

NIHR Clinical Lecturer in Clinical Genetics

Department of Medical Genetics

CLOSING DATE: Monday 04 November 2024

Job Reference: RA40741



Clinical Lecturer in Clinical Genetics

Purpose of the role

The Appointments Committee for Clinical Lecturers in the School of Clinical Medicine invite applications for a post in Clinical Genetics in the Department of Medical Genetics, to take up the appointment as soon as convenient and no later than 01 September 2025. Applicants should have had suitable experience and training in Clinical Genetics. They should be of the standing required for an Honorary Contract of Service with the NHS East of England as a Specialist Registrar.

The successful candidate will be recommended for an honorary clinical contract with the Cambridge University Hospitals Trust.

This is a fixed term appointment for a maximum of 4 years or until the post-holder obtains CCT (subject to any extension that may be applied for, for a maximum of 24 months).

The Clinical Lecturer will be required to undertake research, clinical work and training and also teaching duties as assigned by the Head of Department. The field of research will be determined by the successful applicant in discussion with the Head of Department, Professor Marc Tischkowitz.

The Clinical Lectureship is aimed at doctors with a PhD/MD (or equivalent), who already have core specialty training experience, have gained the MRCP or MRCPCH (or equivalent) and show outstanding potential for continuing a career in academic medicine. It provides opportunities for post-higher degree research and facilitates applications for further research funding and postdoctoral academic training for doctors working towards completion of specialty training (ST5-6). Clinical Lecturers (CLs) spend 50% of their time undertaking specialist clinical training and 50% undertaking research. It is expected that CLs will complete their specialty training during the period of the Lectureship. The speciality training programme to be followed will be determined by the successful applicant in discussion with relevant members of the operational board of the Deanery Postgraduate School of Medicine and will ensure that the appointee acquires, in addition to clinical training, knowledge and skills in genomics and molecular diagnostics.

Eligibility

The post is open to doctors who have gained the MRCP or MRCPCH (or equivalent) and meet the entry criteria for entry into specialty training. A PhD must have been submitted at the time of application and the appointment will be subject to confirmation of the award before commencement of the post. The successful candidate must be in post by 01 September 2025

Salary:

£39,260 - £68,478 pa

Contract:

4 Years Fixed Term or to CCT

Location:

Cambridge

Faculty / Department:

Medical Genetics

Responsible to:

Dr Marc Tischkowitz, Head of Department of Medical Genetics

Working Pattern:

Full Time



Hospitals in which training will take place

The successful applicant will carry out their clinical training and service commitments in the Department of Clinical Genetics at Addenbrooke's Hospital. All Clinical Lecturer/SpR trainees have their laboratory and office accommodation located within the service.

Research institutions in which training will take place

Research training will take place at the University of Cambridge, School of Clinical Medicine (Department of Medical Genetics) although, depending on the specific research, projects may be pursued at one of a number of other research institutes on the Cambridge Biomedical Research Campus. The academic supervisor will be allocated when the research project has been identified.

The research training component

The successful candidate will have laboratory space within the Academic Department of Medical Genetics and other laboratories as required. The appointee may also contribute to the teaching of clinical genetics to undergraduate and postgraduate students and other allied healthcare professionals.

Academic Training: The objective is to provide a training environment to acquire knowledge, experience and skills needed to conduct research under supervision. The post holder will be expected to complete a portfolio of research and project work. It is also expected that, when sufficient research data is generated, the appointee will present at scientific meetings, and contribute to the preparation of scientific papers for publication in high quality peer-reviewed journals.

Academic Supervisor: The post holder will have an Academic Supervisor who will supervise the trainee's research theme/project and a mentor who can take a broader view of the student's progress and potential. This will be undertaken by Professor Marc Tischkowitz or another senior member of the department. The appointee will have the opportunity to undertake a research project with various members of the University Department of Medical Genetics (see below).

Description of research in Clinical Genetics

The Department of Medical Genetics, established in 1995, adopts a broad approach to 'Medical Genetics', encouraging interests in genomics and the functional biology of genetic disease, as well as applying genetics to diagnostic and therapeutic approaches to disease. Ongoing research addresses a broad range of monogenic and multifactorial genetic disorders and many research programmes and clinical activities are run jointly with other departments at Addenbrooke's and elsewhere.

Major areas of interests are:

- Cancer genetics
- Genetics of developmental disorders
- Genetic components of neurological disease, including cellular mechanisms of neurodegeneration and developmental biology of neural cell development and repair
- Renal genetics
- Autoimmune liver disease
- Disorders of genomic imprinting
- Clinical application of exome and whole genome sequencing

The Academic Department has an outstanding research record and was part of a top rated grouping in the last Research Assessment Exercise.

Departmental staff:

- Marc Tischkowitz, Professor of Medical Genetics/Honorary Consultant and Head of Department
- Eamonn Maher, Emeritus Professor of Medical Genetics and Genomic Medicine
- David Rubinsztein, Professor of Molecular Neurogenetics, Wellcome Trust Principal Fellow, Honorary Consultant
- Fiona Karet, Professor of Nephrology, Wellcome Trust Senior Clinical Research Fellow, Honorary Consultant in Renal Medicine
- Richard Sandford, Professor of Renal Genetics, Honorary Consultant and Clinical Director of the East Genomic Medicine Service Alliance
- Geoff Woods, Emeritus Professor of Human Genetics
- Lucy Raymond, Emeritus Professor of Medical Genetics and Neurodevelopment
- Evan Reid, Professor of Neurogenetics, Honorary Consultant
- Serena Nik-Zainal, NIHR Research Professor and Professor of Genomic Medicine & Bioinformatics, Honorary consultant
- Helen Firth, Emeritus Hon Professor of Clinical Genomics, Consultant in Clinical Genetics
- Dr Leonardo Bottolo, Reader in Statistics for Biomedicine
- Dr James Whitworth, Assistant Professor in Medical Genetics/Honorary Consultant and NHS Training Programme Director
- Dr Kate Baker, Senior Research Fellow and Hon Consultant
- Dr Ramsay Bowden, Assistant Professor and Honorary Consultant
- Dr Timothy Hearn, Assistant Professor and MPhil course director
- Dr Ruth Casey, Senior Research Fellow and Consultant in Endocrinology
- Dr George Mells, Senior Research Fellow and Consultant in Hepatology

Trainee Medical Staff

- Dr Katherine Schon, University NIHR Academic Clinical Lecturer
- Dr Joseph Christopher, University NIHR Academic Clinical Lecturer
- Dr Katrina Andrews, University NIHR Academic Clinical Fellow
- Dr Alexander Ross, University NIHR Academic Clinical Fellow
- Dr Lyndall Sarkies, Specialty Registrar
- Dr Robert Legg, Specialty Registrar
- Dr Nour Elkhateeb, Specialty Registrar

Approximately >60 research and supporting staff

The home department of Medical Genetics is housed in purpose designed accommodation on the top floor of the Addenbrooke's Treatment Centre (ATC). This provides 350m² of laboratory and office space contiguous with the NHS Department of Medical Genetics and the Regional Genetics Laboratories. Many Departmental Principal Investigators are based in the Cambridge Institute for Medical Research (CIMR). This cross-departmental institute opened in 1998 in the new Wellcome Trust / MRC Building. The Institute has approximately 250 scientists and provides a unique interface between basic and clinical science with the major goal of determining and understanding the molecular mechanisms of disease.

Research within the Department ranges from the functional biology of genetic disorders to molecular diagnostics and novel approaches to therapy. Staff in the Department have close links with other academic departments in the University and with clinical departments at Addenbrooke's Hospital (e.g. Dr Ruth Casey in Endocrinology). There are also strong collaborations with MRC Units on the Addenbrooke's campus and with the Wellcome Trust Sanger Institute (WTSI) at Hinxton.

For more information about individual research programmes, see <http://medgen.medschl.cam.ac.uk/>

The clinical training component

The objective of the training is for the trainee to meet all requirements and standards across the training curriculum published by the Royal College of Physicians. The proportion of time spent on clinical training will be 50% and 50% will be devoted to academic activities.

The post holder will participate in routine work of the Department of Clinical Genetics. This includes out-patient clinics, dealing with telephone enquiries from clinicians, ward referrals and clinical meetings. The appointee will liaise closely with clinical colleagues concerning the diagnosis and management of patients. A Consultant Clinical Geneticist will closely supervise all these duties. As a Specialty Trainee, the post holder will participate in the Department's day time on-call rota.

The Cambridge Biomedical Campus

The Cambridge Biomedical Campus contains (i) the University School of Clinical Medicine with its 12 Departments and associated Institutes, (ii) Addenbrooke's Hospital (iii) two directly funded Research Institutes – the MRC Laboratory for Molecular Biology (LMB), and the Cancer Research UK Cambridge Research Institute that opened in 2007. In addition to the LMB there are 5 MRC Units in Cambridge, of which 4 are located on the campus. The University's main Biological Science campus is on the Downing site in the centre of Cambridge and houses The School of Biological Sciences, which has particular strengths in developmental, cellular and molecular research, in integrative and comparative physiology and systems biology, and in neuroscience. Research within the School of Biological Sciences pursues a number of cross-cutting themes which intersect with the research themes in the School of Clinical Medicine in cardiovascular biology, neurosciences, cancer, infection, and immunology. There are two Institutes within the School of Biological Sciences with outstanding strengths in key areas of biomedical research: the Wellcome CR-UK Gurdon Institute (directed by Professor Daniel St Johnston, FRS), noted for its major strengths in developmental biology, and the Wellcome MRC Institute Cambridge Stem Cell Institute (directed by Professor Tony Green, FMedSci), a world-leading centre for stem cell research, and is closely linked with translational stem cell medicine on the Cambridge Biomedical Campus. To the south of Cambridge are the Babraham Institute (funded by the BBSRC) and the Hinxton Genome Campus with the Wellcome Trust Sanger Institute and the European Bioinformatics Institute. Papworth Hospital is 13 miles east of Cambridge and is due to locate to the Cambridge Biomedical Campus in 2016. This co-location in Cambridge of major regional University Hospitals, 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, if not unique, environment for the highest quality collaborative biomedical research, and its translation.

Cambridge University Health Partners (CUHP): An Academic Health Sciences Centre for Cambridge

The University of Cambridge, Cambridge University Hospitals NHS Foundation Trust, Cambridgeshire and Peterborough NHS Foundation Trust and Papworth Hospital NHS Foundation Trust have been formally designated by the Department of Health as an 'Academic Health Science Centre' – one of five UK centres awarded in March 2009.

The Cancer Research UK Cambridge Research Institute (CR-UK)

CR-UK have located their major new research institute on the Cambridge Biomedical Campus in the Li Ka Shing Centre. It opened in February 2007, is directed by Professor Greg Hannon FRS and focuses on translational cancer research: over 30 principal investigators comprise both University employed staff (20%) and directly CR-UK funded staff and focus on accelerating the transfer of basic discoveries in cancer science to clinical and clinical trial application.

East of England NHS Genomic Medicine Centre and East Genomic Medicine Service Alliance

Cambridge is at the forefront of genomics research and clinical application. The East of England Genomic Medicine Centre (EEGMC) was one of 13 GMCs established by NHS England to deliver the 100,000 genomes project. The innovative 100,000 Genomes Project was a national study to sequence DNA from thousands of patients with certain rare diseases and cancers to help with their diagnosis, treatment and future NHS patient care and aims to transform the NHS and the lives of some patients. The EEGMC covered a population of more than 6 million and was led by Cambridge University Hospitals NHS Trust. Following the completion of the 100,000 genomes project the ongoing work of the EEGMC was subsumed into the East GMS Alliance which is led by Cambridge University Hospitals NHS Trust with the aim of embedding genomics into routine NHS care.

NHS East Anglian Medical Genetics Service

The Medical Genetics Service has traditionally served the East Anglian region. However, substantial numbers of referrals come from neighbouring areas and increasingly from the areas bordering London that are now part of the Eastern region. The effective population served is 2.5 million. The laboratories provide diagnostic testing, prenatal diagnosis and carrier detection for a wide range of chromosomal and single gene disorders. There is close liaison with the Maternal Serum Screening Programme and the Regional Biochemical Genetic Screening Service at Addenbrooke's Hospital.

Clinical Genetics Academic Staff (Honorary Consultants)

- Professor Marc Tischkowitz
- Professor Evan Reid
- Professor Richard Sandford
- Professor David Rubinsztein
- Professor Serena Nik-Zainal
- Dr James Whitworth (Training Program Director)
- Dr Ramsay Bowden
- Dr Kate Baker

Clinical service staff:

- Dr Sarju Mehta, Consultant Clinical Geneticist (Clinical Director)
- Professor Helen Firth, Consultant Clinical Geneticist
- Dr Simon Holden, Consultant Clinical Geneticist
- Dr Ruth Armstrong, Consultant Clinical Geneticist
- Dr Jenny Carmichael, Consultant Clinical Geneticist
- Dr Soo-Mi Park, Consultant Clinical Geneticist
- Dr Sarah Bowdin, Consultant Clinical Geneticist and Medical Director GLH
- 3 Specialist Registrars
- 4 Academic Clinical Fellows/Lecturers, Hon Specialist Registrar
- Dr Amy Taylor, Lead Consultant Genetic Counsellor
- 8 Genetic Counsellors
- 3 Trainee Genetic Counsellors
- 2 Genomic Practitioners
- ~15 Administrative and secretarial staff

General genetics clinics and cancer genetics clinics are provided at Addenbrooke's Hospital, Cambridge and peripheral clinics are also held at Ipswich, Huntingdon, Peterborough, King's Lynn, Bury St. Edmunds, Norwich, Great Yarmouth and Saffron Walden. Clinics are usually staffed by a consultant clinical geneticist, a specialist registrar and a genetic counsellor, each seeing their own list of patients. A number of specialist clinics are also provided at Addenbrooke's Hospital, often as joint clinics with consultants in other specialties. These include clinics for cardiac genetics, endocrine genetics, eye genetics, foetal medicine, Huntington's disease, neurofibromatosis type 1,

neurofibromatosis type 2, renal genetics, tuberous sclerosis, von Hippel-Lindau disease, breast/ovarian cancer and colorectal cancer. All the SpRs in the Department participate in a training programme designed to provide a broad range of clinical experience and meet the requirements of higher professional training.

The Genetics Service has strong links with other NHS and University clinical departments such as Oncology, Medicine, Paediatrics, and Foetal Medicine. It has ready access to all the diagnostic and other facilities of a large teaching hospital, in addition to the departments of the University of Cambridge, and the MRC Centre. There are strong links with the WT Sanger Institute.

The East Genomic Laboratory Hub

Cambridge is the lead laboratory for the East Genomics Laboratory Hub <https://www.eastgenomics.nhs.uk> which delivers genomics services for the East of England (9.5 million population) covered by 29 NHS Trusts

Senior Staff at the Cambridge Lead Laboratory of the East Genomic Laboratory Hub:

- Dr Sarah Bowdin, Medical Director
- Dr Hana Lango Allen, Scientific Director
- Dr Amanda Clarkson, Operational Director

Plus >80 diagnostic and support staff.

The Medical Genetics Service and GLH are housed on the same floor of the Addenbrookes Treatment Centre, which facilitates excellent interactions between clinical staff and laboratory staff.

The East Genomic Medicine Service Alliance (Clinical Director – Professor Dick Sandford)

<https://www.eastgenomics.nhs.uk/about-us/genomic-medicine-service-alliance/>

East Genomic Medicine Service Alliance (GMSA) has been set up to ensure all eligible patients across the East Midlands and East of England can access and benefit from appropriate genomic tests when required, ensuring high-quality and personalised treatment.

Covering the same catchment area as East Genomic Laboratory Hub, the East GMSA brings together the vital multi-disciplinary clinical leadership and other operational and digital functions that are necessary to embed genomic medicine into mainstream clinical care.

Person Specification

Criteria	Essential	Desirable
Education		
Educated to degree level, normally with a PhD in the relevant specialist subject area	✓	
MRCP or MRCPCH or equivalent	✓	
Completion of a PhD or MD in a relevant topic or discipline by the time of commencement of the post	✓	
GMC Registration, Licence to Practice and Medical Defence Cover	✓	
Academic		
A developing bibliography of research publications	✓	
Demonstrate a firm commitment to teaching at both the undergraduate and postgraduate levels	✓	
A track record of securing research funding		✓
Willing to take a leading role in the supervision of Research Students	✓	
An interdisciplinary and collaborative research approach		✓
Leadership experience and achievements		
Willingness to undertake management and administrative duties	✓	
Proven ability to lead and inspire a team and work with vision and foresight		✓
Communication skills		
Effective communication skills: ability to communicate effectively (written and oral) with colleagues, patients, relatives, GPs, nurses and other agencies	✓	
Empathy and sensitivity: ability to listen and take in others' perspectives; caring approach to patients	✓	
Professionalism		
Professional integrity and respect for others: capacity to take responsibility for own actions and adopts a supportive approach towards others; capacity to adopt a corporate approach even if this is against personal views or preferences. •Displays honesty, integrity, awareness of confidentiality and ethical issues.	✓	

Behavioural Attributes

This section summarises the behavioural attributes (or competencies) that we expect the role holder to be able to demonstrate, at what level and whether this is an essential or desirable requirement.

Full definitions are at: <https://www.hr.admin.cam.ac.uk/policies-procedures/behavioural-attributes>

Please review these and provide specific examples in your application of how you have demonstrated these attributes in your work, education or other experience. It will assist your application if you explain the situation, what you did and what the outcomes were.

Attribute	Level
Valuing Diversity	A
Achieving Results	B
Communication	B
Innovation and Change	B
Negotiating and Influencing	B
People Development	B
Relationship Building	B
Strategic Focus	C

Department of Medical Genetics

The Cambridge University Department of Medical Genetics was established in 1995 as part of the School of Clinical Medicine, at the Addenbrooke's Hospital site. The Head of Department is Professor Marc Tischkowitz. Medically qualified members of the University Department also have clinical duties in the NHS Clinical Genetics Department. In addition to academic clinical consultants, there are currently four academic clinical fellows and a Clinical Lecturer that work between the clinical and research components of the Department.



Our research is wide-ranging and includes the identification of genetic causes of human diseases using state-of-the-art genome-wide DNA sequencing techniques, and studies to elucidate the mechanisms whereby genetic variations cause major human diseases. Our aim is to understand molecular mechanisms of disease, in order to develop novel diagnostic and therapeutic strategies for inherited disorders.

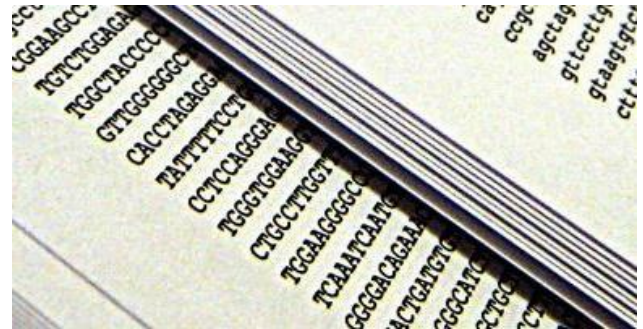
Main Research Themes

Clinical Genomics

Advances in genome technologies, such as whole genome and exome sequencing, have transformed medical genetics research and are impacting on the practice of genomic medicine. We are utilising whole genome (WGS) and exome sequencing to understand the genetic and other causes of inherited and sporadic cancers and neurodevelopmental disorders.

Transcriptomics and epigenomics

We are home to the Stratified Medicine Genomics Core Laboratory (SMCL), which provides access to clinical grade genomic, epigenomic and transcriptomic analysis to aid our research, experimental medicine investigations and clinical trials.



Fundamental Mechanisms of Disease

We have programmes investigating the molecular cell biology of genetic disease and have particular strengths in unravelling the pathology of neurological and neurodegenerative diseases.

Translational research

Our translational research is facilitated by a variety of multidisciplinary clinical activities. For instance, in order to define the molecular mechanisms of neurogenetic disorders we use state-of-the-art cellular biology models to identify pathways of disease and potential therapeutic strategies.

We are presently investigating the links between autophagy and neurodegenerative disorders such as Alzheimer's and Huntington's Disease. We have found that autophagy might be inhibited in these diseases and have been trying to elucidate the pathological consequences of autophagy compromise.



Professor Marc Tischkowitz, Head of Department.

The Department of Medical Genetics is widely recognised as a leading centre for clinical genetics research and training in the UK. Departmental Principal Investigators hold > £18M active research funding which supports ~80 research staff, have an outstanding research record and were part of a top rated grouping in the last REF. The Department has a large and active research programme whose broad aim is to understand the genetic component of specific disease processes at the molecular level and then to apply this genetic approach to find better or novel clinical managements and treatments. Research ranges across many basic and translational research topics including cancer genomics, developmental disorders, genomic imprinting, inherited cancers, neurogenetics, renal and hepatic disease and medical bioinformatics and biostatistics (see <https://medgen.medschl.cam.ac.uk/>). Departmental PIs have leadership roles in the East Genomic Strategic Alliance, NIHR Cambridge Biomedical Research Centre, and the NIHR Clinical Research Network, as well as Cambridge Institute for Medical Research.

The Department is responsible for undergraduate teaching to clinical medical students and leads the Health Education England approved Masters (MPhil and MSt) Programme in Genomic Medicine and hosts clinical and non-clinical PhD students.

The home department of Medical Genetics is housed in purpose designed accommodation on the top floor of the Addenbrooke's Treatment Centre (ATC). This provides 350m² of laboratory and office space contiguous with the NHS Department of Medical Genetics and the Regional Genetics Laboratories. Several Departmental Principal Investigators are based in the Cambridge Institute for Medical Research (CIMR), a cross-departmental institute that houses approximately 250 scientists and provides a unique interface between basic and clinical science with the major goal of determining the molecular mechanisms of human disease. There is enthusiastic support within CIMR for research aimed at elucidating the molecular mechanisms of rare genetic disease, one of the main themes of the Institute.

The Department has a large, varied and active research programme whose broad aim is to understand the genetic component of specific disease processes at the molecular level and then to apply this genetic approach to find better or novel clinical managements and treatments. It anticipated that the research interests of new appointees will complement existing research interests and there are excellent facilities basic and/or translational research and for a wide range of research themes.

The genomic medicine theme (Lead Nik-Zainal, Medical Genetics) comprises a major research programme within the Cambridge NIHR Biomedical Research Centre (BRC). The BRC is a partnership between Cambridge University Hospitals (CUH) and the University of Cambridge that was established in 2007 with an award of £65m over 5 years from the NIHR. The partnership was re-designated as a NIHR Biomedical Research Centre in 2011, with increased funding for the period 2012 – 2017. In 2016, the partnership was awarded further funding to support a re-designated NIHR BRC over the period 2017 – 2022 and this was subsequently renewed for a further five years (2022-2027). An external review by the SAB of the NIHR Cambridge BRC concluded that biomedical research at Cambridge is world-leading in many areas including genetics, population science, metabolism, immunology, cancer, and neuroscience. Major areas of research in the Genomic Medicine theme include the development and application of state-of-the-art genomics technologies in clinical medicine, clinical cancer genomics and functional genomic studies in neurogenetic disorders.

School of Clinical Medicine

Doing great work in a great place to work

About the School

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 specialties and scientific disciplines. Collaborative research, both within biomedicine and crossing the boundaries to the mathematical, physical and social sciences, is key to our approach. The School also supports key enabling technologies and facilities in imaging, bioinformatics and biological systems. The main areas of research interest are:

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



Professor Patrick Maxwell, Regius Professor of Physic and Head of the School of Clinical 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.

Terms of Appointment

Tenure and probation

This is a fixed term appointment for a maximum of 4 years or until you obtain CCT (subject to any extension that you apply for and be granted by NIHR, which can be for a maximum of 24 months). This appointment is subject to the satisfactory completion of a 12-month probationary period.

This is an integrated appointment between the University and the relevant NHS Trust/Body ("NHS Trust"). You will therefore also be issued with an Honorary Clinical Contract by the NHS Trust. You should be aware that if your contract with the NHS Trust is terminated your employment with the University will be terminated, and vice versa.

You will require GMC registration, License to Practice and Medical Defence Cover for the duration of your appointment.

Working Pattern

The appointment is full-time

Pension

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

Annual leave

Subject to compliance with the Statutes and Ordinances relating to leave, full time officers are entitled in any holiday year to take a minimum of 28 days annual paid holiday. These periods are inclusive of public holidays that fall outside Full Term.

Sabbatical leave

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

College membership

Membership of a College adds an important social and many of the University's academic community

find attractive. Appointment to a College fellowship is a separate matter from a University appointment. Most colleges expect their fellows to take part in undergraduate supervision and College administration, for which the College provides modest remuneration additional to University salary.

Many academic staff will be invited to join a College as a teaching fellow, but it is not compulsory for academic staff to be a member of a College. The Head of Institution or senior colleagues can offer more advice.

Residence

It is a requirement of the role that you are resident in the University during term-time. Further information can be found here:

<https://www.admin.cam.ac.uk/univ/so/2019/chapter11-section1.html#indexterm-d358e257>

General information

Pre-employment checks

Right to work in the UK - we have a legal responsibility to ensure that you have the right to work in the UK before you can start working for us. If you do not have the right to work in the UK already, any offer of employment we make will be conditional upon you gaining it.

Screening Checks

The nature of this role means that the successful candidate will also need to undergo a health assessment.

Health declaration - once an offer of employment has been made the successful candidate will be required to complete a work health declaration form.

References - offers of appointment will be subject to the receipt of satisfactory references.

Qualifications - the person specification for this position lists qualifications that are essential and/or desirable. Please note that if you are offered the post you will be asked to provide your relevant original certificates of these qualifications.

Equality and Diversity

We particularly encourage women and /or candidates from a Black, Asian and Minority Ethnic background to apply for this vacancy as they are currently under-represented at this level within our University. **(Please see relevant guidance before inclusion: <https://www.hr.admin.cam.ac.uk/recruitment/equality-law-and-recruitment/exceptions-equality-law/positive-action>)**

Information if you have a disability

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

<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, the Department Administrator, who is responsible for recruitment to this position. Alternatively, you may contact the Clinical School Recruitment Team who are responsible for recruitment to this position via: cshrstaffhub@admin.cam.ac.uk



The University

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

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

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

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

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



About Us

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

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

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

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

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

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

*Prof Deborah Prentice, Vice Chancellor
2023*



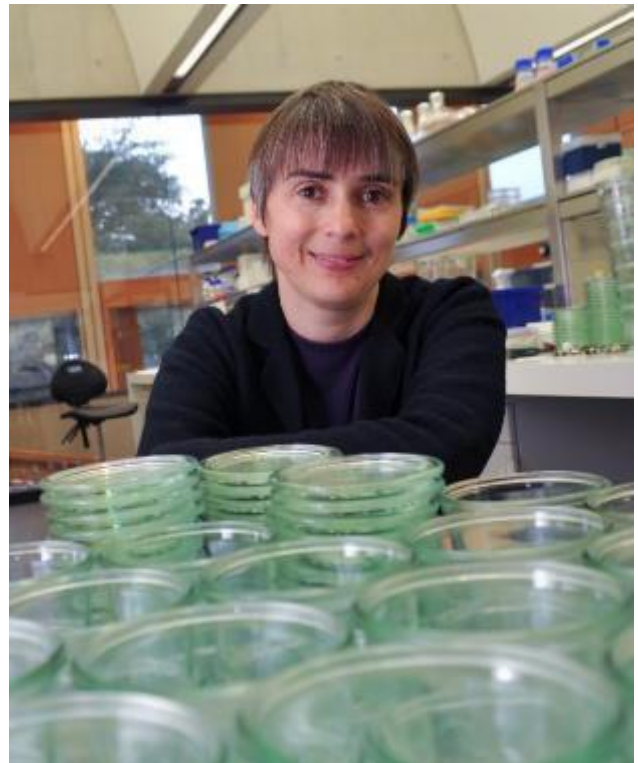
Working at the University

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

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

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

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



Equality & diversity

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

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

Living in Cambridge

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

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

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

Relocation Support

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

Accommodation Service

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



What Cambridge can offer

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

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



Pay and benefits

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

CAMbens employee benefits

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



What Cambridge can offer

Family-friendly policies

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

Other family-friendly support includes:

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

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

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

Your wellbeing

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

Development opportunities

We support new employees to settle in through various activities. The encouragement of career development for all staff is one of the University's values and we put this into practice through various services and initiatives. Our Personal and Professional Development Department provides development opportunities and courses for all University employees. These include face-to-face sessions, online learning modules and webinars. Employees may also apply for financial support to undertake training that will lead to a qualification. We offer reduced staff fees for University of Cambridge graduate courses and the opportunity to attend lectures and seminars held by University departments and institutions. Apprenticeship programmes are also available to support employees to develop their skills, experience and qualifications.



Clinical School Benefits

Cambridge Biomedical Campus

Being based on Cambridge Biomedical Campus gives the University of Cambridge School of Clinical Medicine employees an unrivalled range of on-site amenities.

These include:

Core amenities

- Marks & Spencer Simply Food
- Clothes & Gift shops
- The Body Shop
- Newsagent
- Barclays Bank
- Hairdressers
- Costa Coffee/Starbucks
- Various food outlets

Sports and Leisure

The Frank Lee Sports and Leisure Centre on the Campus is open to everyone who works on the Campus including employees of companies. The Centre offers a comprehensive range of activities for both adults and children (during the school holidays). Facilities include a 25m heated indoor pool, tennis and squash courts, cardio gym and fitness rooms. There is also a licensed bar, restaurant and function rooms.

Childcare

Bright Horizons Long Road nursery is located on the Campus making it an ideal location for parents who work at the site. The nursery is purpose built and houses five home bases, each designed specifically for babies, toddlers and pre-school children, as well as a spacious and secure external area in which children can play and explore the outdoors.

Apprenticeship opportunities

These are available for new and current members of staff to earn while they learn. The University is committed to nurturing talent and developing expertise through providing relevant vocational and professional apprenticeships across all of its departments and institutions.



Clinical School Wellbeing Programme

Following the launch of the Clinical School Wellbeing Programme in April 2014 it has continued to develop and grow each year. The School holds regular wellbeing talks and events in addition to hosting two dedicated Wellbeing Weeks packed with activities for staff each year. Activities include staff massages, smoothie bikes, step challenges, arts and crafts sessions and many more.

The School also has a team of Mental Health First Aiders recruited and trained from our own pool of staff. The School is always looking for new ways to engage staff and encourage them to look after their physical and mental wellbeing.



Equality, Diversity and Inclusion

The School of Clinical Medicine has a dedicated governance group overseeing equality, diversity and inclusion related activities. Regular talks are held throughout the year and all staff members are expected to undertake Equality and Diversity training.

The School has a number of networks for different staff groups encouraging communication and sharing of practices. There is also a growing network of 100+ Equality Champions who meet termly and help raise awareness of equality, diversity and inclusion within their departments. The School currently holds a silver Athena SWAN award utilising the process to critically analyse all areas of equality and diversity within the school.

How to apply

Applications should be submitted online via the University of Cambridge jobs page www.jobs.cam.ac.uk by clicking “Apply online” in the job advert. You will need an email address to register for our online system.

Conversations about flexible working are encouraged at the University of Cambridge. Please feel free to discuss flexibility prior to applying (using the contact information below) or at interview if your application is successful.

Informal enquiries are welcomed and should be directed to: **Dr Marc Tischkowitz, Head of Department of Medical Genetics,** mdt33@cam.ac.uk

If you have any queries regarding the application process, please contact csheclinical@admin.cam.ac.uk

The closing date for applications is: Monday 04 November 2024

The interview date for the role is: TBC