



UNIVERSITY OF
CAMBRIDGE

Further Particulars

CRUK Cambridge Centre Clinical Research Training Fellowship

School of Clinical Medicine | Oncology

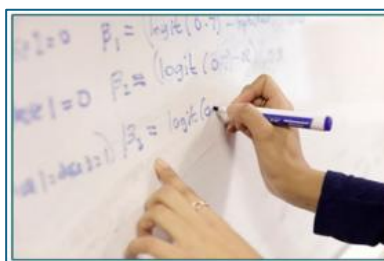
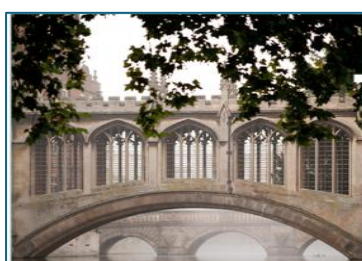
CLOSING DATE: 19th November 2026

Job Reference: RD51283



Contents

Welcome to the School of Clinical Medicine	3
The Department of Oncology.....	4
CRUK Cambridge Centre	5
School of Clinical Medicine.....	6
The Role	8
Key Responsibilities.....	9
Doctoral Research.....	9
Clinical Academic Development	9
Governance and Research Integrity	9
Collaboration and Dissemination	9
Professional Responsibilities	9
Person Specification	11
Behavioural Attributes	12
Terms of Appointment: Researcher - Clinical Training Research Fellow	13
How to Apply	14
The University.....	16
About Us	18
Our Values	19
Equality Diversity and Inclusion.....	20
Living in Cambridge	21
Working at the University.....	22
What Cambridge can offer	23



Welcome to the School of Clinical Medicine

Welcome
to Cambridge



Regius Professor
Patrick Maxwell

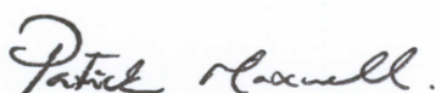
Thank you for considering the opportunity to join our distinguished University, here at the School of Clinical Medicine.

We are thrilled to welcome candidates who share our passion for education, innovation, and community. We provide the unique opportunity to drive educational excellence, spearhead innovative research, and shape the future of our esteemed School.

Our community thrives on creativity, collaboration, and a commitment to making a global impact, and we look forward to how your expertise and vision will enhance our vibrant community.

Join us on this thrilling journey as we continue to push boundaries, inspire breakthroughs, and transform lives worldwide.

Yours sincerely,



Professor Patrick Maxwell | DPhil FRCP FMedSci

Regius Professor of Physic & Head of the School of Clinical Medicine

The Department of Oncology

The Department of Oncology is an academic department within the School of Clinical Medicine at the University of Cambridge.

The mission of the Department of Oncology is to find innovative solutions to prevent, detect and treat cancer through discovery and translational research, clinical trials and education.

The majority of Oncology employees are based on the Cambridge Biomedical Campus, either in the Early Cancer Institute or office space in Addenbrooke's Hospital.

The types of research are wide ranging and include traditional experiments on the bench to computational research in big data and AI to clinical trials of national importance.

Our funding model is distributed across a range of funders to sustain our activities in the long term. This includes funding from Cancer Research UK, the Medical Research Council, the Wellcome Trust, the National Institute of Health Research (NIHR) Cambridge Biomedical Research Centre as well as generous philanthropic support.

We have an active patient and public engagement panel to inform our research activities.

We offer a variety of training and career development opportunities, as well as a range of societies and interest groups that foster collaboration and help build a strong sense of community.

Professor Rebecca Fitzgerald | Head of Department | Oncology



(Image: Royal Society)

*Thank you for considering
working with us.*

CRUK Cambridge Centre

Our vision is to bring forward the day when all cancers are cured. The CRUK Cambridge Centre's mission is to end the death and disease caused by cancer through research, treatment and education.

More than 1,200 researchers and clinicians work across ten research programmes, three virtual institutes and four affiliated institutes. They combine expertise in biology, population science, early detection, clinical research and precision medicine. Our research aligns with Cancer Research UK's strategy, focusing on earlier detection and cancers with unmet need, including lung, pancreatic, oesophageal, ovarian and childhood cancers, and brain tumours.

Our strategic objectives are to:

1. Conduct impactful interdisciplinary research by bringing together teams to improve the understanding, prevention, detection, diagnosis and treatment of cancer.
2. Adopt a proactive approach by moving from responding after cancer presents to a personalised strategy that detects disease earlier, intervenes precisely and monitors patients using minimally invasive technologies. By accelerating translation, we aim to support the NHS ambition for 55,000 more people each year to survive cancer for at least five years following diagnosis.
3. Develop the cancer leaders of tomorrow by training researchers and clinicians in fundamental research, early detection and precision cancer medicine.
4. Partner with patients and the public by involving them in our research and

explaining how cancers can be prevented, detected and treated earlier and more precisely.

The Centre promotes the exchange of knowledge and skills across disciplines, creating a culture of collaboration, learning and development. Its partners are Cancer Research UK, the University of Cambridge and Cambridge University Hospitals NHS Foundation Trust. It works with more than 200 research groups across Cambridge.

Established in 2007, the Centre builds on Cambridge's scientific heritage and integration of research, clinical care and education. Cambridge is recognised by Cancer Research UK as a Major Centre and holds OECI Comprehensive Cancer Centre status. Strengths include early-phase clinical trials and expertise in population genetics, epidemiology and computational biology, helping translate discoveries into benefits for patients.



Professor Grant Stewart | Co-Director of CRUK Cambridge Centre



Professor Jean Abraham | Co-Director of CRUK Cambridge Centre

School of Clinical Medicine

Welcome to the University of Cambridge School of Clinical Medicine, a vibrant and dynamic hub of clinical medical education and research excellence.

With nearly 3,000 dedicated colleagues, ranging from distinguished academic professors to essential administrative support. We are a diverse and inclusive community united by a passion for advancing healthcare.

Our journey began in 1976, following the Royal Commission on Medical Education's recommendations from the late 1960s, leading to the establishment of a comprehensive medical course in Cambridge. This milestone was marked by 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 inaugurated the Clinical School building, which now houses our medical library, lecture theatres and seminar rooms.

Our Mission and Aspirations: At the School of Clinical Medicine, we are committed to revolutionising medical practice and deepening our understanding of biological sciences across a spectrum of clinical specialties and scientific disciplines. Our approach is rooted in collaborative research that not only spans the breadth of

biomedicine but also intersects with the mathematical, physical and social sciences.

We are pioneers in supporting and developing key enabling technologies that drive our research forward.

Major Research Areas: Our research covers a wide range of critical areas, including:

- Antenatal, Maternal and Child Health
- Cancer research
- Cardiorespiratory Medicine
- Cellular mechanisms of disease
- Diabetes, Endocrinology and Metabolism
- Epidemiology, Public Health and Primary Care
- Genetics
- Haematological and Transplantation Medicine
- Infection and Immunity
- Neurosciences and Mental Health
- Stems Cells and Regenerative Medicine

Leadership in Education and Research

Under the stewardship of Professor Patrick Maxwell, FMedSci, Regius Professor of Physic and Head of the School of Clinical Medicine, our School strives to lead in education, discovery and healthcare.



We achieve this through inspirational teaching and training, educating individuals who are destined to become outstanding doctors or biomedical scientists. Our graduates are known for their deep scientific understanding, exceptional clinical and communication skills and a compassionate, professional approach to patient care. We are proud to equip them to be future international leaders in their fields.

Commitment to Excellence in Research:

Supporting scientists of global renown in both basic and clinical research, our focus is on understanding fundamental biology and the mechanisms underlying disease. We integrate basic and clinical research, apply rigorous, mechanism-based approaches to clinical problems and drive innovation to tackle society's health challenges.



The Role

Salary: £41,226 - £77,348

The pay will depend on the level of training

Contract: Fixed Term – 3 years

Clinical Research

Location: Cambridge Biomedical Campus

Department: Oncology

Responsible to: TBC

Working Pattern: Full Time

The University of Cambridge supports hybrid working for staff where possible, though **some roles require on-site attendance due to the nature of the work.**

We also welcome applications for part-time arrangements and are committed to flexible working to foster a diverse, inclusive workforce.

The purpose of the Role

Applications are invited for 3 Clinical Research Fellowships leading to a PhD. The Fellowships are available to medically qualified individuals who are undertaking their specialist training in any clinical discipline, and who want to obtain a PhD with a view to an academic career in any branch of cancer research. Eligibility to practice clinically within the UK is an essential qualification.

The Clinical Research Fellowship scheme forms part of the CRUK Cambridge Centre's 'Integrated Academic Training Programme', as defined by the National Institute for Health Research (NIHR). This means that training is tailored to equip translational scientists with the skills and experience they need to progress in their combined research and clinical careers.



Key Responsibilities

The Clinical Research Fellow will undertake a programme of original research leading to a PhD within the CRUK Cambridge Centre, developing the capabilities required for a combined clinical academic career in cancer research.

Doctoral Research

The Fellow will take day-to-day responsibility for progressing an agreed doctoral research project. They will refine the research questions, plan and undertake appropriate experimental, clinical, computational, population-based or translational work, and analyse and interpret findings rigorously. They will maintain accurate research records, manage their time and project milestones effectively, and respond constructively to supervisory and assessment feedback.

The Fellow will develop a detailed understanding of the relevant scientific and clinical literature and use this knowledge to inform the design, delivery and interpretation of their research. They will demonstrate increasing independence and critical judgement as the project progresses and will prepare and submit a thesis that meets University requirements within the permitted period.

Clinical Academic Development

As a member of the CRUK Cambridge Centre Integrated Academic Training Programme, the Fellow will participate fully in agreed research, professional and career development activities.

The Fellow will work with academic and clinical supervisors to maintain a development plan that supports progression towards a sustainable clinical academic career. Where clinical activity continues during the Fellowship, they will ensure that commitments are approved, remain within their competence and do not compromise progress towards the PhD.

Governance and Research Integrity

The Fellow will conduct research in accordance with applicable legislation, ethical approvals, University and NHS policies, funder requirements and departmental procedures. They will complete all required governance, safety and regulatory training before undertaking relevant activities and will work within approved protocols.

They will handle research data, clinical information and biological samples securely and responsibly, maintaining confidentiality and appropriate documentation. The Fellow will uphold the principles of honesty, rigour, transparency, accountability and reproducibility, promptly reporting safety concerns, protocol deviations, data incidents or research integrity concerns through the appropriate channels.

Collaboration and Dissemination

The Fellow will work collegially across their research group, clinical specialty, host department and the wider CRUK Cambridge Centre, communicating effectively with researchers, clinicians, professional services colleagues, patients and external collaborators.

They will present their findings to specialist and non-specialist audiences and prepare appropriate outputs, including abstracts, posters, reports, peer-reviewed publications and thesis chapters. All outputs must describe findings accurately, acknowledge limitations and contributions, protect confidential information and comply with authorship, intellectual property, open-access and funder requirements.

Professional Responsibilities

The Fellow will maintain eligibility to practise clinically in the United Kingdom wherever clinical practice forms part of the role and will comply with the professional standards expected of a registered doctor and University researcher. They will act with integrity, maintain

appropriate clinical and research boundaries, declare conflicts of interest and contribute to an inclusive environment in which colleagues, participants and patients are treated with dignity and respect.

The Fellow may undertake other reasonable duties appropriate to the Fellowship, their competence and stage of training. Any significant change to the research project, supervisory arrangements or clinical commitments must be discussed and approved through the relevant University, NHS, programme and funder processes.

Person Specification

Criteria	Essential	Desirable
Education		
Medical Degree (Batchelor of Medicine) or equivalent	✓	
General Medical Council registration with a license to practice is essential before the start date	✓	
Relevant experience in cancer research. Holders of additional qualifications will be prioritised	✓	
Clinical and Research Experience		
Demonstrated interest in translational medicine and therapeutic research	✓	
Evidence of participation in clinical or translational research		✓
An interdisciplinary and collaborative research approach		✓
Evidence of capability of collecting, handling and understanding clinical data as a key part of a research project		✓
Personality and Managerial Skills		
Evidence of being able to establish good professional relationships with patients and colleagues	✓	
Ability to keep good medical records and communicate with other hospital departments and primary care	✓	
Potential to cope with stressful situations and undertake responsibility	✓	
Demonstrated ability to work as part of a multi-disciplinary team	✓	
Ability to organise own learning and time	✓	
Leadership experience and achievements	✓	
Proven ability to lead and inspire a team and work with vision and foresight		✓

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	B



Terms of Appointment: Researcher - Clinical Training Research Fellow

Tenure and probation: appointments will be made on a fixed-term basis for a period of 3 years (30/09/2030)

<https://www.hr.admin.cam.ac.uk/policies-procedures/guidance-use-fixed-term-and-open-ended-contracts/recruitment-and-objective>

Appointments will be subject to satisfactory completion of a six-month probationary period.

FOR CLINICAL ROLES ONLY INCLUDE:

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.

Hours of Work and Working Pattern: The hours of work for this position are 40 hours per week, predominantly worked Monday to Friday. Some weekend working may occasionally be required, depending on the needs and nature of the research project.

Pension: You will automatically be enrolled to become a member of USS (Universities Superannuation Scheme). For further information please visit:

www.pensions.admin.cam.ac.uk

Annual leave: Full-time employees are entitled to annual paid leave of 41 days

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 to you will be conditional upon you gaining it.

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

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 for these qualifications.

online” in the job advert. You will need an email address to register for our online system.

Conversations about flexible working including any reasonable adjustments 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.

If you have any queries regarding the application process, please contact our Team at: Oncologyhr@admin.cam.ac.uk



How to Apply

Applications should be submitted online via the University of Cambridge jobs page www.jobs.cam.ac.uk by clicking “Apply”

Application form:

A statement of current and future research plans outlining your vision and priorities.

Including your motivations for applying and how you meet the selection criteria.

A list of publications showcasing your contributions to the field. A curriculum vitae detailing your professional experience and qualifications.

Informal enquiries are welcomed and should be directed to: Professor Daniel Hodson or Dr Samantha Byers

Email: djh1002@cam.ac.uk or
sb2251@cam.ac.uk

Key dates.

Closing date: **19th November 2026**

Interview date: **week commencing 4th January 2027**

The University

The University of Cambridge is consistently ranked one of the best universities in the world, achieving academic excellence through its Faculties, Departments and other Institutions, together with the 31 Colleges.

The University is renowned for its record of discovery and innovation. It is one of the great institutions, with a regional, national and global reach, attracting the very best and brightest minds. Our staff and students shape the world around us for the better: we attract and partner with like-minded people.

Whether contributing to the development of new anti-cancer drugs, adding to the understanding of how black holes are formed, revolutionising the study of ancient settlements, convening academic expertise to offer solutions to the climate crisis, or analysing public attitudes towards democracy around the world, the University's research is remarkable in its breadth, quality and impact. The University also sits at the heart of Europe's largest technology cluster and has catalysed more than 1,500 high-tech companies. And yet what inspires our 24,000 students and 13,000 staff is not what has already been achieved, but what is possible in the future.

The education and experience of our students, based on a partnership between the University's academic Departments and Faculties and the 31 Colleges, is second to none. Every student is a member of one of the Colleges, each a community of students,

academics and staff drawn from across the University's comprehensive range of subject areas.



The University is a self-governing community, with a system for decision-making that provides a high degree of accountability and transparency to its members. Each Department and Faculty is part of one of six academic Schools, but each of them, and each individual academic, has a great deal of autonomy. The Colleges are independent and self-governing, working in a symbiotic relationship with the University.

The University has a number of Institutions that are independent of any Faculty or Department and are not part of the academic Schools. These include the Institute of Continuing Education (which provides high-quality education to adults throughout their lives), the Fitzwilliam Museum, Kettle's Yard (an historic house and gallery that holds important collections of modern art) and the University Library. In addition to their diverse contributions to University and public life, these non-School Institutions are also important centres of teaching and research.

Cambridge University Press & Assessment provides academic publishing, examinations and learning materials worldwide, supporting the dissemination of research, academic development at school and in higher education, and international student mobility. Legally, the Press & Assessment is a department of the University. It provides very important funds to invest in the academic purposes of the University.

The University has made truly remarkable contributions to the sum of human understanding, with breakthrough ideas and discoveries that have changed the way we

understand ourselves, our planet, and the universe around us. Yet the global and national contexts in which it operates are fast-changing and increasingly filled with uncertainty. In a world that is becoming - politically, economically, socially, and technologically - ever more interconnected but even less equal, the University's mission - "to contribute to society through the pursuit of education, learning and research at the highest international levels of excellence" - has never been more relevant.



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 undergraduate students, provide student accommodation and pastoral support and deliver small group teaching for undergraduates.

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

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.”

**Professor Deborah Prentice,
Vice Chancellor 2023**

Our Values

Developed by professional services colleagues, our values underpin everything we do. By living the values in the work we do, we hope to foster an environment where staff feel empowered. The values encourage staff to; work together and share skills to create a sense of community, act with integrity, take an inclusive and fair approach and develop honest and open relationships that are underpinned by our shared values. We encourage applicants to consider these values within their application.

At the School of Clinical Medicine, our values are the foundation of everything we do. They guide our actions and shape our culture, ensuring we stay true to our mission of advancing medical knowledge and improving healthcare.

Excellence: We strive for the highest standards in all we undertake—whether in research, education, or professional services. Excellence is our benchmark, driving us to continually push the boundaries of knowledge and practice.

Togetherness: We foster a culture of inclusivity, support, and collaboration. By working together, we bring out the best in our colleagues and students, creating a strong community that thrives on mutual respect and shared success.

Openness: Transparency and public engagement are central to our approach. We actively involve patients and the public in our research and educational processes, and we

are committed to sharing our scientific discoveries broadly and openly.

Fairness: We are dedicated to expanding access to medical education and research. By addressing inequalities in health and healthcare, we ensure opportunities are more evenly distributed across society.



“To work or study; it is a community where the brightest minds come together to make a profound impact on healthcare and medical science. We invite you to be part of this transformative journey, contributing to groundbreaking discoveries and improving medical practice for individuals and populations around the world. Welcome to a place where excellence in education and research meets a commitment to compassionate healthcare.” Professor Patrick Maxwell | Head of the School of Clinical Medicine.



Equality Diversity and Inclusion

Diversity is integral to our success, and inclusivity amplifies our impact. We believe that our strength lies in the richness of our differences, with individuals from varied backgrounds, perspectives, and disciplines coming together to drive innovation, foster meaningful discussions, and generate fresh ideas.

Encouraging Applications from Underrepresented Groups

We are committed to ensuring our community reflects the diversity of society. We particularly encourage applications from women and candidates from Black, Asian, and Minority Ethnic backgrounds, as these groups are currently underrepresented at this level within our University.

The University has achieved significant milestones in advancing equality, including:

- A **silver Athena SWAN award**, recognising excellence in gender equality initiatives.
- A **bronze Race Equality Charter award**, which provides a framework for improving representation, progression, and success of minority ethnic staff and students.

We invite you to join a community that is committed to respect, inclusion, and belonging made on merit.

Support for Individuals with Disabilities

The University is a Disability Confident employer providing equal opportunities for individuals with disabilities and ensuring fair treatment throughout the recruitment process. We do encourage you to declare any disability and any reasonable

adjustments that you may require. This will enable us to support your needs throughout the process as required. 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

Employee Networks: The University offers a range of staff support networks to foster community and belonging, including

- [Chaplaincy for University Staff](#)
- [Dignity at Work](#)
- [The Disability Resource Centre \(DRC\)](#)
- [Black, Asian and Minority Ethnic \(BAME\) Staff Network](#)
- [Lesbian, Gay, Bisexual and Transgender Network](#)
- [Women's Staff Network](#)
- [Supporting Parents and Carers @ Cambridge Network](#)

These networks play a pivotal role in shaping a supportive and inclusive workplace and provide valuable connections and resources for colleagues across the University.

Learn More: for further details on our commitment to equality and inclusion, please visit: [Equality and Diversity at Cambridge](#).



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 Broadlands 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.

In some cases, financial assistance can be provided through the Shared Equity Scheme and the Reimbursement of Relocation expenses Scheme. Please visit the weblink provided for eligibility details

<https://www.accommodation.cam.ac.uk/RelocationService/>.

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: www.accommodation.cam.ac.uk/



Working at the University

Working at Cambridge you will join a diverse, talented and innovative community, with more than 24,000 students and over 13,000 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.

The University offers 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.

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, including:

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

The University's estate is undergoing the most significant transformation in its history. Cambridge has been able to create a science and technology campus to the west of the city center and is expanding further to the northwest of Cambridge including investing in affordable homes for University key workers and community facilities. Even with their 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 continues to redevelop its historic city centre sites demonstrating a clear determination to ensure that we can offer the best facilities and opportunities for our staff and students.



Sport and Leisure

The Frank Lee Sport & Leisure Centre on the Campus is open to everyone who works on the Campus. The Centre offers a comprehensive range of activities for both adults and children (during school holidays). Facilities include a 25m heated indoor pool, tennis and squash courts, cardio gym and fitness room.

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.



CAMbens employee benefits

The University offers employees a wide range of competitive benefits, known as CAMbens. CAMbens offers something for everyone across a range of categories, including:

- Financial Benefits, including shopping discounts (both local and national) and a Payroll Giving scheme;
- Relocation and Accommodation Benefits, including relocation assistance and interest-free Rental Deposit Loans;
- Travel Benefits, including Cycle to Work, discounts on train season tickets and interest-free Travel to Work loans;
- Family Friendly and Lifestyle Benefits, including support with childcare and family friendly policies;

Health and Wellbeing Benefits, including a University Staff Counselling Service, discounts at the University Sports Centre,

and other local gyms, and healthcare schemes

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 26 weeks' full pay, and paid emergency leave for parents and carers.

Other family-friendly support includes:

Our highly regarded workplace nurseries, a childcare salary exchange scheme and a high-quality holiday Playscheme are 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 (<https://www.nvs.admin.cam.ac.uk/>) is an organisation within the University that welcomes the partners and families of visiting scholars and new members of the University. Run by volunteers, the group offers opportunities to visit interesting Cambridge venues, learn about the community, take part in social events and gain local knowledge while developing a strong support network of both residents and other newcomers.

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. The University delivers The Festival of Wellbeing annually, which is a programme of stimulating talks and activities, which aim to promote wellbeing and good mental and physical health. The University also hosts the [Cambridge Festival](#), which is 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 as well as supporting their professional and career development on an ongoing basis. Our Personal and Professional Development (PPD) team provide development opportunities for all University employees, including face-to-face sessions, online learning modules and webinars. All employees also have unlimited access to LinkedIn Learning to support their development. Both new and existing employees can undertake funded Apprenticeships, which lead to a range of vocational and professional qualifications. 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. A range of University training providers also offer specialist learning and development in their own areas e.g. teaching and learning, digital literacy, finance, health and wellbeing, safety.



Thank you for considering working with us.

