

CANDIDATE INFORMATION PACK

RAND PROFESSOR OF HEALTH SERVICES
RESEARCH
UNIVERSITY OF CAMBRIDGE



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A WARM WELCOME

FROM PROFESSOR JOHN DANESH,
HEAD OF DEPARTMENT OF PUBLIC HEALTH AND PRIMARY CARE

Thank you for your interest in the post of RAND Professor of Health Services Research in the University of Cambridge's Department of Public Health and Primary Care (DPHPC).

One of Europe's leading university departments of population health sciences, the ~400-member DPHPC is distinctive for its multidisciplinary character and research strengths across quantitative and qualitative methods, cohort studies, molecular epidemiology, public health, health services research, primary care, and clinical, social and behavioural sciences.

Underpinned by major programme grants and awards, the department enjoys exceptional opportunities arising from its strategic partnerships, including those with Wellcome Sanger Institute, Health Data Research UK, NIHR Biomedical Research Centre, NHS Blood and Transplant, the Health Foundation, industry, and policy-makers at local, national and international levels.

A source of particular pride is the excellent training and educational programmes we offer at all levels, from undergraduate and master's courses and multi-disciplinary PhD programmes to Academic Clinical Fellows and mentorship of emerging senior scientists.

We now wish to recruit an outstanding successor to Mary Dixon-Woods FAcSS FMedSci FRCP, who has been appointed as the Health Foundation Professor of Healthcare Improvement Studies in her capacity as Director of THIS Institute. In particular, we seek a gifted health services researcher with a distinguished track-record in health economics who will, through leadership for the Cambridge Centre for Health Services Research (CCHSR), make an exceptional contribution to excellent policy-relevant research.

CCHSR is a thriving collaboration between the University of Cambridge and RAND Europe, a not-for-profit policy research organisation. CCHSR's aim is to inform policy through evidence-based research on health services. It has, in under a decade, built an enviable international reputation for its high quality externally-funded research and evaluation studies about organisation and delivery of healthcare.

I hope that you will consider joining our department. I am happy to speak with you in order to discuss in more detail all of the opportunities that exist within the department, as is my colleague Professor Jonathan Mant FMedSci, who leads the unit where CCHSR is based.

Yours sincerely,



John Danesh FMedSci





THE ORGANISATION

THE UNIVERSITY OF CAMBRIDGE

Founded in 1209, the mission of the University of Cambridge is to contribute to society through the pursuit of education, learning and research at the highest international levels of excellence. The University of Cambridge is one of the world's oldest and most successful Universities, with an outstanding reputation for academic achievement and research. It was ranked fifth in the 2018 QS World University Rankings and its graduates have won more Nobel Prizes than any other university in the world – to date, 90 affiliates of the University have won the Nobel Prize.

The University comprises 31 autonomous Colleges, which admit undergraduates and provide small-group tuition, and 150 departments, faculties and institutions. It is a global university: its 19,000 student body includes 3,700 international students from 120 countries. Cambridge researchers collaborate with colleagues worldwide, and the University has established larger-scale partnerships in Asia, Africa and America.

The University and the Colleges are linked in a complex historical relationship. The Colleges are self-governing, separate legal entities which appoint their own staff. They admit students, provide student accommodation and deliver small group teaching (supervisions). The University awards degrees and its faculties and departments provide lectures and seminars for students, determine the syllabi for teaching and conduct research.

The University sits at the heart of one of the world's largest technology clusters. The 'Cambridge Phenomenon' has created 1,500 hi-tech companies, 14 of them valued at over US\$1 billion and two at over US\$10 billion. Cambridge promotes the interface between academia and business and has a global reputation for innovation.

THE CAMBRIDGE BIOMEDICAL CAMPUS

The Cambridge Biomedical Campus, located on the southern edge of Cambridge, contains the University School of Clinical Medicine with its 12 Departments and associated Institutes. Also on campus is Addenbrooke's Hospital, the major University Teaching Hospital with 1000 beds and a comprehensive range of regional services, serving the whole of the east of England.

The Campus is also home to the Medical Research Council's Laboratory of Molecular Biology (10 Nobel Prizes) and other smaller intramural units and the GlaxoSmithKline Clinical Research Facility. AstraZeneca will be relocating its global Headquarters and a substantial portion of their R&D resource to the Biomedical campus in 2017, representing a £330m investment. Together, the partners are intending to double the size of the Cambridge Biomedical Campus by 2020.

Within the local Cambridge environment are the University's main Biological Science campus on the Downing Site in the centre of Cambridge, with its great strength in relevant underpinning Biological Science disciplines, whilst to the south are the Babraham Institute (funded by the BBSRC) and the Hinxton Genome Campus with the Wellcome Trust Sanger Institute and the European Bioinformatics Institute. Many biotech companies are located in the Cambridge area, including several with their origins in University research.

This co-location in Cambridge of a major Regional University Hospital, University Medical School and Research Institutes on a single campus, together with these surrounding strengths in Biological Science in a 5-mile radius is unusual within the UK and offers an exceptional, environment for the highest quality collaborative biomedical research and its translation into clinical practice.





THE DEPARTMENT OF PUBLIC HEALTH AND PRIMARY CARE

A large and innovative multidisciplinary hub for research and education, the Department of Public Health and Primary Care aims to generate a high-quality evidence-base for improving health and healthcare.

Our ultimate goal is to benefit the health of the public nationally and globally. We work with populations at all levels – locally through to internationally – to address pressing challenges that matter to patients, the public, clinicians and policy-makers.

Using methods and expertise ranging from genetic epidemiology and cohort studies through to qualitative research, we offer a unique combination of strengths across the health, quantitative, behavioural and social sciences to study important problems and evaluate solutions. One key area of application is common long-term conditions such as cardiovascular disease, diabetes, cancer and dementia. We investigate the causes of these conditions, how they might be prevented and controlled, what treatments might work best, and how services can be organised to improve care.

With over 400 staff and graduate students, the Department enjoys multiple national and international strategic collaborations. We are supported by funding from the Medical Research Council (MRC), the Wellcome Trust, the British Heart Foundation (BHF), Cancer Research UK, the National Institute of Health Research (NIHR), the Health Foundation, the European Union, the US National Institutes of Health, industry, and others.

We provide excellent training and educational programmes. Training medical students in epidemiology, statistics, public health and primary care, we also provide foundation year academic placements for doctors in training and host Academic Clinical Fellows. Our postgraduate programme includes MPhils in Epidemiology, Public Health, and Primary Care Research.

THE PRIMARY CARE UNIT

The post-holder will be based within the Primary Care Unit of the DPHPC and is led by Professor Jonathan Mant FMedSci. The goals of the Primary Care Unit are to reduce the burden of ill health by:

- Identifying and targeting behaviours that lead to chronic disease
- Improving early detection of illness
- Improving the organisation and delivery of health services
- Educating medical students, clinicians, researchers and educators

The research is multidisciplinary, drawing in particular on clinical epidemiology and social and behavioural science, and ranges from qualitative interviews to meta-analyses of randomised trials. Particular strengths of the Primary Care Unit include:

- development of interventions based on expertise in behavioural techniques and the determinants of patient and practitioner behavior
- access to well-characterised cohorts
- evaluation of interventions using precise objective measures of behavior
- capacity to conduct randomised trials in primary care and in other settings
- ability to enable assessment of important clinical endpoints through extended follow-up
- expertise in the study of quality improvement in health care
- The Unit is organised into 11 research groups plus a Methods Hub

The University of Cambridge is, via the Primary Care Unit, a member of the NIHR School for Primary Care Research, a nine-University collaboration supported by ~£32 million of NIHR funding to enable capacity development and to conduct clinical trials and other well-designed studies in primary care and at the interface with secondary care.

The Unit makes a substantial contribution to the medical student programme in Cambridge, integrating teaching with other medical specialities. The Unit coordinates postgraduate education programmes for clinical educators, for GPs in training and for Masters and PhD students from multiple professional backgrounds. These include an MPhil in Primary Care Research aims particularly to meet the needs of academic clinical fellows in general practice.

THE CAMBRIDGE CENTRE FOR HEALTH SERVICES RESEARCH (CCHSR)

CCHSR is a collaboration between researchers at University of Cambridge and at RAND Europe, a not-for-profit policy research organisation. CCHSR's aim is to inform policy through evidence-based research on health services. It achieves its goals by conducting high quality externally funded research and evaluation studies about organisation and delivery of healthcare. Studies include those that focus on patient experience in primary care, socio-economic variation in cancer outcomes and their link to the quality of health services, and alternatives to face-to-face consultations in primary care.

CCHSR expertise includes health services research, clinical medicine, sociology, psychology, statistics, health economics and political science. Although individual researchers are employed by one of the two main parent organisations, many projects are jointly undertaken between the two organisations, drawing on the skills of the wider group as appropriate. Grant applications also frequently take advantage of the location of the two groups within their wider organisations – staff in the DPHPC with the wider university, and staff at RAND Europe within the parent not-for-profit research centre in the US (the RAND Corporation).



CAMBRIDGE UNIVERSITY HOSPITALS NHS FOUNDATION TRUST

Cambridge University Hospitals NHS Foundation Trust (CUHNHSFT) comprises approximately 1100 beds and provides local and regional services across all specialties (apart from cardiothoracic surgery which is located at Papworth Hospital, 15 miles northwest of Cambridge, but will be relocating to a purpose-built site within the Cambridge Biomedical Campus in 2017). Clinical care and clinical research within the hospital are provided by a mix of NHS and University employed senior clinical staff working together. There are seven Divisions responsible for delivering clinical service: each has a Divisional Director (positions for which academic clinical staff are fully eligible) and a deputy Divisional Director with lead responsibility for education and research (usually the relevant academic Head of Department). Much of the University Medical School accommodation is embedded within the hospital and a significant number of NHS senior staff pursue research in association with University colleagues in University Departments.

The Addenbrooke's Centre for Clinical Investigation contains the Wellcome Trust Millennial Clinical Research Facility (one of 5 awarded in the UK by the Wellcome Trust in 1999) and the Clinical Investigation Ward, together with the Clinical Research Unit of GlaxoSmithKline. This highly successful clinical research facility allows integration between University and Hospital investigators and pharmaceutical industry investigators.

The great majority of University staff involved in basic biomedical research hold honorary NHS contracts with the Trust.

In 2007 the Hospital Trust and University Clinical School in partnership were one of five UK academic health centres awarded one of the new National Institute for Health Research Comprehensive Biomedical Research Centres (NIHR BRC). This funding was renewed and expanded in 2012 with an award of £110m of NHS R&D funding for translational research.

The '2020 Vision' exemplifies the long-term research partnership between the University Hospital, University Medical School and Medical Research Council. Originally launched in 1999, it planned to double the size of the Cambridge Biomedical Campus through the acquisition and development of an additional 70 acres of land on the western edge of the campus. This is now well underway with the recent opening of the new MRC LMB building and the planned relocation of AstraZeneca and Papworth Hospital to the campus. The Clinical School plans to develop a new integrated Cardio-Respiratory Research Institute in association with the latter.

THE POSITION

POSITION PURPOSE

The Department of Public Health and Primary Care (DPHPC) in the School of Clinical Medicine at the University of Cambridge wishes to appoint a Professor of Health Services Research in collaboration with RAND Europe.

The successful applicant, who may be clinically or non-clinically qualified, will be an international leader in health services research and will co-direct the Cambridge Centre for Health Services Research (www.cchsr.iph.cam.ac.uk/). We are particularly interested to recruit a health services researcher who specialises in health economics.

A key strategy of the DPHPC (Head: Professor John Danesh FMedSci) is to accelerate translation of scientific insights into benefits for healthcare and societal impact through creation of strategic external partnerships. A memorandum of understanding was signed between the University and RAND Europe, a not-for-profit research organisation, in 2009 to enable establishment of a new professorship of health services research. With RAND Europe contributing a majority of funding towards the new chair, Professor Martin Roland FMedSci CBE was appointed. There followed a rapid expansion of research staff at both sites (University and RAND Europe). In 2010 the relationship was formalised with the establishment of the Cambridge Centre for Health Services Research (CCHSR), a collaboration between the University and RAND Europe. The University subsequently agreed to include RAND's name in the title of the Chair.

Following Professor Roland's retirement in 2016, Professor Mary Dixon-Woods was appointed to the Chair and assumed the role of co-director of CCHSR along with Jon Sussex, co-director of CCHSR and Chief Economist at RAND Europe. The CCHSR aims to inform health policy and practice by developing methods for measuring quality of care, and evaluating ways of assessing and improving the safety, effectiveness, efficiency and experience of care.

The current vacancy arises through the appointment of Professor Dixon-Woods to the Health Foundation Professorship of Healthcare Improvement Studies.

DUTIES OF THE POST

The RAND Professorship of Health Services Research is based in the Primary Care Unit of the DPHPC. The new Professor will be expected to:

- Provide strategic leadership for the development of health services research in Cambridge, with a particular focus on health economics
- Establish and lead research programmes in health services research, collaborating with colleagues in Cambridge and beyond
- Liaise closely with the co-director of the CCHSR based at RAND Europe and actively promote collaborative working with RAND Europe
- Contribute to the training and development of researchers in health services research and related disciplines

CLINICAL SERVICE

Where the individual appointed wishes to maintain a clinical practice, the integrated job plan comprises 10 programmed activities as approved by the Medical Director and Head of the School of Clinical Medicine (the Regius Professor of Physic). A meeting of the appointee, Head of University Department and Clinical Director will be convened by the Head of Department to take place within three months after starting (if relevant), so that the full details of the clinical aspects of the job plan can be discussed and agreed in the light of the nature and intensity of the NHS clinical duties and overall staffing available.

THE PERSON

Candidates will be considered for the post on the basis of the selection criteria outlined below, which they are asked to address in their application. The successful candidate will be able to demonstrate:

- An international profile in health services research (specialising in health economics)
- An outstanding record of research in health services, exemplified by the leadership of a portfolio of major, high impact publications
- An established track record of attracting major external grant income to support programmes of research
- The ability and willingness to lead the strategic development of health services research at the University of Cambridge and at RAND Europe, working collaboratively
- The ability to manage a research team and to contribute to the senior management of the DPHPC through academic “good citizenship”
- 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

Applications are welcomed from candidates with either a clinical or non-clinical background.

Candidates will hold a PhD or equivalent postgraduate qualification.





THE LOCATION

CAMBRIDGE AS A PLACE TO LIVE AND WORK

Cambridge is a great place to live. If you have an image of Cambridge, it's probably one of ancient buildings, immaculate green lawns and people punting down a willow-fringed river. This is an accurate image - the city is stunningly beautiful - but there's a lot more to it than that.

Cambridge is a fascinating mix. Small enough to retain its community atmosphere, it is nevertheless host to a cosmopolitan range of visitors every summer. A city of bustling streets and pavement cafes, it also features green spaces and parks, and cows can be found grazing close to the city centre. It is a historic town, built by the Romans and familiar to Danes, Saxons and Normans. One of the pilgrims who set sail for America on the Mayflower was from Cambridge. Yet with all this history, Cambridge has nevertheless been the birthplace of some of the most recent scientific advances.

Famous alumni of the University include the poets Milton, Tennyson, and Wordsworth; the scientists Darwin, Newton, Crick and Watson, and writers from Samuel Pepys to Clive James.

Cambridge offers all the benefits of city life: pubs and clubs; an incredible variety of concert venues offering music for all tastes; theatres, cinemas, cafes and restaurants; a thriving central market; and a good range of shops.

When you want to escape, the countryside is very close with pleasant walking and cycle routes from the city centre to the surrounding villages. Further afield, visit Ely to see the magnificent cathedral and absorb the unique and mysterious atmosphere of the fens.

Cambridge has good road and rail links to the rest of the UK - London is only 50 minutes away by train. It is also within easy reach of all London's international airports, and there is a direct 30-minute rail link to Stansted international airport.



STANDARD TERMS AND CONDITIONS

Private Practice

University Employees who are holders of honorary clinical contracts in the National Health Service may engage in private medical practice for no more than the equivalent of one programmed activity (4 hours) each working week. The Head of the Clinical School may monitor the arrangements of Heads of Departments. Staff may elect to receive part or all of the income earned for that session; the income is administered by Cambridge University Technical services (CUTS). The fee for such private practice will be calculated after deduction of administrative and overhead costs. Income remaining after this fee has been paid will be placed in a fund or funds to be used for medical education or research administered according to arrangements approved by the Faculty Board of Clinical Medicine. Full details are given in the Private Practice Procedure, which is available on request from the Faculty Board of Clinical Medicine.

Medical Defence

All staff actively engaged in the practice of medicine are required by the University to obtain medical defence cover that is appropriate for their activities. Evidence of such membership must be produced on taking up appointment.

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, CUTS Ltd.

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.

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>

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.

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 will be conditional on the completion of a medical questionnaire and, if necessary, on a satisfactory health check by the Occupational Health Service. For posts involving an honorary NHS contract, the health screen will also cover the requirements of the NHS; there may also be a need for a CRB check depending on the medical speciality.

Only the person elected will be asked to complete the questionnaire at the time of election.

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.

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.

Equal Opportunities Information

The University is committed to a proactive approach to equality, which includes supporting and encouraging all under-represented groups, promoting an inclusive culture and valuing diversity. Selection decisions are based on personal merit and an objective assessment against the criteria required for the post. Applicants or members of staff are not treated less favourably than one 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.

The University has various diversity networks to help progress equality; these include the Women's Staff Network, the Disabled Staff Network, the Black and Minority Ethnic Staff Network and the Lesbian, Gay, Bisexual and Transgender Staff Network. In addition, it was ranked in the top 100 employers for lesbian, gay and bisexual (LGB) staff in Stonewall's Workplace Equality Index 2013 and holds an Athena SWAN bronze award at organisation level for promoting women in Science, Technology, Engineering and Medicine.

Information if you have a Disability

The University welcomes applications from individuals with disabilities and is committed to ensuring fair treatment throughout the recruitment process. It 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 <http://www.admin.cam.ac.uk/offices/hr/staff/disabled/>.

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.

If you prefer to discuss any special arrangements connected with a disability, you may contact the HR Business Manager responsible for the department you are applying to via hrenquiries@admin.cam.ac.uk.



HOW TO APPLY

The appointment will be made by a Board of Electors 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. Shortlisted candidates may be invited to visit the Department, to give a seminar on their work and meet prospective colleagues, prior to a meeting of the Board.

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 appointment in 2019.

Applications and queries can be made, in confidence by contacting Natalie Derry or Mary Comer at Witt/Kieffer International.

Natalie Derry

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E: natalied@wittkiefferccentric.com

Mary Comer

T: +44 7408 850 797

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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 to Natalie Derry or Mary Comer no later than 31 October 2018.