UNIVERSITY OF CAMBRIDGE

HR Coordinator

Department of Medicine

Closing date: 15th November 2026
Job Reference: RC51581









Race Equality Charter Bronze Award

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Athena SWAN Silver Award

HR Coordinator

Salary:
£31,861 - £36,320

Contract:
Permanent

Location:
Cambridge Biomedical Campus

Department:
Medicine

Responsible to:
Senior HR Coordinator

Working Pattern:
Full Time

The University of Cambridge has a Hybrid Working Policy that aims to enable as many staff as possible to work in a hybrid way if they so wish, whilst recognising that some roles will include tasks that can only be performed on University premises.



Purpose of the role

As HR Coordinator, you will play a key role in delivering a friendly, proactive HR service to support the Department of Medicine, the largest department in the School of Clinical Medicine. Working closely with academic, research, and professional colleagues, you will ensure HR processes run smoothly and in line with University policy and employment legislation.

This is a varied role that combines operational HR responsibilities with the opportunity to develop your leadership skills. You will coordinate recruitment and onboarding, manage HR administration, and provide advice on staff welfare and policy. You will also line manage one team member, supporting their development and ensuring high standards of service delivery.

Key responsibilities

- Line management and Team Support
  - Line manage and guide one HR Administrator, providing day-to-day support, coaching, and feedback.
  - Conduct probation reviews and annual appraisals, ensuring development plans are in place.
  - Promote a positive and inclusive team culture where collaboration and learning are encouraged.

- HR Advice and Policy Guidance
  - Act as a first point of contact for routine HR queries, escalating complex issues appropriately.
  - Provide clear, accurate advice to staff and managers on HR policies, terms and conditions, and staff welfare.
  - Maintain up-to-date knowledge of University HR policies and employment legislation.

- Recruitment and Onboarding
  - Coordinate end-to-end recruitment processes, including drafting role descriptions, preparing adverts, and arranging interviews, including sitting on panels when necessary.
  - Ensure recruitment practices are inclusive and compliant with University policy.
  - Liaise with the Clinical School Recruitment Team and other stakeholders to manage approvals and pre-employment checks.
  - Process Fellowships and Clinical Appointments.
  - Oversee onboarding for new staff, including HR induction and ensuring all documentation is complete.

Key responsibilities continued

- Contract and Payroll Administration
    - Manage contract changes, extensions, and end-of-tenure processes, ensuring deadlines are met and compliance with employment law.
    - Complete payroll-related paperwork accurately and on time, liaising with the Clinical School HR team as needed.
    - Maintain accurate records of salary changes, allowances, and other contractual details.

- Department Visitors
    - Co-ordinate the research, academic and student visitor process for the Department.
    - Ensuring compliance for international visitors liaising with the Compliance and International Student teams where appropriate.

- Performance and Development Processes
    - Coordinate probation and appraisal procedures, ensuring managers and staff understand their responsibilities, providing policy and procedural advice.
    - Track completion of documentation and maintain accurate records on HR systems.

- Collaboration and Continuous Improvement
    - Work closely with colleagues across the Department and University to share best practice and improve processes.
    - Contribute ideas for improving HR systems and workflows to enhance efficiency and service quality.
    - Champion diversity and inclusion in all aspects of HR activity.

- Compliance and Record-Keeping
    - Ensure compliance with visa and right-to-work requirements, liaising with the Compliance team where necessary.
    - Maintain accurate HR records and data in line with GDPR and University standards.

- Administration
    - Manage the shared HR mailbox.
    - Provide a confidential and accurate note taking service for formal meetings when necessary.

Person Specification

Criteria	Essential	Desirable
Education		
Educated to HND/ HNC level, level 4/ 5 vocational qualification or an equivalent level of practical experience	✓	
CIPD Level 5 Qualification or equivalent level of practical experience		✓
Specialist knowledge & skills		
Experience in HR administration or coordination, with knowledge of HR policies and processes.	✓	
Knowledge of employment law	✓	
Proficiency in Microsoft Office and HR systems	✓	
Ability to work with autonomy and to prioritise tasks effectively	✓	
Strong organisational skills and ability to manage multiple priorities	✓	
Problem-solving skills and willingness to learn and adapt	✓	
Ability to work both independently and collaboratively	✓	
Interpersonal & communication skills		
Excellent communication and interpersonal skills	✓	
Ability to work collaboratively within a team and build effective relationships.	✓	
Demonstrate tact, discretion and commitment to maintaining confidentiality when dealing with sensitive information and matters.		✓
Relevant experience		
Previous experience in recruitment administration and general HR processes	✓	
Experience of working in a Higher Education/Science/ Clinical Research environment		✓
Staff supervisory or management experience		✓

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	C
Communication	C
Innovation and Change	C
Negotiating and Influencing	D
People Development	C
Relationship Building	C
Strategic Focus	D

Professional Services Values

Developed by professional services staff, 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.



Department of Medicine

The Department of Medicine seeks to produce the highest quality research output while increasing the efficacy of translation, delivering a global impact upon clinical practice and patient wellbeing. We seek to enhance graduate education, and its interface with the NHS both at the research and clinical levels, while focusing on the success, wellbeing and diversity of its key resource, our staff and students.

Research Priorities

Our strategic priorities are focused on four Departmental Sections. Cardiovascular and Respiratory Medicine (CaRM), Immunology and Infectious Disease (ImID), Perioperative, Acute, Critical Care and Emergency Medicine (PACE) and Specialty Medicine, Research and Training (SMaRT). Our CaRM and ImID priorities are delivered through the Victor Phillip Dahdaleh Heart & Lung Research Institute (VPD-HLRI) and the Cambridge Institute for Therapeutic Immunology and Infectious Disease (CITIID), while PACE is housed in Cambridge University Hospital. Our scientists can leverage access to patient samples, technologies and datasets, enabled by our strategic location on the biomedical campus.

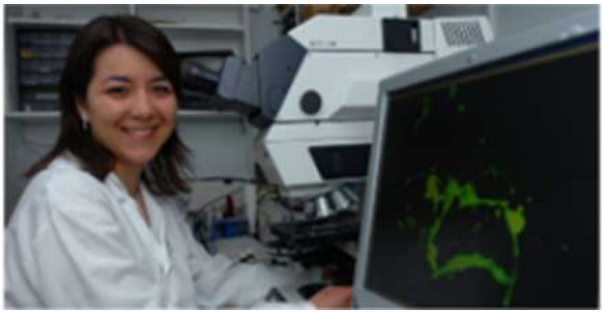
The CaRM Section works with other academic departments across the Clinical School and NHS to foster collaborative research between academic, clinical and commercial partners. CaRM successfully renewed its status as a BHF Centre for Research Excellence in 2024. In collaboration with the Cardiorespiratory BRC theme, CaRM supports the VPD-HLRI's mission of improving cardiovascular and lung health across the world by working collaboratively across the university, NHS, commercial and charitable sectors.

ImID provides a critical role supporting CITIID in establishing itself as a leading international institute by delivering outstanding science which contributes to our understanding of immune mediated and infectious diseases.

A major focus of ImID is fostering global health research through partnerships with institutions such as National University of Singapore – Cambridge Immune Phenotyping Centre, the Hong Kong Jockey Club Global Health Institute.

PACE makes substantial clinical and research contributions, with our clinical academics holding leading roles in national policy and clinical trials. Notably, PACE leads on the Lancet Neurology Commission on Traumatic Brain Injury and coordinating the International Initiative on Traumatic Brain Injury Research.

The primary role of SMaRT is to optimise links with the NHS through formal links with NHS Clinical Service Leads in both the Cambridge University & Royal Papworth Hospitals, the department can host promote clinical academic training and hosts many clinical academic trainees.



Structure

With 550 staff and students, and a further 200 visitors, the Department of Medicine is the largest in the School of Clinical Medicine. We house over 80 Principal Investigators, 50% of whom are clinically active; and hold over 250 active grants worth £150M with an annual expenditure of £30M.

The Department sits at the forefront of medical research, delivering scientific success, demonstrable clinical impact, and actively contributing to the development of the BioMedical campus. We ensure interaction with industry is a major focus of our wark, building on the longstanding presence of the GSK Cambridge Clinical Unit, the recent arrival of the Gloval Research and Corporate Headquarters of AstraZeneca and the growing presence of BioNTech.

Head of Department, Professor Duncan Richards

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 shares 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 department.

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

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.



School of Clinical Medicine

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 Cambridge Cluster

The Cambridge Phenomenon, Silicon Fen, the Cambridge Cluster – these are all names used to describe the remarkable concentration of high-tech businesses situated around Cambridge, and that focus on software, electronics and biotechnology. Starting in the 1960s with the launch of Cambridge Consultants, formed to '*put the brains of Cambridge University at the disposal of industry*', the Cambridge Phenomenon has seen an explosion of globally significant companies and innovations across biosciences, medicine and technology, leading to Cambridge being Europe's largest technology cluster. Smartphones, CERN, DNA sequencing and home pregnancy testing kits all contain innovations that have arisen via the Cambridge Phenomenon.

In 2019-2020 the Cambridge Cluster included 26,000+ companies with a combined turnover of £48 billion that together employed nearly 239,000 people. The city publishes 341 patents per 100,000 residents – more than the next four cities in the UK combined.

A major part of the success of the Cambridge Phenomenon, the life sciences sector employs around 21,000 staff, and includes more than 600 companies with a combined turnover of £7 billion. 138 new companies were formed in this sector in 2019-2020 alone. The strength of this sector is apparent when considering the effects of the global COVID-19 pandemic and lockdowns; employment growth still rose by 2.3%, despite the unprecedented challenges brought about by COVID-19.

Many of these life sciences companies have links to the Cambridge Biomedical Campus (CBC). As the largest biomedical campus in Europe, the CBC locates world-leading academics on the same site as the teaching hospitals of the University of Cambridge, enabling the rapid and effective translation of research into science. The CBC is the home for more than 20,000 researchers, clinicians and healthcare professionals. This includes 10,000 staff in the Cambridge University Hospitals Foundation Trust which includes Addenbrooke's Hospital and The Rosie Maternity Hospital. The recently opened Royal Papworth Hospital is also based on campus.

Other companies are based in the 30+ science and technology parks that are located in and around Cambridge. These include the renowned Babraham Research Campus, the Wellcome Sanger Institute, and the Wellcome Genome Campus. AstraZeneca has its global R&D headquarters in Cambridge and multinational healthcare companies including Amgen, Biogen, Illumina, Gilead Sciences, GSK, Otsuka, and NAPP also have a presence in Cambridge, as do Google, Amazon and Microsoft.

Key research areas for the Cambridge Biomedical Campus are in:

- Cellular, molecular and structural biology
- Genomics
- Data Science
- Stem cells and regenerative medicine
- Public health, primary care and applied health research
- Education and training

Recent successes have included the lead role of Cambridge in COG-UK, a consortium of universities, NHS organisations, the UK's four public health agencies and the Wellcome Sanger Institute. COG-UK is a £20 million endeavour that has pioneered the use of large-scale, rapid whole genome sequencing of SARS-CoV-2, with over 480,000 virus genomes now sequenced. This work has been vital in understanding virus transmission and evolution, and for informing public health responses and vaccine development during the COVID-19 pandemic.

Terms of Appointment

Tenure and probation
Appointments will be made on a permanent basis.
Appointments will be subject to satisfactory completion of a six-month probationary period.

Hours of Work and Working Pattern
The hours of work for the position are 36.5 hours per week, working Monday – Friday.

Pension
You will automatically be enrolled to become a member of CPS (Contributory Pension Scheme) – a defined benefit and defined contribution pension scheme. For further information please visit: www.pensions.admin.cam.ac.uk/.

Annual leave
Full time employees are entitled to annual paid leave of 36 days inclusive of public holidays. For part-time employees, annual leave will be pro rata'd based on days worked.

General information

Pre-employment checks

Right to work in the UK
We have a legal responsibility to ensure that you have the right to work in the UK before you can start working for us. If you do not have the right to work in the UK already, any offer of employment we make 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 of these qualifications.

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

Information if you have a disability
The University welcomes applications from individuals with disabilities. We are committed to ensuring fair treatment throughout the recruitment process. We will make adjustments to enable applicants to compete to the best of their ability wherever it is reasonable to do so and, if successful, to assist them during their employment. Information for disabled applicants is available at http://www.admin.cam.ac.uk/offices/hr/staff/disabled/

We encourage you to declare any disability that you may have, and any reasonable adjustments that you may require, in the section provided for this purpose in the application form. This will enable us to accommodate your needs throughout the process as required. However, applicants and employees may declare a disability at any time.

If you prefer to discuss any special arrangements connected with a disability, please contact, the Department Administrator, who is responsible for recruitment to this position.

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



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 centre, and is expanding further to the north west 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.



Equality, Diversity and Inclusion

The University has built its excellence on the diversity of its staff and student community. We aim to be a leader in fostering equality and inclusion, and in promoting respect and a sense of belonging for all. We encourage applications from all sections of society. All appointments are made on the basis of merit. We have an Equal Opportunities Policy, along with a range of diversity groups, including the Women's Staff Network, Race Equality Network and LGBT+ Staff Network. More details are available here: http://www.equality.admin.cam.ac.uk/

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

Living in Cambridge

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

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

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

Relocation Support

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

Accommodation Service

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





What Cambridge can offer

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

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



Pay and benefits

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



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.

What Cambridge can offer

Family-friendly policies

The University recognises the importance of supporting its staff. We have a range of family-friendly policies to aid employees' work-life balance including a generous maternity, adoption and shared parental leave entitlement of 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.

How to apply

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

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

Informal enquiries are welcomed and should be directed to:

Jessica Nelson-Turner
Email: hr@med.cam.ac.uk

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

The closing date for applications is: 15th November 2026
The interview date for the role is: To be confirmed

