University Assistant Professor in Clinical Genetics (Honorary Consultant Status)
Department of Pathology
CLOSING DATE: 04th April 2024
Job Reference: PK40606
The Role

Salary:
£93,666 - £126,281

Contract:
Permanent

Location:
Central Cambridge

Department:
Pathology

Responsible to:
Head of Department

Working Pattern:
Full Time, Monday to Friday

The Department

The University of Cambridge wishes to appoint a University Assistant Professor in Clinical Genetics (Honorary Consultant Status) within the Department of Pathology. The post is available immediately. The aim of the appointment is to strengthen the Department’s basic and applied research and its teaching and training of undergraduate and graduate students, including clinical students.

The post is established within the Department of Pathology, which is both in the School of Biological Sciences and the School of Clinical Medicine, with association to medical genetics and the responsibilities associated with it include duties on behalf of the Clinical School. The successful candidate will be expected to develop and contribute to the activities of the Department and participate in the Clinical Genetics Service at Addenbrooke's Hospital. The themes of the applicants’ diagnostic or clinical interests are not prescribed but should complement existing interests in the Departments as described on their websites (https://www.path.cam.ac.uk).

Purpose of the role

The successful candidate will be expected to pursue academic research at an international level of sufficient quality to be returnable in the Research Excellence Framework 2028, including developing a research group and attaining research funding. They will also be expected to contribute significantly to the strategic organisation and delivery of the Clinical Pathology course alongside the current Lead Teacher for Clinical Pathology and also participate in teaching general pathology to second and third year undergraduates, leading to the Medical and Veterinary Sciences Tripos or the Natural Sciences Tripos.

The successful candidate will have clinical responsibilities within the Clinical Genetics Service of Cambridge University Hospitals NHS Foundation Trust at Addenbrooke’s and must be eligible for an Honorary Consultant contract. Job plans for all full-time honorary consultants currently include a commitment to the NHS Trust for between 2 and 5 programmed activities per week, averaged over the year. The precise deployment of this time and its allocation to service delivery, continuing professional development, NHS research and development and other Trust-related activities is agreed on a regular basis through discussion with the NHS Clinical Lead and academic lead for Clinical Genetics, and will report to the Head of Department of Pathology, Professor Heike Laman.
Key Responsibilities

1. University Teaching Officer

1.1 Teaching:
- write lecture material and handouts and presenting information in lectures, seminars and tutorials;
- mark student papers;
- be involved in curriculum development and roll-out of innovative teaching approaches;
- participate in the departmental Tripos Teaching Committee;
- take feedback from students to improve teaching methodologies and content within the department/faculty; for example, will make changes to course material;
- change and adapt course material following research;
- provide guidance and advice to students e.g., career advice or pastoral care regarding personal issues.

1.2 Research:
- write and win peer-reviewed grant support for proposed research;
- determine and apply appropriate research methodologies for research;
- analyse results/conclusions to formulate new concepts and ideas;
- write papers reporting the results of research for peer-reviewed journals;
- write reports to relevant bodies about progress of research.

1.3 Examinations:
- write examination questions;
- standard set undergraduate and clinical medical student examination papers;
- mark examination papers for clinical medical students;
- write examination reports for faculty/departmental review;
- write dissertation reports;
- provide references for students.

1.4 Administration:
- may be member of departmental/faculty subject group, determining teaching requirements;
- investigate funding opportunities within area of research – this will include submitting research grant applications;
- participate in relevant committees within department/faculty;
- may, on occasion, participate in school/University committees where appropriate and/or where invited.

1.5 Postgraduate Students:
- mentor and supervise the work and research of postgraduate students.

1.6 External:
- attend conferences in specialist subject area to liaise and network with national/international colleagues the role holder may, on occasion, be invited to give presentations and lectures in his/her specialism and/or organise sessions in conferences or workshops;
- participate in external working groups – on occasions the role holder may be asked to participate in collaborative projects;
- may provide references on behalf of academic colleagues;
- may participate in peer review of publications.

1.7 Other:
- undertake additional duties as appropriate.
Key Responsibilities (continued)

2. Clinical duties
(a) Provision with Consultant colleagues of a service to Cambridge University Hospital NHS Foundation Trust, with responsibility for the prevention, diagnosis and treatment of illness, and the proper functioning of the department;

(b) Out-of-hours responsibilities, including participation in Consultant on-call rota where applicable;

(c) Cover for colleagues’ annual leave and other authorised absences;

(d) Any responsibility which relates to a special interest;

(e) Professional supervision and management of junior medical staff;

(f) Responsibilities for carrying out teaching, examination and accreditation duties as required and for contributing to undergraduate, postgraduate and continuing medical education activity, locally and nationally;

(g) Participating in medical audit, the Trust’s Clinical Governance processes and in CPD;

(h) Managerial, including budgetary, responsibilities where appropriate;

(i) Where it is agreed between the parties, work on behalf of Addenbrooke’s Hospital such as domiciliary consultations, or services provided by the Trust for other agencies, e.g., the prison service. (This excludes work done under direct arrangements between an individual Consultant and a third party, e.g., Category 2);

(j) A willingness to undertake additional professional responsibilities at local, regional or national levels;

(k) The post holder must at all times carry out his/her duties with due regard to the Trust’s Equal Opportunities Policy;

(l) It is the responsibility of all employees to maintain a safe and healthy environment for patients, visitors and staff;

(m) It is the responsibility of the post holder to ensure that all duties are carried out to the highest possible standard, and in accordance with current quality initiatives within the area of work;

(n) All staff that have access to or transfer data are responsible for those data and must respect confidentiality and comply with the requirement of the Data Protection Act 1998, in line with the Trust’s policies;

(o) The post holder is responsible for data quality and complying with the policies, procedures and accountability arrangements throughout the Trust for maintaining accuracy and probity in the recording of the Trust’s activities;

(p) Staff are required to comply with the requirements of the Freedom of Information Act 2000 in line with Trust Policy;

(q) Any other duties which may be required from time to time;

(r) Involvement in research as appropriate.
Key Responsibilities (continued)

2.1 Job Plan
A formal job plan for 3 - 5 clinical Programmed Activities will be agreed between the appointee and their Clinical Lead, on behalf of the Medical Director, three months after the commencement date of the appointee. This will be signed by the Chief Executive and will be effective from the commencement date of the appointment. The job plan for the first three months will be as agreed by the appointee and their relevant Clinical Lead and Academic Lead. The Job Plan will then be reviewed annually, following Appraisal Meetings. The Job Plan will be a prospective agreement that sets out a consultant’s duties, responsibilities, and objectives for the coming year. It should cover all aspects of a consultant’s professional practice including clinical work, teaching, research, education and managerial responsibilities. It should provide a clear schedule of commitments, both internal and external. In addition, it should include personal objectives, including details of their link to wider service objectives, and details of the support required by the consultant to fulfil the job plan and the objectives.

2.2 On Call Availability
Should there be an on-call rota relevant to their clinical work, the appointee will be expected to take part in one of the on-call rotas appropriate to his/her competence.

2.3 Teaching and Training
The appointee is expected to participate in teaching and training of junior staff, medical students, and other clinical staff groups. The appointee will also have supervision responsibilities for junior medical staff within the specialty. If appropriate the post-holder will be named in the contract of junior staff as the person responsible for overseeing their training and as an initial source of advice to such doctors regarding their careers. All Consultant members of staff are encouraged to undertake a formal “Training the Trainers” course.

2.4 Study and Training
The applicant is expected to participate in professional continuing medical education; study leave is provided for this purpose, and the appointee will be entitled to apply to the Trust Study Leave Committee for a contribution to funding of this activity.
# Person Specification

<table>
<thead>
<tr>
<th>Criteria</th>
<th>Essential</th>
<th>Desirable</th>
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<tbody>
<tr>
<td><strong>Qualifications</strong></td>
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<tr>
<td>Educated to degree level, normally with a PhD or MD in relevant specialist subject area</td>
<td>✓</td>
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<tr>
<td>Full and specialist registration (and a licence to practise) with the General Medical Council (GMC) (or eligible for registration within six months of interview)</td>
<td>✓</td>
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<td>Postgraduate thesis</td>
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<tr>
<td><strong>Clinical Experience</strong></td>
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<tr>
<td>Holder of Certificate of Completion of Training (CCT), or within six months of award of CCT or equivalent by date of interview</td>
<td>✓</td>
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<tr>
<td>Ability to offer expert diagnostic opinion on a range of surgical pathology cases or manage a variety of clinical genetics cases</td>
<td>✓</td>
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<td>Ability to take full and independent responsibility in the clinical care pathway</td>
<td>✓</td>
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<tr>
<td>5 years supervised training in an appropriate SpR equivalent training programme</td>
<td>✓</td>
<td>✓</td>
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<td>MRCP for Clinical Genetics</td>
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<td><strong>Management and Administrative Experience</strong></td>
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<tr>
<td>Ability to advise on efficient and smooth running of surgical pathology or clinical genetics services</td>
<td>✓</td>
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<td>Ability to organise and prioritise workload</td>
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<td>Experience of audit management</td>
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<td>✓</td>
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<tr>
<td>Ability and willingness to work within the Trust and NHS performance framework and targets</td>
<td>✓</td>
<td>✓</td>
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<tr>
<td><strong>Teaching Experience</strong></td>
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<tr>
<td>Experience of supervising speciality trainees at all levels</td>
<td>✓</td>
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<td>Ability to teach clinical skills</td>
<td>✓</td>
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<tr>
<td>Ability to supervise postgraduate research</td>
<td>✓</td>
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<tr>
<td>A commitment to teaching at both undergraduate and postgraduate levels</td>
<td>✓</td>
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<tr>
<td>Experience of giving lectures and seminars to undergraduate students</td>
<td>✓</td>
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<tr>
<td>Experience of developing teaching material for lectures and seminars</td>
<td>✓</td>
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<tr>
<td>Postgraduate qualification in medical education</td>
<td>✓</td>
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<tr>
<td>Experience of teaching Clinical Pathology to undergraduates and postgraduates</td>
<td>✓</td>
<td>✓</td>
</tr>
</tbody>
</table>
## Person Specification (continued)

<table>
<thead>
<tr>
<th>Criteria</th>
<th>Essential</th>
<th>Desirable</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Research Experience</strong></td>
<td></td>
<td></td>
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<tr>
<td>Developing bibliography of research publications in relevant field</td>
<td>✓</td>
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<tr>
<td>(journal contributions, books etc)</td>
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<td></td>
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<tr>
<td>The potential to attract independent research funding</td>
<td>✓</td>
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<tr>
<td>The potential to be a participant in the national Research Excellence</td>
<td>✓</td>
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<tr>
<td>Framework or Research Assessment Exercise</td>
<td>✓</td>
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<tr>
<td>Up-to-date knowledge of the latest thinking in the specialist subject area by reading other academic material, attending conferences and active discussions with other academics in field, either internally at the University of Cambridge and/or with colleagues at other institutions</td>
<td>✓</td>
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<tr>
<td>Up-to-date knowledge of the latest thinking in the specialist subject area by reading other academic material, attending conferences and active discussions with other academics in field, either internally at the University of Cambridge and/or with colleagues at other institutions</td>
<td></td>
<td>✓</td>
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<tr>
<td><strong>Other Attributes</strong></td>
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<tr>
<td>Ability to work in a team</td>
<td>✓</td>
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<td>Good interpersonal skills</td>
<td>✓</td>
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<tr>
<td>Ability to take full and independent responsibility in the clinical care pathway</td>
<td>✓</td>
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<tr>
<td>Enquiring, critical approach to work</td>
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<td>✓</td>
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<tr>
<td>Caring attitude to patients</td>
<td>✓</td>
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<tr>
<td>Ability to communicate effectively with patients, relatives, GPs, nurses, and other agencies</td>
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<tr>
<td>Commitment to Continuing Medical Education and the requirements of Clinical Governance and Audit</td>
<td>✓</td>
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<tr>
<td>Ability to apply research outcomes to clinical problems. Have been invited to present papers at conferences.</td>
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<td>✓</td>
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</table>
Terms of Appointment

Location
Central Cambridge and Cambridge Biomedical Campus.

Working pattern
Full time.

Hours of work
There are no conditions relating to hours and times of work, but you are expected to work such hours and days as are reasonably necessary for the proper performance of your duties. Your times of work should be agreed between you and your head of institution.

Length of appointment
Permanent.

Probation
5 years.

Annual leave
Subject to compliance with the Statutes and Ordinances relating to leave, full time Officers are entitled in any holiday year to take a minimum of 5.6 weeks annual paid holiday. These periods are inclusive of public holidays that fall outside Full Term.

Pension eligibility
Universities Superannuation Scheme (USS).
Pension scheme details are available at:
https://www.pensions.admin.cam.ac.uk

Retirement age
For established academic and academic-related staff, the University operates a retirement age, which is at the end of the academic year in which the University Officer reaches the age of 67.
General Conditions of Appointment for Consultants

The appointee will enjoy terms based on the nationally agreed Terms and Conditions of Service for Consultants (England).

The appointee will be expected to cover for colleagues’ absence from duty on the basis of mutually agreed arrangements with the Department and with the Employing Trust. This is arranged by mutual agreement of consultant colleagues and approval of the Clinical Director, in accordance with standard Trust and NHS regulations. It is essential that six weeks’ notice is given to allow for proper planning and prevent cancellations of patients’ appointments/surgery. This includes all forms of leave.

The University and the Trust require the successful candidate to have and maintain full registration with the General Medical Council and to fulfil the duties and responsibilities of a doctor as set down by the General Medical Council.

All appointments are subject to satisfactory Occupational Health Clearance being obtained.

The appointment is exempt from the provisions of Section 4(2) of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation Act 1974 (Exemptions) Order 1975. Applicants are not entitled therefore to withhold information about convictions which for other purposes are “spent” under the provision of the Act, and in the event of employing any failure to disclose such convictions could result in dismissal or disciplinary action by the Trust. Any information given will be completely confidential and will be considered in relation to an application for positions to which the Order applies.

A DBS check is required. Only the person elected will be asked to complete the questionnaire at the time of election.

Staff holding Honorary Consultant contracts may engage in private medical practice for no more than the equivalent of one Programmed Activity (4 hours) each working week. Your Head of Department will monitor the arrangements. These arrangements are reviewed from time to time by the Faculty Board of Clinical Medicine.

All staff actively engaged in the practice of medicine are required by the University to obtain medical defence cover appropriate for their activities. Evidence of such membership must be produced to the Secretary’s office on taking up appointment.

Screening Check Requirements

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. If you need further information, you may find the Right to Work page within the ‘Applying for a job’ section of the University’s Job Opportunities pages helpful (please see https://www.jobs.cam.ac.uk/right/have).

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

Any offer of employment we make to you will be conditional upon the satisfactory completion of this check; whether an outcome is satisfactory will be determined by the University.

Procedure for Appointment

The appointment will be made by an Appointments Committee, chaired by the Vice-Chancellor or his deputy, with a membership that includes members of the Department, members of cognate Departments in the School of Biological Sciences, School of Clinical Medicine, and external experts.

Short-listed candidates will be invited to visit the Department, to give a seminar on their work and meet prospective colleagues, prior to a meeting of the Appointments Committee.
Administration:
The Department of Pathology lies administratively in Cambridge University's School of the Biological Sciences and is one of the larger Departments in the University. It has a complement of around 250 staff, including some 40 senior academic staff and 90 graduate students. Research and teaching activities are administered through 4 Divisions: Cellular & Molecular Pathology, Immunology, Virology, and Microbiology & Parasitology. The Department is located on two sites: the Divisions of Immunology, Cellular & Molecular Pathology (part) and Microbiology & Parasitology are based in Tennis Court Road in the centre of Cambridge, whilst the remainder of the Cellular & Molecular Pathology and most of the Virology division are based within the Addenbrooke’s Hospital complex (the Biomedical Research Centre) some 3 miles away on the southern perimeter of the city.

Research:
Major research themes in the Department include developmental biology, cancer biology, angiogenesis, stem cells, placentation, apoptosis, cancer immunology, autoimmunity, viral latency, and pathogenetic mechanisms in bacteria, viruses and parasites. There are excellent facilities for research. In particular, the Department is well equipped for cell biological, histological, and immunohistochemical methods, including confocal microscopy and laser microdissection, flow cytometry, cell culture, PCR and high-throughput sequencing. There is access to excellent confocal, electron, and atomic force microscopy, proteomic facilities, and well-equipped biological services. The Department has a total research income of over £10M annually.

Teaching:
The Department of Pathology is both in the School of Biological Sciences and the School of Clinical Medicine. We teach over 800 undergraduate students of medicine and of veterinary and natural science. The Clinical School prepares some 840 students, including around 60 graduate-entry students, over three years for the final MB examinations, in which Clinical Pathology is one of the major subjects. There are flourishing PhD schemes, including the BBSRC DTP, Cambridge Cancer Centre MRes/PhD, and the MB PhD programmes, to which the Department contributes extensively.

The Cellular and Molecular Pathology Division and Diagnostic Services:
The Cellular and Molecular Pathology Division of the Department of Pathology comprises 6 posts for clinical academic staff with honorary consultant status (including the present one), plus multiple non-clinical academic staff. The Diagnostic Service is done together with 50 NHS Histopathology Consultant colleagues. Service delivery depends upon contributions from all of these. There are 20 associated training posts rotating in the region with approximately 10 at any single time. There are excellent facilities for delivery of a full histopathology, cytopathology and autopsy service and outstanding opportunities for translational research. Research into and development of molecular diagnostics are amongst the Department's priorities. High quality facilities for application of DNA/RNA-based diagnostic methods, immunohistochemistry and laser microdissection of biopsy material are situated close to the diagnostic service area and there are well-regulated, ethically robust arrangements within the Trust governance for access to appropriate tissues for this purpose. There are both a Human Research Tissue Bank and a Brain Bank within the Department.
The current version of the Department of Histopathology handbook is available here:
School of Biological Sciences

The Department of Pathology is one of the nine Departments that, together with interdepartmental Institutes, constitutes the School of the Biological Sciences. Details of the wide spectrum of research activities, and the many centres of excellence and special facilities embedded within these Departments and Institutes, are given in the Websites: http://www.bio.cam.ac.uk/dept-centres.html http://www.bio.cam.ac.uk/dept.html

Most of the School's activities are located in the centre of Cambridge, but the Veterinary School is on the West Cambridge site. The Department of Pathology is the only Department with laboratories both in central Cambridge and on the Addenbrooke’s Hospital Campus.

The School’s Strategic Plan recognises as particular strengths its research in cell signalling, immunology, and the pathogenesis of infectious disease, together with the outstanding work of its Institutes in toxicology, developmental and stem cell biology. It places emphasis on the development of new clusters and collaborations, drawing on its broad spectrum of expertise and interests across the School’s themes.

School of Clinical Medicine

The School of Clinical Medicine comprises 12 formal Departments (Clinical Biochemistry, Haematology, Medical Genetics, Medicine - including Anaesthesia and Clinical Pharmacology, Obstetrics and Gynaecology, Oncology, Paediatrics, Public Health and Primary Care, Psychiatry, Radiology, Surgery, and Clinical Neurosciences) which map on to service delivery within the University Hospital and undergraduate and postgraduate clinical teaching.

The School (https://www.medschl.cam.ac.uk/cschool/default.asp) is situated on the Cambridge Biomedical Campus on the south perimeter of the city. The campus also houses a major regional teaching hospital (Cambridge University Hospitals NHS Trust - Addenbrooke’s Hospital) of approximately 1,100 beds; the Medical Research Council’s (MRC) Research Centre which contains the Laboratory of Molecular Biology and a Research Council Interdisciplinary Research Centre in Protein Engineering.

On the School’s adjacent Forvie Site are the Institute of Public Health and the ED Adrian Building (Brain Repair).

The research of the School is pursued under a number of cross-departmental themes: these include Cancer Sciences, Metabolic Disease including Obesity and Diabetes, Neurosciences and Mental Health, Cardiovascular Medicine, Genetics and Genetic Medicine, Transplantation, Immunity and Infection, and Epidemiology, Public Health and Primary Care. Associated with these major research themes are a number of underpinning themes in which the School has particular research strengths: these include Structural and Cell Biology applied to Medicine, Medical Imaging, Stem Cell Medicine, and Bioinformatics.

The last fifteen years have seen a large expansion in research facilities on the Cambridge Biomedical Campus site. The Wellcome/MRC building houses the Cambridge Institute for Medical Research (four floors) and the MRC Dunn Nutrition Unit (two floors). Nearby are the CRUK Cambridge Institute, the Hutchison/MRC Research Centre and the new MRC Laboratory of Molecular Biology. The Addenbrooke’s Centre for Clinical Investigation houses a Clinical Research Unit for GlaxoSmithKline and provides dedicated clinical research beds for clinical investigators in the Clinical School and Hospital, and a laboratory floor for the Department of Medicine for cardiovascular research.

The School’s strategic plan relates the major themes of basic medical science to the problems that arise in clinical practice. These include: the neurosciences, genetic medicine, endocrinology, cancer, immunology and infection, vascular biology, imaging, public health medicine and general practice education.
Addenbrooke’s Hospital in Profile

Addenbrooke’s hospital fulfils a number of important functions. It is the local hospital for people living in the Cambridge area, it is a specialist centre for a regional, national and international population, it is the teaching hospital for the University of Cambridge, and it is a world-class centre for medical research.

Addenbrooke’s is working in partnership with the University and other major scientific and charitable organisations, in the NIHR Cambridge Biomedical Research Centre, an enhanced biomedical centre for research and scientific development. The hospital already shares its site with a range of other organisations including the University Clinical School, the National Blood Authority, and laboratories funded by the Medical Research Council (MRC), the Wellcome Trust and Glaxo SmithKline.

Addenbrooke’s commitment as part of the wider health community is to re-examine, re-evaluate and explore new ways of working: with our partners in health services, social care, and the city; with each other as colleagues; and with patients and the public. We pride ourselves on the teamwork, energy and commitment of our excellent staff – they are our most important assets. Recognising this, we have taken a positive approach to supporting them in their work through schemes to help work-life balance, improvements in the working environment and initiatives to make it easier for staff to explore new career opportunities and to develop professionally and personally.

Addenbrooke’s provides emergency, surgical and medical services, and is a centre of excellence for specialist services for liver transplantation, neurosciences, renal services, bone and marrow transplantation, cleft lip and palate reconstruction, treatment of rare cancers, medical genetics and paediatrics. The Trust also includes the Rosie Hospital, which provides a full range of women’s and maternity services.

Addenbrooke’s is a teaching hospital for medical undergraduates and postgraduates, nurses and students in other clinical professions and has a variety of initiatives to encourage life-long learning. Many training schemes are in place in our National Vocational Qualification Centre, Postgraduate Medical Education Centre and Learning Centre. Training schemes include cadet schemes in nursing, office technology, science, modern apprenticeships in clinical engineering and supporting training placements for biomedical scientists.

Cambridgeshire is one of the fastest growing counties in the UK. Planning is already well advanced for additional capacity to meet this growing local demand. But it is not just a matter of providing extra beds and recruiting extra staff. The hospital needs to ensure high standards of patient care by supporting training and education for staff, and work closely with NHS partners and others to ensure that care is tailored to the needs and expectations of users. This is likely to involve developing some alternatives to hospital-based care. Another challenge will be to ensure that improvements in clinical facilities keep up with the rapid pace of research investment, and that processes and governance support this growing research activity, some of which involves sensitive ethical, legal and social issues.

The Department of Histopathology provides a general histopathology service to Addenbrooke’s Hospital and its immediate region. The Department also provides regional Paediatric Pathology, Perinatal Pathology, Neuropathology, Muscle Pathology, Renal pathology, Lymphoma and Bone Marrow Pathology, Liver Pathology and Molecular pathology services. Addenbrooke’s is at the hub of a major cancer network serving a population of 1.5 million (including the hospitals at Peterborough, Huntingdon, King’s Lynn, West Suffolk, Harlow and Bedford). This post will continue to contribute to the Department’s increasing role in the management of patients in the region through multidisciplinary team meetings.

Addenbrooke’s Hospital also provides a regional service in renal and bone marrow transplantation, oncology and radiotherapy, clinical and molecular genetics, and neurosurgery, as well as a supra-regional service for liver transplantation, with consequent histopathology requirements.

Hospital post-mortems have decreased substantially, and autopsy work consists mainly of Coroner’s cases at the present time. Medicolegal autopsies are not part of the NHS contract and are performed at the behest of the coroner. Usually, the consultant on duty for post mortems is requested to carry out such medicolegal autopsies, exceptions being cases that are particularly complex where an expert may be instructed to undertake the case.
The University

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

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

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

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

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

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

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

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

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

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

“Cambridge graduates and researchers have made – and continue to make – a colossal contribution to human knowledge and the understanding of the world around us. Their work touches on the lives and livelihoods of everyone from patients diagnosed with life-threatening diseases, to residents of areas critically affected by climate change, to children growing up in conflict zones. It has a lasting impact on our society, our economy and our culture: the world is truly a better place thanks to their efforts.”

Stephen Toope, Vice Chancellor 2019
Working at the University

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

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

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

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

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

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

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

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

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

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

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

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

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

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

CAMbens employee benefits
We offer a CAMbens scheme for University employees, providing access to online and in-store shopping discounts and cashback. With more than 2,000 participating retailers, employees can save money on a wide range of household expenses, from groceries and clothes, to holidays and insurance and much more. A range of local discounts are also available, helping employees to save money whilst also supporting local Cambridge businesses and a CAMbens Cycle to Work salary sacrifice scheme is also available, which enables employees to save money on transport costs. A 10% discount rate on the purchase of train season tickets, bulk buy tickets and an interest free travel to work loan are also available for staff of the University.
Family-friendly policies
The University recognises the importance of supporting its staff. We have a range of family-friendly policies to aid employees' work-life balance including a generous maternity, adoption and shared parental leave entitlement of 18 weeks full pay and emergency family care support via My Family Care.

Other family-friendly support includes:

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

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

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

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

To submit an application for this vacancy, please click on the link in the ‘Apply online’ section of the advert published on the University’s Job Opportunities pages. This will route you to the University’s Web Recruitment System, where you will need to register an account (if you have not already) and log in before completing the online application form.

Please ensure that you upload a covering letter, your *curriculum vitae* (CV), a list of publications list, and a one-page statement of research interests and future plans, as well as the names and addresses of two referees in the ‘Upload’ section of the online application. If you upload any additional documents which have not been requested, we will not be able to consider these as part of your application.

The deadline for applications is 23:59 on 04th April 2024.

If you have any questions about this vacancy or the application process, please contact the Head of the Department of Pathology, Professor Heike Laman on hod@path.cam.ac.uk, or Professor Marc Tischkowitz, Head of Department of Clinical Genetics, at mdt33@cam.ac.uk.