

THE PROFESSORSHIP OF COMPARATIVE ONCOLOGY AND GENETICS

DEPARTMENT OF VETERINARY MEDICINE

1 The Professorship

Background

This is a new Professorship that will enable an individual of exceptional international standing in the field of comparative oncology and genetics to lead an important initiative in the Department of Veterinary Medicine.

The Department has a long-standing international reputation in veterinary oncology. It has also supported excellent research in veterinary genetics, with some existing collaboration between the two fields. Major technological advances that continue to lead to massive increases in genome sequence information in many domestic species, coupled with detailed pedigrees in many cases, provide a superb background resource with which to address questions concerning the nature of many diseases. Cancers occur with very different frequencies in different domestic species, and indeed in different breeds among domestic species, and are obvious targets for study via genome-scale approaches.

The new Professor will thus be expected to provide leadership in establishing the University of Cambridge Veterinary School as a Centre of Excellence that takes a comparative approach to oncology embedded in the genomics resources that are becoming ever more available.

The new Professor will also be expected to establish strong collaborative links with clinical veterinary oncologists in the Department, making full use of clinical case material.

More broadly, excellent opportunities exist within Cambridge for the new Professor to become strongly linked to the Cancer Research UK Cambridge Research Institute (<http://www.cambridgecancer.org.uk/>) and the Sanger Institute (<http://www.sanger.ac.uk/>). Cancer research has recently been granted Strategic Initiative status within the University. High level international links and collaborations will also be expected of the new Professor.

This is a timely and exciting opportunity to establish a world-leading research group at one of the world's leading universities in this rapidly moving and fascinating field.

Selection Criteria

Candidates will be considered for the Professorship on the basis of the following selection criteria, which they are asked to address in their application.

- An outstanding research record of international stature in fields related to comparative oncology and genetics.
- The vision, leadership, experience and enthusiasm to build on current strengths in maintaining and developing a leading research presence, and an established record in attracting research grant support to further this development.
- The ability to further the academic planning and strategic development of comparative oncology in the University and, where appropriate, to facilitate its development within the UK.
- The ability to manage and interact with staff and students at all levels, and to contribute to broadening the strategic development of the Department.
- An awareness of the importance of, and willingness to be involved in, the training of the next generation of researchers, for example undergraduates, research students and postdoctoral research fellows, and the ability to attract and develop talented researchers into the field.

An outstanding researcher who is also a veterinary surgeon would be favourably considered but a veterinary qualification is **not** a requirement.

2 The Department of Veterinary Medicine

The Department of Veterinary Medicine is the Veterinary School of the University of Cambridge, the highest-rated research university in the United Kingdom, and one of the top five research universities in the world. The Department provides an academic environment of the highest quality, within which world-class research and clinical teaching are performed. The fact that it is a constituent Department of the University of Cambridge enables excellent opportunities for collaboration with other world-class Departments and institutions within the University, amongst them the Clinical School at Addenbrooke's Hospital, the CRUK Cambridge Research Institute, the Wellcome Trust/CRUK Gurdon Institute, the Wellcome Trust Centre for Stem Cell Research and the Departments of Pathology, Zoology, Biochemistry, Genetics, Pharmacology, and Physiology, Development & Neuroscience, as well as with non-University institutions located in the Cambridge area, such as the Wellcome Trust Sanger Institute, the MRC Laboratory of Molecular Biology and the BBSRC Babraham Institute. The Department's research is focused in three main areas: infection and immunity (including epidemiology), neuroscience, and comparative genetics and oncology. Its external research income has increased year-on-year over the past ten years, with concomitant increases in output and quality of publications.

Site and facilities

The Department is situated close to Cambridge city centre on the University's West Cambridge Site, which is currently being developed to provide new purpose-built accommodation for science and technology Departments, as well as residential accommodation, a nursery, and restaurant facilities. The main building of the Department incorporates the Queen's Veterinary School Hospital. Some of the Department's research laboratories are located in the main building, and other major research groups are housed in separate laboratory buildings within the site, which have been renovated recently to a very high standard.

Over the last decade, an extensive building and refurbishment programme has been undertaken to provide and house specialist research, Hospital and teaching facilities and equipment. Most recently, a new CT scanning facility was incorporated into the veterinary hospital in 2010, complementing an extension to the Cancer Therapy Unit and the purchase of a new linear accelerator for delivering radiotherapy, which was completed in April 2008, and a new small animal MRI, which was installed in September 2008. The refurbishment of the X-Ray facilities in the Hospital and the installation of new small and large animal X-Ray equipment were completed in 2006. Recently the small animal X-ray facility has been upgraded for digital subtraction angiography to facilitate a new range of interventional radiographic techniques to be performed. Existing accommodation was refurbished for the Cambridge Infectious Diseases Consortium and the Disease Dynamics Unit (2005), and for the Animal Welfare and Anthrozoology research group (2005). A major refurbishment of the Neurosciences research laboratory was completed in 2005. A new Small Animal Surgical Unit, including five new operating theatres, and a Farm Animal Unit were completed in summer 2003. An Equine Diagnostic Unit was completed in 2002, with MRI for standing horses added in 2004, and equine outdoor clinical facilities were provided in 2006. A state-of-the-art Post Mortem Facility was built in 2000.

Governance and management

The Department and eleven other cognate Departments and institutions together constitute the School of the Biological Sciences, which acts as the interface with the University's central bodies, negotiates policy decisions taken at School level, and oversees the allocation of central resources to Departments.

The Head of Department (Professor Duncan Maskell) has primary responsibility for all the activities of the Department including all interactions with the University, and takes a specific responsibility for the Department's research. The Dean (Professor Michael Herrtage, currently the Deputy Head of Department) has specific responsibility for veterinary professional matters and veterinary education. The Head of Department and Dean are five-year appointments. The Head of Department exercises these powers and responsibilities through well-defined committee and management structures.

Research and research initiatives

The Department has around 75 active research grants at any one time; the value and scope of these has increased significantly over the past 10 years, and is expected to increase further in the near future. External research grant spend in 2010-2011 was £5,200,000.

The research programme in the Department is currently focused in the fields of infection & immunity (including epidemiology), neuroscience, and comparative genetics & oncology, but the development of new areas of interest is always supported.

The Department puts particular emphasis on research collaboration between the basic sciences and clinical research. This is promoted through a series of weekly seminar presentations attended by all research staff and clinicians in the Department, and by annual departmental research days.

A strong and varied seminar series is run by the Department and we host many academic visitors from all over the world in many different disciplines.

Research strategy and direction are overseen by the Research Director (currently Professor Robin Franklin). A Research Board meets regularly to assist the Research Director in this task.

The Department is extremely well equipped for all forms of molecular, cellular and clinical research, but if particular equipment needs are not present on site, then these are usually satisfied via our strong links to other Departments in the University as well as to the other Institutes in the vicinity.

The Hospital and clinical opportunities

The Queen's Veterinary School Hospital exists to provide material for teaching and clinical research. It has state-of-the art facilities on site to achieve this objective, with its Cancer Therapy Unit being particularly relevant to this Professorship.

Hospital income exceeds £2,000,000 per annum, and the trading surplus generated is re-invested in clinical teaching and support staff posts, new Hospital buildings, refurbishment of existing premises and equipment. The year-on-year surplus has acted as a motivating factor for Hospital staff who have benefited from a better working environment, up-to-date facilities, and improved staffing levels.

Postgraduate Teaching

The Department has around 40 postgraduate students registered for the PhD degree. Students are funded by a variety of agencies, including DEFRA, BBSRC, MRC and the Wellcome Trust.

Staff and students

There are currently around 35 academic staff in the Department and Hospital, as well as 10 clinical veterinarians, 90 support staff, 40 research contract staff, 17 Senior Clinical Training Scholars (previously known as Residents), 210 clinical veterinary students, and 40 postgraduate students.

Further information about the Department is available at: <http://www.vet.cam.ac.uk>.

3 Standard Duties

Teaching and research

The main duty of the Professor of Comparative Oncology and Genetics will be to establish a world-class research centre in this subject area and to considerably enhance the standing of the Cambridge Veterinary School in this field, building on our past success but with a clear forward-looking strategy, taking advantage of the exciting developments and opportunities in the field. It is likely that the Professor will have a minimal teaching and examining commitment to begin with, but of course the successful candidate will be welcome to become more involved in teaching with time, as appropriate. So far as formal lecturing is concerned, the average stint is some 8 hours a year.

He or she will supervise research students in appropriate subjects. In Cambridge, the supervision of undergraduates is the responsibility of the Colleges of the University. A Professor may be asked to undertake such supervision up to a maximum of six hours per week.

The Professor of Comparative Oncology and Genetics will be expected to further the subject by research and other activities which enhance its growth as a field of scholarship. This includes the fostering of work by colleagues within the University and externally.

Administrative duties are shared equitably among members of the Department. The Professors are expected to play significant roles from time to time on the Faculty Board and Faculty Committees dealing with such matters as academic and other appointments, admission of graduate students, research and teaching assessments, the libraries and computing arrangements. They are also encouraged to accept appointment to University Committees.

There is a sabbatical leave entitlement of one term in seven on full pay, subject to the provisions of the University Statutes and Ordinances.

4 The Colleges

The University, the Faculties and Departments, and the Colleges are linked in a complicated historical relationship that is mutually beneficial but not simple. Students (both graduate and undergraduate) are admitted by one of the 31 colleges, although in the case of graduate students the Faculties and Departments determine admissions before the Colleges are involved. Almost all undergraduates, and many graduate students, live in a College. The teaching of undergraduate students is shared between the Colleges and the Faculties and Departments, with the Colleges arranging small group teaching ("supervision") and the Departments providing lecturing, laboratory classes, and advanced supervisions. Most academic staff will also be invited to join a College as a teaching or professorial fellow. College teaching is remunerated separately from the University teaching, and appointment to a College is a separate matter from a University appointment. Membership of a College adds an important social and intellectual dimension for many of the academic staff. The Head of Department or senior colleagues can give more advice.

5 Procedure for Appointment

The appointment will be made by a Board of Electors, chaired by the Vice-Chancellor or his deputy, with a membership which includes members of the Department, members of cognate Departments and external experts.

All applications will be acknowledged. The Board of Electors will decide how they wish to proceed towards making an election, which may include interviews and/or presentations. Short-listed candidates may be invited to visit the Department to give a seminar on their work and meet prospective colleagues in the course of the process.

Candidates will be informed of the progress of their applications as agreed by the Electors.

The successful candidate will take up the appointment as soon as possible.

6 Enquiries and Applications

Informal enquiries about this Professorship may be directed to Professor Duncan Maskell, Head of the Department of Veterinary Medicine email djm47@cam.ac.uk.

Further information on the University is available at the following address:
www.cam.ac.uk.

Applications should consist of a letter of application together with a statement of current and future research plans, a curriculum vitae and a publications list, accompanied by form CHRIS/6 (parts 1 and 3 only, with details of two referees). They should be sent to the Academic Secretary, University Offices, The Old Schools, Cambridge, CB2 1TT (email ibise@admin.cam.ac.uk), so as to reach him not later than **Friday 2 March 2012**.

GENERAL INFORMATION

All appointments to University Offices are subject to the Statutes and Ordinances of the University.

A Salary

The base annual salary for a Professor is £64,637. In addition there are four Contribution Bands, each made up of six steps, taking the maximum professorial salary at the top of Band 4 to £131,395. Salary on appointment will be determined by the Vice-Chancellor. Professorial salaries are reviewed periodically on the basis of research, teaching and general contribution, by the Vice-Chancellor with the assistance of a small Advisory Committee.

There is a normal sabbatical entitlement of one term in seven on full pay, subject to the University regulations.

B Headship of the Department

Should a Professor be appointed to the Headship of a Department, a pensionable payment in addition to salary is made.

C Recruitment Incentive

The University has a scheme whereby a single recruitment incentive payment may be made on appointment at the Vice-Chancellor's discretion.

D Removal Expenses

If the person appointed is not resident in Cambridge, a contribution from University funds towards expenditure incurred in removal to Cambridge to take up a University office will be made.

E Consultancy Work

The University's policy on consultancy work is that consultancy arrangements must be entered into privately between the employee and the organisation concerned. The consultancy work must not interfere with the duties required of the officer under the officer's contract of employment with the University. Consultancy work is not covered by the University's insurances, even when the University has knowledge that such work is being done. The University must not be regarded as being directly or indirectly involved in any consultancy arrangement through the use of University letterheads, advice given or work done in the individual's capacity as an employee of the University. Individuals undertaking private or consultancy work are advised to take out personal insurance.

Alternatively, professional indemnity cover may be obtained by channelling private work through the University company Cambridge Enterprise Ltd. Anyone wishing to do so should, in the first instance, contact Cambridge Enterprise at www.enterprise.cam.ac.uk.

F Professorial Fellowships

The great majority of Professors at Cambridge hold a professorial fellowship of a college. Although election to a fellowship is a matter for an individual college, the University takes active steps to draw to the attention of Heads of House the names of those Professors eligible for election.

In seeking the views of referees, their permission will be sought for the release of their comments on the successful candidate if it were to be requested by the professorial fellowship electors of a college.

G Health screening on appointment to University Office and in the case of University Officers undertaking a change of duties

Offers of appointment made to prospective University officers whose work will fall within certain categories are conditional on the completion of a medical questionnaire and, if necessary, on a satisfactory health check by the Occupational Health Service.

Only the person elected will be asked to complete the questionnaire at the time of election.

H Eligibility to work and reside in the UK

UK immigration procedures stipulate that an employer may not consider the appointment of any person unless they have seen evidence of their immigration status. Accordingly, shortlisted candidates, whatever their nationality, will be asked to provide such evidence at an appropriate stage in the recruitment procedure.

I Equal Opportunities Information

The University of Cambridge appoints solely on merit. No applicant for an appointment in the University, or member of staff once appointed, will be treated less favourably than another on the grounds of sex (including gender reassignment), marital or parental status, race, ethnic or national origin, colour, disability (including HIV status), sexual orientation, religion, age or socio-economic factors.

J Information if you have a Disability

The University welcomes applications from individuals with disabilities. Our recruitment and selection procedures follow best practice and comply with disability legislation.

The University is committed to ensuring that applicants with disabilities receive fair treatment throughout the recruitment process. Adjustments will be made, wherever reasonable to do so, to enable applicants to compete to the best of their ability and, if successful, to assist them during their employment. We encourage applicants to declare their disabilities in order that any special arrangements, particularly for the selection process, can be accommodated. Applicants or employees can declare a disability at any time.

Applicants wishing to discuss with or inform the University of any special arrangements connected with their disability can, at any point in the recruitment process, contact, Deborah Jones, who is responsible for the administration of the recruitment process for this position, by email on deborah.jones@admin.cam.ac.uk or by telephone (01223 332270).