available here: <https://www.postdocacademy.cam.ac.uk/>

Your wellbeing

The University's Sport Centre, Counselling Services and Occupational Health are just some of the support services available to University employees to promote their physical and mental wellbeing. There are many societies in Cambridge catering for almost every taste and interest. Whether you want to take part in a sport, participate in music or drama, pursue a hobby, or join a political group, you will almost certainly find that a society exists for this purpose. The University also hosts the [Cambridge Science Festival](#) and [Cambridge Festival of Ideas](#), as well as [Open Cambridge](#) weekend, which together attract over 50,000 visitors per year. The festivals are a great opportunity to get your first taste of public engagement, through volunteering, supporting hands-on activities or proposing a talk.

Development opportunities

We support new employees to settle in through various activities. The encouragement of career development for all staff is one of the University's values and we put this into practice through various services and initiatives. Our Personal and Professional Development Department provides development opportunities and courses for all University employees. These include face-to-face sessions, online learning modules and webinars. Employees may also apply for financial support to undertake training that will lead to a qualification. We offer reduced staff fees for University of Cambridge graduate courses and the opportunity to attend lectures and seminars held by University departments and institutions. The CareerStart@Cam programme also supports employees in assistant staff roles who do not hold higher education qualifications to develop their skills, experience, and qualifications.



College Membership

The University, the Faculties and Departments, and the Colleges are linked in a complicated historical relationship that is mutually beneficial but not simple. Students (both graduate and undergraduate) are admitted by one of the 31 Colleges, although in the case of graduate students the Faculties and Departments determine admissions before the Colleges are involved. Almost all undergraduates, and many graduate students, live in a College.

The teaching of undergraduate students is shared between the Colleges and the Faculties and Departments, with the Colleges arranging small group teaching ("supervision") and the Departments providing lecturing, laboratory classes, and advanced supervisions. Most academic staff will also be invited to join a College as a teaching or professorial fellow.

Membership of a College adds an important social and intellectual dimension which many of the University's academic community find attractive. Most colleges expect their fellows to take part in undergraduate supervision and College administration. Appointment to a College fellowship is a separate matter from a University appointment, for which the College provides modest remuneration additional to University salary. It is not compulsory for academic staff to be a member of a College.

Further advice can be obtained from The Chair of the Faculty/Head of Department or senior colleagues.

The Scheme for newly-appointed University Officers seeking a College Fellowship is set out at: [UTO Scheme | Office of Intercollegiate Services \(cam.ac.uk\)](#)



How to Apply

The University of Cambridge will be advised and supported in this appointment process by their executive search partner Perrett Laver.

For further details, including the job description, person specification, and information on how to apply, please visit <https://candidates.perrettlaver.com/vacancies> quoting the reference number **7258**.

The closing date for applications is **9:00am (BST) on Monday 13th May 2024**.

Applications should consist of a letter of application, a statement of current and future research plans, a curriculum vitae and a publications list, along with details of three referees, should be made online. The cover letter should explain how you meet the criteria in the Person Specification (see Further Particulars).

For an informal and confidential discussion about this position, please contact Tadhg Waddington at Perrett Laver via Tadhg.Waddington@perrettlaver.com.

Appointment Procedure

The appointment will be made by a Board of Electors, chaired by the Vice-Chancellor or Deputy, with a membership which includes members of the Department, members of cognate Departments and external experts.

All applications will be acknowledged. The Board of Electors will decide how they wish to proceed towards making an election, which may include interviews and/or presentations. Short-listed candidates may be invited to visit the Department to give a seminar on their work and meet prospective colleagues during the process.

Candidates will be informed of the progress of their applications as agreed by the Electors.

It is anticipated that the successful candidate will take up the appointment as soon as possible.





UNIVERSITY OF
CAMBRIDGE