

## What the University and Plant Sciences 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:

### Assistance with work/home life balance

- generous annual leave entitlement
- support and advice with arranging maternity/paternity/adoption leave, enhanced maternity/adoption leave pay, guidance on Childcare Vouchers and Salary Exchange Schemes
- a dedicated Childcare Office <http://www.admin.cam.ac.uk/univ/childcare/>
- two University nurseries (both rated outstanding by Ofsted) and a holiday play scheme
- procedures for requesting a career break or flexible working arrangements
- free car parking near to work (permits are limited, but those with caring responsibilities are given priority)
- access to a range of networking and well-being support services, including Occupational Health and Counselling services
- a range of competitive benefits and services, including 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 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 can help you find rented accommodation and provide advice on renting arrangements and local facilities. In addition, certain academic and academic-related appointments are eligible for the Shared Equity Scheme, which offers financial assistance with the purchase of accommodation. You may find the pages at [www.internationalstaff.ac.uk](http://www.internationalstaff.ac.uk) helpful in planning a relocation.

### 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:

- 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 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 Cambridge graduate courses
- The opportunity to attend lectures and seminars held by University departments
- Policies and processes dedicated to 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.admin.cam.ac.uk/offices/hr/staff/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.admin.cam.ac.uk/offices/hr/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 bronze award at organisation level for promoting women in Science, Technology, Engineering and Medicine.

### **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 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 Catherine Butler, Department Administrator, who is responsible for recruitment to this position, on 01223 333909 or by email on [cek31@cam.ac.uk](mailto:cek31@cam.ac.uk). Alternatively, you may contact the HR Business Manager responsible for the department you are applying to via [hrenquiries@admin.cam.ac.uk](mailto:hrenquiries@admin.cam.ac.uk).