



UNIVERSITY OF
CAMBRIDGE

Professorship of Veterinary Science (with Headship)

Department of Veterinary Medicine

Closing date: 19 October 2026

Job Reference: PP51038



Professorship of Veterinary Science (with Headship)

Overview of the role

The Department of Veterinary Medicine seeks an exceptional academic leader to serve as Professor of Veterinary Science (until retirement age) and Head of Department (for five years in the first instance, with the option for renewal) providing strategic vision, intellectual direction, and transformational leadership for one of the world's leading centres of veterinary teaching, research, and clinical excellence. The postholder will shape the Department's future direction at a pivotal moment, driving forward an ambitious programme of academic, organisational, and estate development aligned with the University's mission and the evolving needs of the veterinary profession and society.

Alongside the core leadership role, it is intended to elect a professor who will engage in a balance of undergraduate teaching, graduate supervision, general contribution and research. The post-holder will undertake research in the general area of veterinary science, ideally under one of our core themes; infectious disease biology; infectious disease epidemiology, modelling and genomics; or comparative pathology and genetics, or within one of our priority areas of One Health, zoonotic disease, antimicrobial resistance, or vaccine development and policy analysis.

The teaching area of the post-holder will fall within the scope of veterinary science, and they would have the opportunity to teach in any clinical area in years 4-6 of our degree course, or to contribute to basic science teaching in the joint Vet Med, Medicine and Natural Sciences course in years 1-3.

Role Remit

Transformational Leadership

The Head of Department will provide inspirational, values driven leadership, fostering a culture of academic excellence, innovation, and collegiality. They will articulate a compelling long-term vision for the Department, galvanising staff, students, and external partners around shared priorities. The role requires a leader capable of navigating complexity, enabling high performing teams, and modelling inclusive, transparent decision making. The postholder will champion a positive working environment, support staff development, and ensure the Department is an outstanding place to work, study, and conduct research.

Leading Change and Departmental Development

The Department is entering a period of significant renewal, including curriculum development, clinical service transformation, and organisational strengthening. The Head of Department will lead this programme of change, ensuring that academic, clinical, and operational developments are coherent, evidence-based, and aligned with Departmental and University strategy. They will oversee improvements to governance, quality assurance, and professional services support, ensuring the Department is resilient, agile, and well positioned to meet future regulatory, educational, and research challenges. The postholder will bring experience of delivering change in a complex environment, with the ability to build consensus while maintaining momentum.

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Role Remit continued

Capital Development and Fundraising

The Department's long-term ambitions include major capital investment in facilities, infrastructure, and clinical environments. The Head of Department will play a central role in shaping these capital plans, working closely with University leadership, Estates Division, and others to define priorities, secure resources, and ensure that new developments support world class research, teaching, and clinical care. The postholder will act as a senior ambassador for the Department, contributing to fundraising and external engagement, cultivating relationships with donors, industry partners, alumni, and philanthropic organisations to support strategic initiatives and estate renewal.

Educational Leadership

The postholder will oversee the delivery and ongoing enhancement of the Department's educational programmes, including the professional veterinary curriculum and postgraduate training. They will ensure that teaching is research informed, pedagogically innovative, and aligned with regulatory requirements. Working with academic and professional services colleagues, they will support curriculum review, assessment development, and the creation of an outstanding student experience.

Clinical Vision and Oversight

The Department's clinical services are integral to its mission, providing outstanding educational opportunities for students, supporting translational research, and delivering high-quality veterinary care. The Head of Department will provide strategic leadership and oversight of clinical operations, ensuring that clinical services are, well governed, financially sustainable,

and aligned with the Department's academic priorities. Working closely with the Hospital Director, clinical leaders and external partners, they will support the continued development of clinical services, strengthen opportunities for teaching and research, enhance the diversity and quality of clinical caseload, and foster innovation in clinical practice and education.

Research Excellence

The applicant should have a strong track record of international excellence in any aspect of veterinary science, ideally in research aligned with One Health. Research in the department fits broadly within this area, with broad themes including infectious disease biology and epidemiology, and comparative pathology and genetics, including clinical research emphasising the comparative understanding of human and animal disease. Beyond the department, the applicant's research could contribute to key strategic areas within the University, including One Health, Infectious Diseases, Global Food Security and Cambridge Zero.

As Head of Department, they will provide intellectual leadership across the Department's research portfolio, supporting interdisciplinary collaboration, strengthening research culture, and enabling staff at all career stages to thrive. The Head of Department will champion research integrity, open research, and the development of major strategic research initiatives.

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Key responsibilities

As Head of Department:

- Provide strategic and intellectual leadership, setting the Department's academic direction and long-term vision.
- Foster a culture of excellence, innovation, collegiality and inclusive, values driven leadership across teaching, research and clinical domains.
- Lead transformational change, driving curriculum renewal, clinical service development and organisational strengthening.
- Oversee high quality, research informed veterinary education, ensuring enhancement, regulatory alignment and an outstanding student experience.
- Provide strategic oversight of clinical provision, ensuring alignment with academic priorities and opportunities for innovation.
- Shape and advance the Department's research strategy, strengthening interdisciplinary collaboration, research integrity and major strategic initiatives.
- Lead academic recruitment, promotions and career development, sustaining an inclusive and supportive academic community.
- Guide capital and infrastructure planning, external engagement, fundraising and governance to support resilient, future focused departmental operations.

As Professor of Veterinary Science:

- To conduct research of the highest international standard and develop new research avenues.
- To contribute to undergraduate and post-graduate teaching and examining at all levels.
- To contribute to the creation of new courses at both the undergraduate and post-graduate level.
- To create new collaborative links both within the Department and across the University in order to enhance both teaching and research.
- To bring in income to the University to support both teaching and research through a variety of means including research contracts, donations and translation of the results of research. Research contracts can come from government agencies, charities, trusts, commerce or industry.
- To publish the results of research and, where appropriate, to commercialise them.
- To engage with the national and international academic context relevant to the roleholder's research area and to contribute to it through activities such as editing journals and running conferences.
- To help with administrative and routine operational duties in the department and across the university.

Person Specification

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

Criteria	Essential	Desirable
Qualifications		
A PhD or equivalent higher degree in a relevant subject.	✓	
Experience		
An outstanding research record of international stature in veterinary science or a related area.	✓	
Experience of academic leadership.	✓	
Experience of academic research and research leadership.	✓	
The ability to oversee the effective management of the operation and resources of the Department.	✓	
Experience delivering undergraduate and postgraduate teaching and assessment.	✓	
Experience of leading (or significant contribution to leadership of) teams through successful external accreditation processes.	✓	
Experience of managing research collaborations involving more than one organisation or involving industrial partners.		✓
Experience of providing strategic leadership within a clinical environment, ideally in an academic or university setting.		✓
Experience working across disciplines.		✓
Skills		
Leadership	✓	
Innovation and creativity	✓	
Analytical thinking skills	✓	
Ability to inspire colleagues	✓	
Problem solving	✓	
Resilience, persistence and determination	✓	
Courage and loyalty	✓	
Clear thinking and able to handle complexity	✓	
Outstanding written and verbal communication skills	✓	
Hard working and comfortable working under pressure	✓	
Ability to teach	✓	

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 is part of the School of Biological Sciences (SBS), together with eight other departments and six research institutes.

About the Department

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, 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, the MRC Biostatistics Unit and the BBSRC Babraham Institute.

We have a national and international reputation for excellence in veterinary science and education and recently ranked fourth in the world in the Top QS Universities ranking.

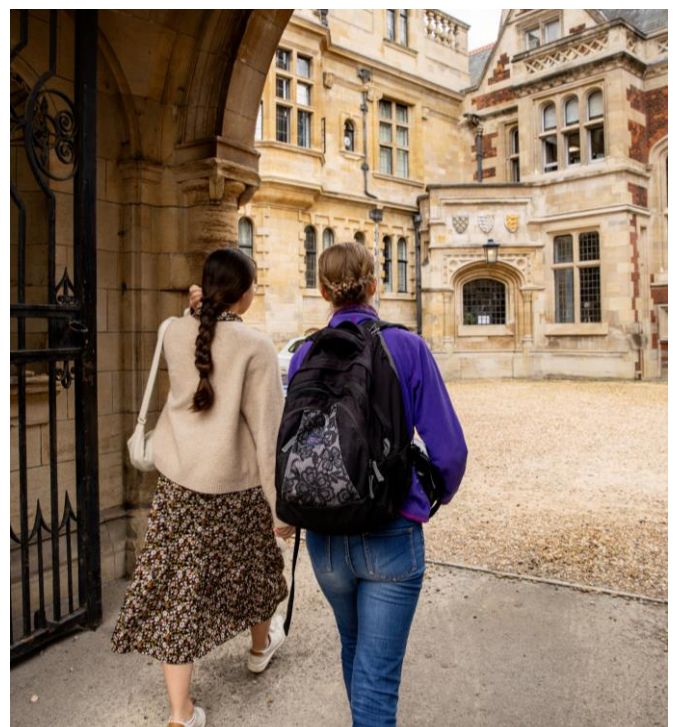
Our research encompasses basic and applied biomedical and veterinary/ clinical sciences ranging from the molecular to the population level and is configured into three research themes (Infection & Immunity, Disease Dynamics and Systems Pathology).

Key information

We have approximately 290 employees (including around 40 independent research leads) and 40 training scholars. The Department has approximately 65 veterinary clinical students and 40 PhD students per year. We aim to be internationally competitive in research, to foster collaborations with academia and industry, and to ensure that its undergraduate and postgraduate teaching and clinical work benefits from research excellence.

We put 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. We have a strong and varied seminar series which hosts many academic visitors from all over the world in many different disciplines.

More information on the Department can be found at www.vet.cam.ac.uk



The School of Biological Sciences

The School of the Biological Sciences is home to animal, human, plant and microbial science at the University of Cambridge. We strive to deliver education, learning and research at the highest international levels of excellence in an inclusive and collaborative environment.

About the School

In line with the University's mission, the academic vision of the School of the Biological Sciences is the pursuit of education, learning and research at the highest international levels of excellence. Our goal is to continue to deliver research and teaching at the highest levels, working in innovative ways to achieve ongoing excellence.

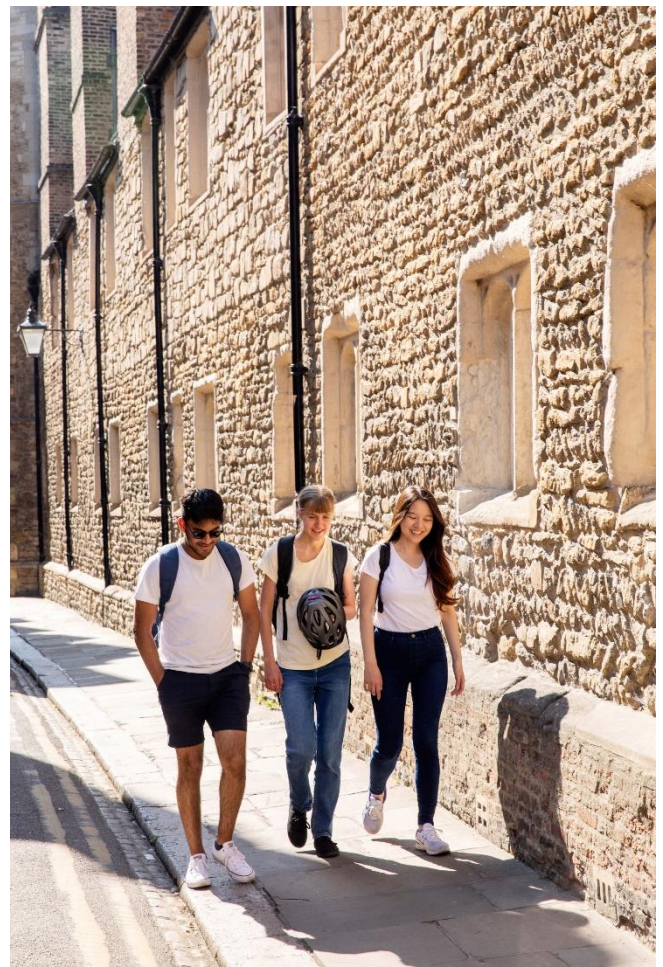
The research and teaching carried out in the School of the Biological Sciences is diverse and covers animal, human, plant and microbial science from the atomic, molecular and cellular levels through to tissues, organs, whole organisms, populations, ecosystems, biodiversity, and human behaviour. The research has impacts on health and disease across species, agriculture, conservation and the environment as well as on the pharmaceutical and biotechnology industries, with direct translational relevance to the clinic, public services and social policy, and the bio-economy.

The School is organised into nine Departments (Biochemistry; Genetics; Pathology; Pharmacology; Physiology, Development and Neuroscience; Plant Sciences; Psychology; Veterinary Medicine; Zoology) and four major interdisciplinary research institutes (Gurdon Institute, Cambridge Stem Cell Institute, Sainsbury Laboratory and the MRC Toxicology Unit) all of which are involved in fundamental biological research with varying contributions to undergraduate and postgraduate teaching.

The School has oversight of the Botanic Garden, the Herbarium and the Museum of Zoology through the Departments of Plant Sciences and Zoology respectively. The School also contributes to the Cambridge Conservation Initiative, an unprecedented and highly successful amalgamation of cross-Schools groups and Non-Governmental Organisations.

Following extensive consultation, six new cross-cutting Research Themes have emerged to provide integration across the School, encourage new conversations and enhance interdisciplinary networking critical for major innovation.

More information on the School can be found at www.bio.cam.ac.uk



Terms of Appointment

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

Salary

Salary on appointment will be determined by the Vice-Chancellor at an appropriate point on the University's salary spine for grade 12, taking into account the criteria for the respective contribution band.

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.

Headship of the Department

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

Recruitment Incentive

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

Tenure and probation Appointments are to the retiring age for established academic positions.

Working Pattern

The appointment is full-time.

Pension

You will automatically be enrolled to become a member of USS (Universities Superannuation Scheme) – a hybrid pension scheme. If you are already a member of the NHS Pension scheme, you may be eligible to continue in the scheme and should contact the Pensions section of the University:

www.pensions.admin.cam.ac.uk/

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 28 days annual paid holiday. These periods are inclusive of public holidays that fall outside Full Term.

Sabbatical leave

Cambridge has a generous statutory provision for leave of absence of one term for every six terms of service. Academic staff use this opportunity for study and research.

College membership

Membership of a College adds an important social and intellectual dimension which many of the University's academic community find attractive. Appointment to a College fellowship is a separate matter from a University appointment.

Further details about a Professorial Fellowship are set out below and more details about college membership are provided in a separate section of this document.

The scheme for newly-appointed University Officers seeking a College Fellowship is set out at: <https://www.ois.cam.ac.uk/uto-scheme>.

Residence

It is a requirement of the role that you are resident in the University during term-time.

Further information can be found here:

<https://www.admin.cam.ac.uk/univ/so/pdfs/2020/ordinance11.pdf>

Removal Expenses

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

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 them at www.enterprise.cam.ac.uk.

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 the attention of Heads of House to the names of those Professors eligible for election. The Scheme for newly-appointed University Officers seeking a College Fellowship is set out at: <https://www.ois.cam.ac.uk/uto-scheme>

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 will be conditional upon you gaining it.

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.

Health Declaration - once an offer of employment has been made the successful candidate will be required to complete a work health declaration form.

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.

References - References will be requested prior to the final meeting of the Board of Electors.

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

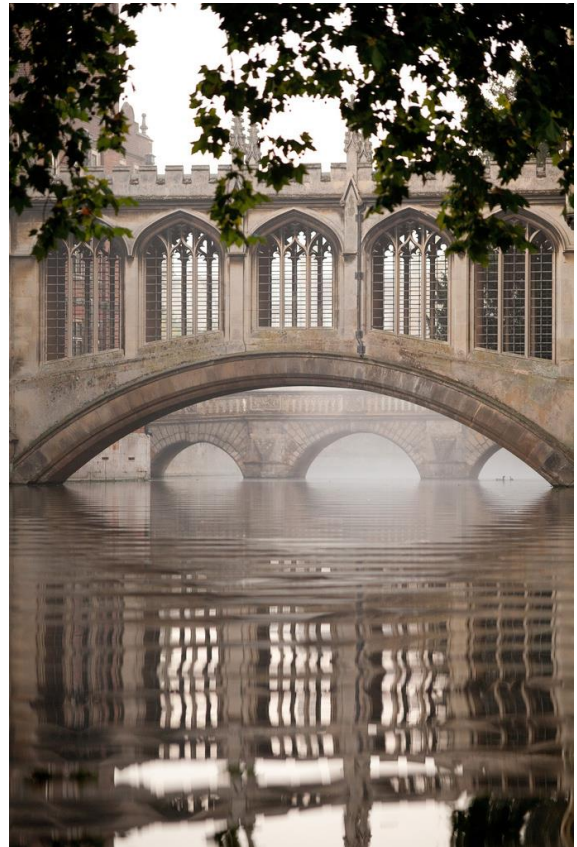
The University welcomes applications from individuals with disabilities. We are committed to ensuring fair treatment throughout the recruitment process. We will make adjustments to enable applicants to compete to the best of their ability wherever it is reasonable to do so and, if successful, to assist them during their employment.

Information for disabled applicants is available at:

<https://www.hr.admin.cam.ac.uk/policies-procedures/disabled-applicants-and-members-staff>

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.

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 Dr Gosia Wloszycka, who is responsible for the administration of the recruitment process for this position, by email on: mw425@admin.cam.ac.uk



The University

The University of Cambridge is consistently ranked one of the best universities in the world, achieving academic excellence through its Faculties, Departments and other Institutions, together with the 31 Colleges.

The University is renowned for its record of discovery and innovation. It is one of the great institutions, with a regional, national and global reach, attracting the very best and brightest minds. Our staff and students shape the world around us for the better: we attract and partner with like-minded people.

Whether contributing to the development of new anti-cancer drugs, adding to the understanding of how black holes are formed, revolutionising the study of ancient settlements, convening academic expertise to offer solutions to the climate crisis, or analysing public attitudes towards democracy around the world, the University's research is remarkable in its breadth, quality and impact. The University also sits at the heart of Europe's largest technology cluster and has catalysed more than 1,500 high-tech companies. And yet what inspires our 24,000 students and 13,000 staff is not what has already been achieved, but what is possible in the future.

The education and experience of our students, based on a partnership between the University's academic Departments and Faculties and the 31 Colleges, is second to none. Every student is a member of one of the Colleges, each a community of students, academics and staff drawn from across the University's comprehensive range of subject areas.



The University is a self-governing community, with a system for decision-making that provides a high degree of accountability and transparency to its members. Each Department and Faculty is part of one of six academic Schools, but each of them, and each individual academic, has a great deal of autonomy. The Colleges are independent and self-governing, working in a symbiotic relationship with the University.

The University has a number of Institutions that are independent of any Faculty or Department and are not part of the academic Schools. These include the Institute of Continuing Education (which provides high-quality education to adults throughout their lives), the Fitzwilliam Museum, Kettle's Yard (an historic house and gallery that holds important collections of modern art) and the University Library. In addition to their diverse contributions to University and public life, these non-School Institutions are also important centres of teaching and research.

Cambridge University Press & Assessment provides academic publishing, examinations and learning materials worldwide, supporting the dissemination of research, academic development at school and in higher education, and international student mobility. Legally, the Press & Assessment is a department of the University. It provides very important funds to invest in the academic purposes of the University.

The University has made truly remarkable contributions to the sum of human understanding, with breakthrough ideas and discoveries that have changed the way we understand ourselves, our planet, and the universe around us. Yet the global and national contexts in which it operates are fast-changing and increasingly filled with uncertainty. In a world that is becoming - politically, economically, socially, and technologically – ever more interconnected but even less equal, the University's mission – “to contribute to society through the pursuit of education, learning and research at the highest international levels of excellence” – has never been more relevant.



About Us

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

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

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

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

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

“Through its outstanding education, research and innovation, the University of Cambridge has made – and continues to make – a lasting contribution to human knowledge and is flourishing. By working at the University of Cambridge, you will be joining a vibrant community of students, scholars and professional services staff committed to supporting and enhancing the University's mission to contribute to society.”

*Professor Deborah Prentice,
Vice Chancellor 2023*



Working at the University

Working at Cambridge you will join a diverse, talented and innovative community, with more than 24,000 students and over 13,000 staff from all walks of life and corners of the world.

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

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

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



Equality, Diversity and Inclusion

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

<http://www.equality.admin.cam.ac.uk/>

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

Living in Cambridge

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

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

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

Relocation Support

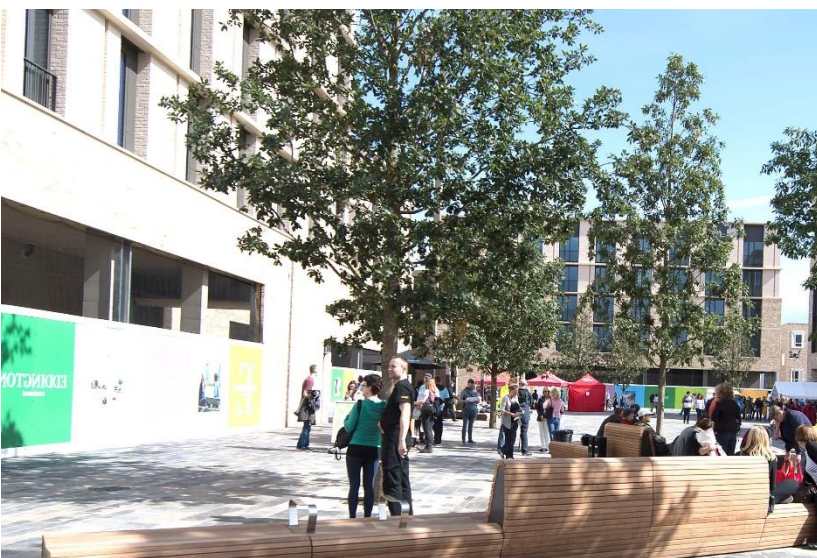
The University recognises the importance of helping individuals to move and settle into a new area. We provide support and guidance to those relocating internationally or domestically to take up a post at the University of Cambridge, liaising with other University offices and selected partners to ensure comprehensive relocation support is available. This includes: accommodation, childcare, schools, banking, immigration and transport. If you would like further information, please visit

<https://www.accommodation.cam.ac.uk/RelocationService/>. The Shared Equity Scheme and the Reimbursement of Relocation Expenses Scheme provide financial assistance to qualifying new members of

Accommodation Service

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

<https://www.accommodation.cam.ac.uk/>



What Cambridge can offer

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

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



Pay and benefits

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

CAMbens employee benefits

The University offers employees a wide range of competitive benefits, known as CAMbens. CAMbens offers something for everyone across a range of categories, including:

- Financial Benefits, including shopping discounts (both local and national) and a Payroll Giving scheme;
- Relocation and Accommodation Benefits, including relocation assistance and interest-free Rental Deposit Loans;
- Travel Benefits, including Cycle to Work, discounts on train season tickets and interest-free Travel to Work loans;
- Family Friendly and Lifestyle Benefits, including support with childcare and family friendly policies;
- Health and Wellbeing Benefits, including a University Staff Counselling Service, discounts at the University Sports Centre, and other local gyms, and healthcare schemes.



What Cambridge can offer

Family-friendly policies

The University recognises the importance of supporting its staff. We have a range of family-friendly policies to aid employees' work-life balance including a generous maternity, adoption and shared parental leave entitlement of 26 weeks' full pay, and paid emergency leave for parents and carers.

Other family-friendly support includes:

Our highly regarded workplace nurseries, a childcare salary exchange scheme and a high-quality holiday Playscheme are available to help support University employees with caring responsibilities (subject to demand and qualifying criteria). Further childcare information can be found here:

<https://www.childcare.admin.cam.ac.uk/>

The Newcomers and Visiting Scholars Group (<https://www.nvs.admin.cam.ac.uk/>) is an organisation within the University that welcomes the partners and families of visiting scholars and new members of the University. Run by volunteers, the group offers opportunities to visit interesting Cambridge venues, learn about the community, take part in social events and gain local knowledge while developing a strong support network of both residents and other newcomers.

Your wellbeing

The University's Sport Centre, Counselling Services and Occupational Health are just some of the support services available to University employees to promote their physical and mental wellbeing. The University delivers The Festival of Wellbeing annually, which is a programme of stimulating talks and activities, which aim to promote wellbeing and good mental and physical health. The University also hosts the [Cambridge Festival](#), which is a great opportunity to get your first taste of public engagement, through volunteering, supporting hands-on activities or proposing a talk.

Development opportunities

We support new employees to settle in through various activities as well as supporting their professional and career development on an ongoing basis. Our Personal and Professional Development (PPD) team provide development opportunities for all University employees, including face-to-face sessions, online learning modules and webinars. All employees also have unlimited access to LinkedIn Learning to support their development. Both new and existing employees can undertake funded Apprenticeships, which lead to a range of vocational and professional qualifications. We offer reduced staff fees for University of Cambridge graduate courses and the opportunity to attend lectures and seminars held by University departments and institutions. A range of University training providers also offer specialist learning and development in their own areas e.g. teaching and learning, digital literacy, finance, health and wellbeing, safety.



College Membership

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.

Membership of a College adds an important social and intellectual dimension which many of the University's academic community find attractive. Most colleges expect their fellows to take part in undergraduate supervision and College administration. Appointment to a College fellowship is a separate matter from a University appointment, for which the College provides modest remuneration additional to University salary. It is not compulsory for academic staff to be a member of a College.

Further advice can be obtained from The Chair of the Faculty/Head of Department or senior colleagues.

The Scheme for newly-appointed University Officers seeking a College Fellowship is set out at: [UTO Scheme | Office of Intercollegiate Services \(cam.ac.uk\)](#)



How to apply

Applications, consisting of a letter of application, a statement of current and future research plans, a curriculum vitae and a publications list, along with details of three referees should be made online no later than 19 October 2026.

Applications should be submitted by email to vetsci@mcleanpartnership.com.

For more information, please contact Dr Graham Little at McLean Partnership who are assisting with this appointment.

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.

Appointment Procedure

The appointment will be made by a Board of Electors, chaired by the Vice-Chancellor or 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 post in 2027.

Informal Enquiries

Informal enquiries are welcomed and should be directed to:

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