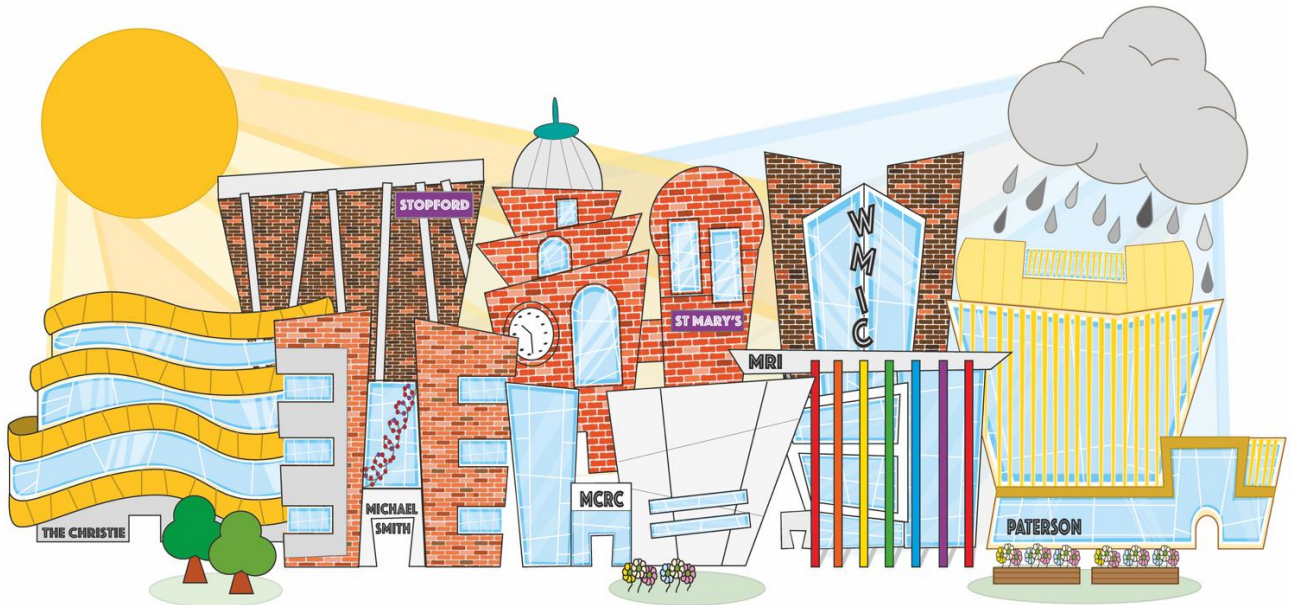




Research Associate in Cancer Bioinformatics  
**DIVISION OF CANCER SCIENCES**  
School of Medical Sciences  
Faculty of Biology, Medicine & Health



*DCS logos created by S.Littler*

**CONTENTS**

Terms of Appointment .....	2
Contact information .....	2
The Mitosis and Cancer Pharmacology Team.....	3
A living biobank .....	3
This post.....	4
Highlight publications .....	5
Key Responsibilities, Accountabilities and Duties .....	6
Person Specification .....	7
The University of Manchester .....	9
The School of Medical Sciences (SMS) .....	9
Division of Cancer Sciences (DCS).....	10
Our strategic partnerships.....	11
Commitment to Equality, Diversity and Inclusion .....	12
Learning, Development and Progression.....	14



**THE UNIVERSITY OF MANCHESTER**  
**PARTICULARS OF APPOINTMENT**  
**FACULTY OF BIOLOGY, MEDICINE AND HEALTH**  
**SCHOOL OF MEDICAL SCIENCES**  
**DIVISION OF CANCER SCIENCES**  
**Research Associate in Cancer Bioinformatics**  
**Vacancy ref: BMH-031582**

**Terms of Appointment**

<b>Salary</b>	£37,694 – £46,049 per annum, depending on relevant experience
<b>Hours</b>	1 FTE
<b>Duration</b>	Position available immediately until 30 <sup>th</sup> Apr 2031
<b>Probation</b>	The successful candidate will have 3-month probation period
<b>Location</b>	Oglesby Cancer Research Building, Christie Hospital Campus, Manchester
<b>Responsible to</b>	Professor Stephen Taylor

**Contact information**

**Professor Stephen Taylor**

Leech Professor of Pharmacology  
Head of Division for Cancer Sciences  
[stephen.taylor@manchester.ac.uk](mailto:stephen.taylor@manchester.ac.uk)

**Dr Joanne McGrail**

Research Project Manager  
Division for Cancer Sciences  
[j.c.mcgrail@manchester.ac.uk](mailto:j.c.mcgrail@manchester.ac.uk)



## Research Associate in Cancer Bioinformatics

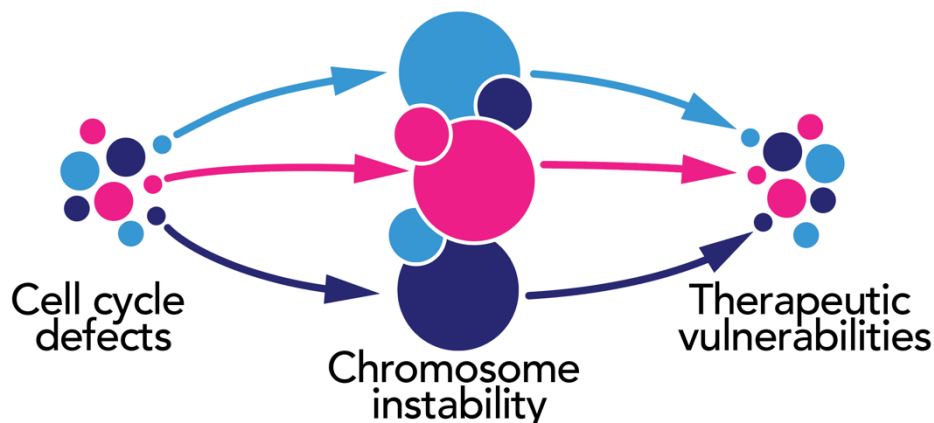
### The Mitosis and Cancer Pharmacology Team

The *Mitosis and Cancer Pharmacology* group is focused on high-grade serous ovarian cancer (HGSOC), a disease driven by deregulated cell cycle networks, replication stress, and chromosome instability (CIN). Our aim is to exploit these vulnerabilities to develop new targeted therapies.

Our current research themes, funded by a CRUK Programme Grant, and several PhD studentships, include: i) Defining the cell cycle vulnerability landscape; ii) Engineering cell cycle deregulation in cell-of-origin models; iii) Advancing therapeutic strategies targeting cell cycle vulnerabilities (**Figure 1**).

The team, led by Professor Stephen Taylor, currently consists of eight researchers, including a Research Fellow, one Post-Doctoral Research Associate, a Research Assistant, a Research Technician, a Research Project Manager and three PhD students. We are also closely integrated with three newly established HGSOC research teams led by a Bioinformatician (Dr Beth Barnes), a Cell Biologist (Dr Cam Coulson-Gilmer), and a Medical Oncologist (Dr Robert Morgan). These groups include a Research Associate and two PhD students and are recruiting two additional Research Associates in parallel.

**Figure 1.** Research themes in the Mitosis and Cancer Pharmacology Team



### A living biobank

Our research themes are all underpinned by a unique and powerful resource, namely a living biobank of patient-derived *ex vivo* cell cultures. Facilitated by our location on The Christie hospital site, we collected samples from patients with chemo-naïve and relapsed ovarian cancer, either as solid biopsies or ascites. We established a workflow to generate cell cultures of highly purified tumour cells, unfettered by contaminating stromal cells and the microenvironment. These ovarian cancer models (OCMs) display the expected hallmarks of ovarian cancer but, in contrast to traditional primary cell cultures, they have extensive proliferative potential. We are now curating the biobank using a variety of 'omics' approaches, including proteomics, RNAseq (**Figure 2**), whole-genome sequencing (WGS) and single-cell shallow WGS. Strikingly, the latter revealed conspicuous karyotype heterogeneity, consistent with extensive chromosome instability.

The biobank now consists of over 170 OCMs from over 110 patients, making it the largest and most diverse collection of its kind. Importantly, OCMs are amenable to drug-sensitivity profiling, either via short-term proliferation assays using time-lapse microscopy, or longer-term colony formation assays. This enables us to perform '*in vitro clinical trials*' to determine the size and shape of patient sub-populations likely to respond to any given therapy. Several OCMs have successfully been engrafted into mice, opening up the opportunity to perform *in vivo* drug profiling.





## Highlight publications

1. Taylor, S.S. and F. McKeon, *Kinetochore localization of murine Bub1 is required for normal mitotic timing and checkpoint response to spindle damage*. *Cell*, 1997. **89**: 727-35.
2. Ditchfield, C., et al., *Aurora B couples chromosome alignment with anaphase by targeting BubR1, Mad2, and Cenp-E to kinetochores*. *J Cell Biol*, 2003. **161**: 267-80.
3. Gascoigne, K.E. and S.S. Taylor, *Cancer cells display profound intra- and interline variation following prolonged exposure to antimetabolic drugs*. *Cancer Cell*, 2008. **14**: 111-22.
4. Topham, C., et al., *MYC Is a Major Determinant of Mitotic Cell Fate*. *Cancer Cell*, 2015. **28**: 129-40.
5. Pillay, N., et al., *DNA Replication Vulnerabilities Render Ovarian Cancer Cells Sensitive to Poly(ADP-Ribose) Glycohydrolase Inhibitors*. *Cancer Cell*, 2019. **35**: 519-533 e8.
6. Nelson, L., et al., *A living biobank of ovarian cancer ex vivo models reveals profound mitotic heterogeneity*. *Nat Commun*, 2020. **11**: 822.
7. Barnes, B.M., et al., *Distinct transcriptional programs stratify ovarian cancer cell lines into the five major histological subtypes*. *Genome Med*, 2021. **13**: 140.
8. Coulson-Gilmer, C., et al., *Replication catastrophe is responsible for intrinsic PAR glycohydrolase inhibitor-sensitivity in patient-derived ovarian cancer models*. *J Exp Clin Cancer Res*, 2021. **40**: 323.
9. Bronder, D., et al., *TP53 loss initiates chromosomal instability in fallopian tube epithelial cells*. *Dis Model Mech*, 2021. **14**: dmm049001.
10. Nelson, L., et al., *Exploiting a living biobank to delineate mechanisms underlying disease-specific chromosome instability*. *Chromosome Res*, 2023. **31**: 21.
11. Coulson-Gilmer, C., et al., *Intrinsic PARG inhibitor sensitivity is mimicked by TIMELESS haploinsufficiency and rescued by nucleoside supplementation*. *NAR Cancer*, 2024. **6**: zcae030.
12. Barnes, B.M., et al., *Transcriptional Circuitry in HGSOV: A Dynamic Three-State Model Informed by a Living Biobank of Purified Tumour Fractions*. *bioRxiv*, 2025: 2025.07.18.665513.
13. Tighe, A., et al., *Screening a living biobank identifies cabazitaxel as a strategy to combat acquired taxol resistance in high-grade serous ovarian cancer*. *Cell Rep Med*, 2025. **6**: 102160.
14. Littler, S., et al., *Targeting SUMOylation in ovarian cancer: Sensitivity, resistance, and the role of MYC*. *iScience*, 2025. **28**: 112555.
15. McDonald-Pike, J., et al., *Exploring CDK4/6-Dependencies in ex vivo Ovarian Cancer Models*. *bioRxiv*, 2025: 2025.07.11.664318.
16. Meeson, K.E., et al., *Transcriptome-driven constraint-based modelling reveals metabolic targets for ovarian cancer*. *Cancer Metab*, 2026. **14**.

For more information, see [www.bub1.com](http://www.bub1.com)



## Key Responsibilities, Accountabilities and Duties

The range of duties will include:

- You will take responsibility for the day-to-day running of a research project, develop research objectives and drive the project forward in a rigorous, efficient and timely manner.
- Using all available research resources, laboratories and core facilities as appropriate, undertake a program of bioinformatics research. You will be expected to produce work of suitable quality and publish in high-impact peer-reviewed journals.
- Use creativity and initiative to analyse and interpret research data, draw conclusions, and subsequently identify and drive new areas of research, develop new research methods, and extend the research portfolio.
- Actively read the scientific literature relating to (and around) the project, thereby continually updating knowledge and understanding in field, implement new research techniques and methods, and translate knowledge of advances in the subject area into research activity.
- Keep detailed accurate records of your research methods and findings, in an organised manner that is accessible to others.
- Communicate with Prof. Taylor on a regular basis to (a) report progress and (b) discuss the next steps; seek advice as and when necessary to ensure timely progress on the project.
- Manage routine communication with various internal and external stakeholders using a range of media including orally, in writing and electronically. Communicate material of a specialist or highly technical nature.
- Taking an active part in group lab meetings by regularly presenting data and discussing results with the team. In addition, present research findings at internal divisional seminars and meetings, as well as at national/international meetings and conferences.
- Write up research in a clear and concise manner as well as prepare figures ready for publication and assist with preparation of proposals and applications to external bodies, e.g. for funding and contractual purposes.
- Work with colleagues on joint projects, as required, and plan and manage own research activity in collaboration with others, contribute to collaborative decision making with colleagues in areas of research.
- Liaise with colleagues and students, build internal contacts and participate in internal and external networks for the exchange of information and to form relationships for future collaboration.
- Be aware of the risks in the work environment and their potential impact on their own work and that of others.
- Be involved in the assessment of student knowledge and supervision of projects, and assist in the development of student research skills.

### General

- Maintain a professional approach to all activities and interactions, and embrace the team ethos, to help sustain an environment where all team members can perform to the best of their abilities.
- Balance, with support, the competing pressures of research and administrative demands and deadlines.
- Maintain confidentiality of information in line with data protection requirements and University policy.



- Comply with Health and Safety requirements, including having an awareness of personal responsibilities to maintain a safe working environment.

### Social responsibility (All Staff)

- **One University:** A 'One University' approach, whereby we break down silos and work collaboratively towards furthering the University's strategic goals, vision and values.
- **Inclusion:** Support the University's ambition to create an inclusive place to work where every person matters, demonstrating a commitment to non-discriminatory conduct and respect for others, and fostering a University where people feel deeply connected to each other, to Manchester, and to the wider world.
- **Freedom of Speech and Academic Freedom:** Support the University's commitment to securing and actively promoting the importance of free speech and academic freedom within our community.
- **Service Excellence:** Committed to prioritising service excellence and high performance to deliver great people-centred experiences.
- **Agility:** Demonstrate a commitment to agility and continuous improvement by embracing change, championing innovation, and being flexible and forward thinking to adapt.
- **Sustainability:** A sustainable approach that safeguards the University of the future by championing environmental practices, advancing digital capability, and supporting financial stability and philanthropic initiatives.
- **Social Responsibility:** Promote and champion the University's social responsibility ambitions to advance social inclusion, prosperous communities, better health, and cultural engagement.

### Person Specification

#### Essential Knowledge, Skills and Experience:

##### Background and training:

- Appropriate academic scientific training and a PhD in a relevant subject (e.g. molecular/ cellular/ cancer biology/ bioinformatics/ data sciences or other related discipline).
- Proficiency with appropriate programming languages (e.g. R and/or Python) and experience working in UNIX/Linux command-line environments.
- Experience with cancer genomics analyses (for example, somatic SNV/indel calling, tumour copy-number profiling, purity/ploidy estimation, chromosomal instability measures, mutational signatures, HRD/genomic scar analysis or structural variant interpretation).
- Familiarity with analysis of various omics datasets.
- Proven ability to independently manage and scientifically drive a research project on a day-to-day basis.
- Evidence of an established or emerging high-quality publication record.

##### Scientific and analytical skills:

- Proven recent ability to contribute intellectually to the research project.
- Recent experience of developing and refining techniques and experimental approaches; the ability to initiate, optimise and complete bioinformatics analyses resulting in publication-quality data.



- Recent experience processing raw data sets into publication-quality figures and tables, applying quantitative and statistical techniques where necessary.
- Substantial recent experience of writing scientific manuscripts, conference abstracts and presentations.

Transferable skills:

- Excellent organisational and time/data management skills.
- Excellent interpersonal and communication skills and ability to work with colleagues at all levels.
- Excellent attention-to-detail.
- Flexible approach to dealing with research problems as they arise.
- Excellent written communication, able to produce complex documents in a timely manner.
- Excellent presentation skills.

Team working skills:

- A willingness to contribute to the work of others by offering practical and intellectual help.
- A willingness to take the opportunity to supervise more junior staff and students.
- A willingness to make constructive contributions to management and maintenance of laboratory infrastructure.
- Ability to assess and organise resources.
- Ability to support and drive effective collaboration.
- Understand equal opportunity issues as they may impact on areas of research content.

**Desirable Knowledge, Skills and Experience:**

- Experience of integration of multi-modal datasets using state-of-the-art artificial intelligence approaches, for example Graph Attention Networks.
- Familiarity with GATK Best Practices, or comparable genomic analysis workflows.
- Shell scripting and use of high-performance computing or cloud-based computer resources.
- Experience with long-read sequencing, e.g. Oxford Nanopore Technologies (ONT) analysis.

**Expectations and success factors:**

- To be a proactive team member and treat all colleagues and students with respect.
- To be willing to work across organisational boundaries.
- To seek new knowledge and share ideas.
- Be aware of equality and diversity considerations in research, including biases in datasets and their impact on analysis, interpretation and applicability of findings.

---

The above particulars are intended as a general guide to the duties of the post and the conditions of service. They do not constitute a contract of employment between the University and the person appointed. The successful applicant will, however, receive a full set of conditions of service on appointment.

---



## The University of Manchester

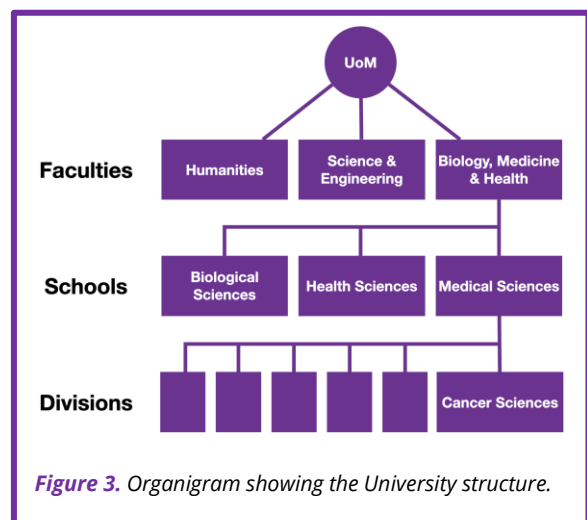
The University of Manchester is one of the largest universities in the UK with more than 44,000 students and 12,000 staff. We aim to strengthen our position as a world-leading research university and are committed to delivering (a) an outstanding teaching and learning experience; (b) contributing to the social and economic success of local, national and international communities; (c) producing the highest calibre graduates; (d) and developing our staff to be amongst the very best of their peers. Our trajectory is excellent, evidenced by recently being ranked 2<sup>nd</sup> in the world in the [THE Impact](#) rankings.

We are unique in the UK higher education sector in having Social Responsibility as one of our three core strategic goals, sitting equally alongside our commitments to research and teaching. To achieve our ambitious goals, we aim to attract and retain the very best people to work across a range of academic disciplines and support functions.

The University of Manchester strives to make our community a welcoming, caring and enthusiastic one, fuelling ambition, combined with opportunities and support to help us all achieve our personal and professional goals. Our diverse job opportunities include an attractive [benefits package](#) with family-friendly policies that provide for flexible working. We care deeply about career and personal development, offering a structured induction programme for new staff, an annual performance and development review, staff training for all career stages and mentoring opportunities to support your career development. We have a genuine commitment to [equality of opportunity](#) for our staff and students, and our ambition is to employ a workforce that reflects the diverse community we serve.

## Faculty of Biology, Medicine and Health (FBMH)

The Faculty of Biology, Medicine and Health (**Figure 3**) has an integrated structure to deliver a truly translational approach to the life sciences, ensuring smooth research pathways – from pure discovery science through to clinical application and patient care. With a total annual income of over £300 million, and over 3,000 members of staff, the Faculty is comparable in size to a medium-sized UK university. Thirty undergraduate and 90 postgraduate programmes offer our 11,000 students opportunities to develop the skills and knowledge they need for a successful career. The integration of discovery biology, clinical application and patient care within a single Faculty, particularly in a region with notable health inequality, provides us with a real opportunity to have a very significant and positive impact on people's lives.



## The School of Medical Sciences (SMS)

The School of Medical Sciences is one of three Schools which form the Faculty of Biology, Medicine and Health. Led by Professor Tony Heagerty, the School contains the Divisions of Cardiovascular Sciences; Cancer Sciences; Dentistry; Developmental Biology and Medicine; Diabetes, Endocrinology and Gastroenterology; and Medical Education. In addition to a strong and diverse research base, SMS has a major teaching portfolio, being responsible for the MB ChB and BDS programmes plus a large suite of Masters courses.



## Division of Cancer Sciences (DCS)

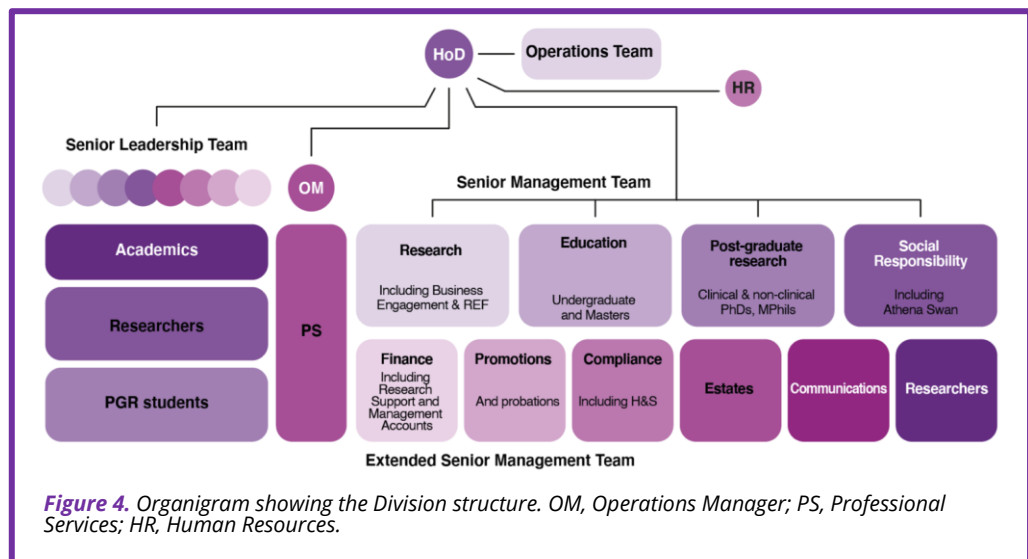
The Division of Cancer Sciences (DCS), which is effectively a large university department, was created in August 2016 with Prof. Stephen Taylor appointed as Head of Division in February 2019. It is a major contributor to the University's Cancer beacon and the wider Manchester cancer ecosystem, with research interests spanning discovery science, translational research and clinical studies.

The Division currently comprises approx. 360 staff including 64 academics, ~100 researchers, 150 trainees (PhD and Master's students) and 25 admin staff and project managers. ~150 honorary staff and Emeritus Professors are also associated with the Division; while not employees of the University they make invaluable contributions to a wide range of our activities, adding breadth and depth to our research, business engagement, teaching, social responsibility and internationalization.

The Division of Cancer Sciences is very research active; with an annual grant income of ~£20M. DCS has a strong portfolio of income from industry, working with a number of companies including Novartis, AstraZeneca, Merck, GlaxoSmithKline and Varian. The Division has a healthy pipeline of industrial collaborations, and we wish to build on these successful partnerships. Supporting a strong research profile, DCS generates a large number of high-quality publications, and we envisage a strong REF return at the next national audit. A large proportion of publications are in clinical oncology journals (e.g., *Lancet Oncology*, *J Clin Oncol*) consistent with the Division's strength in clinical research, but DCS staff also publish in high impact discovery journals (e.g., *Nature*, *Cancer Cell*).

Division staff contribute to a wide variety of teaching activities, including at undergraduate level within SMS and SBS. The Division contributes to units in other Faculties, (e.g., medical physics in FSE). The Division also runs of a number of Master's programs in the oncology space (e.g. Experimental Cancer Medicine, Oncology, Cancer and Biology and Radiotherapy physics). In 2019, the Division made its first teaching-focused appointment with the primary objective of establishing a novel blended on-line Transformative Oncology Master's program, with the first students enrolling in September 2022.

To manage the Division, we have established a comprehensive sub-structure comprised of an Operations Team, a Senior Leadership Team, a Senior Management Team and committees (Figure 4). The Operations Team meets weekly to update, discuss and action a variety of operational matters. The Senior Leadership Team consists of senior academics whose role is to assist the Head of Division with line management and annual P&DRs of the academic staff, and to provide guidance and advice to the Head of Division. In Spring 2020, we established a comprehensive set of sub-committees covering key areas of activity. The key leads form the Senior Management Team (SMT) who meet frequently to develop and deliver the Division's strategy. This new structure provides a functional framework for the Division and is allowing researchers and junior academics to help shape the Division into a vibrant academic environment. For example, the Researcher Committee has established an internal seminar series, while in parallel, four junior academics have established a 'Next generation'



operational matters. The Senior Leadership Team consists of senior academics whose role is to assist the Head of Division with line management and annual P&DRs of the academic staff, and to provide guidance and advice to the Head of Division. In Spring 2020, we established a comprehensive set of sub-committees covering key areas of activity. The key leads form the Senior Management Team (SMT) who meet frequently to develop and deliver the Division's strategy. This new structure provides a functional framework for the Division and is allowing researchers and junior academics to help shape the Division into a vibrant academic environment. For example, the Researcher Committee has established an internal seminar series, while in parallel, four junior academics have established a 'Next generation'



external seminar program which showcases external cancer-related research from investigators at the early stages of their independent careers.

### Our strategic partnerships

The Division of Cancer Sciences has a number of key strategic partnerships that underpin its ambitions to develop next generation teaching and research.

***The Manchester Cancer Research Centre.*** Led by Professor Rob Bristow, the MCRC is a world-leading research partnership founded by The University of Manchester, Cancer Research UK and The Christie NHS Foundation Trust, and is responsible for driving a consistent and integrated strategy for cancer research and innovation in Manchester. The MCRC's vision is that by uniting science and driving clinical excellence we will create a future free from the burden of cancer. In order to achieve this vision, the MCRC is leading in the development of prevention and early detection and precision medicine strategies that enable cancer to be identified earlier and curative treatments to be delivered to everyone. As a hub for Cancer research in the University structure, the Division of Cancer Sciences is a key component of the MCRC with many of our academic cohort working closely with the MCRC to drive a *one-Manchester* cancer vision to achieve *Precision Medicine for All*.

***The Cancer Research UK Manchester Institute.*** Led by Professor Samra Turajlić, the CRUK MI is a leading cancer research institute within The University of Manchester, spanning the whole spectrum of cancer research, from investigating the molecular and cellular basis of cancer, to translational research and the development of therapeutics. The Institute supports several investigative programmes, spanning both basic and translational cancer research. It has excellent laboratory facilities and outstanding core services, including genomic sequencing, confocal microscopy, bioinformatics, histology, and access to mass spectrometry-based proteomics. Staff within the Division of Cancer Sciences work very closely with CRUK MI staff at both the research and operational level, sharing both lab and dry space across the cancer campus, and together with the MCRC we aim to create a truly fantastic working environment that will allow all three partners to deliver their strategic goals.

***The Christie NHS Foundation Trust.*** The Christie hospital is the largest single-site cancer centre in Europe, treating more than 60,000 patients a year. Based in Withington, it serves a population of 3.2 million people across Greater Manchester and Cheshire, while more than a quarter of our patients are referred to us from across the UK. The Christie is ranked as the most technologically advanced cancer centre in the world outside North America and has been named by the National Institute for Health Research as one of the best hospitals providing opportunities for patients to take part in clinical research studies. The Christie's clinical services include radiotherapy, where it is home to one of the world's largest radiotherapy departments and is now also the first NHS organisation in the UK to deliver high-energy proton beam therapy; chemotherapy where it is one of the UK's largest chemotherapy units; highly specialist surgery for complex and rare cancers as well as a wide range of support and diagnostic services.



## Commitment to Equality, Diversity and Inclusion

The University of Manchester values a diverse workforce and welcomes applications from all sections of the community.

The Division's senior leadership acknowledges that our academic cohort does not reflect the diversity of our wider society. Our desire to address this imbalance by attracting talented individuals from more diverse backgrounds is aligned with the University's commitment to equality for all our staff, students, stakeholders and visitors.

### Equality Objectives

1. Improve the representation of women and black and minoritised ethnic (BME) staff in senior leadership, academic and professional support positions.
2. Take action to further understand and improve the experience of disabled staff as indicated in the staff survey.
3. Take action to further understand and address any differential outcomes of undergraduate students in relation to access, retention, attainment and progression to a positive graduate destination in relation to disability, ethnicity, gender and socio-economic status.
4. Take action to understand and address any inequalities for researchers.
5. To better understand the challenges, obstacles and barriers faced by different groups at the University and to foster good relations between people who share a relevant protected characteristic and those who do not share it.
6. Better understand the potential impact of University functions on certain groups by improving disclosure rates and reporting mechanisms for age, disability, ethnicity, caring responsibilities, religion or belief (including no belief) sexual orientation and gender identity.

*We are an open place of enquiry and challenge. We embrace and celebrate difference, diversity and debate, and we pride ourselves on being a place of education, learning and community where we are able, within the law, to question and test received wisdom, express new ideas and explore controversial or unpopular topics and opinions. Find out more from our [Policy on Freedom of Speech and Academic Freedom](#).*

### Charter Marks



The School of Medical Sciences currently holds an Athena Swan Silver Award. The Athena Swan Charter was established in 2005 to encourage and advance the careers of women in STEMM employment. In May 2015 the Charter was expanded to include non-STEMM Schools, professional and support staff, technical staff, and Trans staff and students. The Charter now also recognises work undertaken to address gender equality more broadly, and not just barriers to progression that affect women.



The Race Equality Charter Mark aims to improve the representation, progression and success of minoritised ethnic staff and students within higher education.

We have successfully been awarded silver status for the Race Equality Charter Award (formally the Equality Challenge Unit, ECU), in 2023 for excellence in advancing racial equality in higher education.

The framework for the race equality charter mark builds on the experience and methodology of ECU's Athena SWAN Charter.

The University of Manchester was proud to be one of the 31 higher education institutions involved in the trial of the Race Equality Charter Mark.

The University of Manchester placed 7<sup>th</sup> in the 2024 Stonewall Equality Index making it the most inclusive University in England for Lesbian, Gay, Bisexual and Trans\* employees.



Stonewall is Britain's leading charity for lesbian, gay, bi and trans equality, working to create a world where every single person can be accepted without exception.

Stonewall's Top 100 is compiled from submissions to the Workplace Equality Index, a powerful benchmarking tool used by employers to assess their achievements and progress on LGBT equality in the workplace, as well as their wider work in the community and on service provision.

Each organization must demonstrate their expertise in 10 areas of employment policy and practice, including networking groups, senior leadership, procurement and how well they've engaged with LGBT communities.



The University is a Disability Confident Leader. The Disability Confident scheme, accredited by the Department for Work and Pensions, 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.



## Learning, Development and Progression

### Talent Development

The University's Talent Development (Staff Learning and Development) team support the personal and professional development of all staff in the University.

They work closely with learning experts around the University including those based in local HR teams and those supporting academic staff and early career researchers (ECR)

Talent Development offer everything from off-the-shelf, face-to-face training, to bespoke one-to-one development support. By planning activity both in response to the strategic goals of the University and the learning needs of individuals, we aim to become a truly leading learning organisation.

### Centre for Academic and Researcher Development

Based within the Faculty of Biology, Medicine and Health, the Centre for Academic and Researcher Development delivers a number of face-to-face training programmes providing a variety of development opportunities for postgraduate students, research staff and academic staff.

Their goal is to create an environment that supports you through every stage of your career, allowing you to excel and reach your full potential.

Development opportunities include:

- Faculty-specific 'New Academic and Fellows Programme' – The Academic Development Programme – supporting you through the different stages of your academic career
- Pedagogic and Staff Development Programme
- Mentoring
- Leaders in Teaching Programme
- Promotion workshops and access to 'Promotion Champions'