



UNIVERSITY OF
CAMBRIDGE

School of Clinical Medicine
Recruitment Team

Further Information

Research Associate

Department of Psychiatry



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www.psychiatry.cam.ac.uk

www.medschl.cam.ac.uk

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Further Information

Job title	Research Associate
Grade	7
Salary range	£28,695 - £37,394
Staff Group	Research
Department / Institution	Department of Psychiatry

Role-specific information

Role Summary

Applications are invited for an experienced and enthusiastic neuroimager to join the Drug Addiction Research group led by Dr Karen Ersche. The group focuses on functional and structural brain abnormalities associated with the risk of and resilience to drug addiction, and the effects that chronic drug exposure has on the brain.

We use advanced structural (e.g. surface- and connectivity-based cortical parcellation, diffusion tractography) and functional (e.g. connectivity metrics) magnetic resonance imaging methods in order to address our research questions.

This post operates within a dynamic multidisciplinary team of clinical and non-clinical scientists within the Cambridge University Departments of Psychiatry, Psychology and Clinical Neurosciences. It provides unparalleled access to translational neuroscience in terms of imaging methods, research facilities and cognitive neuroscience.

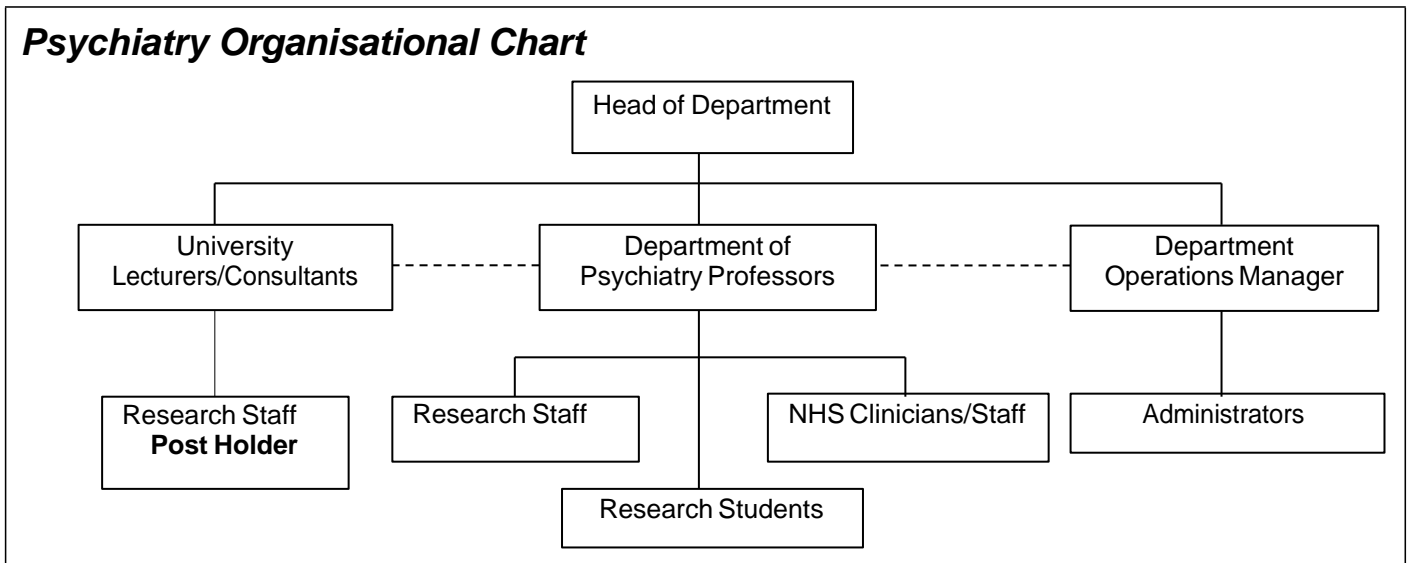
Applicants should have a PhD with a strong background in neuroimaging data analysis. Proficiency with Python, Matlab, or R languages, and other neuroimaging analysis software (e.g. FSL, AFNI, SPM, etc.) and experience with fMRI and DTI analyses are expected. In order to maximise the research outputs from the data, a demonstrable interest in researching, developing, applying and interpreting novel analysis methods is highly desirable. The post holder will be expected to contribute to the dissemination of results and to the writing of reports, and therefore should demonstrate excellent verbal and written communication skills. The post holder will also be expected to co-supervise postdoctoral students with their data analyses.

The purpose of this role is to support and maintain the University's national and international reputation for excellence in teaching and research. Contribution to excellence in research will be as a member of a research team carrying out research at a similar level to that undertaken by lecturing staff and will provide substantial scope for academic judgement, originality, interpretation and presentation of results. The role holder will participate in the overall contribution of the department/faculty, as appropriate.





Psychiatry Organisational Chart



Key Responsibilities

1. Research and scholarship:	70%
<ul style="list-style-type: none"> • Conducting analyses of functional and structural neuroimaging data, examining the functional organisation and connectivity of addicted brains, exploring relationships between brain structure/function and various biomarkers, cognitive performance, behavioural responses, and personality profiles. • Assisting with the interpretation of these results, and writing or contributing to research papers that describe the experiments conducted. • Assisting with the design of imaging experiments. 	
2. Teaching and learning support:	20%
<ul style="list-style-type: none"> • Co-supervising students with their data analyses. • Assisting with the presentation of seminars and participation in the research group's teaching programme, as appropriate. 	
3. Liaison and networking:	5%
<ul style="list-style-type: none"> • Liaising with colleagues, collaborators and students on routine matters. • Maintaining regular communication and contact with other members of the research team • Establish and maintain good working relationships with colleagues, and 	





collaborators.

4. Planning and organising:

5%

- Plan own day-to-day research activity within the framework of the agreed programme.
- Co-ordinate own work with that of others to avoid conflict or duplication of effort, working closely with colleagues to deliver research objectives.
- Contribute to the planning and the effective delivery of research projects.

5. Other:

As required

- Any other duties as requested, commensurate with grade.

Person Profile

This section details the knowledge, skills and experience we require for the role.

Education & qualifications	<ul style="list-style-type: none"> • Holds a PhD with a strong background in neuroimaging data analysis. • Graduate with degree in computer science, engineering, statistics, applied mathematics, neuroscience, or related areas.
Specialist knowledge & skills	<ul style="list-style-type: none"> • Proficiency in using Python, Matlab, or R languages, and other neuroimaging analysis software (e.g. FSL, AFNI, SPM, etc.) • Solid experience with fMRI and DTI analyses. • Experience of working in a research team environment. • Evidence of organisational skills, including a proactive problem-solving approach, the ability to prioritise work and maintain a high level of accuracy, and to plan strategically.
Interpersonal & communication skills	<ul style="list-style-type: none"> • Experience with writing research reports and a track-record of first-author publications are desirable. • Evidence of excellent communication skills with individuals at different academic backgrounds.
Relevant experience	<ul style="list-style-type: none"> • Enthusiasm and commitment for research. • An interest in drug addiction. • Ability to work both as part of the team but also independently, using prior skills and initiative to solve scientific and analytical





	<p>problems as they arise.</p> <ul style="list-style-type: none"> • Interest in developing multivariate multimodal analysis methods of imaging data.
Additional requirements	<ul style="list-style-type: none"> • Good time keeping. • Flexibility and readiness to accept change.

Terms and Conditions

Location	Herchel Smith Building, Forvie Site, Robinson Way, Cambridge CB2 0SZ
Working pattern	This appointment is full-time.
Hours of work	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 head of institution.
Length of appointment	This position is available from the 1 st April 2015 for up to a period of 2 years until 31 st March 2017.
Probation period	6 months.
Annual leave	Full time employees are entitled to annual paid leave of 6.6 weeks (or 33 days) for those working full time, plus public holidays (pro-rated if part-time). The leave year runs from 1 st October – 30 th September.
Pension eligibility	Universities Superannuation Scheme (USS) Pension scheme details, including information about the legal requirement for the University to automatically enrol its eligible jobholders into a qualifying workplace pension scheme from 1 March 2013, is available at: http://www.pensions.admin.cam.ac.uk/ .
Retirement age	The University does not operate a retirement age for research staff

Screening Check Requirements

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. If you need further information, you may find the Right to Work page within the 'Applying for a job' section of the University's Job Opportunities pages helpful (please see <http://www.jobs.cam.ac.uk/right/have/>).





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Application Process

To submit an application for this vacancy, please click on the link in the 'Apply online' section of the advert published on the University's Job Opportunities pages. This will route you to the University's Web Recruitment System, where you will need to register an account (if you have not already) and log in before completing the online application form.

Please ensure that you upload your Curriculum Vitae (CV) and a covering letter outlining suitability for the role in the Upload section of the online application. If you upload any additional documents which have not been requested, we will not be able to consider these as part of your application.

The closing date for applications is 15th February 2015. If you have any informal questions about this vacancy please contact Dr Karen Ersche via email to ke220@cam.ac.uk.

For information on the application process for this vacancy, please contact Dominic Drane, HR Administrator via email on hadminpsychiatry@medschl.cam.ac.uk.





General Information

The University of Cambridge

The University of Cambridge is one of the world's oldest and most successful Universities, with an outstanding reputation for academic achievement and research. It was ranked first in the 2011 QS World University Rankings and its graduates have won more Nobel Prizes than any other university in the world. The University comprises more than 150 departments, faculties, schools and other institutions, plus a central administration and 31 independent and autonomous colleges.

The University and the Colleges are linked in a complex historical relationship. The Colleges are self-governing, separate legal entities which appoint their own staff. They admit students, provide student accommodation and deliver small group teaching (supervisions). The University awards degrees and its faculties and departments provide lectures and seminars for students, determine the syllabi for teaching and conduct research.

There is much more information about the University at <http://www.cam.ac.uk/univ/works/index.html> which we hope you will find helpful.

Department of Psychiatry

The Department of Psychiatry has been the top performing (quality) psychiatry group in the three most recent Research Assessment Exercises, including the top quality ranking, together with Clinical Neurosciences, for its' unit of assessment in RAE 2008; this follows 5* ratings in the two previous RAEs.

The department maintains close working relationships with two NHS trusts, the Cambridgeshire and Peterborough Foundation NHS trust and the Cambridge University Hospitals NHS trust and also enjoys extensive interactions and on-going collaborative projects with other university departments and has much national, international and industrial collaboration.

Areas of research in the department include cognitive neuroscience and neuropsychiatry, developmental psychiatry, epidemiology and health services research and molecular neuropathology. The department is active in teaching psychiatry and related sciences at several different levels and also maintains significant clinical activities.

Sitting within the school of Clinical Medicine, the department occupies four separate locations and has approximately 130 members.

School of Clinical Medicine

The University of Cambridge School of Clinical Medicine aims to provide leadership in education, discovery and healthcare. The School will achieve this through: inspirational teaching and training, outstanding basic and clinical research and integration of these to improve medical practice for both individual patients and the population.





The School will:

✚ **through inspirational teaching and training, educate individuals who:**

- will become exceptional doctors or biomedical scientists
- combine a depth of scientific understanding with outstanding clinical and communication skills
- demonstrate a caring, compassionate and professional approach to patients and the public
- and
- are equipped to become future international leaders of their profession.

✚ **through its commitment to the pursuit of excellence, support scientists of international standing in basic and clinical research aiming to:**

- understand fundamental biology and thereby the mechanisms underlying disease
- integrate basic and clinical research
- apply a rigorous mechanism-based approach to clinical problems and
- innovate to solve the health challenges of our society.

✚ **The School's core values are:**

- to uphold the rights of the individual to freedom of thought, freedom of expression, access to education and access to appropriate healthcare
- to respect the diversity of our students, academics, non-academic staff, patients and volunteers and value their different expertise and contributions to the life of the School
- to instil in our graduates, staff and alumni a life-long passion for the pursuit of excellence in the service of society and an understanding of their responsibility to engage with the public about their research.

Remit Statement

The University of Cambridge School of Clinical Medicine aspires to change the practice of medicine and improve biological understanding in a wide range of clinical specialties and scientific disciplines. Collaborative research, both within biomedicine and crossing the boundaries to the mathematical, physical and social sciences, is key to our approach. The School also supports key enabling technologies and facilities in imaging, bioinformatics and biological systems. The main areas of research interest are:

- Cancer Research
- Cardio-Respiratory Medicine
- Cellular mechanisms of disease





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- Diabetes, Endocrinology and Metabolism
- Epidemiology, Public Health and Primary Care
- Genetics and Genetic Medicine
- Haematological and Transplantation Medicine
- Infection and Immunity
- Neurosciences and Mental Health
- Stem Cells and Regenerative Medicine

What the University can offer you

One of our core values at the University of Cambridge is to recognise and reward our staff as our greatest asset. We realise that it's our people who have built our outstanding reputation and that we will only maintain our leading position in the academic world by continuing to attract and retain talented and motivated people. If you choose to come and work with us, you will find that we offer:

- **Excellent benefits** – You will be eligible for a wide range of competitive benefits and services, including numerous discounts on shopping, health care, financial services and public transport. We also offer defined benefits pension schemes and tax-efficient bicycle, car lease and charity-giving schemes.

We will help you balance your home and work life by providing you with generous annual leave entitlement and procedures for requesting a career break or flexible working arrangements if you need them. You will also have access to a range of well-being support services, including in-house Occupational Health and Counselling services. If you have childcare responsibilities, you may also benefit from the enhanced maternity/adoption pay, two nurseries and a holiday play scheme that we provide.

We are keen to welcome new employees from other parts of the UK and other countries to Cambridge. If you will be relocating to Cambridge on a centrally funded appointment of two years or more, you may be eligible for our relocation expenses scheme. The University Accommodation Service (<http://www.accommodation.cam.ac.uk/>) will also be available to help you find suitable rented accommodation and to provide advice on renting arrangements and local facilities, if required. In addition, certain academic and academic-related appointments are eligible for the Shared Equity Scheme which offers financial assistance with the purchase of living accommodation.

- **A welcoming and inclusive environment** - We will help you settle into your new role and working environment through a central University induction event, local induction activities and our online induction package. Where appropriate to your role, you will have a probation period to provide a supportive framework for reviewing your progress and discussing your training and development needs.

If you are relocating to Cambridge, you and your family will be welcome to attend the Newcomers and Visiting Scholars Group, which provides an opportunity to find out more about Cambridge and meet other people new to the area.

- **Extensive development opportunities** - The encouragement of career development for staff is one of the University's core values. We put this into practice through various services and initiatives, including:





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- A wide-range of training courses and online learning packages.
- The Staff Review and Development (SRD) Scheme, which is designed to enhance work effectiveness and facilitate career development post-probation.
- Leave for career and personal development, including long-term study leave for assistant staff and sabbatical leave for academic staff.
- The CareerStart@Cam programme, which supports assistant staff roles without higher education qualifications to develop their skills, experience and qualifications. Assistant staff may also apply for financial assistance for study which results in a qualification.
- Reduced staff fees for University of Cambridge graduate courses.
- The opportunity to attend lectures and seminars held by University departments and institutions.
- Policies and processes dedicated to the career development of researchers and the implementation of the principles of the Concordat, which have led to the University being recognised with an HR Excellence in Research Award by the European Commission.

You can find further details of the benefits, services and opportunities we offer can be found in our CAMBens Employee Benefits web pages at <http://www.hr.admin.cam.ac.uk/pay-benefits/cambens-employee-benefits>. A range of information about living and working in Cambridge is also available to you within the University's web pages at <http://www.jobs.cam.ac.uk/> and <http://www.hr.admin.cam.ac.uk/hr-staff/information-staff>.

Equality of Opportunity at the University

We are committed to a proactive approach to equality, which includes supporting and encouraging all under-represented groups, promoting an inclusive culture and valuing diversity. We make selection decisions based on personal merit and an objective assessment against the criteria required for the post. We do not treat job applicants or members of staff less favourably than one another on the grounds of sex (including gender reassignment), marital or parental status, race, ethnic or national origin, colour, disability (including HIV status), sexual orientation, religion, age or socio-economic factors.

We have various diversity networks to help us progress equality; these include the Women's Staff Network, the Disabled Staff Network, the Black and Minority Ethnic Staff Network and the Lesbian, Gay, Bisexual and Transgender Staff Network. In addition, we were ranked in the top 100 employers for lesbian, gay and bisexual (LGB) staff in Stonewall's Workplace Equality Index 2013 and we hold an Athena SWAN silver award at organisation level for promoting women in Science, Technology, Engineering and Medicine.

We are supportive of staff with caring responsibilities, such as through our flexible working, career break and returning carers schemes. We encourage individuals to include details of any breaks in employment due to caring responsibilities in applications for employment so that these can be taken into consideration in assessments made, where appropriate.

Information if you have a Disability

The University welcomes applications from individuals with disabilities and 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





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accommodate your needs throughout the process as required. However, applicants and employees may declare a disability at any time.

If you prefer to discuss any special arrangements connected with a disability, please contact, Dominic Drane, who is responsible for recruitment to this position, via email on hadminpsychiatry@medschl.cam.ac.uk.

Alternatively, you may contact the HR Business Manager responsible for the department you are applying to via csrecruitment@medschl.cam.ac.uk





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CAMBRIDGE

- Local Discounts
- Cambridge Festival of Ideas
- Cambridge Science Festival
- Open Cambridge

TRAVEL TO WORK

- CAMBens Cycle/Cars
- Travel to Work Loan
- Trains(season ticket)
- Uni4 bus discount

RELOCATION ASSISTANCE

- Relocation Expenses
- Accommodation Service
- Newcomers Service

FAMILY-FRIENDLY

- Childcare
- Service Leave / Flexible Working
- Career breaks
- Nurseries / play schemes
- Returning Carers Scheme

FINANCIAL

- CAMBens discounts
- Payroll giving
- Shared Equity Scheme
- Contribution Rewards

Employee Benefits

www.cam.ac.uk

CAMBRIDGE BIOMEDICAL CAMPUS

- Frank Lee Leisure and Sports Centre
- Concourse / shops / restaurants

RECREATION

- University Sports
- University Social Club
- College Entry
- Local Attractions

CAREERS

- Study / sabbatical leave
- Unpaid leave
- Careers Service

WELLBEING AND HEALTH

- Health Cash Plans
- BUPA/Dental Discount
- Eye Test
- Occupational Health
- Counselling Service
- Mentoring
- Chaplaincy
- CamBens Gym

TRAINING AND DEVELOPMENT

- Institute for Continuing Education
- Personal Development

