

THE MARKS AND SPENCER PROFESSORSHIP OF FARM ANIMAL HEALTH, FOOD SCIENCE AND SAFETY

DEPARTMENT OF VETERINARY MEDICINE

1 The Professorship

Background

The Professorship, established in 1996 and endowed by Marks and Spencers plc, has become vacant following the decision of Professor Duncan Maskell to take up the Vice-Chancellorship of Melbourne University in October 2018.

Selection Criteria

Candidates will be considered for the Professorship on the basis of the following selection criteria, which they should address in their application.

- An outstanding research record of international stature in the broad field of farm animal health, food science and safety or related fields.
- 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 the field of research in the University and, where appropriate, to facilitate its development within the UK.
- 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.

2 Department of Veterinary Medicine

Mission statement:

To deliver excellence in veterinary education and biomedical research, and to address the challenges to the health and welfare of animals, humans and the environment in the 21st century.

The Department of Veterinary Medicine is the Veterinary School of the University of Cambridge, the highest-rated research university in the United Kingdom, and one of the top five research universities in the world.

The Department is part of the School of Biological Sciences (SBS), together with 8 other Departments and 6 research institutes.

The Department provides an academic environment of the highest quality, within which world-class research and clinical teaching are performed. The fact that it is a constituent Department of the University of Cambridge enables excellent opportunities for collaboration with other world-class Departments and institutions within the University, amongst them the Clinical School at Addenbrooke's Hospital, the CRUK Cambridge Research Institute, and the Departments of Pathology, Zoology, Biochemistry, Genetics, Pharmacology, and Physiology, Development & Neuroscience, as well as with non-University institutions located in the Cambridge area, such as the Wellcome Trust Sanger Institute, the MRC Laboratory of Molecular Biology, the MRC Biostatistics Unit and the BBSRC Babraham Institute.

The Department has a national and international reputation for excellence in veterinary science and education.

Our research encompasses basic and applied biomedical and veterinary/ clinical sciences ranging from the molecular to the population level and is configured into 3 research themes (Infection & Immunity, Disease Dynamics and Systems Pathology)

The Department has approximately 200 employees and 35 training scholars. The Department has approximately 65 clinical veterinary students in each annual cohort.



Athena SWAN

The Department subscribes to the principles of the Athena SWAN Charter, which recognises commitment to advancing women's careers in science, technology, engineering, maths and medicine (STEMM). The Department was awarded an Athena SWAN Bronze award in November 2013 and this was renewed in 2016. There have been many initiatives introduced under the Athena SWAN umbrella. The Department is keen to ensure that these initiatives are inclusive to the Department as a whole so the Athena SWAN committee re-launched itself as the Equality and Diversity Committee.

Site and facilities

The Department is situated close to Cambridge city centre on the University's West Cambridge Site, which benefits from accommodation, sports hall, nursery and cafe facilities. The main building of the Department incorporates the Queen's Veterinary School Hospital. Some of the Department's research laboratories are located in the main building, and other major research groups are housed in separate laboratory buildings within the site.

The University is in the first phase of a major project at the North West Cambridge Development which is situated between Huntingdon Road and Madingley Road. For more information please see <http://www.nwcambridge.co.uk/>

Research

Research in the Department is broadly spread across 3 research themes:

Infection and Immunity

We study the mechanisms of pathogenesis caused by many bacteria, viruses and parasites, with genomic science playing a key role in understanding pathogen biology. In order to understand how pathogens cause disease it is critical to determine how host immunity (including both the innate and acquired arms of the immune system) resists infections and this is central to much of our research in infection and immunity.

Disease Dynamics

The Department has a strong research programme in infectious disease dynamics. We are an interdisciplinary group, using state-of-the-art methods from epidemiology, mathematics and biological sciences, to study the growth, spread and control of pathogens within and between hosts.

Our research encompasses animal, zoonotic, and entirely human infections with a range of viruses, bacteria and parasites. Members of the Disease Dynamics Unit regularly advise national and international authorities on public and animal health, on topics such as [bovine tuberculosis control](#), assessing the global threat of [influenza pandemics](#) and [meningococcal vaccination](#).

Systems Pathology

Comparative medicine, particularly in cancer, genetic diseases and orthopaedics, combines our strengths in clinical oncology, medicine and surgery with our expertise in the molecular genetics of animal species. Through strategic collaborations with the Sanger Institute, the Cancer Research UK Institute and Division of Trauma and Orthopaedic Surgery in Cambridge, researchers are exploring opportunities to understand the genetic basis for many naturally occurring cancers and other diseases of domestic animals. The aim of this research is to drive translational breakthroughs through our internationally recognized oncology referral practice and our other clinical units.

Comparative medicine has always been a strong driver for research in the hospital. The accurate phenotypic characterisation of disease has been central to the research output and this has led to deeper understanding of the pathobiology of natural diseases. This increased knowledge has also led to, and will continue to generate, improved methods of diagnosis and management of patients as well as the identification of new and emerging diseases.

The Department aims to be internationally competitive in research, to foster collaborations with academia and industry, and to ensure that its undergraduate and postgraduate teaching and clinical work benefits from research excellence.

The Department puts particular emphasis on research collaboration between the basic sciences and clinical research. This is promoted through a series of weekly seminar presentations attended by all research staff and clinicians in the Department, and by annual Departmental research days.

A strong and varied seminar series is run by the Department, which hosts many academic visitors from all over the world in many different disciplines.

Teaching, Hospital and clinical provision

The Department of Veterinary Medicine undertakes a wide range of teaching and research activities. As part of the research-lead University of Cambridge, basic, applied and clinical research is core to the ethos of the Department. Teaching of clinical veterinary students is also a key priority. Additionally, the Department undertakes post-graduate training in clinical specialisms and research, leading to specialist Diplomas, PhDs. Much of this undergraduate and postgraduate training is performed in The Queen's Veterinary School Hospital.

A recent £3.2m building project in the Hospital includes the provision of a Clinical Skills Laboratory for student teaching, a new consulting wing, and a new Clinical Pathology suite. The Queen's Veterinary School Hospital is accredited under the Royal College of Veterinary Surgeons (RCVS) Practice Standards Scheme in the following categories:

- Small Animal Hospital
- Equine Hospital
- Equine First Opinion Practice
- Farm Animal First Opinion

The state-of-the-art small animal theatre suite has 5 operating theatres, 2 minor procedure rooms, including purpose built Faraday cage for electro-diagnostic studies, and a critical care unit. There is a separate large animal theatre unit. The imaging department has MRI, ultrasound, X-ray facilities (including Digital Subtraction Imaging) and ready access to on-site CT (provided by a third party).

The Hospital's trading surplus is re-invested in clinical teaching and support staff posts, new Hospital buildings and refurbishment of existing premises and equipment. The year-on-year surplus has acted as a motivating factor for Hospital staff who have benefited from a better working environment, up-to-date facilities, and improved staffing levels.

Further information about the Department is available at: www.vet.cam.ac.uk

3 Standard Duties

Teaching and research

The Professor may be required to deliver lectures and give instruction in infectious diseases, in discussion with the Head of Department, and will be expected to undertake original work and the general supervision of research and advanced work in his/her subject and to assist students in their studies by supervision or informal instruction.

Examining

The Professor will be required to undertake such university examining as may be required by the relevant Faculty Board or comparable body.

Supervision

The Professor will be required to act as the supervisor of graduate students as and when requested.

Administration

Administrative duties are shared equitably among the academic members of the Faculty. The 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, the libraries and computing arrangements. They are also encouraged to accept appointment to University Committees.

4 The Colleges

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. College teaching is remunerated separately from the University teaching, and appointment to a College is a separate matter from a University appointment. Membership of a College adds an important social and intellectual dimension for many of the academic staff. The Head of Department or senior colleagues can give more advice.

The Scheme for newly-appointed University Officers seeking a College Fellowship is set out at:

<https://www.ois.cam.ac.uk/uto-scheme/guidance-for-applicants/view>

5 Procedure for Appointment

The appointment will be made by a Board of Electors, chaired by the Vice-Chancellor or his 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 Faculty / Department to give a seminar on their work and meet prospective colleagues in the course of 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 on 1 October 2019 or as soon as possible thereafter.

6 Enquiries and Applications

Informal enquiries about this Professorship may be directed to Professor James Wood, Head of the Department of Veterinary Medicine, Cambridge, telephone +44 (0)1223 764666 or email jlnw2@cam.ac.uk.

Further information on the University is available at the following address:
www.cam.ac.uk.

Applications, consisting of a letter of application together with a statement of current and future research plans, a curriculum vitae and a publications list, should be made online no later than 5 November 2018.

If you are unable to apply online, please contact the Human Resources, University Offices, The Old Schools, Cambridge, CB2 1TT (email ibise@admin.cam.ac.uk).

GENERAL INFORMATION

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

A Salary

Salary on appointment will be determined by the Vice-Chancellor at the appropriate point on the University's salary spine for grade 12, taking account of 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.

There is a normal sabbatical entitlement of one term in seven on full pay, subject to the University regulations.

B Headship of the Department

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

C Recruitment Incentive

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

D Removal Expenses

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

E 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 Cambridge Enterprise at www.enterprise.cam.ac.uk.

F 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 to the attention of Heads of House 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/guidance-for-applicants/view>

In seeking the views of referees, their permission will be sought for the release of their comments on the successful candidate if it were to be requested by the professorial fellowship electors of a college.

G Health screening on appointment to University Office and in the case of University Officers undertaking a change of duties

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.

H Family friendly policies and benefits

The University has a range of family friendly policies to aid employee's work-life balance including maternity, paternity and parental leave, flexible working and career break schemes. In addition, childcare vouchers, access to two nurseries and a holiday play scheme are available through the Childcare Office to help support University employees with childcare responsibilities. Further information can be found at:

<http://www.admin.cam.ac.uk/offices/hr/staff/benefits/family.html>

I Eligibility to work and reside in the UK

UK immigration procedures stipulate that an employer may not consider the appointment of any person unless they have seen evidence of their immigration status. Accordingly, shortlisted candidates, whatever their nationality, will be asked to provide such evidence at an appropriate stage in the recruitment procedure.

J Equal Opportunities Information

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.

K Information if you have a Disability

The University welcomes applications from individuals with disabilities. Our recruitment and selection procedures follow best practice and comply with disability legislation.

The University is committed to ensuring that applicants with disabilities receive fair treatment throughout the recruitment process. Adjustments will be made, wherever reasonable to do so, to enable applicants to compete to the best of their ability and, if successful, to assist them during their employment. We encourage applicants to declare their disabilities in order that any special arrangements, particularly for the selection process, can be accommodated. Applicants or employees can 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