Lecturer in Cancer Biology (T&R)

DIVISION OF CANCER SCIENCES

School of Medical Sciences
Faculty of Biology, Medicine & Health

CONTENTS

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THE UNIVERSITY OF MANCHESTER

PARTICULARS OF APPOINTMENT

FACULTY OF BIOLOGY, MEDICINE AND HEALTH

SCHOOL OF MEDICAL SCIENCES

DIVISION OF CANCER SCIENCES

LECTURER (Teaching & Research) IN CANCER BIOLOGY

Vacancy ref: BMH-XXXX

Terms of Appointment

Salary	£42,149 - £51,799 per annum
Hours	1 FTE. Individuals who may wish to consider part-time or flexible working arrangements are actively encouraged to contact the recruiting managers
Duration	Permanent; position available immediately
Probation	The successful candidate will have a period of academic probation up to, but not exceeding, four years
Location	Oglesby Cancer Research Building, Manchester
Responsible to	Head of Division, Division of Cancer Sciences, School of Medical Sciences

Contact information

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Division for Cancer Sciences
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Lecturer in Cancer Biology

Setting you up for success

You will be supported in the development of an independent and aspirational research programme within the Division of Cancer Sciences. Your programme will complement the Division's multidisciplinary portfolio of research and have a strong focus on cancer biology in the discovery-translational space. Working collaboratively, you will be a future leader in your field, driving world-leading research and enhancing our strengths in this area. You will contribute to our undergraduate and postgraduate teaching programmes within the School of Medical Sciences and the wider University, with opportunities to develop curriculum, innovative teaching and provide an exceptional student experience through research-led learning.

Research. The Division of Cancer Sciences is a large department with a broad range of research interests. We will consider applications from across a wide spectrum of sub-specialties but are particularly interested in individuals who will complement our existing strengths (**Figure 1**) and also bring something new to Manchester, for example new technologies, new ideas and new ways of working. We are particularly interested in non-clinical, discovery scientists looking to form partnerships with existing clinical research teams. You may not yet be focused on a specific cancer subtype, but you will have a vision for how your research could address key clinical questions in cancer. Indeed, our vision for the Division is a growing number of clinical/non-clinical partnerships to bring about transformative research at the discovery ➔ translational and translational ➔ clinical interfaces (**Box 1**). A great strength of our location adjacent to a large specialist cancer hospital is access to patient biopsies, with sample collection facilitated by the MCRC Biobank Team; we are therefore interested in individuals looking to capitalise on this by setting up '*reverse translational*' pipelines interrogating biological mechanisms, novel therapeutics and biomarker strategies in patient-derived samples. Examples of this include our ovarian cancer living biobank and breast cancer PDX collections (**Box 2**). To fund a truly aspirational research programme, we are particularly interested in individuals with potential to win research fellowships, UKRI grants and/or attract commercial funding. With access to support from our Faculty Doctoral Academy and Strategic Funding Teams, you will be supported to secure appropriate funding to satisfy probation criteria.

Teaching. The Division of Cancer Sciences has a portfolio of post-graduate taught, Masters programmes focused on various aspects of cancer biology. In addition, our staff contribute to various undergraduate programmes in the Faculty of Biology, Medicine and Health (BSc, MB ChB and BDS) as well as courses in other Faculties. We will work with you to identify appropriate teaching opportunities, so that you can build an individual portfolio comprising several teaching modalities. In addition, you will have the opportunity to supervise project students on various pathways, including dissertations, science communication and lab-based projects. Your teaching contribution will be managed carefully but with the trajectory approaching those expected of a lecturer towards the end of the probationary period. As with research, we are very interested in individuals who will be able to bring something new to Manchester, especially as we develop our new online MSc Transformative Oncology programme. We are particularly interested in individuals with ideas for

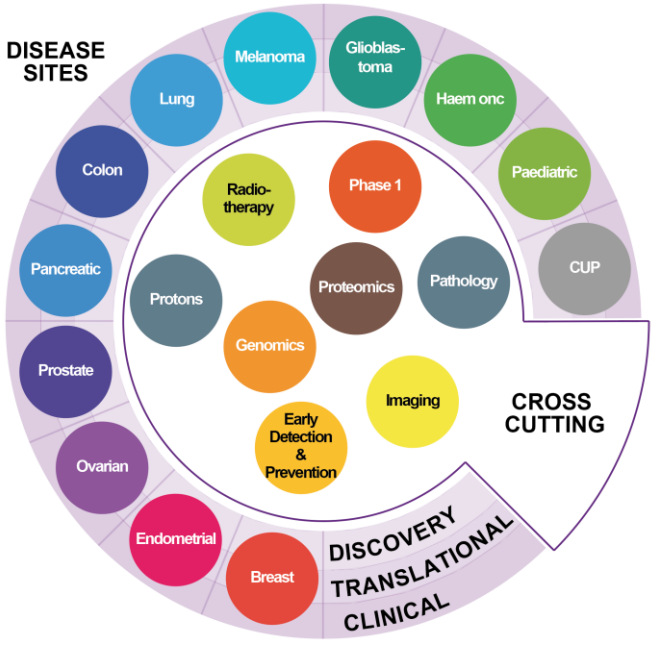


Figure 1. *Division of Cancer Sciences - research interests. Our research strategy is closely aligned with the Manchester Cancer Research Centre (www.mcrc.manchester.ac.uk).*

novel content and novel approaches that would be suitable to attract both UK and overseas students to study in Manchester, either in person, online or via blended approaches. Developing an appropriate teaching portfolio and completing the New Academics Programme will be required to satisfy probation criteria.

Box 1. Non-clinical-clinical partnerships – two case studies.

Kiran Batta. I am a discovery scientist in the Division of Cancer Sciences. My team's goal is to establish an internationally renowned research programme in Chronic Myelomonocytic Leukaemia (CMML) by addressing key questions centred on disease pathophysiology. However, a lack of cell line models and the rarity of the disease make it challenging to investigate the molecular mechanisms driving CMML. To address this, I have established a partnership with another Fellow in the Division, Dan Wiseman who is also a consultant haematologist at the Christie hospital. This partnership enables direct access to patient materials, reliable interpretation of clinical data and knowledge of real-time outcomes. Our setup merges our complementary backgrounds and skill sets and promotes a patient-centred and translational focus to my basic biology research, whilst lending further scientific support to Dan's clinical and translational research. My expertise in epigenetics and Dan's expertise in splicing is a perfect combination to study the biology of CMML where epigenetic and splicing abnormalities are the major drivers of the disease, and to develop a bench-to-bedside translational research programme.

This unique partnership also allowed attracting funding to take our therapeutic targets stemming from our basic studies into clinical trials with the ultimate goal to improve the outcome of CMML patients. Recruiting patients to clinical trials will further allow us to perform trial associated and informed research making our programme bench to bedside and back to bench again.

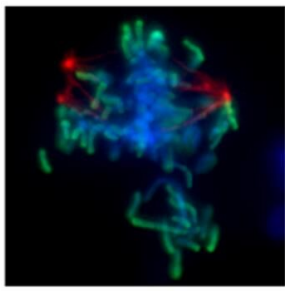
Christine Schmidt. As a BBSRC David Phillips Fellow investigating the DNA damage response (DDR), I come from a fundamental cell biology/biochemistry background. Alterations in the DDR often lead to cancer, and insights into DNA repair mechanisms can be exploited for targeted anti-cancer therapies, as illustrated for instance by the clinical success of PARP inhibitors. This makes the potential for clinical translation of my work an exhilarating longer-term goal. My group is based at the Oglesby Cancer Research Centre (OCRB), where we work side-by-side with clinicians, and the Christie Hospital - the largest single-site cancer centre in Europe – is located just next to us. This has allowed me to team up with Dr Stefan Meyer, who can provide me with clinical context and patient samples from children harbouring genetic defects in DDR factors that predispose them to cancer. Such patient materials are rare but crucial for mechanistically understanding the pathophysiological importance of the affected genes and developing patient-tailored treatments. Being able to test my hypotheses in such real-world scenarios in an environment characterised by a strong interdisciplinary fundamental science base and top-notch core facilities, is a new and exciting experience for me. Thus, the OCRB brings together all the specialised ingredients required for making basic science discoveries and transforming them into concrete targeted clinical applications in the future.

Social Responsibility. The Division of Cancer Sciences is committed to the University's core goal of Social Responsibility. We have dedicated and dynamic Social Responsibility team which includes academic staff, researchers and PhD students. A major goal of the SR team is to help the Division address issues relating to *Equality, Diversity and Inclusion*, proactively developing inclusive cancer research and teaching strategies. Like many University academic departments in the UK, at present the Division of Cancer Sciences does not reflect the diversity of our wider society, especially at the senior levels. Consequently, a key statement in the Divisions Strategic Plan is that "*we envision an inclusive and representative Division, where all staff and students have voices with potential to influence positive change*". To address our current imbalance, our vision is to reshape the Division by attracting talented individuals from wider and more diverse backgrounds, and in particular those that are underrepresented at present. Therefore we are particularly interested in individuals who will embrace our philosophy and help us re-shape the Division so that in time it does better reflect wider society.

Post-graduate research. We will support you to identify opportunities to build your research team by recruiting and/or co-supervising PhD students. You will already appreciate that training the next generation of scientists is both important and rewarding, so we will help you develop strategies to align the goals and aspirations of your trainees with your wider research programme. We will guide you towards submitting competitive bids for PhD students, recruiting talented candidates and mentoring them through their research studies. In the first instance, you will co-supervise students alongside more established academics, allowing you to develop the skills to become a lead supervisor. Note also that all our trainees also have academic advisors who are independent from the supervisory team. Demonstrating progress with developing and winning studentships, recruiting and training will be required to pass probation.

Box 2. Living biobanks as "reverse translational' resources – two case studies.

Ovarian Cancer. Funded by CRUK, and aided by collaborations with clinical colleagues, Professor Taylor's team are building a living biobank derived from biopsies isolated from patients being treated at the Christie Hospital. Since May 2016, we have collected over 300 samples from 150 patients and thus far generated at least 80 of *ex vivo* cultures from 50 patients, making this one of the largest and most diverse collections in the world. As the collection grows, we are assembling bespoke cohorts, e.g. samples from the same patient before, during and after chemotherapy. Importantly, the samples are clinically annotated. The biobank is a fantastic resource for disease-specific cell biology (Nelson et al (2020) *Nat Comms*) and drug sensitivity profiling (Pillay et al (2019) *Cancer Cell*).



Breast Cancer. Over a 10-year period, with funding from CRUK and Breast Cancer Now, Professor Rob Clarke and clinical colleagues have developed a living tumour bank of patient-derived xenografts and organoids. In 2013 they co-founded the EurOPDX Consortium (www.europdx.eu), which comprises over 1,500 PDX from 20 types of cancer including ~200 breast tumours, from both primary and metastatic sites (Byrne et al (2017) *Nat Rev Cancer*). These PDX tumour models faithfully replicate the genomics and phenotype of the patient's cancer, making them an invaluable resource for preclinical breast cancer research (Woo et al (2021) *Nat Genet*).

Service and Leadership. While your focus will be on establishing an aspirational research programme and building a teaching portfolio, to help you become fully integrated into the Division, we will aim to identify opportunities for you to support one or more Divisional activities, for example by serving on one of the Division's sub-committees. This will provide an opportunity to engage with colleagues beyond your immediate research area, learn about the wider workings of the University and contribute towards influencing positive change. In turn, this will provide you with the experience necessary to take on more substantial academic tasks in the future. Demonstrating a willingness to embrace our vision whereby collegiality is valued to help build a strong Divisional *esprit de corps* will be required to pass probation.

Mentoring. You will be provided with contemporary lab and office space in the Oglesby Cancer Research Building, but until you have built up your own team, you will have the opportunity to integrate into an existing lab, providing a supportive environment to get your independent research up and running. To guide you through the process of establishing yourself as an independent academic, in addition to your formal line manager, we will support you with a mentoring team consisting of strategic, academic and personal mentors. Your strategic mentor will be Prof. Stephen Taylor, as Head of Division for Cancer Sciences, while the academic and personal mentors will be nominated as appropriate depending on your research speciality and background. Together, the mentoring team will ensure that you receive the support necessary to prepare and submit competitive grant applications, to build your research team, to drive manuscripts through to publication submission, to build an appropriate teaching portfolio and to navigate the University's probation process. Demonstrating the ability to drive a project through to publication will be required to pass probation.

Start-up package. To help set you up for success, we will provide technical support and consumables for a defined period to support you while you secure your first independent funds.

Main Responsibilities

Research

- Develop an overarching research theme with component objectives, projects and proposals to grow an independent and internationally recognised research programme in the broad area of cancer biology, complementary to existing research interests in the Division.
- Develop successful strategies, as an individual and/or as part of wider collaborative efforts, to gain external funding for research projects from a variety of funding sources e.g., research councils, charity funding or industrial partnerships.
- Ensure dissemination of high-quality research outputs through the publication of papers in high quality, international peer-reviewed journals, through attendance and presentations at national and international meetings, and via other appropriate mechanisms, e.g. patent applications.
- Supervise post-graduate research students and clinical trainees (PhD and Masters) and manage their research projects to support both your overarching research theme and the career aspirations of the trainees.
- Collaborate with local and external colleagues to build an exciting, dynamic and well-funded research environment through the identification and development of collaborative links both within and beyond The University of Manchester.

Teaching and Scholarship

- Maintain a broad knowledge of current research and scholarship in relevant fields to ensure that the Division's teaching portfolio is cutting-edge and of the quality expected by the University of Manchester.
- Design and deliver teaching material via a range of modalities (e.g. online, lectures, tutorials, personal supervision) covering a range of general and specific subject areas (e.g. ranging from 1st year undergraduate to specialised postgraduate material).
- Supervise undergraduate and Masters projects (clinical and non-clinical, dissertation, science communication and lab-based etc).
- Contribute to assessments including setting, marking and assessing work, engaging in examinations and interviews, and providing feedback to students both verbally and in writing.
- Identify areas where current teaching provision requires revision or improvement, and in turn contribute to the planning and development of teaching materials thereby enhancing the teaching quality within the subject, School and Faculty.

Service and Leadership

- Deliver day-to-day leadership by acting as a responsible team member, developing collaborative and productive working relationships with other members of staff and students, communicating effectively with a wide range of audiences, advising and supporting colleagues with less experience, and advising on personal development where appropriate.
- Maintain a high level of personal and professional integrity, ensuring that the University's statutory requirements, codes of practice, and various policies – including Divisional health and safety arrangements – are complied with.
- Undertake organisational, management and administrative roles to help the Divisional operate as a coherent academic unit of activity.
- Participate in and develop external networks, for example, to identify sources of funding, enhance student experience, develop the institution's reputation, facilitate outreach work, generate income, obtain consultancy projects, or build relationships for future activities.

Personal Development

- Demonstrate a commitment to continuing Personal/Professional Development, including engaging with the annual P&DR process as both reviewer and reviewee, and attending appropriate training and development modules.
- Demonstrate an ability to observe and define priorities and timetables in the achievement of strategic and operational objectives, in turn successfully balancing the pressures of teaching, research and administrative demands and competing deadlines.
- Develop a longer-term research and teaching strategy that will allow continued development as an aspirational academic.

Person Specification

Essential Skills, Knowledge and Experience

- Hold a PhD in a relevant subject and several years post-doctoral training
- Extensive and up-to-date theoretical and practical knowledge in your subject area as evidenced by:
  - A research portfolio in an area of cancer biology
  - A publication record in appropriate peer reviewed journals
- Proven ability to use initiative to efficiently plan, optimise and progress a project and communicate findings
- A trajectory that places you or will place you in a competitive position to win external funding
- Excellent interpersonal and communication skills evidenced by:
  - Previous collaborative work in either research or teaching
  - Clear communication of research to a variety of audiences and through different media
- Very good written and spoken English
- Evidence of contributing to the work of others by offering practical and intellectual help
- Experience of day-to-day supervision and support of postgraduate and/or undergraduate students
- Commitment to the delivery of outstanding teaching to students

Desirable Skills, Knowledge and Experience

- Have researched and published in the field of cancer biology
- Have knowledge and experience with a specific cancer subtype or treatment modality
- Have a proven track record of obtaining external research funding
- Have a proven track record of presentation at external conferences/workshops
- Identified potential synergies with other researchers in the Division of Cancer Sciences and the wider Manchester cancer ecosystem
- Ability to use a range of delivery techniques to enthuse and engage students at undergraduate or postgraduate level
- A qualification or significant experience in teaching (such as membership of HEA)

The University of Manchester

The University of Manchester is the largest single-site university in the UK with around 38,000 students and more than 11,000 staff. We aim to become one of the top 25 research universities in the world by 2020 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 named as the world number one university 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.

As a global institution, situated at the heart of a lively, culturally diverse city, we welcome applicants of all nationalities. To help international job applicants plan for life in the UK, we have put together some useful information on passports and visas, travel to the UK, accommodation and a number of other practical considerations.

Faculty of Biology, Medicine and Health (FBMH)

The Faculty of Biology, Medicine and Health (**Figure 2**) 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.

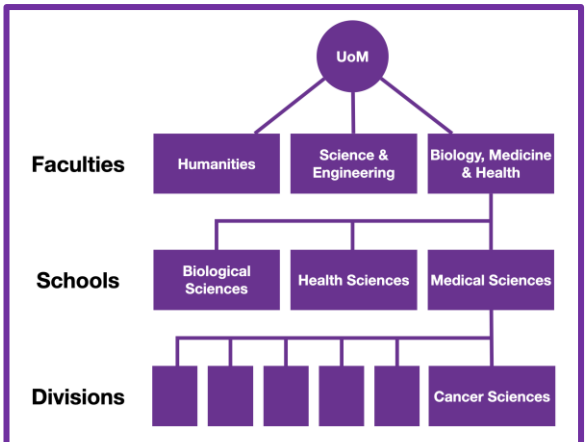


Figure 2. *Organigram showing the University*

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 an 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. 300 staff including 66 academics, 66 researchers, 131 trainees and 28 admin staff. 168 honorary staff are 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 associated awards in 2016-2020 totaling over £450M. 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 (e.g., lectures, PBLs, PEPS and APEPs on the pre-clinical MB ChB program) and SBS (e.g., lectures, tutorials, practicals and projects on various life sciences units). The Division contributes to units in other Faculties, (e.g., medical physics in FSE). The Division also runs of a number of Masters 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 Masters program. This is on schedule to be launched in September 2021 with the first students enrolling in September 2022, with a target of 30 students in the first year, rising to 45 and 60 in subsequent years.

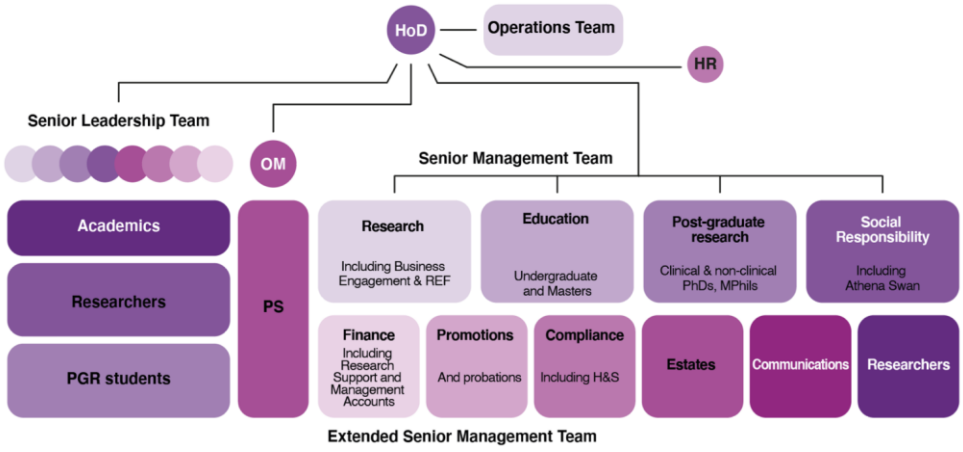


Figure 3. *Organigram showing the Division structure. OM, Operations Manager; PS, Professional Services; HR, Human Resources.*

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 3**). 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*' external seminar program which showcases external cancer-related research from investigators at the early stages of their independent careers. The Division now has an active Twitter feed to showcase our activities, and a popular use of this platform has been the *day in the life series*, where an individual takes over the account for a day to provide insight into the daily activities of our cancer researchers.

In January 2021, the Division of Cancer Sciences drafted a Vision for where it wants to be in 2026 and Strategic Plan for how to get there. A major component of this plan is a recruitment drive to appoint five high-flying early career researchers working in the discovery-translational oncology space, to tenure-track posts. This post is the first step on this path.

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 Science 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 Manchester Institute. Led by Professor Caroline Dive, 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 a number of 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 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 unit; highly specialist surgery for complex and rare cancers as well as a wide range of support and diagnostic services.

In addition to the Christie NHS Foundation Trust, the Faculty works alongside five additional local NHS Trusts as a key member of the Manchester Academic Health Science Centre (MAHSC) - a federation of equal partners that unites leading healthcare providers with world-class academics and researchers. It aims to be a global centre for the delivery of applied health research and education and provide leadership for our local and regional health systems.

The Faculty also plays a leading role in Health Innovation Manchester (HInM), which was launched in September 2015, as part of the UK Government's decision to devolve health and social care responsibilities to Greater Manchester. HInM offers a unique opportunity to bring together health and social care, academic and life science related business resources across the region to deliver an innovative health ecosystem that can help accelerate innovation into our local health and social care systems, enhance our global scientific standing and act as a magnet for inward investment.

Division of Molecular & Cellular Function. Led by Professor Phil Woodman, DMCF is a Division in the School of Biological Sciences with researchers running an array of molecular cell biology research programmes, many of which are relevant to cancer research, including gene expression, chromatin and signalling (Andy Sharrocks, Sankari Nagarajan), RNA and protein fate (Phil Woodman), Cell dynamics (Pat Caswell, Chiara Francavilla).

Internationalisation. The Faculty has developed strategic partnerships with several internationally leading universities, including the University of Toronto, University of Melbourne, Peking University Health Science Center and Shanghai Jiao Tong University. We will be able to help you develop links with these universities and guide you through the available funding to support joint projects.

Commitment to Equality, Diversity and Inclusion

As alluded to above, 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 minority 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 lack of belief) sexual orientation and gender reassignment.

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 minority ethnic staff and students within higher education.

It is owned by the Equality Challenge Unit, ECU, which works to further and support equality and diversity for staff and students in Universities and Colleges.

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 20th in the 2019 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 employer, committed to interviewing all disabled applicants who meet all of the essential criteria set out in the person specification.

Learning, Development and Progression

Staff Learning and Development

The Staff Learning and Development (L&D) 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)

L&D 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'
- Academic Staff 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'

Academic Staff Promotion

As an equal opportunities employer, the Faculty of Biology, Medicine and Health is committed to promoting equality and diversity for all and will support all suitably qualified candidates for promotion. The University has a transparent promotions processes and criteria. It seeks to reward activity that contributes to the success of the University in achieving its goals. Colleagues will be expected to take an active approach to their own career development, but will be given support and advice with their applications.