UNIVERSITY OF CAMBRIDGE

Further Particulars

Assistant Teaching Professor and Course Director, MPhil in Cancer Biology and Medicine

School of Clinical Medicine | Oncology

CLOSING DATE: 30th November 2026

Job Reference: **RD51595**









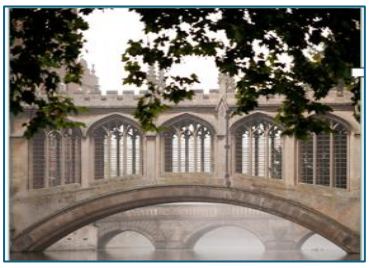
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Welcome to the School of Clinical Medicine

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,

Patrick Maxwell.

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.

Li Ka Shing Early Cancer Institute

The Li Ka Shing Early Cancer Institute at the University of Cambridge founded in 2022 and redeveloped to state-of-the-art facilities in 2026 is the UK's only institute dedicated to early cancer. Part of the Department of Oncology we are a highly multidisciplinary, collaborative ecosystem of experts working to take understand the earliest steps of cancer development and to take early detection and prevention innovations from bench to bedside and move the world beyond the fear of cancer.

Our key research objectives are to develop better understanding and innovative methods for:

- Risk prediction.
- Detection of early cancers.
- Interception to prevent lethal cancer developing.

To achieve our aims, we perform research to determine the panoply of factors that that lead to the initiation and development of primary cancer.

Importantly we want to understand what distinguishes between the development of indolent, very slowly progressing lesions occurring as a normal part of ageing compared with processes leading to a symptomatic cancer that threatens life.

We perform analyses of big data and AI to develop risk prediction tools with close collaboration with the Cambridge Centre for Genetic Epidemiology and Genomics England.

We are developing novel technologies that have the resolution to detect and intercept cancer and pre-cancer with the required accuracy for clinical application. We have collaborative projects with the departments of Chemical Engineering and Biotechnology and Physics. Some of our faculty have dual appointments with other departments to facilitate the interdisciplinary nature of the research.

We collaborate with public health, social scientists and ethicists across the wider University, including Social Anthropology and Public Health and Primary Care, to understand the implications for the health system and for society at large as new clinical strategies emerge.

The Early Cancer Institute is a Member Centre of the International Alliance for Cancer Early Detection (ACED). ACED is a collaborative investment of £55 million between Cancer Research UK, the University of Cambridge, University College London and the University of Manchester with our partners in Dana Faber and Harvard, Oregon Health Sciences University and DKFZ in Heidelberg.

The Early Cancer Institute is led by Professor Rebecca Fitzgerald, Professor of Cancer Prevention and Director of the Cambridge ACED Centre.

Professor Rebecca Fitzgerald | Head of Department | Oncology



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: £48,337 - £61,165

Grade: 9

Contract: Fixed Term

Location: Cambridge Biomedical Campus

Department: Oncology

Responsible to: Head of Department of Oncology

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 or job-share arrangements and are committed to flexible working to foster a diverse, inclusive workforce. If interested in a job share, please indicate this in your application and we will explore options during recruitment.

The purpose of the Role

Applications are invited for an Assistant Teaching Professor to provide academic leadership for the new MPhil in Cancer Biology and Medicine within the Department of Oncology at the University of Cambridge.

The primary responsibility of the postholder will be to serve as Course Director for the MPhil, playing a leading role in establishing, delivering, managing and developing the taught and research components of this new postgraduate programme.

The MPhil in Cancer Biology and Medicine aims to train the next generation of scientists and practitioners in cancer research by providing a comprehensive understanding of the biological mechanisms underlying cancer and their translation into approaches for cancer prevention, detection, diagnosis and treatment.

The programme will combine research-informed teaching with substantial practical research experience, enabling students to develop the scientific knowledge, critical



thinking, methodological expertise and transferable skills required for careers in

cancer research, biomedicine and related fields.

Students will benefit from Cambridge's internationally recognised expertise across fundamental cancer biology, translational research, early detection, clinical oncology, computational biology and emerging technologies.

The programme will incorporate lectures, seminars, tutorials, journal clubs, workshops, independent study and a substantial research project, providing students with opportunities to engage directly with active research groups and leading investigators.

The successful candidate will have a central role in establishing the academic identity, quality and reputation of the programme, ensuring that its teaching and research components remain scientifically rigorous, intellectually stimulating and responsive to developments in cancer research and postgraduate education.

Working closely with academic colleagues, research group leaders, postdoctoral scientists, teaching contributors and professional services staff, the postholder will coordinate programme delivery and contribute to the development of an inclusive, supportive and intellectually stimulating learning environment.

The Course Director will be based at the Early Cancer Institute and help strengthen connections between postgraduate education in the Department of Oncology and research groups in the Cancer Research UK Cambridge Institute, the School of Clinical Medicine, the Cambridge Biomedical Campus, Wellcome Genome Campus, the wider University, and industry.

MPhil projects can be based in the laboratories of principal investigators performing cancer research in any Department of the University.

This is a teaching-focused academic appointment. The successful candidate will be expected to maintain active engagement in cancer research and educational scholarship, contribute to research-informed teaching, training and participate in relevant academic activities, including conducting their own research through direct supervision of MPhil research projects as time permits. The principal focus of the role will, however, be academic leadership, programme development, teaching and student support rather than the establishment of an independently funded research programme.

The appointment offers an opportunity to shape a new postgraduate programme from its inception and contribute to the development of future leaders in cancer research and medicine.

Key Responsibilities

- Provide academic leadership and strategic oversight for the MPhil in Cancer Biology and Medicine, working collaboratively with academic colleagues across the Department, School and University.

- Lead the development, delivery and continuous improvement of the programme, ensuring that its curriculum remains aligned with advances in cancer biology, translational research and postgraduate education.

- Develop and deliver high-quality, research-informed teaching, including lectures, seminars, tutorials and workshops, and contribute to assessment and examination activities.

- Oversee the research project component of the MPhil, coordinating project opportunities, supervision arrangements, student progress and assessment.

- Take overall responsibility for the academic and operational management of the programme, including admissions, teaching coordination, assessment, quality assurance and liaison with relevant University committees.

- Provide leadership and support to teaching contributors and professional services staff, including preparing for and chairing relevant course committee meetings.

- Promote an inclusive and supportive learning environment, responding to student feedback and providing academic and pastoral support as appropriate.

- Maintain active engagement with developments in cancer research and educational scholarship, contributing to the wider teaching, academic and collaborative activities of the Department of Oncology and School of Clinical Medicine.

- Contribute to student recruitment, programme promotion and the development of the MPhil's academic reputation and long-term success.

Person Specification

Criteria	Essential	Desirable
Education		
PhD in a subject area relevant to cancer research	✓	
Knowledge, Skills and Experience		
Postdoctoral research experience in a subject area relevant to cancer research	✓	
Knowledge and credibility as an academic researcher in cancer or a closely related field demonstrable through a track record of measurable research outputs such as publications	✓	
A high-level understanding of more than one of the following areas of research: laboratory, computational, and clinical	✓	
Knowledge and experience of successfully supporting individual postgraduate students, including through challenging personal and educational experiences	✓	
Experience of project management coordinating both a small, dedicated team while strategically balancing diverse stakeholders and collaborator needs	✓	
Ability to work independently and to adapt and respond to student and other stakeholder queries as required	✓	
Willingness to work as part of a team to solve unpredictable problems acutely as they arise	✓	
Clear vision for the future of the MPhil in Cancer Biology and Medicine and the ambition to make it a success	✓	
Knowledge and experience of pedagogical and assessment methods		✓
Knowledge and experience of successfully developing new teaching content, particularly at the postgraduate level		✓
Experience in the direct delivery of research-informed postgraduate training at either the master's or PhD level		✓
Understanding of University, School, and Departmental systems as they relate to the delivery of master's level education and student support		✓

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

Tenure and probation: appointments will be made on a fixed-term basis for a period of 5 years from date of recruitment.

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 three-year probationary period.

Hours of Work and Working Pattern:
The hours of work for the position are full-time / 37 hours per week, working Monday – Friday.

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.

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

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 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



Application form:

A CV and covering letter outlining your motivation for applying and your relevant experience in teaching, research, and wider scholarship.

Informal enquiries are welcomed and should be directed to: Dr Siddhartha Kar

Email: sk718@cam.ac.uk

Key dates:

Closing date: **30th November 2026**

Interview date: **week commencing 7th December 2026 of an initial 1st Stage Interview.**

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.

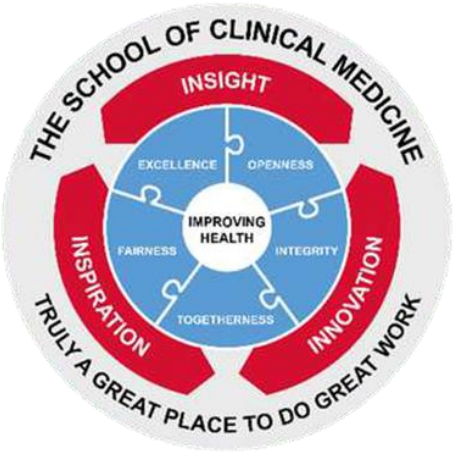
Togetherness: We foster a culture of inclusivity, support, and collaboration. By working together, we bring out the best in our colleagues and students, creating a strong community that thrives on mutual respect and shared success.

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 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.

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.

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.



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

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.

