

Job title	Principal Clinical Pathologist
Grade	11
Salary range	£59,828.00 to £69,331.00
Staff Group	Academic Related
Department / Institution	Veterinary Medicine

Role-specific information

Purpose of the role

The Department wishes to appoint an individual to develop and lead the Clinical Pathology service and team with effect from 1 July 2019 or as soon as possible thereafter.

The purpose of this specialised role is to develop and lead a high standard of clinical service provision and teaching in veterinary clinical pathology. The person appointed will provide leadership in the provision of clinical pathology services to the Department of Veterinary Medicine, its associated clinics, ambulatory services and external clients; leadership responsibilities include development and management of the clinical pathology laboratory and its staff.

The successful applicant will also take primary responsibility for the training of Senior Clinical Training Scholars in clinical pathology, and will participate in the clinical teaching of approximately 65 6th year students and 140 4th and 5th year students. Whilst this is primarily a clinical service post, the role holder would be expected and encouraged to contribute to current and future clinical research projects.

Key responsibilities

- **Clinical pathology service provision.** Lead and develop the clinical pathology service within the Queen's Veterinary School Hospital, its associated clinics, and ambulatory services. In consultation with the Hospital Managing Director further develop the service to external clients. Promote the clinical service and research aspects of the clinical pathology service nationally and internationally.
- **Line Management.** Act as line manager for clinical pathology staff, co-ordinate, and supervise clinical pathology personnel in respect of allocating and monitoring workload, ensuring agreed policies and procedures are followed and quality of service maintained; conducting staff review; routine personnel management such as monitoring and authorisation of leave to ensure adequate levels of staffing at all times.
- **Clinical teaching duties, research facilitation.** Share responsibility for the organisation of the undergraduate small group teaching (in conjunction with academic staff), and supervision and training of clinical veterinary students in their clinical rotations. Have primary responsibility for the training of Senior Clinical Training Scholars (residents) in veterinary clinical pathology (in an ECVCP accredited laboratory and residency programme) and other disciplines as they rotate through the service. Assist academic staff in the didactic teaching of clinical pathology to clinical veterinary students. Assist in devising and facilitate clinical

veterinary student elective research projects and Junior and Senior Clinical Training Scholar research projects.

- **Strategic and operational planning.** Contribute as a member of the Clinical Advisory Group to strategic planning and operational implementation of clinical pathology services. Work with the Hospital Managing Director and Clinical Services Manager to ensure optimal marketing of the services.
- **Research.** Whilst this is primarily a clinical service post, the role holder would be expected and encouraged to contribute to current and future clinical research projects. The role holder would also be encouraged to publish papers relating to clinical research
- **Other duties.** Undertake any other duties in conjunction with the clinical pathology service as are specified from time to time by the Head of Department or a person nominated by the Head of Department.

Person specification

Education	Essential	Desirable
Diploma of European College of Veterinary Clinical Pathology, or Diploma of American College of Veterinary Clinical Pathology	√	
<p data-bbox="105 853 284 880">Professional</p> <p data-bbox="105 916 911 981">Be a member of the Royal College of Veterinary Surgeons, or hold a veterinary degree qualifying for membership</p> <p data-bbox="105 1016 932 1081">Be an active diplomate of the European or American College of Veterinary Clinical Pathology</p>	<p data-bbox="975 916 995 943">√</p> <p data-bbox="975 1016 995 1043">√</p>	
<p data-bbox="105 1158 547 1184">Specialist knowledge and skills</p> <p data-bbox="105 1220 938 1321">Significant practical experience of managing a busy clinical pathology laboratory, maintaining ISO equivalent standards and ECVCP laboratory accreditation</p> <p data-bbox="105 1357 871 1422">An understanding of the requirements of veterinary referral hospital work</p> <p data-bbox="105 1458 938 1485">Experience in clinical pathology teaching at undergraduate level</p> <p data-bbox="105 1520 847 1585">Experience of training Junior and Senior Clinical Training Scholars (Interns and Residents)</p>	<p data-bbox="975 1220 995 1247">√</p> <p data-bbox="975 1485 995 1512">√</p>	<p data-bbox="1220 1319 1241 1346">√</p> <p data-bbox="1220 1422 1241 1449">√</p>
<p data-bbox="105 1662 651 1688">Leadership and managerial experience</p> <p data-bbox="105 1724 922 1789">Line management experience in a veterinary clinical pathology laboratory</p> <p data-bbox="105 1825 943 1852">Willingness to undertake management and administrative duties</p> <p data-bbox="105 1888 903 1953">Proven ability to lead and inspire a team and work with vision and foresight</p> <p data-bbox="105 1989 943 2054">Enthusiasm for the subject and good interpersonal and teaching skills in order to impart your skills and knowledge to others</p>	<p data-bbox="975 1724 995 1751">√</p> <p data-bbox="975 1825 995 1852">√</p> <p data-bbox="975 1888 995 1915">√</p> <p data-bbox="975 1989 995 2016">√</p>	

Excellent written and verbal communication skills	√	
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Terms and Conditions

Location	Department of Veterinary Medicine.
Hours of work	The appointment is full time. The Department is willing to consider requests for part-time working. There are no conditions relating to hours and times of work but you will be expected to work such hours and days as are reasonably necessary for the proper performance of the duties of the role. Times of work will be agreed between you and the Hospital Managing Director.
Length of appointment	Permanent.
Notice Period	You will be required to give 12 weeks notice.
Probation period	9 months.
Annual leave	Full time employees are entitled to annual paid leave of 6.6 weeks (or 33 days), plus public holidays.
Pension eligibility	Universities Superannuation Scheme (USS). Pension scheme details are available on our web pages at: http://www.admin.cam.ac.uk/offices/pensions/schemes.html . Information about the legal requirement for the University to automatically enrol its eligible jobholders into a qualifying workplace pension scheme from 1 March 2013 is available at: http://www.admin.cam.ac.uk/offices/pensions/autoenrolment/ .
Retirement age	The University does not operate a retirement age for unestablished academic-related staff.

Screening Check Requirements

We have a legal responsibility to ensure that you have the right to work in the UK before you can start working for us. If you do not have the right to work in the UK already, any offer of employment we make to you will be conditional upon you gaining it. If you need further information, you may find the Right to Work page within the 'Applying for a job' section of the University's Job Opportunities pages helpful (please see <http://www.jobs.cam.ac.uk/right/have/>).

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

Restrictions

The rules governing the undertaking of additional work within the University and the remuneration for such work are set out in the *Statutes & Ordinances*.

You shall not, without the leave of the General Board, engage in private practice, but may attend private patients in connection with your work in the Department of Veterinary Medicine, provided that any fees for

such attendance are paid to a Clinical Research Fund which shall be administered according to arrangements approved by the Faculty Board of Veterinary Medicine.

Whilst the University does not expect to be informed about remuneration from private work and consultancy, such work must not interfere with the performance of the duties of the role. Any private work and consultancy that you undertake should be discussed and agreed with the Head of the Institution.

Use of car for business purposes

Employees who need to use their own car to travel in connection with their work will be asked to produce their driving licence and must be able to provide the Department with proof that they have insurance cover for business purposes.

No dogs on site policy

Please note that it is the Department's policy that members of staff, clinical training scholars and students joining the Department are discouraged from bringing dogs on site.

Application Process

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

Please ensure that you upload the following in the Upload section of the online application: your Curriculum Vitae (CV), a covering letter, a research publication list, and a brief statement (no more than one side of A4) about how your experience fits the profile 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.

Closing date for submission of applications: 6th May 2019

Interview date: 16th May 2019.

If you have any questions about the recruitment process, please contact Julie Ingham on ji217@cam.ac.uk who is responsible for recruitment to this position.

General Information

The University of Cambridge

The University of Cambridge is one of the world's oldest and most successful Universities, with an outstanding reputation for academic achievement and research. It was ranked first in the 2011 QS World University Rankings and its graduates have won more Nobel Prizes than any other university in the world. The University comprises more than 150 departments, faculties, schools and other institutions, plus a central administration and 31 independent and autonomous colleges.

The University and the Colleges are linked in a complex historical relationship. The Colleges are self-governing, separate legal entities which appoint their own staff. They admit students, provide student accommodation and deliver small group teaching (supervisions). The University awards degrees and its faculties and departments provide lectures and seminars for students, determine the syllabi for teaching and conduct research.

There is much more information about the University at <http://www.cam.ac.uk/univ/works/index.html> which we hope you will find helpful.

Department of Veterinary Medicine

Mission statement

To deliver excellence in veterinary education and biomedical research, and to address the challenges to the health and welfare of animals, humans and the environment in the 21st century.

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 8 other departments and 6 research institutes.

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.

The Department has a national and international reputation for excellence in veterinary science and education, and recently topped the Guardian's annual league table for UK veterinary schools.

Our research encompasses basic and applied biomedical and veterinary/ clinical sciences ranging from the molecular to the population level and is configured into 3 research themes (Infection & Immunity, Disease Dynamics and Systems Pathology)

The Department has approximately 200 employees and 35 training scholars. The Department has approximately 65 students per year.

Athena SWAN

The Department subscribes to the principles of the Athena SWAN Charter, which recognises commitment to advancing women's careers in science, technology, engineering, maths and medicine (STEMM). The Department was awarded an Athena SWAN Bronze award in November 2013 and this was renewed in 2016. There have been many initiatives introduced under the Athena SWAN umbrella. The Department were keen to ensure these initiatives were inclusive to the Department as a whole so the Athena SWAN committee re-launched itself as the Equality and Diversity Committee.

Site and facilities

The Department is situated close to Cambridge city centre on the University's West Cambridge Site, which includes accommodation, sports hall, nursery and cafe 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.

The University has started a major project at the North West Cambridge Development which is situated between Huntingdon Road and Madingley Road. For more information please see <http://www.nwcambridge.co.uk/>

Teaching, Hospital and clinical provision

The Department of Veterinary Medicine undertakes a wide range of teaching and research activities. As part of the research-lead University of Cambridge, basic, applied and clinical research is core to the ethos of the Department. Teaching of clinical veterinary students is also a key priority. Additionally, the Department undertakes post-graduate training in clinical specialisms and research, leading to specialist Diplomas, PhDs. Much of this undergraduate and postgraduate training is performed in The Queen's Veterinary School Hospital.

A £3.2m building project in the Hospital has been completed, and includes the provision of a Clinical Skills Laboratory for student teaching, a new consulting wing, and a new Clinical Pathology suite.

The Queen's Veterinary School Hospital is accredited under the Royal College of Veterinary Surgeons (RCVS) Practice Standards Scheme in the following categories:

- Small Animal Hospital
- Equine Hospital
- Equine First Opinion Practice
- Farm Animal First Opinion

The state-of-the-art small animal theatre suite has 5 operating theatres, 2 minor procedure rooms, including purpose built Faraday cage for electro-diagnostic studies, and a critical care unit. There is a separate large animal theatre unit. The imaging department has MRI, ultrasound, X-ray facilities (including Digital Subtraction Imaging) and ready access to on-site CT (provided by a third party).

The Hospital's trading surplus is re-invested in clinical teaching and support staff posts, new Hospital buildings and 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.

Clinical Pathology Service

The clinical pathology service is staffed by a Principal Clinical Pathologist (this role), two University Teaching Officers in Clinical Pathology, two Senior Clinical Training Scholars (residents), six laboratory technicians (3.5 FTE) and one administrator. The purpose built laboratory receives approximately 10,000 submissions per year, predominantly from within the Queen's Veterinary School Hospital and its associated clinics and ambulatory services. In addition, the laboratory has a special interest in flow cytometry (one of only two centres in the UK to offer this diagnostic service for small animals) for which it receives samples from clinics across the UK and Europe. Our team work closely with colleagues in anatomical pathology, and attend daily clinical rounds in the Queen's Veterinary School Hospital where we discuss the submitted cases in detail with the attending clinicians.

Research

Research in the department is broadly spread across 3 research themes:

Infection and Immunity

We study the mechanisms of pathogenesis caused by many bacteria, viruses and parasites, with genomic science playing a key role in understanding pathogen biology. In order to understand how pathogens cause disease, it is critical to determine how host immunity (including both the innate and acquired arms of the immune system) resists infections and this is central to much of our research in infection and immunity.

Disease Dynamics

The Department has a strong research programme in infectious disease dynamics. We are an interdisciplinary group, using state-of-the-art methods from epidemiology, mathematics and biological sciences, to study the growth, spread and control of pathogens within and between hosts.

Our research encompasses animal, zoonotic, and entirely human infections with a range of viruses, bacteria and parasites. Members of the Disease Dynamics Unit regularly advise national and international authorities on public and animal health, on topics such as [bovine tuberculosis control](#), assessing the global threat of [influenza pandemics](#) and [meningococcal vaccination](#).

Systems Pathology

Comparative medicine, particularly in cancer, genetic diseases and orthopaedics, combines our strengths in clinical oncology, medicine and surgery with our expertise in the molecular genetics of animal species. Through strategic collaborations with the Sanger Institute, the Cancer Research UK Institute and Division of Trauma and Orthopaedic Surgery in Cambridge, researchers are exploring opportunities to understand the genetic basis for many naturally occurring cancers and other diseases of domestic animals. The aim of this research is to drive translational breakthroughs through our internationally recognized oncology referral practice and our other clinical units.

Comparative medicine has always been a strong driver for research in the hospital. The accurate phenotypic characterisation of disease has been central to the research output and this has led to deeper understanding of the pathobiology of natural diseases. This increased knowledge has also led to, and will continue to generate, improved methods of diagnosis and management of patients as well as the identification of new and emerging diseases.

The Department aims 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.

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, which hosts many academic visitors from all over the world in many different disciplines.

Further information about the Department is available at: www.vet.cam.ac.uk

What the University can offer you

One of our core values at the University of Cambridge is to recognise and reward our staff as our greatest asset. We realise that it's our people who have built our outstanding reputation and that we will only maintain our leading position in the academic world by continuing to attract and retain talented and motivated people. If you choose to come and work with us, you will find that we offer:

- **Excellent benefits** – You will be eligible for a wide range of competitive benefits and services, including numerous discounts on shopping, health care, financial services and public transport. We also offer defined benefits pension schemes and tax-efficient bicycle, car lease and charity-giving schemes.

We will help you balance your home and work life by providing you with generous annual leave entitlement and procedures for requesting a career break or flexible working arrangements if you need them. You will also have access to a range of well-being support services, including in-house Occupational Health and Counselling services. If you have childcare responsibilities, you may also benefit from the enhanced maternity/adoption pay, two nurseries and a holiday play scheme that we provide.

We are keen to welcome new employees from other parts of the UK and other countries to Cambridge. If you will be relocating to Cambridge on a centrally funded appointment of two years or more, you may be eligible for our relocation expenses scheme. The University Accommodation Service (<http://www.accommodation.cam.ac.uk/>) will also be available to help you find suitable rented accommodation and to provide advice on renting arrangements and local facilities, if required. In

addition, certain academic and academic-related appointments are eligible for the Shared Equity Scheme which offers financial assistance with the purchase of living accommodation.

- **A welcoming and inclusive environment** - We will help you settle into your new role and working environment through a central University induction event, local induction activities and our online induction package. Where appropriate to your role, you will have a probation period to provide a supportive framework for reviewing your progress and discussing your training and development needs.

If you are relocating to Cambridge, you and your family will be welcome to attend the Newcomers and Visiting Scholars Group, which provides an opportunity to find out more about Cambridge and meet other people new to the area.

- **Extensive development opportunities** - The encouragement of career development for staff is one of the University's core values. We put this into practice through various services and initiatives, including:
 - A wide-range of training courses and online learning packages.
 - The Staff Review and Development (SRD) Scheme, which is designed to enhance work effectiveness and facilitate career development post-probation.
 - Leave for career and personal development, including long-term study leave for assistant staff and sabbatical leave for academic staff.
 - The CareerStart@Cam programme, which supports assistant staff without higher education qualifications to develop their skills, experience and qualifications. Assistant staff may also apply for financial assistance for study which results in a qualification.
 - Reduced staff fees for University of Cambridge graduate courses.
 - The opportunity to attend lectures and seminars held by University departments and institutions.
 - Policies and processes dedicated to the career development of researchers and the implementation of the principles of the Concordat, which have led to the University being recognised with an HR Excellence in Research Award by the European Commission.

You can find further details of the benefits, services and opportunities we offer can be found in our CAMBens Employee Benefits web pages at <http://www.hr.admin.cam.ac.uk/pay-benefits/cambens-employee-benefits>. A range of information about living and working in Cambridge is also available to you within the University's web pages at <http://www.jobs.cam.ac.uk/> and <http://www.hr.admin.cam.ac.uk/hr-staff/information-staff>.

Equality of Opportunity at the University

We are committed to a proactive approach to equality, which includes supporting and encouraging all under-represented groups, promoting an inclusive culture and valuing diversity. We make selection decisions based on personal merit and an objective assessment against the criteria required for the post. We do not treat job applicants or members of staff less favourably than one 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.

We have various diversity networks to help us progress equality; these include the Women's Staff Network, the Disabled Staff Network, the Black and Minority Ethnic Staff Network and the Lesbian, Gay, Bisexual and Transgender Staff Network. In addition, we were ranked in the top 100 employers for lesbian, gay and bisexual (LGB) staff in Stonewall's Workplace Equality Index 2013 and we hold an Athena SWAN silver award at organisation level for promoting women in Science, Technology, Engineering and Medicine.

We are supportive of staff with caring responsibilities, such as through our flexible working, career break and returning carers schemes. We encourage individuals to include details of any breaks in employment due to caring responsibilities in applications for employment so that these can be taken into consideration in assessments made, where appropriate.

Information if you have a Disability

The University welcomes applications from individuals with disabilities and 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, Judith Drinkwater on jad39@cam.ac.uk , who is responsible for recruitment to this position. Alternatively, you may contact the HR Business Manager responsible for the department you are applying to via hrenquiries@admin.cam.ac.uk.