



CANCER  
RESEARCH  
UK

Manchester  
Institute

**Job Reference Number:** MI/26/26b  
**Position:** Clinician Scientist –Senior Group  
Leader  
**Salary range:** NHS Consultant Salary Scale  
**Duration:** Permanent



CRUK MI  
FURTHER  
PARTICULARS



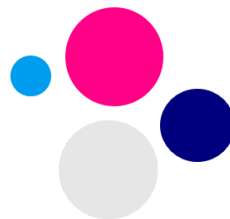


## **PARTICULARS OF APPOINTMENT**

**Ref:** **MI/26/26b**

**Job Title:** **Clinician Scientist – Senior Group Leader**

1. The Institute invites applications for the above post.
2. Salary will be on the NHS Consultant Salary Scale\* (dependent upon experience).  
*\*For clinically qualified candidates, salary is dependent upon experience and clinical duties (not expected to exceed the equivalent of one clinic day per week).*
3. Applications should be submitted via JobMarker, the online recruitment system by the closing date as stipulated in the advert.
4. For applicants who require assistance with their application please contact the HR Department for further information on:  
Tel: +44 (0)161 200 8870 or Email: [jobs@cruk.manchester.ac.uk](mailto:jobs@cruk.manchester.ac.uk)
5. Informal enquiries can be made to the Institute Group Leaders or email: [director@cruk.manchester.ac.uk](mailto:director@cruk.manchester.ac.uk)
6. The Institute will endeavour to contact shortlisted candidates promptly. However, there may be occasions where a high volume of applications are received, therefore an applicant's patience is appreciated.
7. As an equal opportunity employer, we welcome applicants from all sections of the community regardless of age, sex, gender (or gender identity), ethnicity, disability, nationality, religion or belief, sexual orientation, marital or transgender status. All appointments are made on merit.





## **COPY OF THE ADVERTISEMENT**

*The Institute will actively foster a culture of inclusion and diversity and will seek to achieve true equality of opportunity for all members of its community.*

### **Clinician Scientist – Senior Group Leader**

**Job Ref:** MI/26/26b

**Salary range:** NHS Consultant Salary Scale\* per annum (dependent upon experience)

**Duration:** Permanent (subject to successful Quinquennial Reviews)

*\*For clinically qualified candidates, salary is dependent upon experience and clinical duties (not expected to exceed the equivalent of one clinic day per week).*

The [Cancer Research UK Manchester Institute](#) (CRUK MI) is seeking to appoint an outstanding Clinician Scientist to establish an ambitious and internationally competitive research programme within one of Europe's leading cancer research environments.

Situated within the [Manchester Cancer Research Centre](#) (MCRC) partnership and co-located with [The Christie NHS Foundation Trust](#), [The University of Manchester](#), the [Cancer Research UK National Biomarker Centre](#) and the [Paterson Cancer Research Building](#), CRUK MI offers a unique environment in which to pursue world-leading discovery science and translate research rapidly into patient benefit.

Successful candidates will join one of Europe's most comprehensive cancer research ecosystems, bringing together fundamental biology, computational science, biomarker development, experimental medicine and clinical trials within a single highly integrated environment.

We are seeking exceptional clinician scientists with the vision, creativity and scientific excellence to develop bold, high-impact research programmes that will shape the future of cancer research and cancer medicine.

We particularly welcome applicants with expertise in solid tumour biology, tumour immunology, cancer evolution, experimental medicine, computational oncology, artificial intelligence and machine learning approaches to cancer research. However, we encourage applications from outstanding candidates across the full spectrum of cancer research whose work complements and extends the Institute's scientific strengths.



## What We Offer

We provide one of the most attractive and comprehensive support packages available for clinician scientists seeking to establish, expand or transform an independent research programme.

Successful applicants will receive:

- Permanent appointment (subject to successful Quinquennial Reviews).
- Core-funded support for **two postdoctoral scientists, one technician and two PhD students**, together with **associated research running costs**.
- Opportunities for programme expansion through external funding.
- Dedicated grant development and review support.
- Access to outstanding scientific infrastructure and collaborative networks.
- A collegial environment and culture of scientific excellence and team science.
- Dedicated laboratory space within the Paterson Cancer Research Building/Oglesby Cancer Research Building.
- Access to comprehensive state-of-the-art scientific technology platforms and core facilities.
- Access to the Manchester Cancer Research Centre Biobank and associated translational research resources drawing on patient samples from across Greater Manchester, including The Christie NHS Foundation Trust.
- Outstanding opportunities for collaboration across CRUK MI, The Christie NHS Foundation Trust and The University of Manchester.
- Expert mentorship, scientific advice and support for career development and programme growth.
- Research governance, integrity and regulatory support through experienced professional teams.
- A highly collaborative environment built around multidisciplinary research and team science.

This substantial package enables successful candidates to focus on building ambitious and internationally competitive research programmes from day one while benefiting from Cancer Research UK's long-term investment in the Manchester cancer research ecosystem.

## A Unique Clinical and Translational Research Opportunity

A defining feature of this position is the opportunity to hold a co-appointment with The Christie NHS Foundation Trust, one of Europe's largest comprehensive cancer centres and a global leader in cancer treatment, research and innovation.



This integrated appointment provides a unique platform from which to build a world-leading clinical and translational research programme spanning laboratory discovery, biomarker development, experimental medicine and clinical trials.

The successful candidate will have the opportunity to work closely with clinicians, scientists and trialists across The Christie, CRUK MI and The University of Manchester to address clinically important questions arising directly from patient care and translate biological discoveries into improved outcomes for people with cancer.

Researchers will have opportunities to lead translational studies spanning biomarker discovery, window-of-opportunity studies, experimental medicine trials and early-phase clinical investigations with close integration between laboratory and clinical research teams across the Manchester cancer research ecosystem.

Manchester provides a uniquely integrated environment in which clinician scientists can build programmes spanning laboratory discovery, translational research, experimental medicine, advanced therapies and clinical trials. Opportunities exist to develop innovative programmes in areas including precision oncology, immunotherapy, biomarker discovery, early cancer detection, advanced cellular therapies, immune engineering and next-generation therapeutic development.

Researchers benefit from access to large and diverse patient populations, world-leading clinical trials infrastructure, experimental medicine programmes, biomarker-led studies and extensive translational research resources. The proximity of discovery scientists, clinician scientists, translational researchers and trialists creates an outstanding platform for moving innovative concepts rapidly from laboratory investigation to patient benefit.

The Manchester ecosystem is further strengthened by major strategic initiatives including [MANIFEST](#), the national Manchester platform for immunotherapy research and innovation, and extensive partnerships spanning academia, healthcare and industry.

## Why Manchester?

The Cancer Research UK Manchester Institute is a Research Institute of The University of Manchester and is core funded by [Cancer Research UK](#).

In 2023, the Institute relocated to the new state-of-the-art Paterson Cancer Research Building, a purpose-built facility designed to accelerate multidisciplinary cancer research and foster collaboration between discovery scientists, clinicians, computational researchers and translational scientists. The building has been



specifically designed around the principles of team science and is already transforming interactions across the Manchester cancer research community.

The Institute sits on The Christie campus alongside researchers from [The University of Manchester's Division of Cancer Sciences](#) and the [Cancer Research UK National Biomarker Centre](#), creating one of the most concentrated and integrated cancer research environments in Europe.

The Christie treats more than 19,000 new cancer patients each year and hosts one of the largest portfolios of early-phase cancer clinical trials in Europe. Together with The University of Manchester and the wider Manchester Cancer Research Centre partnership, this provides an unparalleled environment for translating scientific discoveries into clinical impact.

Manchester uniquely combines:

- World-leading discovery, translational and clinical cancer research.
- One of Europe's largest comprehensive cancer centres.
- Extensive experimental medicine and clinical trials infrastructure.
- Advanced computational and data science expertise.
- Strong partnerships between academia, healthcare and industry.
- Access to large and diverse patient populations.
- Exceptional opportunities for multidisciplinary collaboration.

Together, these strengths create an environment in which ambitious clinician scientists can deliver research that moves seamlessly from biological discovery to patient benefit.

Manchester is a vibrant and dynamic international city offering an outstanding quality of life, excellent national and international transport connections, world-class cultural and sporting attractions, and easy access to some of the UK's most beautiful countryside.

## About You

Applicants should have research interests aligned with the scientific priorities of the Cancer Research UK Manchester Institute and demonstrate the ability to develop and lead an ambitious programme of translational cancer research.

You will possess:

- Full General Medical Council (GMC) registration with licence to practise in the UK.
- MRCP, FRCP or equivalent qualifications.



- Completion of specialist training in a relevant oncology-related discipline (or international equivalent).
- A PhD or equivalent research doctorate in a discipline relevant to cancer research.
- Extensive relevant postdoctoral/group leader research experience
- An internationally recognised record of outstanding achievement in a field relevant to cancer research
- Evidence of scientific leadership and the ability to build productive multidisciplinary collaborations.
- A strong publication record demonstrating scientific excellence and innovation.
- Evidence of success in securing competitive research funding appropriate to career stage.

You will be capable of inspiring and motivating colleagues, including students, postdoctoral scientists, technical staff and peers, and will demonstrate a commitment to fostering a collaborative and inclusive research culture.

Experience of peer review activities, leadership roles and committee participation would be advantageous.

## How to apply?

To apply for this position please include:

1. Cover Letter
2. Curriculum Vitae including publication list
3. Future Research Plan (maximum three pages)
4. Summary of up to three key publications (maximum one page)
5. Contact details for three referees



*Please note this vacancy will close for applications at **18:00 hours** on the closing date specified.*

## Equality, Diversity and Inclusion

The Cancer Research UK Manchester Institute is committed to creating an inclusive environment where everyone can thrive. We welcome applications from individuals from all backgrounds and communities and encourage applications from candidates who reflect diversity in its broadest sense. All appointments are made on merit.

## Job Description

After the closing date this job description will be removed from our website. Should you wish to refer to this information at a later date, please ensure that you save a copy of this document.

## Disabilities and alternative formats

The University of Manchester is a disability confident Leader and is committed to supporting disabled people in recruitment, employment, and career development. We will make reasonable adjustments to enable applicants to compete to the best of their ability wherever it is reasonable to do so. Therefore, if you have any additional support needs throughout the recruitment process or require documentation in alternative formats, please do not hesitate to contact the HR Department, for further information, on: Tel: +44 (0)161 200 8870 Email: [jobs@cruk.manchester.ac.uk](mailto:jobs@cruk.manchester.ac.uk)

The Disability Confident scheme, accredited by the Department for Work and Pensions (DWP), helps employers recruit, retain and train great people. Disability Confident organisations play a leading role in changing attitudes about, and increasing understanding of, disability. There are three levels of the scheme with Leader being the highest.





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**CANCER RESEARCH UK MANCHESTER INSTITUTE  
JOB DESCRIPTION**

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**JOB DETAILS**

- Job Title:** Clinician Scientist – Senior Group Leader
- Grade:** NHS Consultant salary scale (dependent upon level of seniority)
- Division:** Cancer Research UK Manchester Institute (CRUK MI)
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**ORGANISATIONAL ARRANGEMENTS**

- Accountable to:** 1) Director of Cancer Research UK Manchester Institute (CRUK MI)  
2) Clinical Director of chosen clinical department
- Responsible for:** All members of the research group (Postdoctoral Scientist(s),  
Scientific Officer, PhD student(s))
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**JOB PURPOSE**

Lead an independent, high impact academic research programme with strong clinical translational potential aligned with the strategic goals of Cancer Research UK, Cancer Research UK Manchester Institute and the chosen NHS Trust.

Responsible for the directing and overall management and performance of the research group ensuring group objectives are met efficiently and effectively.

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**DUTIES AND RESPONSIBILITIES**

- Leads an independent and internationally recognised cancer research group aligned to the strategic goals of the Institute and to Cancer Research UK and Cancer Research UK Manchester Institute.
- Be an ambassador for the Institute on the world-stage.
- Publish innovative and transformative basic curiosity driven, and/or translational cancer research that changes the way we think about cancer and/or informs on or optimises treatment of patients with cancer.



- Develop international leadership and presence through publications, internal/external presentations and representation on grant panels and conference organising committees.
- Prepare and submit fellowship and grant applications.
- Develop and supervise experimental plans and ensure that the agreed experiments are carried out appropriately.
- Lead on recruitment for relevant positions in group.
- Provide stellar academic training and mentorship for PhD students and any additional staff.
- Line-manage and mentor team, taking active responsibility for their personal development. Perform appropriate staff appraisals.
- Manage group's budget.
- Where there is potential for impactful synergies, seek to develop collaborative projects with colleagues within the Institute, within the wider MCRC and externally, amplifying your own groups' research outputs.
- Contribute to the Institute as a whole, e.g., through membership of the Institute's committees and core facility user groups.
- Participate in internal peer review processes for grants and PhD project proposals.
- Undertake role as second supervisor/advisor/assessor to PhD students when appropriate.
- Attract and host external seminar speakers.
- Attend and engage at Institute seminars and ensure attendance by all group members.
- Participate in Institute events such as the annual Institute Colloquium.
- Contribute to the Annual Scientific Report, Newsletters and engage with CRUK supporters, patients, carers and the wider public as appropriate.
- Maintain effective communications with the Institute Director, Senior Management Team, core facilities and own laboratory staff.
- Adhere to Institutional policies, governance, and regulatory requirements.
- Become familiar with the University's Equality and Diversity policies and to actively support these wherever possible.
- Perform other functions consistent with the position, nature of the post and as determined by the Director.

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## **CLINICAL DUTIES**

If applicable – to be an Honorary Consultant at an appropriate NHS Trust

- To undertake a weekly clinic within the dept/ service
- To participate in a weekly MDT meeting
- To provide an excellent and high-quality patient focused service



## **PEOPLE MANAGEMENT**

To work with all members of staff within the department, encouraging their contribution to the success of the Department and the hospital.

The post-holder will be required to undertake annual appraisal and job planning review. This will be undertaken by an allocated trained consultant within the hospital; key issues will be discussed with the Clinical and Medical Director. Should there be failure to agree a job plan at appointment or annual review this will be negotiated with the Clinical Director supported by the Medical Director as appropriate. Participation in appraisal of departmental staff including senior laboratory and junior medical staff is expected.

## **PROFESSIONAL DEVELOPMENT**

The post holder will actively participate in a Continuing Professional Development scheme organised by one of the medical Royal Colleges and will support and encourage continuing professional development for all medical and non-medical staff. The local appraisal process will also provide opportunities for mentorship, support revalidation and ensure adequate CPD.

## **CLINICAL GOVERNANCE**

The post holder will be expected to participate in all relevant aspects of clinical governance, including maintaining up to date protocols, guidelines and clinical audit, in conjunction with the other consultants in the unit.

To provide a medical perspective in the management of complaints and take appropriate follow up action as necessary, in partnership with other colleagues in the trust, to ensure any deficiencies are corrected for the future.

To actively participate in clinical audit. Time will be allocated to this within job plan and facilities are available to assist via the Trust Audit Department

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## **STANDARDS OF PERFORMANCE**

- ◆ Work efficiently, cost-effectively and in a flexible manner.
- ◆ To meet objectives within pre-determined timescales.
- ◆ Effective and appropriate communications to be maintained with staff at all levels.
- ◆ Strict adherence to protocols and Institute policies.
- ◆ To comply with Health & Safety requirements, including awareness of personal responsibilities to maintain a safe working environment.



- ◆ To contribute to the University's agenda for social responsibility, including sustainability.
  - ◆ To maintain confidentiality of information in line with data protection requirements and Institute and University policies.
  - ◆ Familiarise yourself with the University's Equality and Diversity policies and to actively support these wherever possible.
  - ◆ Be a team player and a good Institute citizen.
  - ◆ To strive to accomplish high quality of work.
  - ◆ To complete a security screening as and when required.
  - ◆ Responsible for maintaining up-to-date annual NHS appraisal as and when required.
  - ◆ The appointment will be subject to Disclosure Barring Service (DBS) Criminal Records clearance (formerly CRB clearance, for work with young people under 18 and vulnerable adults).
  - ◆ The post holder may be offered Hepatitis B immunisation by a vaccination programme; although this is dependent on the nature of the work and the availability of vaccine.
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<p><b>EXPERIENCE contd...</b></p>	<p>field</p> <ul style="list-style-type: none"> <li>• Relevant clinical experience</li> <li>• Clinical and translational research experience</li> <li>• Evidence of potential to provide academic leadership</li> <li>• Demonstrable potential to progress to having an international research profile</li> <li>• The potential to initiate, design and supervise clinical research</li> <li>• Significant laboratory based cancer research experience</li> <li>• Evidence of successful grant writing (e.g., obtaining an independent fellowship and/or clear contribution to grant success e.g., as a principal or co-investigator)</li> </ul>		<ul style="list-style-type: none"> <li>• Referees' comments</li> <li>• Publications listed on CV</li> </ul> <p>Account of past work on CV</p>
<p><b>SKILLS</b></p>	<ul style="list-style-type: none"> <li>• Ability to independently formulate, develop and deliver novel research ideas</li> <li>• Excellent communication skills and an ability to represent the Institute externally to peer groups and external research funders</li> <li>• Both a team-player and a team-builder</li> <li>• The ability to plan ahead, to manage time effectively, and to coordinate and direct multiple concurrent projects</li> <li>• The ability to supervise and mentor other team members with demonstrable success</li> <li>• Ability to adapt to a changing environment with horizon scanning to be ready to implement future developments in cancer research</li> <li>• Inspire and motivate colleagues, including</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrable effective line management skills</li> <li>• Line management or supervision across staff of varying levels of experience</li> </ul>	<ul style="list-style-type: none"> <li>• Interview</li> <li>• Referees' comments</li> <li>• Publications listed on CV</li> <li>• Account of past work on CV</li> </ul>



<p><b>SKILLS contd...</b></p>	<p>students, post docs, scientific officers and peers</p> <ul style="list-style-type: none"> <li>• Ability to handle confidential data appropriately</li> <li>• Delegation and negotiation skills</li> <li>• Presentation skills</li> <li>• Proficient at using computer software</li> <li>• General management skills</li> <li>• Experience in establishing and coordinating collaborations</li> <li>• Excellent scientific writing skills</li> <li>• Accurate, comprehensive record-keeping</li> </ul>		<ul style="list-style-type: none"> <li>• Interview</li> <li>• Referees' comments</li> <li>• Publications listed on CV</li> <li>• Account of past work on CV</li> </ul>
<p><b>KNOWLEDGE</b></p>	<ul style="list-style-type: none"> <li>• Deep knowledge of cancer</li> <li>• Specialist knowledge in own research area which links to Institute's strategy</li> <li>• Working knowledge of "Health and Safety at Work" requirements</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledgeable on running your own group</li> <li>• Knowledge of external funding sources</li> <li>• Familiarity of the work of Cancer Research UK</li> <li>• Familiarity with the research of CRUK Manchester Institute and wider MCRC</li> </ul>	<ul style="list-style-type: none"> <li>• Interview</li> <li>• Referees' comments</li> <li>• Publications listed on CV</li> <li>• Account of past work on CV</li> </ul>
<p><b>OTHER</b></p>	<ul style="list-style-type: none"> <li>• A detailed draft research programme</li> <li>• To show commitment to equality and fairness and integrity in dealing with others</li> <li>• Self-motivated, meticulous, interactive and organised</li> <li>• Willingness to travel</li> <li>• Ability to maintain accurate records</li> <li>• To be willing to work across organisational boundaries</li> <li>• To seek new knowledge and share ideas</li> <li>• To be open and responsive to change and innovation</li> <li>• Willingness to implement new management approaches</li> </ul>		<ul style="list-style-type: none"> <li>• Interview</li> <li>• Referees' comments</li> <li>• Publications listed on CV</li> <li>• Account of past work on CV</li> </ul>



## **THE CITY OF MANCHESTER AND THE REGION**

Manchester is one of the great European cities and the Cancer Research UK Manchester Institute is located a short distance from the city centre and is serviced by regular public transport to the city centre. The city's architecture represents one of the high points of Victorian achievement. The modern city is a major centre of banking, commerce and manufacturing.



It is consistently ranked as the best liveable city in the UK by the Economist Intelligence Unit. In 2021, Manchester was ranked in the top 3 of the TimeOut World's Best Cities list with the comment, "the friendliest city with the best community spirit and top-notch nightlife including its Gay Village and Northern Quarter in the heart of the city." It has a highly cosmopolitan atmosphere, and its cultural life is internationally renowned.

Manchester offers extensive provision for research. Library facilities include the John Rylands University Library (the major library in the North West and the third largest in the country) and the Manchester Central Reference Library.



Housing is varied, plentiful and the price ranges can start moderately priced and are as varied as the requirements. Schooling ranges from world-famous private schools to excellent sixth-form colleges and comprehensives.

Manchester is well served by a major international airport, with direct scheduled flights to many destinations in Europe as well as North America and Asia. Some of the most beautiful countryside in Europe is just short of an hour's drive from the Institute in the Peak District National Park, while the Lake District and Snowdonia in Wales are also within easy reach.



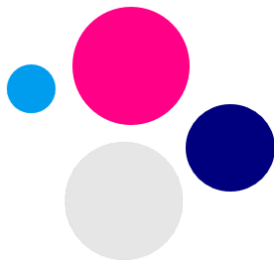
Manchester Piccadilly railway station has been refurbished and is served by inter-city and other train services – with a direct link to Manchester Airport. The network of Metrolink tram services offers an alternative mode of public transport from certain parts of the conurbation and includes connections near to the Institute.

There are three outstanding professional theatre companies, the halls of the Hallé and BBC Philharmonic orchestras, the Cornerhouse as well as other cinemas, and Europe's fastest-growing Chinatown.

Amongst the developments enriching the area's cultural life have been the opening of the Lowry Centre and Media City at Salford Quays; the opening of the Bridgewater Concert Hall; the refurbishment of the City Art Gallery; the opening of Urbis in the centre of Manchester and of the Imperial War Museum North, designed by Daniel Libeskind, in Trafford.



Trafford, specifically Old Trafford, is known internationally for sport, it is a venue for Test cricket and the home of Manchester United FC. The Commonwealth Games were held in Manchester in 2002 and were highly acclaimed. The Commonwealth Stadium became the home of Manchester City FC in 2003.





## OUR BENEFITS PACKAGE

### Facilities and General Discounts

We have a wide range of fantastic facilities for you including coffee shops, cafes, and restaurants in various buildings on Oxford Road, library, museum, art gallery, theatre (providing music and drama) and the world-famous radio telescope at Jodrell Bank. You can attend a varied programme of events at these, many of which are free to staff. Staff also have a plethora of discounts available to them on fitness, entertainment, restaurants, hotels, supermarkets, and online retailers.

### Health and Fitness

We have a fantastic range of sports and fitness programmes across three of the best sports facilities in the city of Manchester. Each of our facilities provides something for everyone and are in convenient locations across Oxford Road, Fallowfield and all the way into the City Centre. Staff have a discounted membership to these facilities.

### Wellbeing

The Institute is committed to supporting staff wellbeing and have a range of resources available. This includes a free 24/7 helpline through our Employee Assistance Programme which allows staff to talk in confidence to trained counsellors and advisers on areas like emotional, physical, and mental health.

The University's counselling service offers confidential help with any personal issues affecting work, self-esteem, relationships, sexuality, mental health and general well-being. It is accessible to all staff and is part of a wider network of help and support; and can advise on where else to seek help and make referrals to NHS mental health services.

The University's Occupational Health service provides confidential services to protect the health of staff and ensures that all health issues are effectively managed. Additionally, the Institute has wellbeing working groups and employee champions to support staff.

We offer a generous annual leave allowance of 32 days per year, (pro rata for part time staff) plus bank holidays for England. The Institute gifts an additional day's leave on Christmas Eve.

### Travel

The Institute is committed to reducing its environmental impact and actively supports and promotes travel by sustainable means. We work closely with The Christie NHS Foundation Hospital to have a green travel plan that aims to provide a package of measures that increase the travel options available to staff. These options include as a Cycle to Work Scheme and annual interest-free travel loans with Northern Rail, Stagecoach and Metrolink.



### Family Friendly Support

If you have childcare responsibilities the Institute can provide you with a range of support to assist you in balancing your work and home life commitments. Information is available on the government's Tax Free Childcare Scheme and The University's Workplace Nursery Scheme. We also have a range of family friendly policies and staff have the right to request to work flexibly.

### Equality, Diversity, and Inclusion (EDI)

The Institute is committed to creating an environment where diversity is celebrated and everyone is treated fairly, regardless of gender, gender identity, disability, ethnicity, religion or belief, sexual orientation, marital or transgender status, age, or nationality. The Institute has an EDI committee which provides leadership, drive and strategic direction on equality, diversity, and inclusion across all parts of the Institute. The committee will seek to promote cultural change and ensure that the EDI action plan is embedded across all functions of the Institute.

### Personal Development

Whether you are a research scientist, technical or operational staff, you will receive excellent on the job training and an opportunity to share skills experience and expertise in a collaborative environment. The Institute has a range of training available for support and professional development.

### Disability

The Institute is committed to providing a positive working environment free from discrimination, harassment, or victimisation due to a disability where all staff are treated with respect and dignity. The Institute has access to a Disability Advisory and Support Service (DASS) which has a dedicated disability adviser for staff to provide advice, guidance and support about a range of practical adjustments in the workplace.

### Pension

We have two generous pension\* schemes to provide benefits for you and your family. For more details, please contact the HR department.

*\*the pension scheme applicable for this role can be found in the Terms and Conditions section found at the end of this document.*





## **ADDITIONAL RECRUITMENT AND SELECTION PARTICULARS**

### **Shortlisted Candidates:**

1. We will reimburse reasonable travel expenses. You need to retain all your receipts, as you will need to submit these with your expense claim form. This form will be given to you when you attend your interview.
2. If candidates require accommodation the Institute can arrange this for you. Please notify the HR Department as soon as possible so that this can be arranged on: Tel: +44 (0)161 200 8870 or Email: [jobs@cruk.manchester.ac.uk](mailto:jobs@cruk.manchester.ac.uk).

*Please note that reimbursement for accommodation may **not** apply.*

3. If candidates have any additional support needs to enable them to attend an interview, they will be able to request/discuss this with the HR department when arranging the interview.
4. Shortlisted candidates may be expected to complete a presentation as part of the selection process. Information regarding the duration and title of the presentation will be provided in the invitation to interview correspondence. We supply both laptop and projector for presentations.
5. All dates and times stated in correspondence from the Institute refer to UK BST (British Summer Time).
6. Candidates need to bring along their passport to interview, a copy of which will be taken for our records, when you visit the Institute. If candidates have difficulty in producing their passport, please contact the HR Department prior to the interview on:  
Tel: +44 (0)161 200 8870 or Email: [jobs@cruk.manchester.ac.uk](mailto:jobs@cruk.manchester.ac.uk)

7. MS Teams or **Zoom interview with or without presentation:**  
Instances may arise where we propose to hold an online interview as a (first stage) selection process. If this is the preferred method of interview, this will be stated on your invite to interview email. You will be provided with a link and password to attend the interview at a specified time on a specified date. This link will redirect you to your MS Teams/Zoom interview. 24 hours prior to interview we will require:



- A contact telephone number emailed to [jobs@cruk.manchester.ac.uk](mailto:jobs@cruk.manchester.ac.uk) along with a scanned copy of passport for ID purposes
- Where applicable, a copy of your presentation emailed to: [jobs@cruk.manchester.ac.uk](mailto:jobs@cruk.manchester.ac.uk).

**Please note:**

You do not have to have a Zoom account to attend a Zoom interview. You will be prompted to download the software, once you have clicked on the link that you have been provided. You do, however, need to have a working microphone and camera connected to your electronic device, for this interview to go ahead.

The criteria will be consistent with all other candidates.





## **STANDARD CRUK MANCHESTER INSTITUTE TERMS AND CONDITIONS**

The following is a basic summary of the standard terms and conditions applicable to the post you have applied for:

- The post of Clinician Scientist – Senior Group Leader is on an NHS Consultant Salary Scale pay scale. Salary will be determined by level of seniority.  
*\*For clinically qualified candidates, salary is dependent upon experience and clinical duties (not expected to exceed the equivalent of one clinic day per week).*
- Your employment will be with The University of Manchester appointed under the Cancer Research UK Manchester Institute terms and conditions.
- Salary is paid monthly on the penultimate last working day of the month.
- There are 32 days annual leave per year, along with a local day on Christmas Eve and the Bank Holidays for England.
- Duration of contract: Permanent.
- Working hours are 40 hours per week.
- There is a probationary period attached to this post of 12 months. It's standard for many organisations now and consists of two 6-monthly reviews with your line manager.
- You are eligible to join the [USS](#) pension scheme.
- You may be eligible to claim relocation expenses in accordance with the criteria listed in the Institute's Relocation Policy.
- Any offer made by the Cancer Research UK Manchester Institute would require the successful candidate to undergo a medical clearance. This is arranged with Occupational Health department at The University of Manchester prior to starting employment and consists of a basic medical. This is to address and gain clearance for any potential hazards identified for the role on offer.
- Offer is subject to receipt of satisfactory references and proof of your highest qualification.



- Offer is subject to documented evidence of your right to work in the UK under the Home Office UK Border Agency Regulations.
- Overseas candidates should determine, when applying for the position, the likelihood of obtaining a Certificate of Sponsorship (CoS) for the post by assessing their own circumstances against the criteria specified on the [gov.uk website](https://www.gov.uk)
- Successful overseas candidates may be eligible to claim reimbursement of expenses to cover their visa and National Health Surcharge costs, if required. Overseas candidates will be required to meet the eligibility criteria as specified in the skilled worker points-based system.

*Please note reimbursement does not extend to include family members, although a loan scheme is available.*

- The successful candidate is required to complete a Rehabilitation of Offenders/Criminal Records declaration form at the offer stage of the process. *Please note a criminal record will not necessarily be a bar to obtaining a position.*
- The Institute is promoting a green travel plan and there are staff benefits promoting this including a cycle to work scheme and the use of public transport. There are strong links to bus routes and trains to all CRUK Manchester Institute locations. More information about this can be found on our 'Our Benefits Package' page or by contacting the HR Department.

*Please note there are car parking restrictions imposed around these sites.*



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**THANK  
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