

Research Associate in Public Health

Department of Public Health & Primary Care

Closing Date 10th November 2020
Job Reference: RH24386



Research Associate in Public Health

Salary: £32,816 - £40,322
(pro rata for part-time)

Staff Category/Grade:
Research - 7

Contract: Fixed Term – 12
months in the first instance

Location:

East Forvie Building, Robinson
Way, Cambridge Biomedical
Campus, Cambridge CB2 0SR
(approx 2 miles south of city
centre)

Department:

Public Health & Primary Care

Responsible to:

Dr Louise Lafortune and Dr
Stefanie Buckner

Working Pattern:

Full-time or part-time of no less
than 60% FTE per week

Purpose of the role

We are seeking an enthusiastic and experienced individual to support the delivery of research projects within the NIHR School for Public Health Research (SPHR) at the University of Cambridge. Funding is available for 12 months. We welcome applications for full-time or part-time/job posts.

The post holder will contribute to the development, conduct, analysis and impact generation of research with a focus on improving population health and reducing health inequalities. While based at Cambridge, he/she will work closely with researchers from the other universities within the NIHR SPHR collaboration.

NIHR SPHR (<https://sphr.nihr.ac.uk/about/>)

Established in 2012 for an initial period of 5 years, SPHR is currently in its second phase (Apr 2017 – Mar 2022). Cambridge Public Health is one of eight leading academic centres with excellence in applied public health research that make up SPHR.

SPHR aims to increase the evidence base for cost-effective public health practice by:

- Conducting applied public health research to increase the volume and quality of useful evidence on cost-effective interventions
- Creating an environment where first class applied public health research, focussed on the needs of the public, can thrive
- Supporting local public health practitioners and policy makers to engage with research, and actively seek out high quality research evidence to inform their decisions
- Contributing to ongoing efforts to build research capacity in public health research



Key Responsibilities

This is an exciting opportunity for a proactive individual to work on different projects within some of SPHR's current priority themes: Places and Communities; Public Mental Health; and Health Inequalities. The post holder will make substantial contributions to projects that focus on place-based public health interventions in a context of financial constraint; rehousing older social housing tenants; community interventions in support of mental health in older adults, reducing inequalities. While there is some scope to select preferred projects, the post holder is expected to cover the allocated workload across a few projects in collaboration with other members of the local team.

The post holder will join a multi-disciplinary team of researchers and PhD students from the different institutions within SPHR, with whom they will work collaboratively. The post holder will be able to expand his/her experience in a range of research methods. The work across the different projects will entail interviews and focus groups with practice-based stakeholders and members of the public, documentary analysis, survey analysis, a photovoice project with older adults, systematic and scoping reviews, theory-driven evaluation and analysis. It will be important for the post holder to maintain up-to-date knowledge of the relevant policy contexts. Engagement and involvement of members of the public and practitioners is integral to the work of SPHR, as is an emphasis on generating impact. The post holder will contribute to reporting requirements, and there will be opportunities for them to build up their publication records.

Research and scholarship:

- Conduct collaborative research projects using a range of methods
- Work towards established research objectives and contribute to identifying further objectives as appropriate
- Continually update knowledge and understanding in relevant fields
- Present research progress and outcomes to different audiences (e.g. public engagement events, project steering groups, research team meetings)
- Involve diverse stakeholders (academic, policy, practice, public) in research
- Use initiative and creativity to solve routine problems, e.g. methodological/technical issues

Planning and organising

- Plan and manage own research activity within the framework of the agreed projects
- Co-ordinate own work with that of others to avoid conflict or duplication of effort
- Contribute to the planning and smooth day-to-day running of research activities

Liaison and networking:

- Build internal and external contacts and participate in networks for the exchange of information and to form relationships for future collaboration.

Team development:

- Maintain good communication with research team members and co-applicants across institutions
- Demonstrate good academic citizenship through playing an active part in the general business of Cambridge Public Health, including by attending seminars & team meetings, sharing expertise with colleagues, and welcoming opportunities for professional development

Other duties:

- Prepare progress reports for funding body
- Contribute to academic dissemination including journal articles and conference presentations
- Assist in the preparation of funding applications

Work environment:

- While the posts are office-based, extensive periods of home working might be required in line with changing covid-19 regulations.

Person Specification

Criteria	Essential	Desirable
Education & Qualifications		
PhD in Public Health or a relevant social science, or have equivalent qualifications or experience	✓	
Specialist Knowledge & Skills		
Strong qualitative research skills including some (if not all) of the following: interviews, focus groups, documentary analysis, community engaged research, photovoice	✓	
Evidence reviews (systematic reviews, scoping reviews, umbrella reviews)	✓	
Familiarity with quantitative methods, specifically surveys	✓	
Advanced knowledge of at least one of the subject areas covered by the research projects (area-based interventions; ageing well; social housing; public mental health)		✓
Familiarity with theory-driven research, inc. realist approaches		✓
Interpersonal & Communications Skills		
Excellent verbal and written communication skills, including ability to prepare technical reports and write for varied external audiences	✓	
Strong organisational and interpersonal skills	✓	
Experience of communicating research progress and findings to non-expert audiences		✓
Relevant Experience		
Experience of conducting high quality research in at least one relevant subject area	✓	
Experience of involving different stakeholders (professionals, public) in research		✓
Additional Requirements		
Highly self-motivated and hard working	✓	
Confident, proactive and takes initiative	✓	
Ability to manage own time, judge priorities and work to tight deadlines	✓	
Highly dependable	✓	
The highest ethical and professional standards in research and education	✓	
Ability to work both independently and in multi-disciplinary teams	✓	
Meticulous approach, and ensures accuracy and rigour in all areas of work	✓	
Commitment to continuous professional development	✓	

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	A
Innovation and Change	C
Negotiating and Influencing	C
People Development	C
Relationship Building	B
Strategic Focus	C

Department of Public Health & Primary Care

The DPHPC is one of Europe's leading academic departments of population health sciences. It comprises over 400 staff and graduate students, including more than 25 professors, readers, university lecturers, and other senior academic staff. Groups in the Department are underpinned by major programme grants, such as those from the UK Medical Research Council (MRC), the Wellcome Trust, the British Heart Foundation (BHF), Cancer Research UK, the UK National Institute of Health Research (NIHR), the European Union, the US National Institutes of Health, industry, and other sources.

The DPHPC provides internationally-recognised expertise in: genetic epidemiology, biomarkers, cohort studies, quantitative methods, public health, primary care, and behavioural sciences. Major areas of application include common chronic diseases (eg, cardiometabolic diseases, cancer, neurodegenerative diseases), and major behavioural risk factors driving these conditions (eg, consumption of tobacco, alcohol, and adverse diets).



The DPHPC benefits greatly from the expertise arising from its strategic collaborations:

Genome Campus: The Sanger Institute (director: Sir Mike Stratton; head of human genetics: Dr Matt Hurles) and the European Bioinformatics Institute (co-director: Dr Ewan Birney) constitute Europe's largest and leading genome campus (~1500 staff). The DPHPC has a strategic relationship with the Genome Campus, which is underpinned by joint appointments, shared research programmes, and joint supervision of trainees.

Quantitative MRC Units: The DPHPC has a long history of close collaboration with the MRC Biostatistics Unit (director: Professor Sylvia Richardson) and the MRC Epidemiology Unit (director: Professor Nick Wareham). In particular, there is a strong methodological programme in statistical genomics and high-dimensional data at the MRC Biostatistics Unit that the post-holder will be able to benefit from.

Genomic medicine: Collaborations around the themes of vascular biology, systems biology, and inflammation, notably with investigators at the Department of Haematology (Professor Willem Ouwehand), and the Divisions of Respiratory and Cardiovascular Medicine (Professors Nick Morrell, Martin Bennett, Ziad Mallat).

Education and Training Strategy

The Department takes great pride in its contributions to academic capacity in epidemiology, public health and primary care. The post holder will be expected to share this commitment and to contribute their interests to, and/or co-ordinate specific aspects of the postgraduate academic programme, potentially including the development of the Academic Clinical Fellow programme in public health and primary care. The DPHPC provides excellent training and educational programmes in biostatistics, epidemiology, public health, and primary care, at both undergraduate and graduate levels, including training of Academic Clinical Fellows.



Professor John Danesh, Head of Department

School of Clinical Medicine

Doing great work in a great place to work

About the School

The School of Clinical Medicine currently employs nearly 3,000 people, spanning all varieties of staff type from Academic Professors to administrative support.

In 1976 in response to the recommendation of the Royal Commission on Medical Education in the late 1960's, a complete medical course was re-established in Cambridge with 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 opened the Clinical School Building which presently accommodates the medical library, lecture theatres and seminar rooms.

The University of Cambridge School of Clinical Medicine aspires to change the practice of medicine and improve biological understanding in a wide range of clinical specialties and scientific disciplines. Collaborative research, both within biomedicine and crossing the boundaries to the mathematical, physical and social sciences, is key to our approach. The School also supports key enabling technologies and facilities in imaging, bioinformatics and biological systems. The main areas of research interest are:

- Cancer research
- Cardio-Respiratory Medicine
- Cellular mechanisms of disease
- Diabetes, Endocrinology and Metabolism
- Epidemiology, Public Health and Primary Care
- Genetics and Genetic Medicine
- Haematological and Transplantation Medicine
- Infection and Immunity
- Neurosciences and Mental Health
- Stems Cells and Regenerative Medicine.



Professor Patrick Maxwell, Regius Professor of Physic and Head of the School of Clinical Medicine

The School aims to provide leadership in education, discovery and healthcare. It will achieve this through; inspirational teaching and training, outstanding basic and clinical research and integration of these to improve medical practice for both individual patients and the population.

The School will:

Through inspirational teaching and training, educate individuals who:

- will become exceptional doctors or biomedical scientists
- combine a depth of scientific understanding with outstanding clinical and communication skills demonstrate a caring, compassionate and professional approach to patients and the public and
- are equipped to become future international leaders of their profession.

Through its commitment to the pursuit of excellence, support scientists of international standing in basic and clinical research aiming to:

- understand fundamental biology and thereby the mechanisms underlying disease integrate basic and clinical research
- apply a rigorous mechanism-based approach to clinical problems and
- innovate to solve the health challenges of our society.

Terms of Appointment

Tenure and probation

Your employment relies on the availability of finite funds for a specific purpose that are not part of the university's general revenues. The funding supporting the post ends 12 months from commencement in post.

Appointments will be subject to satisfactory completion of a 6 month probationary period.

Hours of Work and Working Pattern

The hours of work for the position are 37 hours per week, working Monday – Friday. Part-time applications will be considered for no less than 60% FTE per week.

Pension

You will automatically be enrolled to become a member of USS (Universities Superannuation Scheme) – a defined benefits 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 41 days inclusive of public holidays. For new part-time employees, annual leave will be pro rata'd based on days worked.

The annual leave year runs from 1 October – 30th September

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.

Screening Checks

This role requires a standard Disclosure and Barring Service (DBS) Check. 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.

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

Equality and Diversity

We particularly encourage women and /or candidates from a Black, Asian and Minority Ethnic background to apply for this vacancy as they are currently under-represented at this level within our University. **(Please see relevant guidance before inclusion: <https://www.hr.admin.cam.ac.uk/recruitment/equality-law-and-recruitment/exceptions-equality-law/positive-action>)**

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 Emma Marron, Business & Operations Manager emm77@medschl.cam.ac.uk 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: csrecruitment@medschl.cam.ac.uk

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



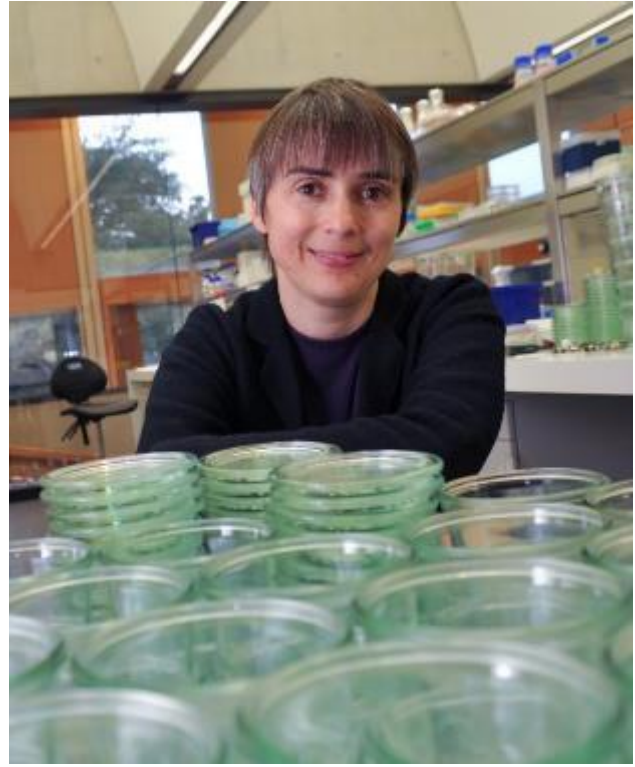
Working at the University

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](https://www.visitcambridge.com) 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.



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 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.



Clinical School Benefits

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.

These include:

Core amenities

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

Sports and Leisure

The Frank Lee Sports and Leisure Centre on the Campus is open to everyone who works on the Campus including employees of companies. The Centre offers a comprehensive range of activities for both adults and children (during the school holidays). Facilities include a 25m heated indoor pool, tennis and squash courts, cardio gym and fitness rooms. There is also a licensed bar, restaurant and function rooms.

Childcare

Bright Horizons Long Road nursery is located on the Campus making it an ideal location for parents who work at the site. The nursery is purpose built and houses five home bases, each designed specifically for babies, toddlers and pre-school children, as well as a spacious and secure external area in which children can play and explore the outdoors.

Apprenticeship opportunities

These are available for new and current members of staff to earn while they learn. The University is committed to nurturing talent and developing expertise through providing relevant vocational and professional apprenticeships across all of its departments and institutions.



Clinical School Wellbeing Programme

Following the launch of the Clinical School Wellbeing Programme in April 2014 it has continued to develop and grow each year. The School holds regular wellbeing talks and events in addition to hosting two dedicated Wellbeing Weeks packed with activities for staff each year. Activities include staff massages, smoothie bikes, step challenges, arts and crafts sessions and many more.

The School also has a team of Mental Health First Aiders recruited and trained from our own pool of staff. The School is always looking for new ways to engage staff and encourage them to look after their physical and mental wellbeing.



Equality, Diversity and Inclusion

The School of Clinical Medicine has a dedicated governance group overseeing equality, diversity and inclusion related activities. Regular talks are held throughout the year and all staff members are expected to undertake Equality and Diversity training.

The School has a number of networks for different staff groups encouraging communication and sharing of practices. There is also a growing network of 100+ Equality Champions who meet termly and help raise awareness of equality, diversity and inclusion within their departments. The School currently holds a silver Athena SWAN award utilising the process to critically analyse all areas of equality and diversity within the school.

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 and any queries regarding the application process are welcomed and should be directed to: Dr Stefanie Buckner: sb959@medschl.cam.ac.uk or Dr Louise Lafortune: l1394@medschl.cam.ac.uk

Please ensure that you upload a covering letter and CV in the Upload section of the online application. The covering letter should outline how you match the criteria for the post and why you are applying for this role. If you upload any additional documents which have not been requested, we will not be able to consider these as part of your application.

Please include details of your referees, including e-mail address and phone number, one of which must be your most recent line manager.

The closing date for applications is: 10th November 2020

The interview date for the role is: 16th November 2020