THE PROFESSORSHIP OF SURGICAL ONCOLOGY

DEPARTMENT OF SURGERY

1 The Professorship

Background

The Professorship of Surgical Oncology was previously held by Professor David Neal and, under his leadership, Cambridge has been at the forefront of academic surgical oncology in the UK over the last decade. While surgery remains the most effective treatment for cancer, surgical oncology as an academic discipline is relatively poorly represented in the UK and the Professorship of Surgical Oncology is of major strategic importance to cancer research both in Cambridge and more widely.

Cambridge is a major UK centre for the care of patients with cancer. The Cancer Services Division at Addenbrooke's Hospital sees more than 4,000 new patients annually, and Addenbrooke's is the Regional Cancer Centre.

Cambridge is also a major UK centre for cancer research. The Cancer Research UK Major Centre at Cambridge is a virtual organisation that brings together over 700 surgeons, physicians, scientists, allied health care professionals and trainees in different scientific disciplines across the University, allied NHS Trusts and world-leading research institutions (e.g., Wellcome Sanger Genome Centre). The Centre focuses on the practical problems of cancer detection, treatment and prevention. Research within the Centre is funded by Cancer Research UK, the Medical Research Council, the Wellcome Trust, and the National Institute of Health Research through the Cambridge Biomedical Research Centre. The cancer sciences cluster in the University of Cambridge comprises the Cancer Research UK Cambridge Institute, the MRC Cancer Unit and the University Department of Oncology. The University Department of Oncology is based on several sites of the Cambridge Biomedical Campus: Addenbrooke's Department of Oncology, including the Cambridge Cancer Trials Centre; the Cancer Research UK Cambridge Institute, the Hutchinson/MRC Research Centre, and the Strangeways Research Laboratory. In 2009, Cambridge was awarded Cancer Research UK (CRUK) Cancer Centre status; in 2017 at International Review of the CRUK Centres, Cambridge was rated outstanding for both past and future work, and was one of only three Centres in the country to be designated a "Major Cancer Centre".

Cancer studies form an important component of the undergraduate curriculum for clinical medicine and all clinical students have clinical attachments in surgery, where surgical oncology is a major feature. Surgical oncology is also an established area for postgraduate study and Cambridge has been particularly successful in securing Academic Clinical Fellowships and Clinical Lectureships to allow surgeons with an interest in oncology to
pursue the academic clinical training pathway. The success of academic surgical oncology in Cambridge was recently recognised by the award of, in national competition by CRUK, a Surgical Oncology Fellowship Training Programme that seeks to redress the shortage of academic surgical oncologists.

It is expected that the appointee would hold an honorary contract with Cambridge University Hospitals NHS Trust as a Consultant Surgeon with a clinical interest in an area of oncology that most likely falls within the broad specialties of either General Surgery or Urological Surgery. Suitable accommodation is available within the space currently assigned to the University Department of Surgery and associated Departments in the Clinical school for the Professor, and the School has undertaken to provide the necessary support and facilities.

**Selection Criteria**

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

- An outstanding research record of international stature in surgical oncology.
- 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 surgical oncology in the University and, where appropriate, to facilitate its development within the UK.
- The ability to manage and interact with staff and students at all levels, and to contribute to broadening the strategic development of the Departments of Surgery and Oncology.
- An awareness of the importance of, and willingness to be involved in, the training of the next generation of researchers, for example undergraduates, research students, and postdoctoral research fellows, and the ability to attract talented researchers into the field.

Candidates will be clinically qualified and able to contribute to clinical service delivery. It is anticipated that they will contribute to the surgical management of patients that likely fall within an area of General or Urological Surgery (hepato-pancreatic-biliary cancer, colorectal cancer, oesophago-gastric cancer, breast cancer or urological cancer).

Candidates will hold a PhD or equivalent postgraduate qualification.
2 The University Environment

2.1 The Cambridge Biomedical Campus

The Cambridge Biomedical Campus, located on the southern edge of Cambridge, contains:

(i) the CRUK Major Centre;
(ii) the University School of Clinical Medicine, with its 12 Departments and associated Institutes;
(iii) the major University Teaching Hospital with 1100 beds and a comprehensive range of regional services, serving the whole of the east of England; and
(iv) the MRC Laboratory for Molecular Biology (LMB) and 4 other MRC Units (with a fifth unit located nearby).

Within the local Cambridge environment are the University’s main Biological Sciences campus on the Downing Site in the centre of Cambridge, 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. In addition, AstraZeneca have recently announced the relocation of their global headquarters and a substantial portion of their R&D resource to the Biomedical campus in 2016, representing a £330m investment.

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 Sciences 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.

2.2 The CRUK Major Centre at Cambridge

The Cancer Research UK (CRUK) Cambridge Centre unites more than 700 laboratory and healthcare professionals around a common mission to end death and disease caused by cancer, through research, treatment and education. As a CRUK Major Centre we serve as a national and international resource for patients with cancer and their families; researchers and health care providers; and cancer professionals in training.

Our members are organised into 12 programmes. Each comprises closely-knit teams of experts in the biological, physical and clinical sciences who meet regularly to design and drive research. Eight disease-specific programmes discover new ways to diagnose, monitor and treat aerodigestive, breast, haematological, ovarian, pancreatic and urological cancers: two new programmes study paediatric and brain tumours. Four discipline-focused programmes in Advanced Cancer Imaging, Cell and Molecular Biology, Early Detection and Onco-Innovation, make fundamental discoveries in cancer biology and invent new biomarker, clinical device and treatment approaches. The early cancer detection programme also studies oesophageal cancer. The Onco-Innovation programme includes
professionals from the CRUK-MEDI Alliance Laboratory, MedImmune and AstraZeneca; uniting pharmaceutical partners and academics to develop new cancer treatments.

The CRUK Major Centre pursues four over-arching strategic objectives:

- **Conduct impactful interdisciplinary cancer research:** We leverage Cambridge innovation to better understand the biology and treatment of cancer, including cancers of unmet need.

- **Adopt a proactive approach to cancer:** We are changing the way we treat cancer; moving from a reactive system that waits for cancer to present, to a proactive, personalised strategy for all patients that detects cancer in its earliest form, intervenes precisely, and closely monitors the disease with non-invasive technologies. Within our proactive approach to cancer we are prioritising Early Cancer Detection and Integrated Cancer Medicine. The development of ‘early detection’ is a major focus of the Cambridge Cancer Centre through an integrated approach across the physical and biological sciences, population science and clinical research. A CRUK Early Detection Centre will be created that, in collaboration with others in the UK and beyond, will be a leader in responding to the challenges of this field. The vision of Integrated Cancer Medicine is to capture tumour heterogeneity in space and time, in particular in patients being treated with novel agents (small molecules or biologicals), radiotherapy, or rational combination therapies. Integrated information from longitudinal studies will be used to identify biomarkers for stratification, prognostication, prediction and monitoring, and to develop better therapies more efficiently (repurposing therapies currently available, and pre-clinical and clinical drug development). This will be achieved by establishing a Cancer Molecular Diagnostics Laboratory, an Innovation Incubator Laboratory, and a High Performance Hub for Bioinformatics, by enhancing blood processing and clinical single cell analysis capability, by expanding the innovative imaging methods, and cellular and mouse modelling support for researchers, and by accelerating the translation of research into clinical application.

- **Develop the cancer leaders of tomorrow:** We are developing new cancer leaders, trained in early detection and integrative cancer medicine, producing a step change the way oncology is practiced by future generations. The training programme aims to engage, inspire and train the brightest students from Cambridge and beyond to become the future leaders in basic and clinical cancer research. This will be achieved by the establishment of a novel, bespoke and modular common graduate programme that applies the broad and multidisciplinary scientific excellence of the Cambridge environment in the basic, clinical and physical sciences and overlays it with a specific and rounded knowledge of all aspects of cancer. In 2019 we were awarded one of the largest CRUK Clinical Academic Training awards to support eight new clinical PhDs per year.

- **Partner with the public:** We work with patients and the public, to better communicate the ‘how’ and ‘why’ of preventing and detecting cancer early.
Translational and Clinical Cancer Research

The Cancer Centre has a number of priority programmes based around specific cancer sites, which link the laboratory and clinic. These include both common cancers such as breast, ovary, prostate and haematological, and cancers of unmet need, such as pancreas, oesophagus, lung and brain. Each of these is led by a clinician scientist who heads a laboratory in one of the Cancer Centre institutes or departments, and leads the translational clinical team.

The development of the Cambridge Early Phase Clinical Trials Team (CEPCTT) was enabled by the Cancer Centre with the appointment of a Professor of Experimental Cancer Therapeutics in 2008. The team underwent significant expansion in 2011 with the appointment of three University Academic Consultant Medical Oncology consultants. The team works closely with clinical translational scientists across the Centre with specific expertise in breast, oesophageal, pancreatic, prostate and ovarian cancers as well as haematological malignancies. They have a trial portfolio of eighteen studies open at present that has prioritised investigator led studies, but includes collaborative projects with biotechnology and pharmaceutical companies. They have experience in delivering trials of both small and large molecules across a broad range of oncology targets, including first in class or first in man studies.

The excellence of the clinical service delivered by CUH is constantly monitored by the NHS. Survival figures in Cambridge for almost all cancers are better than the national average. Cambridge is a regional centre for thoracic cancer surgery (Papworth Hospital), urological oncology (including robotic prostatectomy), UGI surgery (mostly oesophageal cancer), hepatobiliary cancer surgery (mostly pancreas cancer), and ovarian cancer. Cambridge is a supra-regional centre for less common malignancies, including ovarian, pancreas and oesophageal adenocarcinomas, neuro-oncology and bone marrow transplantation. The Cancer Network that Cambridge leads is consistently the top recruiter in England in percentage of new patients into NIHR randomised clinical trials.

2.3 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 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 in a wide range of clinical specialities 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
- Haematological and Transplantation Medicine
- Infection and Immunity
- Neurosciences and Mental Health
- Stems 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 demonstrate a caring, compassionate and professional approach to patients and the public and
- 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 integrate basic and clinical research
- Apply a rigorous mechanism-based approach to clinical problems and
- Innovate to solve the health challenges of our society.

2.4 Cambridge University Hospitals NHS Foundation Trust (CUHNFT)

CUHNFT 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). 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) (http://cambridge-brc.org.uk/). 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.

2.5 Cambridge University Health Partners: An Academic Health Sciences Centre for Cambridge

The University of Cambridge, Cambridge University Hospitals NHS Foundation Trust, Cambridgeshire & Peterborough NHS Foundation Trust and Papworth Hospital NHS Foundation Trust established a partnership that has been formally designated by the Department of Health as an ‘Academic Health Science Centre’ – one of five UK centres to receive this designation from the Department in March 2009 as the result of a competitive process judged by an international panel.

The partnership binds the member organisations together in pursuit of outstanding excellence in clinical care, clinical education and health research so as to improve services to patients and population health. The partners will work together to accelerate the translation of new discoveries into improved disease prevention, diagnosis and treatment, and the partnership will also generate wider economic and social benefits in the Greater Cambridge area. A new legal entity was created from October 2009, known as Cambridge University Health Partners (CUHP), which has as its objectives the integration of clinical care, clinical education and health research. Powers necessary to achieve these objectives, identified and agreed by a board that includes representation from all the parties under an independent chair, are delegated to CUHP. CUHP led a successful bid, in the DoH competition for Health Innovation and Education Clusters (HIECs), for a Regional Innovation and Education Cluster together with regional associates from the NHS, higher education and industry sectors.

2.6 The University of Cambridge School of the Biological Sciences

The School of the Biological Sciences incorporates 8 Departments – Pathology, Biochemistry, Psychology, Pharmacology, Plant Sciences, Genetics, Zoology and Physiology, Neuroscience & Development (PDN) (all on the Downing site in the centre of Cambridge) and the Veterinary School (on the West Cambridge site). There are great strengths in population-based, evolutionary, developmental, cellular and molecular
approaches to biology, in integrative and comparative physiology, in systems biology, and in neuroscience, encompassing psychology, behaviour and cognition.

The Research of the School pursues cross-cutting themes that intersect with those in the Clinical School in neuroscience, cancer, infection, immunology and cardiovascular biology. Well-developed initiatives provide a framework through which research in this School and the Clinical School are linked by theme (e.g. Cambridge Neuroscience, Cambridge Immunology, Cambridge Infectious Diseases).

Within the School of the Biological Sciences are two Institutes with outstanding strengths in key areas of biomedical research: the Wellcome CR-UK Gurdon Institute is noted for its major strengths in developmental biology, whilst the Wellcome MRC Institute for Stem Cell Biology pursues research in basic stem cell biology, and is closely linked with translational stem cell medicine research on the Cambridge Biomedical Campus.

School-wide facilities include a multi-imaging suite (housed within the Department of PDN), a proteomics facility (within the Department of Biochemistry) and a Microarray Centre and Flow Cytometry suite (within the Department of Pathology).

2.7 The Medical Research Council (MRC) in Cambridge

The MRC Laboratory for Molecular Biology (LMB), with its outstanding track record of molecular biology research and discovery, is located on the Biomedical Campus. Most staff are directly employed by the MRC, but some University investigators also work within LMB.

The MRC Units on the site are all co-located in University buildings, facilitating interactions with University investigators: the MRC Mitochondrial Biology Unit, with its focus on mitochondrial biochemistry and genetics, in the same building as the Cambridge Institute for Medical Research; the MRC Biostatistics Unit in the School’s Institute of Public Health; the MRC Cancer Unit in the Hutchison/MRC Cancer Centre, together with the University Department of Oncology (see Section 3 for details); and the MRC Epidemiology University Unit in the new building housing the Institute of Metabolic Science and the NHS clinics for diabetes and obesity. The MRC Human Nutrition Research Unit is located nearby, and interacts with public health and epidemiology research on the campus. The MRC Cognition & Brain Sciences Unit is located in the centre of Cambridge and interacts with the Departments of Clinical Neurosciences and Psychiatry. Some of these MRC units are in the process of transferring into the University whilst retaining MRC core funding.

The University has been awarded 4 MRC Centre grants: the MRC Centre in Behavioural and Clinical Neurosciences spans cognitive neuroscience research across the Schools of Biological Sciences and Medicine. The MRC Centre in Nutrition and Cancer is based in the School’s Department of Public Health. The MRC Centre for Research on Obesity and Related Metabolic Disease involves investigators from the Institute of Metabolic Science, and the MRC Epidemiology and Nutrition Resource Units. An MRC Centre grant underpins the Cambridge Stem Cell Initiative that spans the Schools of Biological Sciences and Clinical Medicine.
2.8 Cancer Research UK Cambridge Institute (http://www.cruk.cam.ac.uk/)

The Institute opened in 2007 on the Cambridge Biomedical Campus in the Li Ka Shing Centre. It was the first major new cancer research Institute in the UK for 50 years and is one of five Cancer Research UK Institutes. The founding Director, Sir Bruce Ponder, was succeeded by Professor Simon Tavaré in February 2013. In January 2013 the Institute became part of the University as a department within the School of Clinical Medicine, whilst retaining substantial core-funding from CRUK.

The Institute has 20 principal investigators with a plan to expand to 30 groups by 2016. The Institute’s focus is on accelerating the transfer of basic discoveries in cancer science to clinical and clinical trial application (see later).

2.9 The Medical Research Centre Cancer Unit

The goals of the MRC Cancer Unit (CU), directed since 2010 by Professor Ashok Venkitaraman, are to (a) advance scientific understanding of the earliest steps in the genesis of epithelial cancers during the transition from pre-neoplastic to invasive disease, (b) translate this understanding to early clinical interventions for diagnosis and treatment that improve patient outcome, and (c) develop innovative technologies that enable these aims. The CU’s ten scientific programmes are individually focused on different aspects of these goals. They are highly integrated to achieve maximum scientific impact from laboratory research to clinical studies at specific sites including the oesophagus, skin, lung and pancreas.

3 The Department

The Professorship of Surgical Oncology is assigned to the University Department of Surgery (www.medschl.cam.ac.uk/surgery) but the post-holder will become an integral member of the Cambridge Cancer Centre, research within which is centred around four Departments that interact with each other and across the School of Clinical Medicine. These are the Department of Oncology, the Cancer Research UK Cambridge Institute, the Department of Haematology and the MRC Cancer Unit.

3.1 The Department of Surgery

The Department of Surgery has a strong clinical emphasis and a shared mission to improve the surgical management of disease through basic and translational research, together with clinical trials. The Department has a bench to bedside focus links laboratory work to applied clinical research and a key feature is the close integration of University and NHS surgeons. The Department adopts an experimental medicine approach and features advanced imaging and tissue analysis (including at a molecular level) and aims to improve stratification of patient groups so as to better match the timing and type of treatment.

This structure is therefore optimised for translational and clinical impact. Our clinical themes are:

- Transplantation
- Trauma and Orthopaedic Surgery
- Urology
- Vascular Surgery

which are aligned to world-class underpinning research strengths in, for example:
Transplantation

We have been at the international forefront of clinical developments in organ transplantation for many years. Our world-renowned clinical programmes in abdominal organ transplantation, at the Cambridge University Hospitals NHS Foundation Trust, and thoracic organ transplantation, at the Royal Papworth NHS Foundation Trust, are each underpinned by well-established multidisciplinary research programmes. Our research is also part of the National Institute of Health Research (NIHR) Blood and Transplant Research Unit in Organ Donation and Transplantation, which is a joint unit in collaboration with Newcastle University. The strategic aim of the NIHR unit is to develop and evaluate novel technologies that increase the number of suitable organ donors in the UK and to improve long-term transplant survival. Our translational approach has consistently produced basic and translational clinical research that has received many national and international prizes and awards. There are strong programmes of basic research into the molecular basis of allograft rejection and analysis of physiochemical properties determining the immunogenicity of HLA (tissue matching) molecules, leading to development of a novel means of improving the accuracy of organ matching and therefore to reduce transplant rejection episodes.

Trauma and Orthopaedic Surgery

We have an interest in the field of repair and regenerative therapies in orthopaedic surgery, particularly for a disease called osteoarthritis (OA), which affects around 8 million people in the UK alone. Our research encompasses basic science, translational and clinical research and relates to mechanisms of disease and the action of therapy. Our experimental medicine approach includes advances in the imaging of bones and joints and more detailed understanding of disease by tissue analysis. We facilitate an interdisciplinary approach to musculoskeletal research across Schools and Departments: Cambridge Musculoskeletal Sciences. We lead a large multicentre translational research programme: the Arthritis Research UK Tissue Engineering Centre. This brings together leading UK clinicians, engineers and biologists to develop stem and stromal cell therapy for early osteoarthritis. As part of the UK Regenerative Medicine Platform Engineered Cell Environment hub, we are seeking therapies that prompt damaged tissues to repair. We have provided UK leadership (chief investigator role) for two Europewide multi-centre human randomised clinical trials of cell therapy. This includes bone marrow cells injected into the hip for avascular necrosis and fat derived stem cells, removed by lipoaspiration (like liposuction), for early knee arthritis.

Stem Cell Medicine

We study the basic mechanisms controlling self renewal and differentiation of human pluripotent stem cells (hPSCs) and adult derived organoids to produce cell types with a clinical interest. Exploiting this knowledge, we have developed methods for generating liver, pancreatic, lung and gut cells and established platforms for modelling metabolic disorders in vitro and for drug development. Ultimately, we aim to use hPSCs and organoid derivatives for potential therapeutic use in patients with liver diseases and diabetes. In vivo assessment of the function, safety and immunogenicity of these cellular therapies are key components of our translational programme. We collaborate closely with the NIHR Cambridge Biomedical Research Centre human Induced Pluripotent Stem Cells.
(hIPSCs) core facility which have generated, over the past 10 years, hIPSC lines from 1000 patients suffering from neurodegenerative diseases, cardiovascular syndromes, metabolic and blood disorders. Our approach involves extensive interdisciplinary interactions with leading investigators from other disciplines nationally and internationally, including computational biologists and bioengineers for the generation of artificial tissues and organs.

Urology

Our urology work focuses on cancers of the prostate and kidney with an emphasis on the optimal management of primary localised disease (which represents >80% of all new diagnosis). Our research strategy spans basic science, translational and clinical research with an emphasis on the rapid introduction of research findings into clinical practice. We undertake collaborative multi-disciplinary research with colleagues in radiology, pathology, basic sciences, oncology and epidemiology, together with NHS colleagues in the Department of Urology. Novel surgery and procedure related clinical trials are central to the urology research strategy with neoadjuvant, window-of-opportunity and adjuvant studies, only possible because of the cooperation of urologists, oncologists and scientists. Current studies include the evaluation of imaging techniques to guide therapy response, development of novel imaging biomarkers, invention of a novel biopsy device for safer diagnostic biopsies and personalised prognostic stratification tools. A series of studies in new biomarkers are being investigated for early detection as well as for potential screening in partnership with academic, biotech and industry partners.

Vascular Surgery

We are closely aligned with the Cambridge Regional Vascular service and have a major focus on the clinical evaluation of innovative techniques and novel devices in vascular surgery. In association with NHS vascular surgeons, we are undertaking research to evaluate endovascular repair of aortic aneurysms, and performing studies in peripheral vascular disease, leg ulceration, remote ischaemic pre-conditioning and aspects of the diabetic foot. The increasing age of the population, along with the rise of diabetic complications, is changing the focus of vascular surgery away from its traditional areas of research, of aneurysm repair and carotid disease, towards how to overcome chronic wounds, which have a high preponderance of microcirculatory problems. Our current projects include understanding the role of autologous stem cells in the treatment of critically ischaemic diabetic feet, the measurement of metabolism in high-risk surgical incisions, the development of magnetic resonance imaging to study tissue metabolism and the co-development of a novel solution for repairing aortic aneurysms.

In contrast with the trend in many other UK universities, academic surgery in Cambridge is flourishing and the department continues to expand. The principal research interests are transplantation, stem cell medicine, surgical oncology and orthopaedic surgery. In addition, clinical research of international importance is being led by NHS surgical colleagues across a range of surgical disciplines, including ear, nose and throat surgery, ophthalmic surgery, gastrointestinal surgery and vascular surgery.

The Department of Surgery recognises that a proactive approach to equality and diversity in recruitment, promotion and the working environment enhances the pursuit of academic excellence.
The Department undertakes to achieve research excellence through commitment to maintaining the highest standards of integrity and ethics in all research and scholarship at the University of Cambridge. To maintain the high standards of research practice, the Department will uphold the commitments outlined in Universities UK’s Concordat to Support Research Integrity.

3.2 Clinical Service

As noted earlier, over 4,000 new patients with cancer are seen annually at Cambridge University Hospitals NHS Trust, and Addenbrooke’s is the Regional Cancer Centre with joint appointments at seven regional hospitals that between them see over 8,000 new patients a year. This includes a broad range of complex cancer cases that are referred into Addenbrooke’s for initial assessment and treatment.

Clinical services at Cambridge University Hospitals NHS Trust are provided by clinicians within disease orientated Directorates that span five divisions and and the Clinical Director of Cancer services is Dr H Ford.

The Divisions are as follows:
Division A: MSK; Digestive Diseases and ICU/Periops
Division B: Cancer; Labs; Imaging and Clinical Support
Division C: Acute Medicine; Inflammation; Transplant
Division D: Neuroscience; ENT/Head and Neck/Plastics; Cardiovascular-Metabolic
Division E: Paediatrics, Obstetrics and Gynaecology

Each Division is headed by a Divisional Director:
Division A: Dr B Matta
Division B: Dr A Shaw
Division C: Dr E Cameron
Division D: Dr M Manford
Division E: Dr R Heuschkel

Clinical cancer services at CUHNHST are provided by clinicians within Directorates that span different Divisions and the Clinical Director of Cancer services is Dr H Ford.

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, 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.

4 Further Information

It is suggested that prospective candidates might wish to include the following amongst those they consult:

Professor Richard Gilbertson, Li Ka Shing Professor of Oncology, Head of Department of Oncology, Director, Cancer Research UK Cambridge Centre
(Richard.gilbertson@cruk.cam.ac.uk)
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 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 as soon as possible.

6 Enquiries and Applications

Informal enquiries about this Professorship may be directed to Professor Richard Gilbertson, Li Ka Shing Professor of Oncology, Head of Department of Oncology, Director, Cancer Research UK Cambridge Centre, CRUK Cambridge Institute, Li Ka Shing Centre, Robinson Way, Cambridge CB2 0RE (Richard.gilbertson@cruk.cam.ac.uk), telephone +44 (0)1223769590 or Professor Andrew McCaskie, Head of Department of Surgery, Box 202, Level E9, Cambridge Biomedical Campus, Hills Road, Cambridge, CB2 0QQ, telephone +44 (0)1223 336976 or email awm41@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 16 September 2019.

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

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

A 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.

B 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.

C 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.

D Salary

The stipend for a professor with clinical responsibilities is on a scale from £77,913 to £105,042 at a point determined by level of seniority.

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

E Recruitment Incentive

The University has a scheme whereby in appropriate cases a single recruitment incentive payment may be made on appointment at the Vice-Chancellor’s discretion.
F  **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.

G  **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](http://www.admin.cam.ac.uk/offices/hr/staff/benefits-family.html)

H  **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.

I  **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 DBS check depending on the medical speciality.

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

J  **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](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.

K  **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 (LGBT) 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.

L 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, please contact,
Dr Gosia Włoszycka, who is responsible for recruitment to this position, by email on
mw425@admin.cam.ac.uk. Alternatively, you may contact the HR Business Manager
responsible for the department you are applying to via hrenquiries@admin.cam.ac.uk.