

THE UNIVERSITY OF MANCHESTER

PARTICULARS OF APPOINTMENT

FACULTY OF BIOLOGY, MEDICINE & HEALTH

SCHOOL OF MEDICAL SCIENCES

DIVISION OF CANCER SCIENCES

LECTURER IN CANCER BIOLOGY (TEACHING AND SCHOLARSHIP)

VACANCY REF: BMH-026577

Salary:	Grade 7 £45,585 to £56,021 per annum, depending on relevant experience
Hours:	Full Time (Individuals who may wish to consider part-time or flexible working arrangements are actively encouraged to contact the recruiting managers)
Duration:	Permanent from as soon as possible
Location:	Oxford Road, Manchester

Enquiries about the vacancy, shortlisting and interviews:

Name: Professor Stephen Taylor (Leech Professor of Pharmacology and Head of the Division of Cancer Sciences) / Natalia Rossi (Operations Manager for the Division of Cancer Sciences)

Email: hodcs@manchester.ac.uk

Our vision

As outlined in the Division of Cancer Sciences' strategic plan, we envision a 'university cancer department' that is delivering 'next generation', socially responsible teaching and research. We aim to achieve this by developing a blossoming junior faculty, underpinned by well-defined, financially-cognisant research and teaching strategies designed to:

- allow staff to play to their individual strengths;
- inspire the next generation of oncologists;
- deliver high-impact research and innovative teaching in key priority areas across the discovery/ translational/ clinical spectrum, addressing both Manchester-specific and global oncology issues;
- synergise with close strategic partners in a broader, integrated 'one-Manchester' vision.

To deliver on these aims, we now wish to appoint a Lecturer, on a teaching and scholarship contract, to play a major role in our rapidly evolving teaching portfolio.

We also envision that the Division will be an empowering environment in which to learn and work. We aim to create an inclusive and representative culture, where all staff and students have:

- voices with potential to influence positive change;
- access to timely and empathetic mentoring;
- a collective local identity and an emerging international brand that we are proud of;
- a reward and recognition process where collegiality is valued;
- all underpinned by transparent, magnanimous, and well-informed leadership that focuses on individuals rather than top-down mechanisms, in turn inspiring an esprit de corps to buffer the challenges of an evolving and competitive landscape.

To deliver on these aims, the individual we appoint to this position will be inspired by this vision and embrace our philosophy.

An exciting opportunity to develop a next generation oncology-focused teaching portfolio

The Division of Cancer Sciences is seeking to establish itself as a world leading cancer-focused university department. This requires development of an exciting, research-led portfolio of degree programmes alongside our recognised research strengths in the early detection of cancer, radiotherapy and precision medicine.

Consequently, the Division recently launched the online Transformative Oncology Masters for the Global campus. In doing so, we are bringing Manchester's expertise and approaches to cancer research and treatment to the world stage and facilitating Global Health initiatives through collaboration. As Deputy Programme Director, you will have the opportunity to contribute to the continued development and delivery of units within the programme, including workshops and other innovative teaching activities at our International Centres in Dubai, Singapore, Hong Kong and Shanghai.

During the development of this programme, the Division established a Cancer Consortium to oversee our Master's level programmes, which comprises our online programme, Transformative Oncology, and our on-campus programmes, Molecular Pathology of Cancer, Medical Physics in Cancer Radiation Therapy and Oncology Research. Through this consortium and the amalgamation of our programmes, we will continue to enhance the student experience, and improve the efficiency of teaching within the Division. The Consortium will also develop the curricula of our programmes to ensure they remain up to date and research-led, introducing learners to the One Manchester approach to cancer research, early detection, radiotherapy and precision medicine that incorporates the patient voice.

Our education assets extend to include a new future-facing, undergraduate degree in Cancer Sciences. This programme will serve as the vital foundation for learners wishing to pursue a career in oncology related research, industrial or clinical roles. This course is led by the School of Biological Sciences, but the Division, including yourself, will contribute to the teaching of the programme.

An important aspect of our vision for teaching is the recruitment of the best students from all communities either locally, nationally or internationally to the Division's degree programmes. This will require raising the profile of the Division and establishing an open and inclusive brand. You will work with the Faculty's Marketing and Recruitment team to generate this brand.

Our ethos for education equals that of our research: to become world leaders in transforming outcomes for patients. Our approach is to innovate in teaching and learning through pedagogical

research to proactively promote inclusive recruitment, teaching and assessment as part of the University's Flexible Learning Programme and Digital Learning Environment, which will reshape the University's teaching portfolio over the coming years. It is anticipated that you will partake in this research, as we produce the education portfolio that will underpin and align with the world leading clinical practice and research that happens in Manchester.

Our approach to teaching delivery is team-based, involving academic staff, who may be either research or teaching focused, researchers, PhD students and honorary clinical appointments with staff teaching to their academic strengths. This model is a key component of our research-led teaching philosophy.

The Division of Cancer Sciences also contributes to several undergraduate courses within the Faculty of Biology, Medicine and Health and across the wider University. These include the MB ChB medical and BDS dental programmes hosted by the School of Medical Sciences, and various biology and biomedical degree programmes hosted by the School of Biological Sciences. This teaching is delivered via a wide range of modalities, including traditional lectures, small group activities, including tutorials and Team based learning, practicals and projects. It is expected that you will contribute to this teaching as part of your role.

Key Responsibilities, Accountabilities or Duties

We seek to appoint a Grade 7 Lecturer on the Teaching and Scholarship tenure-track, with a strong interest in engaging underrepresented groups – either nationally or internationally.

- You will take the lead on developing cancer teaching with Transnational Education that will be delivered at University's Global Centres in Dubai, Singapore, Hong Kong and Shanghai
- You will develop the Division's brand with the Faculty Marketing & Recruitment team to ensure our degree programmes have an inclusive recruitment and admissions process that attracts the best students from all communities locally, nationally and internationally
- You will help lead the Division's flagship programme MSc Transformative Oncology
- You will have opportunities to innovate by carrying out teaching and/or curriculum development activities and lead units within the Division's Masters programmes
- You will undertake pedagogical research as the Division seeks to promote inclusive recruitment, teaching and assessment
- You will sit in the Division of Cancer Sciences and be line managed accordingly but you will be mentored and supported as appropriate by other staff members within SMS
- Other duties will include delivery of small group teaching (tutorials, team-based learning, professional & personal development sessions), non-lab-based projects, support of practical lab classes, admissions interviewing, supervision, study skills support and marking of associated assessments, including providing constructive feedback to students
- You will be based on the main University campus, in the Stopford Building, but duties could involve activities elsewhere on campus and online
- This post will require a background in biological or biomedical sciences, with particularly knowledge of cancer sciences
- Throughout all activities, you will actively seek ways to integrate the Division's social responsibility strategy

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.

Course/Programme of Study:	Master's level programmes within the Cancer Consortium and the new BSc Cancer Sciences programme. Various SBS and SMS degree undergraduate programmes
Responsible to	Prof Stephen Taylor as Head of Division for DCS but with routine line management delegated as appropriate
Type and Level of Appointee:	<ul style="list-style-type: none"> • Individuals at research associate, teaching associate or above with a background in cancer sciences and relevant teaching experience
Key Roles	<ul style="list-style-type: none"> • DCS Lead for the development of overseas teaching at our Global Centres • Deputy Programme Director to support the delivery of Transformative Oncology • DCS Research Project Co-ordinator Develop the DCS brand with the Faculty's Marketing and Recruitment Team to support recruitment to the Division's degree programmes <ul style="list-style-type: none"> • Academic Lead for Units within the DCS Masters programme portfolio • DCS Education Committee member
Teaching responsibilities	<ul style="list-style-type: none"> • Deliver didactic teaching – for example lectures & practical sessions. • Deliver small group teaching – for example tutorials, team-based learning, personal & professional development sessions. • Develop novel interactive flipped teaching sessions, including online and asynchronous teaching, with the Faculty's e-learning technologists • Provide assessment, moderation and feedback to students as required across the DCS Masters programme portfolio. • Assessment of clinical skills. (CCA examiner) • Supervision of UG/Masters projects
Additional Responsibilities:	<ul style="list-style-type: none"> • Work with the University's Market Insight Team to identify student markets locally, nationally and internationally • Work with the Department of Development and Alumni Relations to identify alumni who are willing to contribute to the success of the DCS degree programmes • Contribute to the DCS SR Agenda including promoting Public Engagement and Patient Involvement, environmentally sustainable practise, and Values in alignment with the Universities Equality, Diversity and Inclusion Strategy • Support the Faculty and School's strategic vision for postgraduate taught education in accordance with the Faculty's strategic plan

	<ul style="list-style-type: none"> • Work collegially with School and Faculty colleagues to enhance the Faculty's portfolio of postgraduate taught programmes by sharing programme content, good practice and innovations • Liaise with other programmes that use Divisional units in the delivery of those programmes • Represent the Division at School/Consortium meetings and faculty education related committees • Admissions interviewing, support of open days and promotion events for DCS programmes
<p>Time Commitment/ Hours/ Dates:</p>	<ul style="list-style-type: none"> • Full time post
<p>Person Specification</p>	
<p>Essential Knowledge Skills and Experience:</p>	<p>Leadership and Management</p> <ul style="list-style-type: none"> • A strong commitment to the strategy, vision and values of the Division, University, Faculty and Directorate • Excellent interpersonal and communication skills, able to create a sense of unit and common purpose, build collaborations and represent the Faculty externally • Works well in teams with a proven ability to build relationships at all levels • Able to influence senior academic colleagues and contribute to strategic discussions • Accepts responsibility and can make decisions • A track record of innovation • Understanding of the context that the University is operating within and an awareness of current issues facing Higher Education. <p>Academic Background</p> <ul style="list-style-type: none"> • A qualification and / or significant experience in Cancer Sciences / Education development • A track record of commitment to excellence in education • Significant experience of designing and delivering programmes to meet defined outcomes. • Relevant teaching, supervision, or mentoring, and/or assessment experience. <p>Personal Qualities</p> <ul style="list-style-type: none"> • Keen interest in pedagogical research and innovation in teaching • Genuine interest in promoting equality, diversity and inclusion in teaching practices • Demonstrable experience of meeting operational requirements, with excellent planning and organisational skills • A constructive team player demonstrating an ability to work collaboratively

	<ul style="list-style-type: none"> • Excellent communication skills (written and oral), able to present information clearly and explain complex issues to a range of audiences • Sound creative and pragmatic problem-solving skills • A willingness to continue to learn and develop • An honest and open individual with a high level of personal integrity • Demonstrate a high level of computer literacy, particularly with skills applicable to the development of online and asynchronous teaching • A strategic thinker, who values consultation and collegiality • An innovator, with the ability to think laterally and can embrace an entrepreneurial approach to maximise opportunities
<p>Desirable Knowledge Skills and Experience:</p>	<p>Academic Background</p> <ul style="list-style-type: none"> • Experience of developing effective community of practise in online learning environments • Experience of using interactive methodologies to deliver engaging tutorial session in the online space • Excellent project management skills to enable effective co-ordination of multiple stakeholders
<p>Training and Support:</p>	<ul style="list-style-type: none"> • You will receive expert mentorship and guidance from the DCS Education Committee which meets quarterly to oversee the development and implementation of our expanding teaching portfolio • You will register for the New Academic Programme which delivers high quality training in all aspects of this teaching role and opportunities for personal development in line with your probation requirements. • You will be supported by the established Staff Learning and Development training catalogue and actively encouraged to work towards an award from the Higher Education Academy and / or a PG Cert in Higher Education • You will have the opportunity to gain additional Leadership In Teaching training from the Institute for Teaching and Learning. • There are also a number of active staff networks across the University with a broad range of interests and activities

The University of Manchester

- The University of Manchester is the largest single-site university in the UK with around 46,000 students and more than 13,000 staff. We aim to become one of the top 25 research universities 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 12,500 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.

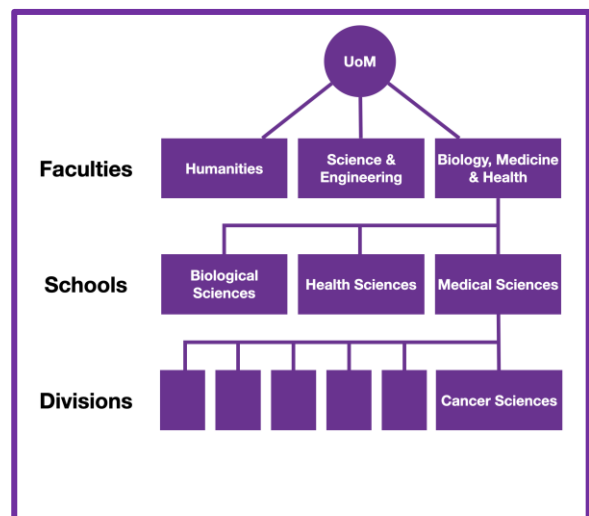


Figure 2. Organigram showing the University structure.

The School of Medical Sciences (SMS)

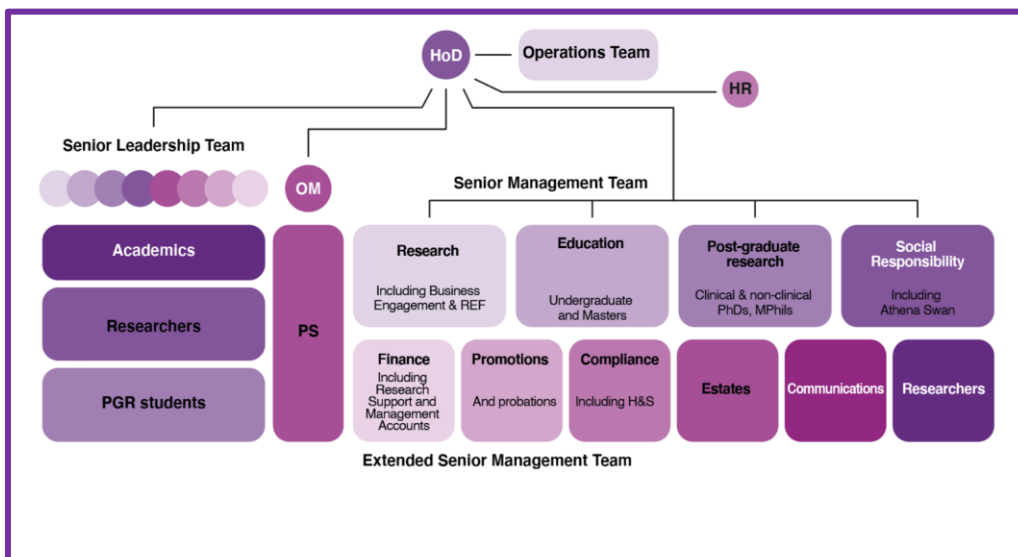
- The School of Medical Sciences is one of three Schools which form the Faculty of Biology, Medicine and Health. Led by Professor Tony Heagerty, the School contains the Divisions of Cardiovascular Sciences; Cancer Sciences; Dentistry; Developmental Biology and Medicine; Diabetes, Endocrinology and Gastroenterology; 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 internationalisation.
- 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 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*).
- The Division runs a number of on campus taught Masters programmes in the oncology space: MSc Molecular Pathology of Cancer, Oncology Research and Medical Physics in Cancer Radiation Therapy. We also launched the first online programme MSc Transformative Oncology, for the Global campus in 2022. The Division subsequently streamlined our Masters programmes to enable the offer of full time and part time programmes, including blended formats. This amalgamation now provides our students with flexible and accessible learning opportunities, improving the student experience.
- Division staff also contribute to teaching at the undergraduate level within SMS (e.g., lectures, PBLs, PEPS and APEPs on the pre-clinical MB ChB and BDS programmes) and SBS (e.g., lectures, tutorials, practicals and projects on various life sciences units). A few staff also contribute to units in other Faculties, (e.g., medical physics in FSE). There are early plans within the Division to develop a new undergraduate programme in Cancer Biology with SBS.
- The Division has a dynamic and engaged Social Responsibility Team who meet monthly to look at ways to integrate SR into our teaching and research practices. Initiatives include engaging our local, national and international communities with our research, supporting minority groups to achieve their goals, hosting schools engagement to inspire the next generation of cancer researchers and establishing a new local Support & Report initiative

which offers early intervention support for our staff and students. We also have a very active green impact team who are working towards reducing the use of single use plastics in our labs. Further afield, we are influencing and embedding the SR values in Global Health Research to reduce cancer disparities and health inequalities.

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

- 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 high-flying educators and early career researchers working in the discovery-translational oncology space, to tenure-track posts. This post is an important step on this path, helping the Division develop its teaching portfolio.

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**
- Improve the representation of women and black and minority ethnic (BME) staff in senior leadership, academic and professional support positions.
- Take action to further understand and improve the experience of disabled staff as indicated in the staff survey.
- 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.
- Take action to understand and address any inequalities for researchers.
- 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.
- 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

- Charter marks provide a framework for engagement, critical self-assessment and action planning on equalities work.
- Through these frameworks, we can:
- identify our own good practice and areas for further positive action;
- benchmark ourselves against the Russell Group and the wider sector;
- make our commitment to equality clear internally and externally.
- At the University we are committed to progress EDI beyond our legal obligations set out in the Equality Act (2010) and the Public Sector Equality Duty to create an outstandingly inclusive place to work and study, characterised by equality, how we value diversity, and where all have a sense of belonging. This is reflected in Our future vision and strategic plan
- Our approach has received recognition from equality charter marks, including:
- Four institutional bronze Athena Swan awards [charter-marks-athena-swan](#) ;
- One silver and two institutional bronze awards for the Race Equality Charter [charter-marks-race-equality-charter](#) ;
- Disability Confident Employer level accreditation [charter-marks-disability-confident](#) ;
- Stonewall Employer Index ranking within the top 100 for seven consecutive years [charter-marks-stonewall](#) ;

- Four silver and five bronze school-level Athena Swan award.
- In line with our EDI strategy, we aspire to be a centre of excellence for EDI. We aim to demonstrate this through external recognition via Silver awards for Athena Swan and the Race Equality Charter, Leader status for the Disability Confident and a top 10 position for the Stonewall Employer Index by 2025.
- The Directorate of EDI coordinates and supports work on the charter marks across the University. If you have any queries, contact [the EDI team](#).

Learning, Development and Progression

Organisational Development

- The Organisational 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)
- Organisational 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.

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.



The University of Manchester