

Next Generation Fellow

Centre for Trophoblast Research

Closing date: 28th January 2022

Job Reference: PM28678



Next Generation Fellow

Salary:

£32,344 - £40,927

(Plus justified research consumables/equipment up to £20,000 per annum & travel support)

Contract:

Fixed Term – 3 years

Location:

Cambridge

Faculty / Department:

Centre for Trophoblast Research
– Department of Physiology,
Development & Neuroscience

Responsible to:

Prof Kathy Niakan

Working Pattern:

Full Time

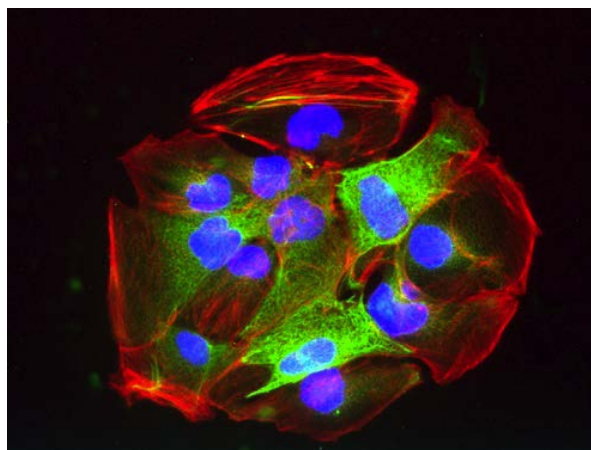
Purpose of the role

The Centre for Trophoblast Research has an established highly-successful program to fund and mentor Next Generation Research Fellowships. Next Generation Fellowships are aimed at promoting the careers of high-calibre individuals pursuing innovative research falling within the remit of the Centre. The Next Generation Fellowships are highly flexible to suit individual needs, and enable the postholder to develop as an independent researcher within a supportive and stimulating environment. Holders are expected, and will be supported, to apply for Research Fellowship/Career Development Awards from research councils or other funders, or a faculty position during their tenure.

The Next Generation Fellowships are a springboard to a long and successful career in the field of placental and reproductive biology. Our Next Generation Fellows have moved on to prestigious positions such as group leaders in outstanding research centres (University of Cambridge, Francis Crick Institute in London, Blizard Institute and Queen Mary University, Medical University of Vienna).

The Centre for Trophoblast Research has an opening for a Next Generation Research Fellow who will complement and synergise with our existing programmes. We welcome applications from across a diverse range of research relevant to our Grand Challenges:

1. *How are the extra-embryonic lineages established, defined developmentally and epigenetically, and what transcriptional networks maintain placental stem cells to regulate differentiation and growth?*
2. *What are the signals from the mother, fetus and placenta that regulate early placental development, immunological interactions, nutrient resource allocation and other key processes, and how are these signals integrated?*
3. *How are these signals perturbed by environmental cues, maternal health and metabolism to cause pathological complications of human pregnancy, and can knowledge of the basic science involved be translated into novel predictive, preventative or therapeutic interventions?*
4. *What are the consequences of poor placentation across generations, and how are these effects mediated?*



Key responsibilities:

Research Group

The post holder will be mentored by a research Sponsor to develop and establish an independent research program to carry out research that will complement that of other groups within the Centre for Trophoblast Research.

Recruitment, Training and Supervision

The post holder will supervise MPhil/masters, summer and/or Part II students. They may be a co-applicant on research grant applications to recruit, train and co-supervise postdoctoral researchers, research assistants, technical staff and students, depending on the outcome of external funding. S/he will act proactively to manage his/her group members.

Funding

A Fellowship is usually of 3 years duration (with the possibility of an extension up to 1 year) and may be held in any department within the University or its affiliated Institutes. A Next Generation Fellowship will provide personal salary, justified research consumables and essential equipment up to £20k per annum, and conference travel support. Successful candidates will be encouraged and supported to apply for additional funding from other sources to develop their independent research programme. The post holder will be responsible for compliance with grant terms and conditions, including open access requirements.

Publishing and dissemination of results

The post holder will be expected to create a strong track record of publishing high impact papers and disseminate the results of her/his work in any ways that seem appropriate and effective (e.g. via conferences and seminars).

Safety and Compliance

The post holder will be responsible for safety within the group, including responsibility for compliance with all the relevant laws (Home Office, HTA, HFEA).

Institute and University

Next Generation Fellows will be expected to contribute fully to the activities of the Centre for Trophoblast Research and to their host department, for example leading journal clubs, contributing to the organisation of annual meetings and the Centre for Trophoblast Research Placental Biology Course and hosting Centre seminar speakers. The postholder is also expected to contribute to efforts of the Cambridge Reproduction Strategic Research Initiative by presenting and organising networking and outreach activities.

Mentorship

Candidates should first identify a research Sponsor from the list of Principal Investigators within the Centre for Trophoblast Research, and discuss their research plans with them.

Person Specification

Criteria	Essential	Desirable
Education		
PhD in a relevant subject	✓	
Specialist knowledge & skills		
Candidates will have extensive in-depth knowledge of their chose subject.	✓	
A collaborative research approach.	✓	
Interpersonal & Communication skills		
Excellent communication skills at all levels	✓	
Relevant Experience		
High-quality publication track record in academic journals or equivalent.	✓	

Behavioural Attributes

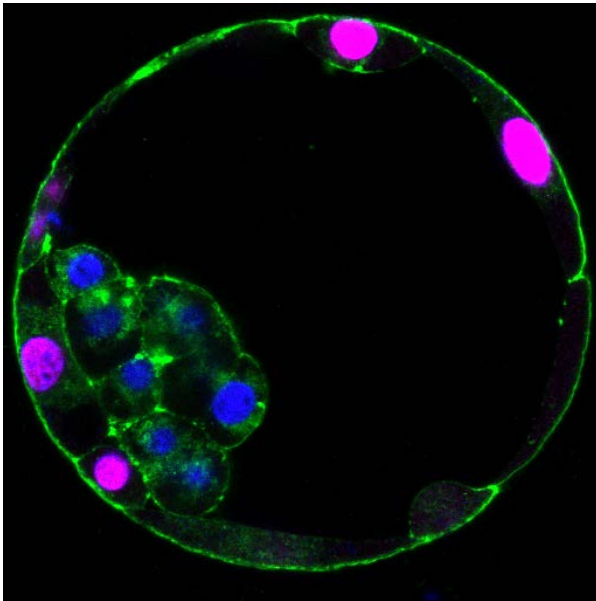
This section summarises the behavioural attributes (or competencies) that we expect the role holder to be able to demonstrate, at what level and whether this is an essential or desirable requirement.

Full definitions are at: <https://www.hr.admin.cam.ac.uk/policies-procedures/behavioural-attributes>

Please review these and provide specific examples in your application of how you have demonstrated these attributes in your work, education or other experience. It will assist your application if you explain the situation, what you did and what the outcomes were.

Attribute	Level
Valuing Diversity	A
Achieving Results	B/A
Communication	B/A
Innovation and Change	B/A
Negotiating and Influencing	B
People Development	B
Relationship Building	B/A
Strategic Focus	B

The Centre for Trophoblast Research



The Centre for Trophoblast Research was founded in 2007 as a Centre of excellence to promote scientific study of the placenta, early development and maternal-fetal interactions during pregnancy. It brings together over 30 Principal Investigators, many of whom are recognized international experts in their fields. The Centre for Trophoblast Research was one of the University of Cambridge's first inter-school initiatives, bridging research in the Departments of Physiology, Development, and Neuroscience, Obstetrics and Gynaecology, Pathology and allied institutes, including Metabolic Science, as well as the Sanger, Babraham and Gurdon Institutes.

<https://www.trophoblast.cam.ac.uk/>

In addition, the Centre embraces Fellows holding externally funded research fellowships, e.g. Sir Henry Dale and Dorothy Hodgkin fellowships, as well as its own Next Generation Fellows who are developing their independent research careers. This unique depth and breadth of expertise allows members to adopt an integrated and comprehensive scientific approach to understanding the complexity of placental biology.

Among the many landmark advances have been understanding how the trophoblast develops and

the development of new technologies to study its physiology in the laboratory. The Centre has pioneered research to learn how metabolism affects the genetics of the placenta and how this has consequences through generations. We have shown the importance of the placenta for the life-long health of mother and child, and discovered early detection methods to improve pregnancy outcomes. Research at the Centre is world leading in the development of novel technologies including advances in the in vitro culture of organoids, human embryos, genome editing, and the study of egg and sperm cell biology.

The aim of the Centre for Trophoblast Research is to promote intellectual cross-disciplinary interactions, foster research collaborations, and provide the highest international standard of teaching and research training. The Centre promotes research and teaching in placental and reproductive biology through Research Fellowships, Studentships, seminars, workshops, and infrastructural support.

Trophoblast research in its broadest sense is the study of the interactions between the fetus and the mother during pregnancy. Trophoblasts are the first cells made by the early embryo and they interact with the uterus, helping the embryo to implant and later develop its placenta, which nourishes and protects the developing fetus for months. Failure of trophoblast function leads to health risks to both mother and child, including during the child's adult life.

The Centre for Trophoblast Research also makes significant contributions to the University's interdisciplinary Strategic Research Initiative on Reproduction which is focused on research organised around three grand challenges: the future of reproduction; maternal and fetal mortality; and inheritance, development and environment.

<https://www.repro.cam.ac.uk/>

The Department of Physiology, Development and Neuroscience

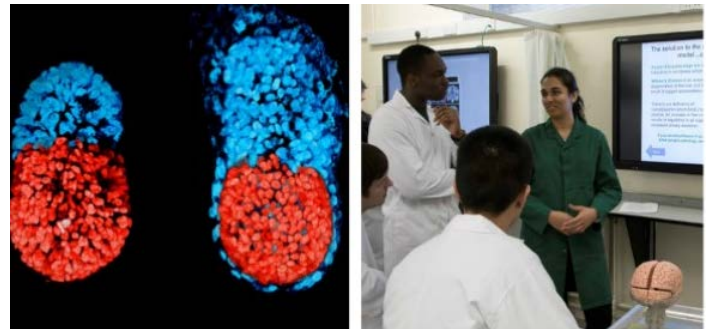
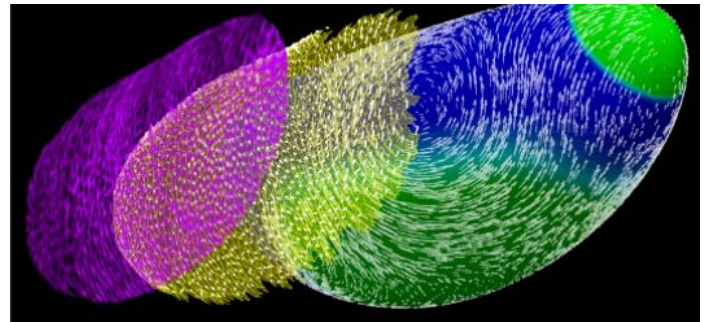
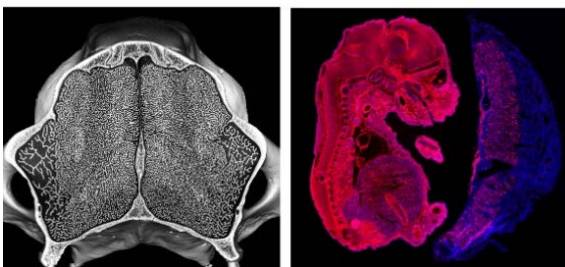
The Department of Physiology, Development and Neuroscience (PDN) is a world-class research and teaching environment with interdisciplinary strengths spanning from behavioural studies to imaging of cells and single molecules. Research in the department is focused on four main themes; Cellular and Systems Physiology, Development and Reproductive Biology, Neuroscience, Form and Function.

<https://www.pdn.cam.ac.uk/research>

The Department consists of 55 Group Leaders, around 100 postdoctoral researchers, 100 postgraduate students and an excellent team of support staff. It has multiple collaborative links with other local institutions, including the Cambridge Stem Cell Institute, the MRC Laboratory of Molecular Biology, the Institute of Metabolic Sciences, Engineering, Psychology and with colleagues at the Cambridge Biomedical Campus. It participates in a range of University Strategic Research Initiatives including Cambridge Neuroscience, Reproduction, Cambridge Cancer Centre, Cambridge Cardiovascular, Cambridge Stem Cell Institute, Infection and Immunity.

The Department is principally located in the centre of Cambridge, primarily occupying two major buildings on the University Downing Site close to other major biological departments in the School of Biological Sciences. Much of the Department has undergone extensive refurbishments providing well-appointed research spaces.

The Department is committed to energy efficiency, and to minimising our environmental impact and have an award-winning Green Team (<https://www.pdn.cam.ac.uk/life-pdn/environment>).



PDN is a friendly and welcoming Department. We strive to create a workplace where everyone feels included and has a sense of belonging. We recognize that our staff and students deserve our full support in making their work and studies as fulfilling as possible whilst respecting a healthy work-life balance. This is encapsulated in our 'Life in PDN' webpage (<https://www.pdn.cam.ac.uk/intranet/life-pdn>) and on our Wellbeing webpage: <https://www.pdn.cam.ac.uk/intranet/human-resources/wellbeing>

PDN recognises that its strength is the staff and students who work and study here and that the greater our diversity, the stronger we will be, and so we actively pursue diversity in the workplace. We have a good gender balance (for example, of the 19 Professors in PDM, 10 are women). We want to improve our racial diversity, and we particularly invite applications from people of Black and Minority Ethnic backgrounds. You can read more about our goals for Equality, Diversity and Inclusivity, and meet our ED&I Taskforce, here: <https://www.pdn.cam.ac.uk/intranet/equality-diversity-and-inclusion>.

We currently hold an Athena SWAN Bronze award.

The School of the Biological Sciences

The School of the Biological Sciences is one of the six Schools that are responsible for delivering teaching and research and the administration of those activities within the University. The School delivers internationally-leading research and teaching on animal, plant and microbial science at scales that range from the atomic, molecular and cellular through whole organisms to populations and communities. The research impacts on the pharmaceutical and biotechnological industries, on human and animal health and the clinic as well as in conservation, agriculture and the environment.

About the School

The School of the Biological Sciences employs around 2000 staff teaching over 4000 students (around 2000 undergraduates in the Natural Sciences, Medical Sciences and Veterinary Sciences and Psychological and Behavioural Sciences Triposes plus around 2000 postgraduates).

The School collaborates closely with the School of Clinical Medicine. The joint Graduate School of Life Sciences looks strategically at graduate provision and education across the two Schools and at the undergraduate level the Medical Education Committee oversees medical education.

The School is currently arranged in two Faculty Boards (Biology and Veterinary Medicine) which are divided into nine Departments: Biochemistry, Genetics, Pathology, Pharmacology, Physiology, Development and Neuroscience, Plant Sciences, Psychology and Zoology are part of the Faculty Board of Biology while Veterinary Medicine is part of the Faculty Board of Veterinary Medicine.

The School also contains five major interdisciplinary Institutes: Wellcome Trust / CRUK Gurdon Institute for Cancer and Development, Wellcome - MRC Stem Cell Institute, Cambridge Systems Biology Centre, Cambridge Centre for Crop Science and the Sainsbury Laboratory for Plant Development. It has also incorporated the MRC Toxicology Unit, that relocated from Leicester to Cambridge in 2020.



The School is involved with several Strategic Research Initiatives including being a major player in the Cambridge Conservation Initiative. The School is associated with the Museum of Zoology and the Botanic Garden. Key officers of the School plus details of relevant Research Ethics Committee (Human Biology and Psychology) can be found on the School's website.

Athena SWAN The Athena SWAN Charter was launched in June 2005 to recognise and reward commitment to advancing the careers of women working in higher education in science, technology, engineering, mathematics and medicine (STEMM).

The University of Cambridge was a founder member of Athena SWAN Charter and the University won its first award in the inaugural round of March 2006.

Since then, the University has successfully renewed its Bronze Athena SWAN award in 2009 and 2012 and in 2014 achieved a Silver Athena SWAN award.

Many of the Departments in the School of Biological Sciences hold awards at Bronze or Silver level and the School continues to support the Athena SWAN process across all subjects.

Terms of Appointment

Tenure and probation

Appointments will be made on a fixed-term basis for a period of 3 years, with the possibility of up to 1 year extension. The post is funded by the Centre for Trophoblast Research, and in the event that this funded should cease, the post may then be at risk of redundancy. Appointments will be subject to satisfactory completion of a six-month probationary period.

Hours of Work and Working Pattern

There are no conditions relating to hours and times of work but you are expected to work such hours and days as are reasonably necessary for the proper performance of your duties. Your times of work should be agreed between you and your Sponsor.

Pension

You will automatically be enrolled to become a member of USS (Universities Superannuation Scheme) – a defined benefits pension scheme. For further information please visit: www.pensions.admin.cam.ac.uk/.

Annual leave

Full time employees are entitled to annual paid leave of 41 days inclusive of public holidays. For new part-time employees, annual leave will

be pro rata'd based on days worked.

General information

Pre-employment checks

Right to work in the UK

We have a legal responsibility to ensure that you have the right to work in the UK before you can start working for us. If you do not have the right to work in the UK already, any offer of employment we make to you will be conditional upon you gaining it and administrative support for visa applications will be provided by the CTR if needed.

Health declaration: Once an offer of employment has been made the successful candidate will be required to complete a work health declaration form.

Qualifications: The person specification for this position lists qualifications that are essential and/or desirable. Please note that if you are offered the post you will be asked to provide your relevant original certificates of these qualifications.

References: Offers of appointment will be subject to the receipt of satisfactory references.

Equality and Diversity

We particularly encourage candidates from a Black, Asian and Minority Ethnic background to apply for this vacancy as they are currently under-represented at this level within our University.

Information if you have a disability

The University welcomes applications from individuals with disabilities. We are committed to ensuring fair treatment throughout the recruitment process. We will make adjustments to enable applicants to compete to the best of their ability wherever it is reasonable to do so and, if successful, to assist them during their employment.

Information for disabled applicants is available at <http://www.admin.cam.ac.uk/offices/hr/staff/disabled/>

We encourage you to declare any disability that you may have, and any reasonable adjustments that you may require, in the section provided for this purpose in the application form. This will enable us to accommodate your needs throughout the process as required. However, applicants and employees may declare a disability at any time.

The University

The University of Cambridge is one of the world's oldest and most successful universities. We are a renowned centre for research, education, and scholarship that makes a significant contribution to society. The University is consistently ranked amongst the top universities in the world. Our affiliates have won more Nobel Prizes than any other University.

Our sustained pursuit of academic excellence is built on a long history of first-class teaching and research within a distinctive collegiate system. For eight centuries our ideas and innovations have shaped the world. Our principal goal is to remain one of the world's leading universities in an increasingly competitive global higher education sector. Today the University of Cambridge is at the centre of a cluster of over 4,300 businesses employing 58,000 people.

Our capital investment projects include the West Cambridge site, the North West Cambridge development and the growth of the Biomedical Campus in the south of the city. The North West Cambridge development includes the opening of a primary school – the first in the UK to be managed by a University. So we are deeply embedded in, and committed to serving, our local community. These are all conspicuous signs of a University that is not only adapting to new needs, but also anticipating the future.

Our mission is to contribute to society through the pursuit of education, learning, and research at the highest international levels of excellence. Our core values are:

- freedom of thought and expression; and
- freedom from discrimination.



About Us

The University is one of the world's leading academic centres. It comprises 150 faculties and departments, together with a central administration and other institutions. Our institutions, museums and collections are a world-class resource for researchers, students and members of the public representing one of the country's highest concentrations of internationally important collections.

The University has an annual income of £2 billion. Research income, won competitively from the UK Research Councils, the European Union (EU), major charities and industry, exceeds £500 million per annum and continues to grow.

The Colleges and the University remain committed to admitting the best students regardless of their background and to investing considerable resources both in widening access and financial support. The 31 Colleges are self-governing, separate legal entities which appoint their own staff. Many academic staff are invited to join a College as a Teaching Fellow, which provides a further social and intellectual dimension. The Colleges admit students, provide student accommodation and deliver small group teaching.

The University awards degrees and its faculties and departments provide lectures and seminars for students and determine the syllabi for teaching and conducting research.

Our instinct for seeking out excellence and setting up enduring and mutually beneficial collaborations has led us to establish strategic partnerships across the globe. Whether it is the successful Cambridge-Africa Programme involving universities in Ghana, Uganda and elsewhere on the African continent; or the close association with the government of India to pursue new research in crop science; or the creation, with Germany's Max Planck Institutes, of a Cambridge-based centre for the study of ethics, human economy and social change – international partnerships are now an inextricable part of the University's make-up.

“Cambridge graduates and researchers have made – and continue to make – a colossal contribution to human knowledge and the understanding of the world around us. Their work touches on the lives and livelihoods of everyone from patients diagnosed with life-threatening diseases, to residents of areas critically affected by climate change, to children growing up in conflict zones. It has a lasting impact on our society, our economy and our culture: the world is truly a better place thanks to their efforts.”

Stephen Toope, Vice Chancellor 2019



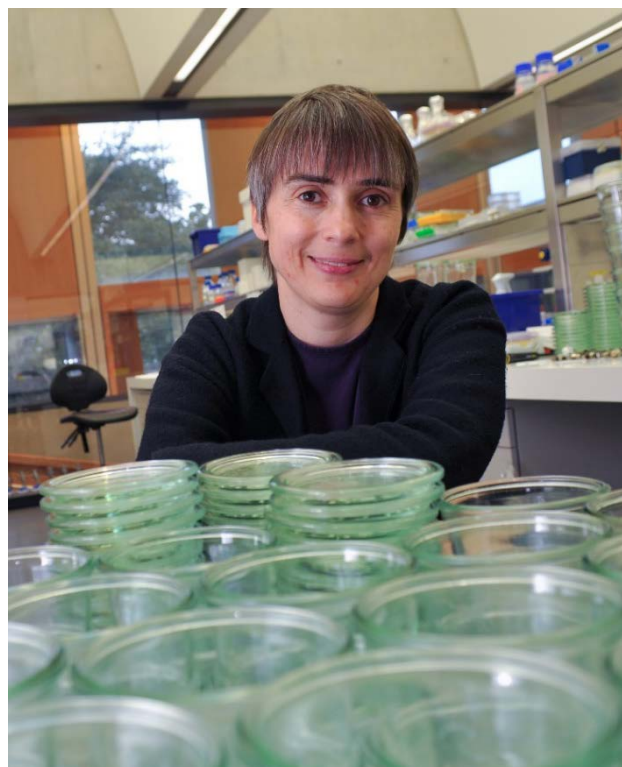
Working at the University

Working at Cambridge you will join a diverse, talented and innovative community, with more than 18,000 students and over 16,000 staff from all walks of life and corners of the world.

The University continually explores strategies to attract and retain the best people. It is committed to supporting its staff to achieve their best. We are a fair, diverse and inclusive society and we believe our staff are our greatest asset. There is strong commitment to developing institutional leadership and supporting and encouraging staff development at all levels.

We offer a variety of roles including academic, research, professional, managerial and support roles. We also offer extensive benefits and excellent learning opportunities within a stimulating working environment.

The University's estate is undergoing the most significant transformation in its history. Cambridge has been able to create a new science and technology campus to the west of the city centre, and is now expanding further to the north west of Cambridge including investing in affordable homes for University key workers and community facilities. Even with our continued development, the University remains within walking or cycling distance across the campus. The University is a major partner on the Cambridge Biomedical Campus and we continue to redevelop our historic city centre sites demonstrating our determination to ensure that we can offer the best facilities and opportunities for our staff and students.



Equality & diversity

The University has built its excellence on the diversity of its staff and student community. We aim to be a leader in fostering equality and inclusion, and in promoting respect and a sense of belonging for all. We encourage applications from all sections of society. All appointments are made on the basis of merit. We have an Equal Opportunities Policy, along with a range of diversity networks for women, black and minority ethnic and lesbian, gay, bisexual and transgender staff. More details are available here: <http://www.equality.admin.cam.ac.uk/>

The University has a bronze Race Equality Charter aware, with framework for improving the representation, progression and success of minority ethnic staff and students within higher education. Furthermore, the University's Athena SWAN award recognises and celebrates good practice in recruiting, retaining and promoting women.

Living in Cambridge

Cambridge is rich in cultural diversity. From beautiful University and College buildings, museums and art galleries, quaint gardens and punts on the River Cam, to a vibrant restaurant and café scene, our employees are surrounded by the wonderful features of this unique city.

You can find a wide-range of high street shops and 3 shopping centres, with independent alternatives at the historic market and nestled within the passageways in the city centre. You will find a cinema, bowling alley, a nightclub and various live performances At the Cambridge Leisure Park, with further entertainment options at the Corn Exchange, Arts Theatre and the ADC Theatre. Further information can be found on the Visit Cambridge website.

If you prefer the faster pace of life, London is a 45 minute train journey away. For those travelling from overseas, Stansted Airport is just 45 minutes away and Heathrow Airport under 2 hours away. The University is a short distance from a host of other attractions such as Ely Cathedral, Newmarket Races and various wildlife parks and stately homes. Cambridge is also within easy reach of the beautiful Broads and coastlines of Norfolk and Suffolk.

Relocation Support

The University recognises the importance of helping individuals to move and settle into a new area. We provide support and guidance to those relocating internationally or domestically to take up a post at the University of Cambridge, liaising with other University offices and selected partners to ensure comprehensive relocation support is available. This includes: accommodation, childcare, schools, banking, immigration and transport. If you would like further information, please visit <https://www.accommodation.cam.ac.uk/>. The Shared Equity Scheme and the Reimbursement of Relocation Expenses Scheme provide financial assistance to qualifying new members of staff with the costs of relocating to Cambridge.

Accommodation Service

The University Accommodation Service helps staff, students and visiting scholars who are affiliated to the University in their search for suitable accommodation in Cambridge. The dedicated accommodation team can provide access to a wide range of University-owned furnished and unfurnished properties, and has a database of private sector accommodation available for short and long-term lets. For further information and to register with this free service please visit <https://www.accommodation.cam.ac.uk/>



What Cambridge can offer

We offer a comprehensive reward package to attract, motivate and retain high performing staff at all levels and in all areas of work.

The University offers a wide range of competitive benefits, from family leave entitlement, to shopping and travel discount schemes. Our generous annual leave package contributes to the positive wellbeing of our University employees. Sabbatical leave enables academics to focus on research and scholarship, whilst still maintaining their full salary. The University also has a career break scheme for academic and academic-related staff, with additional flexible working policies for all other staff.



Pay and benefits

The University salary structure includes automatic service-related pay progression in many of its grades and an annual cost of living increase. In addition to this, employees are rewarded for outstanding contribution through a number of regular pay progression schemes. The University offers attractive pensions schemes for employees, with an additional benefit of a salary exchange arrangement providing tax and national insurance savings. Payroll giving is also a simple, tax-efficient way for employees to make monthly donations to charity.

CAMbens employee benefits

We offer a CAMbens scheme for University employees, providing access to online and in-store shopping discounts and cashback. With more than 2,000 participating retailers, employees can save money on a wide range of household expenses, from groceries and clothes, to holidays and insurance and much more. A range of local discounts are also available, helping employees to save money whilst also supporting local Cambridge businesses and a CAMbens Cycle to Work salary sacrifice scheme is also available, which enables employees to save money on transport costs. A 10% discount rate on the purchase of train season tickets, bulk buy tickets and an interest free travel to work loan are also available for staff of the University.



What Cambridge can offer

Family-friendly policies

The University recognises the importance of supporting its staff. We have a range of family-friendly policies to aid employees' work-life balance including a generous maternity, adoption and shared parental leave entitlement of 18 weeks full pay and emergency family care support via My Family Care.

Other family-friendly support includes:

Our highly regarded workplace nurseries, a childcare salary exchange scheme and a high quality holiday Playscheme may be available to help support University employees with caring responsibilities (subject to demand and qualifying criteria). Further childcare information can be found here:

<https://www.childcare.admin.cam.ac.uk/>

The Newcomers and Visiting Scholars Group is an organisation within the University run by volunteers whose aim is to help newly arrived wives, husbands, partners and families of Visiting Scholars and members of the University to settle in Cambridge and give them an opportunity to meet local people. The Office of Postdoctoral Affairs supports the postdoctoral community within Cambridge. Further details are available here: <https://www.opda.cam.ac.uk/>

Your wellbeing

The University's Sport Centre, Counselling Services and Occupational Health are just some of the support services available to University employees to promote their physical and mental wellbeing. There are many societies in Cambridge catering for almost every taste and interest. Whether you want to take part in a sport, participate in music or drama, pursue a hobby, or join a political group, you will almost certainly find that a society exists for this purpose. The University also hosts the [Cambridge Science Festival](#) and [Cambridge Festival of Ideas](#), as well as [Open Cambridge](#) weekend, which together attract over 50,000 visitors per year. The festivals are a great opportunity to get your first taste of public engagement, through volunteering, supporting hands-on activities or proposing a talk.

Development opportunities

We support new employees to settle in through various activities. The encouragement of career development for all staff is one of the University's values and we put this into practice through various services and initiatives. Our Personal and Professional Development Department provides development opportunities and courses for all University employees. These include face-to-face sessions, online learning modules and webinars. Employees may also apply for financial support to undertake training that will lead to a qualification. We offer reduced staff fees for University of Cambridge graduate courses and the opportunity to attend lectures and seminars held by University departments and institutions. The CareerStart@Cam programme also supports employees in assistant staff roles who do not hold higher education qualifications to develop their skills, experience and qualifications.



How to apply

Applications should be submitted online via the University of Cambridge jobs page www.jobs.cam.ac.uk by clicking “Apply online” in the job advert. You will need an email address to register for our online system. Candidates must submit their CV and a fully-costed research proposal using the CTR application form (available from the job advert page).

Conversations about flexible working are encouraged at the University of Cambridge. Please feel free to discuss flexibility prior to applying (using the contact information below) or at interview if your application is successful.

Informal enquiries are welcomed and should be directed to:

The CTR Administrator, Noelia Corral-Ferre

Email: ctrngf@pdn.cam.ac.uk

If you have any queries regarding the application process please contact ctrngf@pdn.cam.ac.uk or pdnhr@pdn.cam.ac.uk.

The closing date for applications is: 28th January 2022.

The interview date for the role is: March 2022