

Job Description

Associate Professor / Professor in Medical Statistics and Innovative Trial Design [non-clinical]

[Imperial College London](#) seeks Professor in Medical Statistics and Innovative Trial Design to join the School of Public Health's Imperial Clinical Trials Unit within the Faculty of Medicine.

We are Imperial – a world-leading university for science, technology, engineering, medicine and business (STEMB), where scientific imagination leads to world-changing impact.

As a global top ten university in London, we use science to try to understand more of the universe and improve the lives of more people in it. Across our nine campuses and throughout our Imperial Global network, our 22,000 students, 8,000 staff, and partners work together on scientific discovery, innovation and entrepreneurship. Their work navigates some of the world's toughest challenges in global health, climate change, AI, business leadership and more.

Founded in 1907, Imperial's future builds on a distinguished past, having pioneered penicillin, holography and fibre optics. Today, Imperial combines exceptional teaching, world-class facilities and a habit of interdisciplinary practice to unlock scientific imagination.

Imperial has four academic faculties – [Engineering](#), [Medicine](#), [Natural Sciences](#) and [the Imperial Business School](#), as well as a significant number of [interdisciplinary research centres](#) focusing on challenging world problems.

Imperial has a leadership model comprising the [President, Professor Hugh Brady](#), and the [Provost and Deputy President, Professor Peter Haynes](#)

Please refer to [further particulars](#) for more information about Imperial.

1. The Post

Job Title:	Associate / Professor in Medical Statistics and Innovative Trial Design
School	School of Public Health, Imperial Clinical Trials Unit
Faculty:	Medicine
Campus location:	White City
Job Family/Level:	Academic Job Family, Associate Professor, Professor [non-clinical]
Salary range:	Minimum Associate Professorial salary of £85,873 per annum Minimum Professorial salary of £98,149 per annum
Accountable to:	Professor Victoria Cornelius
Responsible to:	Professor Victoria Cornelius
Key working relationship (Internal):	Academic collaborators within School of Public Health. Clinical collaborators within the wider Imperial College.
Key working relationship (external):	National and international clinical trials collaborators and clinical academic networks including the UK Registered CTU networks and professional bodies.
Working hours:	As reasonably necessary but normally not less than 35 hours per week
Contract type:	Full-time, Open ended

2. Background of the post

This new position for Associate Professor/Professor in Medical Statistics and Innovative Trial Methodology will be based in the Imperial Clinical Trials Unit (ICTU), School of Public Health (SPH), with key collaborations with academics across SPH, the wider College and national and international collaborators from both academic and industry setting. The collaborator will be for both education activities and clinical trials leading edge research. The postholder will lead research on clinical trials and new experimental medicine theme across the Faculty of Medicine and contribute to postgraduate and undergraduate teaching in the School of Public Health.

The postholder will be responsible for establishing and leading a new programme of research in early phase and innovative clinical trials methodology and they will head up a new experimental medicine portfolio and develop a new research section in ICTU that will compliment and integrate

with ICTUs existing research groups. This will involve establishing research collaborations with academics within Faculty of Medicine, trial research collaborations, and clinical academics and methodologists nationally and internationally. The postholder will bring in funding to develop a new team and grow Imperial's reputation for innovative methodologies in early and late phase clinical trial research.

The postholder will have substantial experience of teaching and have an interest in developing specialist professional training, and international capacity building in adaptive and early phase clinical trials. The postholder will have experience of providing supervision and mentorship to colleagues.

The postholder will be expected to contribute to the leadership of ICTU at Senior Management and Executive Level. They will support SPH administrative, collegial and management duties as appropriate for the level of appointment.

They will have an academic base in Imperial Clinical Trials Unit on the College's White City campus with key collaborations with Imperial academics and clinical staff at Imperial's other sites including St Mary's, Charing Cross, South Kensington and Hammersmith.

3. Information about the Faculty of Medicine

We are a world-leading medical faculty, where scientific imagination leads to biomedical discovery and clinical progress for the benefit of patients everywhere.

The [Faculty of Medicine](#) was established in 1997, bringing together major West London medical schools into one world-class institution. It maintains close links with a number of NHS Trusts with whom it collaborates in teaching and research activities.

The Faculty is spread across several West London campuses, including South Kensington and the following hospital sites: Charing Cross, Chelsea and Westminster, Hammersmith, Northwick Park, Royal Brompton and St Mary's.

The White City Campus (where the Faculty will also have a significant presence) is Imperial's major new campus in west London, bringing together world-class researchers, businesses and partners from academia to work, share ideas and turn cutting-edge research into benefits for society.

Although on several sites, its academic departments function as one Faculty, fully integrated within the Imperial.

Faculty of Medicine Executive Team	
Dean of the Faculty of Medicine	Professor Deborah Ashby
Vice-Dean for People and Culture	Professor Clare Lloyd
Deputy Dean and Vice-Dean for Research	Professor Graham Cooke
Vice-Dean for Education	Professor Martin Lupton

The Faculty comprises eight academic departments:

Department	Head of Department
Department of Surgery and Cancer	Professor George Hanna
School of Public Health	Professor Neil Ferguson

National Heart and Lung Institute	Professor Barbara Casadei
Institute of Clinical Sciences	Professor Wiebke Arlt
Department of Infectious Disease	Professor Aubrey Cunnington
Department of Immunology and Inflammation	Professor Marina Botto
Department of Brain Sciences	Professor Allan Young
Department of Metabolism, Digestion and Reproduction	Professor Waljit Dhillon

The Faculty also hosts the cross-Faculty [Institute of Global Health Innovation](#) which is led by [Professor the Lord Ara Darzi of Denham](#)

Imperial College Healthcare NHS Trust

[Imperial College Healthcare NHS Trust](#) provides acute and specialist healthcare in north west London for around a million and a half people every year. Formed in 2007, the Trust is one of the largest NHS trusts in the country, with an annual turnover of over £780 million, approximately 11,000 staff, and it sees over 500,000 patients a year.

The chief executive officer is Tim Orchard. The trust has two Medical Directors on its board: Professor Raymond Anakwe and Professor Julian Redhead. The Director of Research and Development is Professor Mark Thursz.

Its five hospitals – [Charing Cross](#), [Hammersmith](#), [Queen Charlotte's & Chelsea](#), [St Mary's](#) and [The Western Eye](#) – have a long track record in research and education, influencing clinical practice nationally and worldwide. The Trust has a growing number of community services and provide private healthcare in dedicated facilities on all of our sites, including at the Lindo Wing at St Mary's.

The Trust, with Imperial College London, hosts one of 20 National Institute for Health Research (NIHR) biomedical research centres (BRC). This designation is given to the most outstanding NHS and university research partnerships in the country, leaders in scientific translation, and early adopters of new insights in technologies, techniques and treatments for improving health.

Imperial College Healthcare NHS Trust Values;

- Kind - We are considerate and thoughtful, so you feel respected and included.
- Collaborative - We actively seek others' views and ideas, so we achieve more together.
- Expert - We draw on our diverse skills, knowledge and experience, so we provide the best possible care.
- Aspirational - We are receptive and responsive to new thinking, so we never stop learning, discovering and improving.

West London NHS Trust (WLHT) is one of the most diverse healthcare providers in the UK, delivering a range of mental health, physical healthcare and community services commissioned locally and nationally. The Trust employs over 3,800 staff, of which 51% are from a Black and Asian Minority Ethnic (BAME) background and we are working with colleagues to ensure that all staff are better represented at all levels of the Trust.

The Chief Executive is Maria O'Brien. The Chief Medical Officer is Dr Claire Dillon. The Director of Research and Development is Dr Sophie Coronini-Cronberg. The Trust is split into two Clinical Service Units (CSUs)- Local Services CSU: The Trust provides mental and physical healthcare in three London boroughs – Ealing, Hammersmith & Fulham and Hounslow. (Acute Mental Health Services, Community & recovery mental health services, Older people's mental health service, CAMHS & developmental services, Psychological medicine services, Integrated care services). High secure and forensic CSU: including Broadmoor Hospital, one of only three high secure hospitals in the country, with an international reputation; high secure services care for patients from across the South of England and low and medium secure services covering eight London boroughs.

The Trust has a growing research portfolio of clinically relevant research, as well as starting on its population health improvement research journey. There are Clinical Research Domain Leads across Local Services to support staff to maximize their potential in this area. WLHT have access to data tools such as Akrivia CRIS (clinical record interactive search) tool which allows interrogation of de-identified coded and non-coded mental health data from the 19 Trusts across the country in the CRIS network.

WLHT have invested heavily to develop a high quality and comprehensive mental health clinical trials research facility (CTF). The CTF has a very positive reputation as the pre-eminent NHS centre for clinical trials for people with dementia and cognitive impairment. It undertakes a range of studies in mental health studies, both observational and interventional with both public (e.g. MRC and Alzheimer's Society) and commercial sponsors.

Central and North West London NHS Trust (CNWL) is one of the largest trusts in the UK, caring for people with a wide range of physical and mental health needs. CNWL has approximately 7,000 staff that provide healthcare to a third of London's population and across wider geographical areas, including Milton Keynes, Kent, Surrey and Hampshire.

The Chief Executive is Dr Claire Murdoch (CBE). The Chief Medical Officer is Dr Cornelius Kelly. The Director of Research and Development is Professor Richard Watts.

Over recent years our catchment area has grown significantly, making the Trust's population more diverse than ever. There are areas of great affluence as well as deprivation, and there are over 100 first languages spoken in the communities in our catchment area. CNWL are constantly developing and working in innovative ways to provide modern, dependable services in: physical and mental health sectors, primary, secondary and community services and in health and social care settings for all ages. CNWL are committed to providing services that meet the needs of the people who use them, and actively encourage involvement from local people who can help make a difference.

CNWL provides a range of mental health services, from early intervention and psychological therapies to inpatient or long-term rehabilitation care. These include mental health services for children and adolescents, specialist addiction services, inpatient, outpatient and day patient eating disorders services, inpatient and outpatient learning disability services and mental health, addictions services in many HM Prisons and YOI.

Chelsea and Westminster Foundation NHS Trust have over 6,000 members of staff that are PROUD to Care for nearly one million people. Both hospitals provide full clinical services, including full maternity,

emergency and children's, in addition to a range of community-based services across London, such as award-winning sexual health and HIV clinics.

The Chief Executive is Dr Lesley Watts. The Chief Medical Officer is Dr Roger Chinn. The Director of Research and Development is Professor Mark Johnson.

The Trust provides wide range of specialist and general hospital services at two main hospital sites, Chelsea and Westminster Hospital and West Middlesex University Hospital. They also provide community care for a range of services, including our award winning sexual health clinics across London.

Partnerships

Established in 2007, Imperial College [Academic Health Science Centre](#) (AHSC) is a partnership between Imperial College London, the Institute of Cancer Research (ICR), Imperial College Healthcare NHS Trust, the Royal Marsden NHS Foundation Trust and Chelsea and Westminster Hospital NHS Foundation Trust, focused on aligning expertise to turn science and engineering advances into new ways of preventing and treating disease.

The AHSC is a legally binding partnership that enables collaboration around some of the healthcare's biggest challenges by aligning organisational strategies in research and education and the bringing together of researchers, clinicians and other NHS professionals.

A distinctive feature of Imperial College AHSC is its convergence science approach, which builds on the capability and expertise across all four of Imperial's faculties. The NHS partners provide acute and specialist services to one of the most ethnically rich and socioeconomically diverse regions in the country.

The Faculty develops and maintains numerous other partnerships to advance its work. Examples include Imperial College Health Partners, which brings together NHS healthcare providers and leading universities in North West London. It is also the designated Academic Health Science Network for North West London. The Faculty partners with the NHS on a wide range of National Institute for Health Research projects that help facilitate 'bench to bedside' translation. Academic partnerships include: the Francis Crick Institute (with the Medical Research Council, Cancer Research UK, Wellcome, Kings College London and UCL); the MRC Laboratory of Medical Sciences; and the Lee Kong Chian School of Medicine based in Singapore.

Health systems, women's health, and multimorbidity is the focus of a five-year commitment between Imperial College London and the George Institute for Global Health. This follows a successful initial collaboration, announced in 2020, to drive the development and evaluation of innovative and sustainable global health systems.

Imperial has recently entered a new partnership with the University of Cumbria to launch a new graduate entry medical school in Carlisle. The partnership is the result of a shared vision to educate more medical professionals to serve their local communities, in regions with the greatest need. The school is situated in an area of England where the recruitment and retention of medical staff remains a significant challenge.

With respect to corporate partnerships, the Faculty has strong links with Imperial's dedicated team that works with academic staff to explore opportunities for research and translation for the mutual benefit of Imperial and industry.

4. Information about the School of Public Health

Imperial College's School of Public Health, headed by Professor Neil Ferguson, aims to improve population health by strengthening the public health science base, training the next generation of public health leaders, and influencing health policies and programmes around the world.

The School of Public Health provides a coherent academic identity and home for the broad range of multi- and interdisciplinary research we believe is essential for delivering scientific innovation in public health. Our mission is to deliver world-class research at the local, national and international level, translating scientific advances into improvements in health policy, prevention and treatment of major infectious and chronic diseases, health services and primary care. The School was rated top nationally in the 2021 Research Excellence Framework (REF), in the "Public Health, Health Services & Primary Care" Unit of Assessment.

The School houses five departments including the Imperial Clinical Trials Unit, which span chronic disease epidemiology, environment and health, primary care and public health, clinical trials and evaluation, neuroepidemiology and ageing. It hosts two MRC Centres, two NIHR Health Protection Research Units and three WHO Collaborating Centres.

The School runs a thriving range of postgraduate taught courses, including a Masters in Public Health, Masters in Epidemiology and a Masters in Health Data Analytics. It also provides teaching in primary care and public health for the Faculty of Medicine's MBBS undergraduate medical degree. The Director and Deputy Director of the School, the Director of Education and the Heads of Departments/Units in the School of Public Health are:

- Professor Neil Ferguson, Director of School of Public Health
- Professor Victoria Cornelius, Director of the Imperial Clinical Trials Unit
- Professor Paul Elliott, Head of Department of Epidemiology and Biostatistics
- Professor Matthew Fisher, Head of the Department of Infectious Disease Epidemiology
- Professor Azeem Majeed, Head of Department of Primary Care and Public Health
- Professor Miia Kivipelto, Head of the Ageing Epidemiology Research Unit
- Dr Filippos Filippidis, Director of Education

5. The Post – Key Result areas, Main Duties and Responsibilities

The postholder will provide critical leadership for Innovation in Early phase and Experimental medicine as well as late phase trials within the Imperial Clinical Trials Unit, School of Public Health. The Postholder will establish strong network of clinical trials researchers and contribute to undergraduate and postgraduate teaching within School of Public Health.

5.1 Research

- To develop an adaptive and early phase clinical trials team within the Imperial Clinical Trials Unit
- To direct, lead, or contribute to, a research area at the highest scientifically rigorous levels.

- To supervise, train and mentor research staff and students at the highest scientifically rigorous levels.
- To obtain funds and research grants and to encourage and guide junior research staff to do the same.
- To manage research projects.
- To write reports for research sponsors and to take part in Audit.
- To publish high quality research in peer reviewed journals.
- To attend and present work at national and international conferences.
- To develop contacts with other research organisations, both academic and commercial.
- To collaborate with and strengthen links with colleagues within the Faculty of Medicine across all departments and contribute to the work of the Faculty and Imperial.
- To attend and contribute to research and administrative meetings within the Section and Division/Department.
- To attend and contribute to research and administrative meetings within the Section and Division/Department as and when requested.
- To foster scientific collaborations through organising, attending and contributing to multidisciplinary meetings, within the Department and with other appropriate parties at Imperial.

5.2 Education - Teaching and Training

- To teach and examine courses at all levels – undergraduate, masters and higher research degrees – through lectures, seminars, tutorials, course work and personal supervision.
- To plan and review own approach to teaching.
- To act as a coach and role model through excellent practice and mentoring of colleagues.
- To supervise MD and PhD candidates.
- To provide pastoral support for students.
- To contribute to curriculum development as needed.
- To take a leading role in, or contribute to, the development of teaching and teaching methods and assessment.
- To contribute to the enhancement of quality teaching within the field.
- To contribute to postgraduate medical education within the Graduate School.
- To act as external examiner for postgraduate students.
- To work with national bodies on curriculum development and quality assurance.

5.3 Strategy and Business Planning

- To participate in the business planning and objective setting process for the academic team and the departments.
- To make a significant contribution to building and establishing links between the appropriate departments and colleagues in other parts of Faculty and wider University.
- To play an active part in the strategic planning of financial, staff and research resources.
- To represent the Department, Faculty and university at external meetings, as appropriate.

5.4 Leadership and Team Working

- To demonstrate excellent leadership skills with regard to individual performance, academic teams, the department, Faculty, Imperial, and when participating in national/international initiatives.
- To work collaboratively with all members of the multi-disciplinary team and the wider university as required.
- To resolve conflict and difficult situations through negotiation and discussion, involving appropriate parties.
- To adhere to Imperial's guidelines on leave including reporting absence.

5.5 Management and Administrative duties

- Depending on level of the appointment, to lead, play an active part in or contribute to the management of financial, staff and research resources, in line with Imperial's policies and procedures.
- To play a supportive role in unit administration, as appropriate.
- To undertake appropriate administrative tasks in support of the department's teaching and research activities.
- To attend relevant academic or management committees.
- To comply with the Imperial and departmental policies.
- To undertake other appropriate administrative duties commensurate with the grade of the post.

5.6 Staff Management

- To take responsibility for the appointment, management and development of Imperial staff, in line with Imperial policy and procedure.
- To undertake the annually for all direct reports.
- To participate in team objective setting as part of the annual job planning cycle.
- To be responsible for the annual review conversation (ARC) with staff who report to the post holder.

6. Annual Review Conversation (ARC) And Mentoring

Academic staff

The [Annual Review Conversation](#) (ARC) is an opportunity for staff to have a discussion with their line manager, focusing on everything they need to thrive at work. Building on regular one-to-ones, the conversation is designed to be meaningful and constructive, recognising ongoing contributions and planning for the future based on individual and departmental needs and aspirations. Staff are required to participate in these schemes when requested to do so by the Dean of the Faculty, Heads of Departments, and ARC are conducted on an annual basis in conjunction with the line manager.

Mentoring

Imperial will provide a mentor to the appointee through our 'Mentoring at Imperial scheme.

Imperial's mentoring scheme, available to all our job families and Faculties, is a widely used development tool that enhances effectiveness, confidence, and career advancement. Mentoring is based on a trusting, mutually respectful relationship where one colleague supports another's development with their expertise and knowledge. Most mentoring occurs between senior and junior colleagues, although peer mentoring is also possible. Through confidential one-to-one conversations, mentees are encouraged and challenged to achieve their potential and aspirations.

7. Workplace Environment and Inclusivity

The post holder will have office facilities, including computer with internet access, and access to administrative support at the White City campus.

All members of our community are expected to follow the [Imperial Values & Behaviours framework](#). Our values are:

- Respect
- Collaboration
- Excellence
- Integrity
- Innovation

Employees are also required to comply with all Imperial policies and regulations paying special attention to:

- Overseas working
- External interests
- Smoke-free policy
- Probation periods

All employees must undertake specific training and assume responsibility for safety relevant to specific roles, as set out on [our Health and Safety Structure and Responsibilities](#) page.

Job descriptions cannot be exhaustive, and the post-holder may be required to undertake other duties, which are broadly in line with the above key responsibilities.

Imperial College is a proud signatory to the [San-Francisco Declaration on Research Assessment](#) (DORA), which means that in hiring and promotion decisions, we evaluate applicants on the quality of their work, not the journal impact factor where it is published. For more information, see [About Imperial research | Research | Imperial College London](#)

Imperial believes that the use of animals in research is vital to improve human and animal health and welfare. Animals may only be used in research programmes where their use is shown to be necessary for developing new treatments and making medical advances. Imperial is committed to ensuring that, in cases where this research is deemed essential, all animals in our care are treated with full respect, and that all staff involved with this work show due consideration at every level: [Find out more about animal research at Imperial](#)

Culture and inclusion

Our values are not just a statement on our webpage, they are the fuel behind our commitment towards equality of opportunity, to eliminating discrimination and to creating an inclusive working environment for all.

We therefore encourage candidates to apply irrespective of age, disability, marriage or civil partnership status, pregnancy or maternity, race, religion and belief, gender reassignment, sex, or sexual orientation.

Imperial has a Race Equality Charter [action plan](#) in place after receiving the bronze award in November 2021. We are also a [Disability Confident Leader](#) and [Stonewall Diversity Champion](#).

All staff members are encouraged to engage with our staff networks, including:

- [Imperial As One](#) for Black, Asian and Minority Ethnic staff and allies
- [Able@Imperial](#) for staff with disabilities and allies
- [Imperial Pride Network](#) for LGBTQ+ staff and allies

Our other networks include the [Black Postdoctoral Network](#), [Parents and Carers' networks](#).

Imperial has [family leave policies](#) which are available to staff irrespective of gender identity, sexual orientation, gender expression, biological sex, or transitioning. There is also a [flexible working policy](#).

The [Inclusion Team](#) provides advice, guidance and training for all staff to raise awareness of equality, diversity and inclusion, with senior leadership support (including that of the Associate Provosts for EDI).

9. Person Specification

Applicants will be assessed against the following person specifications, taking into account the level of the position for which they are applying:

E – Essential: Requirements without which the job could not be done.

D – Desirable: Requirements that would enable the candidate to perform the job well.

Requirements –Associate Professor (non-clinical)	Essential (E) and Desirable (D)
Education	
PhD in Statistics or Mathematics or related field	E
Knowledge and Experience	
An established national reputation and a developing international reputation and expertise in the field of innovative clinical trials methodology	E
A significant track record in attracting high levels of research funding	E

Requirements –Associate Professor (non-clinical)	Essential (E) and Desirable (D)
Evidence of contribution to the development and performance of colleagues through coaching and mentoring	E
Experience of preparing grant applications for submission	
Experience and capability to act as a role model in areas of research, teaching and management as appropriate	E
Extensive experience in leading the design of research programmes	E
An excellent publication record and the ability to publish high quality research in peer reviewed journals.	E
Experience of training Undergraduate and Postgraduate students	E
Experience of supervision of higher degrees (PhD)	E
Evidence of management and administration experience	E
Evidence of a developing research profile and clear future research plans that have the potential to contribute to and strengthen the Department's research priorities and strategic objectives.	E
Skills and Abilities	
Ability to communicate well, conveying ideas and concepts clearly and effectively	E
A high level of analytical capability	E
Ability to make a significant contribution to the management of a department	E
Proven skills in leading, motivating, developing and managing the performance of colleagues, ensuring the effective performance and development of a leading research department	E
Good leadership skills	E
Ability to work under pressure	E
Good organisational and management skills	E
Ability to work within a multidisciplinary team	E
Collaborative and able to build and sustain effective working relationships, both internally and externally	E

Requirements – Chair / Professor (non-clinical)	Essential (E) and Desirable (D)
Education	
PhD in Statistics or Mathematics or related field	E
Knowledge and Experience	
An established national reputation and a developing international reputation and expertise in the field of innovative clinical trials methodology	E
A sustained and significant track record in attracting high levels of research funding	E
Evidence of contribution to the development and performance of colleagues through coaching and mentoring	E
Experience and capability to act as a role model in areas of research, teaching and management as appropriate	E
Extensive experience in leading the design of research programmes	E

Requirements – Chair / Professor (non-clinical)	Essential (E) and Desirable (D)
An excellent record of research, evidenced by a portfolio of research publications, confirming international standing	E
Experience of training undergraduate and postgraduate students	E
Experience of supervision of higher degrees (PhD)	E
Evidence of management and administration experience	E
Skills and Abilities	
Ability to communicate well, conveying ideas and concepts clearly and effectively	E
A high level of analytical capability	E
Ability to make a significant contribution to the management of a department	E
Proven skills in leading, motivating, developing and managing the performance of colleagues, ensuring the effective performance and development of a leading research department	E
Excellent leadership skills	E
Ability to work under pressure	E
Good organisational and management skills	E
Ability to work within a multidisciplinary team	E
Collaborative and able to build and sustain effective working relationships, both internally and externally	E
Ability to demonstrate a coherent and sustainable research programme, with clear future plans that align with and strengthen the Department's research priorities and strategic objectives.	E

Personal attributes for all levels	Essential (E) and Desirable (D)
A willingness to undertake any necessary training and development activities for the role	E
The understanding and vision required to contribute to the setting and delivery of strategic goals.	E
A willingness to engage in collaborative research	E
A commitment to high quality teaching and fostering a positive learning environment for students	E
A commitment to work as part of a team in assisting the smooth running of the Group and its research and teaching programmes	E
A personal commitment to the vision and values of Imperial, including high quality teaching and research.	E
Supportive and tolerant	E
Consensus building and inclusive	E

Applicants should note that it may be necessary to disclose personal data and sensitive personal data between relevant organisations during the recruitment and selection process; for example, between Imperial and a particular NHS Trust in order to determine seniority and starting salary.

10. Salary and Conditions of Service

A full set of terms and conditions will be given to the successful candidate, together with the Imperial's most important policies, which affect staff. The principal terms and conditions are as follow:

Associate Professor and Professors

The post will be at the **Associate Professor/ Professor level** of the **Academic Job Family** and the associated salary range is available at: <https://www.imperial.ac.uk/human-resources/pay-and-pensions/salaries/academic/>

Any salary increases or performance payments will be determined in accordance with procedures which govern senior academic staff.

Annual cost of living increases will be determined by Imperial College through its local collective bargaining machinery.

Salaries are payable on the 24th day of each month (the exception being December) by transfer to a bank or building society account. Deductions in respect of income tax and National Insurance contributions will be made from salaries at the statutory rates.

Academic staff normally take annual leave during Imperial's vacations and by arrangement with the Head of Department in the light of academic and departmental requirements. Annual leave entitlement is 43 days for full time staff (pro rata entitlement for part time staff). This is inclusive of 8 days for Public holidays and a total of 8 [University closure days](#) each year when Imperial is closed over Easter and Christmas.

At the beginning of the leave year staff will be required to allocate the appropriate number of days of their mandatory leave entitlement to cover the closure days and Public holidays that fall within that leave year. For part-time staff the allocation should cover their normal working days that fall upon a closure day, bank or public holiday during that leave year.

The occupational pension scheme is the [Universities Superannuation Scheme \(USS\)](#). Staff members who are already members of the Federated Superannuation System for Universities (FSSU) or the National Health Service Superannuation Scheme (NHSPS) may, if they are still eligible, retain their membership in these schemes.

Unless stated otherwise in the offer of employment, or agreed by the Head of Department, the appointment may be terminated by either side by giving a minimum of three months' notice in writing. For academic members of staff who wish to give notice of their intention to resign from Imperial the last day of service should fall on one of the following dates: 31 December; 31 March; 30 June or 30 September or at the end of a term by agreement with the Head of Department.

All staff have a probationary period of six months, with the exception of Assistant Professors who normally serve three years.

Staff on a fixed term contract receive notice of the ending of their employment within that contract. No further contractual notice will be given unless the contract is to terminate prior to the end date specified in the offer of employment. In these circumstances the notice from the Imperial would be as above.

Total Remuneration Package

Our [Total Remuneration Package](#) (TRP) includes our sector-leading package of pay, pensions and recognition as well as our range of benefits.

We have many initiatives to support staff in their personal life ([flexible working](#), [private health insurance](#), [staff networks](#), [support for staff](#), and [childcare](#)

[Benefits](#) to support an active lifestyle and health initiatives, such as the [cycle to work scheme](#), and access to onsite [leisure facilities](#).

Childcare

Our staff have access to the [Early Years Education Centre](#) (EYEC) which is the Imperial's 'Outstanding' Ofsted-rated nursery, located at the South Kensington Campus. We also have other [affiliated nurseries](#) located at other campuses.

Imperial offers [support with EYEC fees](#) in the form of a salary sacrifice scheme enabling parents to pay fees before tax and national insurance contributions are taken.

11. Applications

Our preferred method of application is online, on our website at the following link: [Imperial Career's site](#) (select "Job Search"). Please apply online, uploading any relevant supporting documents such as a cover letter, full CV, which should include:

- degrees (including universities and dates);
- past and present posts, list of publications;
- brief description of current and future research plans;
- teaching statement and evidence of teaching scores;
- information on research grants and contracts which have been obtained, student supervision, etc;
- information regarding public engagement undertaken with research activities. Examples include: participating in festivals, working with cultural venues; creating opportunities for the public to inform research; researchers and the public working together to inform policy; citizen researchers and web based experiments, public debates, etc.

All candidates will be contacted after the shortlisting is completed.