

The TRACC Programme: to Train and Retain Academic Cancer Clinicians

A Clinical Academic Training Programme in Cancer

TRACC+ Clinical Lectureships (August 2027 intake)

Job Title: TRACC+ Clinical Lecturer

Job Identification: 14552

Salary: £52,229 - £77,389 per annum (at appropriate point on Clinical Lecturer payscale)

Full time: 40 hours per week

Fixed term: 4 August 2027 until CCT date + 6 months

Up to 4 posts available

Job Purpose

The main purpose of this post, which is funded by Cancer Research UK and NHS Education for Scotland, is to provide a state-of-the-art research experience within a structured training environment for future academic cancer clinicians.

The TRACC+ programme is run jointly between the Universities of Edinburgh and Glasgow. Candidates should apply through the University of Edinburgh system, but this application route will not influence the university or research centre where the research will be undertaken.

Main responsibilities

Appointees will be expected to develop a programme of research in an area of cancer research that has potential to contribute to our knowledge of the disease and that may ultimately result in improved outcomes for cancer patients. This TRACC+ Clinical Lectureship post allows the development of a research project leading to the submission of a PhD degree after a minimum three-year period as a Clinical Research Fellow. Although research will form the major component of this post, participation in associated clinical duties and teaching will be incorporated into the Job Plan.

1. Plan, design and implement an appropriate research project, in conjunction with relevant investigators and collaborators leading towards a Higher Degree (i.e. a PhD). (80%)

2. Manage data handling and interpretation of research results and take the lead in writing papers for publication in appropriate peer-reviewed journals. (2%)
3. Accumulate a significant body of data of the standard required for submission for examination for a PhD. (2%)
4. Collaborate with colleagues and participate in team meetings/discussions and departmental research group activities. (2%)
5. Keep up to date with recent literature and advances in the field. (2%)
6. Present work at internal and external seminars and national/ international conferences as appropriate to enhance the profile of the research group. (2%)
7. Write and submit applications for Ethics and Research Management approval, as appropriate and in conjunction with principal investigators (PIs). (2%)
8. Supervise undergraduate student projects and contribute to the academic progress of students. (2%)
9. Undertake clinical work under an NHS honorary contract, as detailed below. (2%)
10. Engage in continuous professional development. (2%)
11. Contribute to the enhancement of the University of Edinburgh's international profile for those who will be based there, according to its Strategy 2030: <https://www.ed.ac.uk/about/strategy-2030> A similar contribution to the enhancement of the University of Glasgow's international profile in line with its Strategy 2025: <https://www.gla.ac.uk/explore/globalglasgow/> (2%)

These key tasks are not intended to be exhaustive but simply highlight a number of major tasks which the staff member may be reasonably expected to perform.

This joint programme is funded by Cancer Research UK and NHS Education Scotland and is run together by the Universities of Edinburgh and Glasgow. It is led by experienced academic clinicians:

Chairs: Professors Charlie Gourley (Ed) and Richard Wilson (Gla);
Training Leads: Professors Richard Wilson (Gla), Charlie Gourley (Ed), Farhat Din (Ed) and Gareth Inman (Gla).

Management Board Members: Mrs Elspeth Banks (PPI Champion), Dr Jackie Beesley (Gla), Professor Anthony Chalmers (Gla), Professor Victoria Cowling (Gla), Professor Susan Farrington (EDI Champion) (Ed), Professor Christina Halsey (Gla), Professor Iain McInnes (Gla), Dr Kevin Myant (Ed), Professor Owen Sansom (Gla), Professor Robert Semple (Ed), Dr Colin Steele (Gla), Prof Stefan Symeonides (Ed), Professor Sarah Walmsley (Ed), Mr Chris Tuck (Ed), Mentoring Team Representative(s), Elected Student and Intermediate Clinical Academic Fellow Representative(s).

Programme Operations Team: Professor Charlie Gourley (Ed), Professor Richard Wilson (Gla), Professor Farhat Din (Ed), Professor Gareth Inman (Gla), Mr Colin Steele (Gla), Dr Katharina Schraut (Gla), Mr Chris Tuck (Ed), Ms Alana Johnson (TRACC+ MB-PhD admin) (Ed), Ms Sally Cheng (TRACC+ CRTF admin) (Ed) and Ms Joanne Ness (TRACC+ CRTF admin) (Ed).

Knowledge Skills and Experience

Attribute	Essential	Desirable
Education, Qualifications & Training	A1. Primary medical qualification. A2. GMC registration and licence to practice in the UK. A3. Evidence of achievement of Foundation competences. A4. Hold a UK National Training Number at the time of application but will not have yet been awarded CCT by that date. For academic GPs, the post is available for those who have been working for up to three years post-CCT at the time of taking up the post (or longer if applicants have been working less than full-time, but only equivalent to 36 months 1.0 FTE). A5. Demonstrable interest in cancer research.	B1. BSc, MSc or equivalent intercalated or primary degree. B2. Evidence of distinction in career to date, e.g., prizes, awards, bursaries at undergraduate and/or postgraduate level.
Knowledge & Skills	C1. Ability to interrogate data systematically. C2. Appropriate IT skills. C3. Capacity for originality and innovation. C4. Excellent communication skills (both written and oral). C5. Good interpersonal skills and ability to work constructively with staff at all levels. C6. Proven academic track record and desire to work as a clinical academic in the future. C7. Enthusiasm for cancer research. C8. Self-motivation and the ability to work as part of a team and independently. C9. Ability to manage research projects.	D1. Ability to deliver research that can be published in leading academic publications. D2. Successful record of writing and presenting research. D3. Proactive and efficient administrative ability.

Attribute	Essential	Desirable
Experience	E1. Evidence of previous research experience. E2. Experience and/or interest in basic and/or translational and/or clinical cancer research. E3. Ability to contribute to a defined project and develop research potential.	F1. Experience in undergraduate and/or post-graduate teaching. F2. Publication record.

Dimensions

Clinical academic training in a cancer-related discipline is the focus of this TRACC+ Clinical Lectureship. This post has two components, comprising clinical training with 20% protected research time during the Clinical Lectureship, and a period of three years (or longer if working less than full-time) of Out of Programme Research to undertake a PhD during a Clinical Research Training Fellowship. Such Clinical Research Fellowships offer medical graduates the opportunity for training in a range of research methodologies relevant to modern biomedical research. Clinical Research Fellows undertake research training to consolidate career prospects, by participating in relevant research, which forms part of a Higher Degree (in this case a PhD). Applications will be welcome from trainees who are working less than full-time (LTFT), and the job plan will be adapted to suit such trainees. The post should make individuals strongly competitive for future Academic Clinical (Senior) Lecturer/Clinician Scientist awards. The TRACC+ Clinical Lectureships (including the embedded TRACC+ Clinical Research Training Fellowships) are specifically designed to train the future generation of cancer clinical academics.

Research Training

Clinical Lecturers are encouraged to attend workshops and training in generic transferable skills organised by the University of Edinburgh College of Medicine & Veterinary Medicine, and by the University of Glasgow College of Medical, Veterinary and Life Sciences Graduate School. Given the joint nature of this programme, there is access for TRACC+ Clinical lecturers/Clinical research Fellows to full training opportunities available through both Universities.

Transferable skills and career management training, resources and support for researchers completing a postgraduate research degree is available at the University of Edinburgh via the Institute for Academic Development:

<https://institute-academic-development.ed.ac.uk/postgraduate/doctoral>

Full details of the University of Glasgow programme are available at:

<https://www.gla.ac.uk/colleges/mvls/graduateschool/currentpgstudentinformation/pggraduategraduateskillspathway/coursea-z/>

Regular attendance at, and contribution to, research group meetings is expected.

Higher Degrees

Clinical Research Fellows will undertake study towards a PhD in either the University of Edinburgh or Glasgow.

In addition to an academic supervisory team, all postgraduate students will have an independent adviser and also mentorship through the TRACC+ programme.

Either the adviser or supervisor must be a member of full-time University academic staff.

Clinical Work

If a run-in period of up to 12 months is taken, the TRACC+ Clinical Lecturer will undertake 80% clinical work as part of their speciality training with 20% protected research time. Lecturers working LTFT will still have 20% protected research time e.g. if working 0.8 FTE, they will undertake 60% clinical work and 20% research time. An appropriate honorary grading will be sought from the relevant NHS Service. During the TRACC+ Clinical Research Fellowship, clinical activities may be limited to those required for research training such as recruitment to clinical trials and conduct of clinical/translational research. However, limited additional clinical work is possible (up to 10% of time), subject to the agreement of the supervisor, NHS Services Clinical Director and relevant Training Programme Director, with in-patient and out-patient experience in Medical, Surgical and relevant Specialties and the equivalent in laboratory-based specialties or in Public Health or General Practice. Where any clinical activities of a Service nature extend beyond the usual working week, confirmation in advance of any such responsibilities and agreement on additional payments must be obtained from appropriate NHS Services management. The individual will have a contract with the NHS Services via the appropriate directorate/division, which will specify the agreed amount of clinical work and the level of remuneration. Any such clinical work during the Clinical Research Fellowship must be arranged to avoid impacting substantially on research time. Following completion of their Clinical Research Fellowship and PhD, TRACC+ Clinical Lecturers complete clinical training in their chosen speciality, with ongoing 20% protected research time. This period will be up until the date of CCT (plus six months period of grace if appropriate). For academic GPs, it will be out to the equivalent of three years at 1.0 FTE after CCT if they have not reached this timepoint prior to appointment to the TRACC+ programme.

Funding Sources

This post will be funded as a TRACC+ Clinical Lectureship via NHS Education for Scotland which can include a preparatory 80% clinical and 20% research run-in period for up to 12 months as well as during the entire post-doctoral period through to CCT plus six months. The Clinical Research Training Fellowship for three years (longer pro rata if working LTFT) is funded by Cancer Research UK, and subject to their eligibility criteria. The TRACC+ Clinical Lectureship and Clinical Research Training Fellowship will be awarded on the basis of individual career achievement to date and the likelihood of the Clinical Lecturer contributing to an effective, existing

research team. As noted above, there may be opportunities during the Clinical Research Training Fellowship for additional salary supplements providing NHS (e.g. on-call) cover in the relevant specialties by negotiation with local NHS management and subject to prioritisation of research. In relation to such supplements, the University will act as Paymaster only.

Research Training Base

For those who decide to conduct their research in Edinburgh, the Clinical Research Training Fellow will usually be based in the Institute of Genetics and Cancer, but may be based in any of the other research institutes or centres in the University of Edinburgh. For those based in Glasgow, the Clinical Research Training Fellow will usually be based in the Cancer Research UK Scotland Institute or the School of Cancer Sciences in the Garscube Estate or in the Paul O’Gorman Leukaemia Research Centre at the Gartnavel Hospital site in Glasgow. These are outstanding environments for Clinical Research Training Fellows with active postgraduate studentship programmes. However, Fellows may be based in a different agreed academic environment within a different School or College in the University of Glasgow. Travel to collaborating sites may be required.

Research Projects

Upon acceptance into the TRACC+ Clinical Lectureship and Clinical Research Training Fellowship programme, TRACC+ Clinical Lecturers will select the host University, laboratory and supervisory team appropriate for undertaking their thesis project. They will be aided in this decision by the TRACC+ leadership team. Examples of indicative projects are available at:

<https://www.crukscotlandinstitute.ac.uk/cruk-si-education/tracc-programme-for-clinicians/projects-supervisors.html>

Opportunities exist for collaborative projects, including in other cancer-related disciplines, with opportunities to spend time working with partner institutions.

Assessment of Progress

All those matriculated for Higher Degrees will be subject to the Postgraduate School of the appropriate College and University for progress monitoring. This is completed according to the regulations set down in the University Calendar. These include: • Written progress reports on projects on a monthly basis. • Research in Progress presentations, at least annually. • Reports/manuscripts of results of research work, as appropriate. • General assessment during clinical work and meetings. • Annual interview by independent assessors.

Future

After completion of their Clinical Research Fellowship and their period of doctoral research, TRACC+ Clinical Lecturers will either return to their run-through clinical training (again with 20% protected research time) or may become eligible for an alternate academic training post (such as the schemes competitively awarded in

Scotland for joint 50% clinical training and 50% protected research time in the post-doctoral period). For academic GPs, the run-out period may be for a fixed duration post-CCT as above.

Standard Terms & Conditions

Salary will be on the Clinical Academic pay scale (£52,229 - £77,389 per annum in 2026-27 but increased in line with current and future national pay agreements). The post may carry an additional entitlement depending on “on-call” responsibilities. This banding payment is paid under a separate arrangement with the NHS for which the University acts as Paymaster only. This post is justifiably fixed-term, as a training post, under the Fixed-term Employees (prevention of Less Favourable Treatment) Regulations 2002 and will end at a maximum of six months after the completion of specialist training (i.e. from award of CCT) with the exception of academic GPs where it will end at the equivalent of three years full-time post-CCT. The funding for the doctoral research part of the position is available for up to three years full-time (longer on a pro rata basis for those working LTFT). Members of staff are normally eligible to contribute to the Universities' Superannuation Scheme (USS) and on appointment shall be deemed to be in membership of the scheme and contributions deducted accordingly, unless the University is advised in writing prior to the commencement of employment of a wish not to join. Further information regarding the scheme is available from the Superannuation Officer, who is also prepared to advise on questions relating to the transfer of Superannuation benefits. It may be possible, if the relevant NHS Superannuation Scheme Criteria are met, for appointees to remain in the NHS Superannuation Scheme while in this post.

Additional Information

The Institute of Genetics and Cancer (IGC) in the University of Edinburgh and the School of Cancer Sciences (SCS) and CRUK Scotland Institute (CRUK SI) in the University of Glasgow, and our joint CRUK Scotland Centre, are committed to nurturing the next generation of leaders in cancer research and have created this specialised CRUK-funded programme to train clinically qualified individuals from any specialty, who are enthusiastic about cancer research. Our programme offers outstanding PhD training in a supportive and inspiring environment; we particularly encourage applications from those interested in a future career as an academic clinician engaged in cancer research. The UoG SCS, CRUK SI and the UoE IGC are highly regarded cancer research institutions, and world-leading in key aspects of cancer biology. You will work alongside an outstanding group of cancer researchers and your training experience will centre on a 'hands-on' research project in your supervisor's laboratory, leading to the submission of a PhD thesis. This training will be supplemented with mentorship, career advice and the acquisition of transferable skills. Although research will form the major component of this post, clinical duties and teaching can be incorporated into the Job Plan according to individual needs. Our purpose-built, state-of-the-art facilities are home to a community of investigators with a wealth of expertise, knowledge and experience. The collegiate and collaborative environment fosters a broad research portfolio. Research interests range from fundamental cancer biology and preclinical modelling through to advanced translational and clinical studies, including programmes in precision

medicine, cancer growth/metabolism, metastasis/recurrence, early cancer detection and intervention as well as tumour-specific programmes in both solid tumours and blood cancers. In particular, we are leading in our CRUK Scotland Centre key tumour sites including colorectal, hepatobiliary, pancreatic, brain and gynaecological cancers and in mesothelioma, but also have significant strength in other cancers including prostate, breast and cancers in children and young adults as well as haematological malignancies. Underpinning this work is state-of-the-art infrastructure, particularly in model systems (animals and cells), molecular and digital pathology, advanced imaging and in data analysis including both epidemiology and clinical bioinformatics.

All research and related activities, including grants, donations, clinical trials, contract research, consultancy and commercialisation are required to be managed through either University's relevant processes (e.g., contractual and financial), in accordance with the University Court's policies.

Application procedure

Applications must be accompanied by **(1)** a copy of your current Curriculum Vitae, **(2)** a cover letter describing how you meet the job specification (essential and desirable criteria), and **(3)** a 300-word maximum personal statement specifying your motivation for applying to the TRACC programme in particular and your interests specifically in cancer research.

Please combine these three documents into ONE single document, and upload it under "Resume" in the online application system.

For the sake of fairness, documents other than the CV and supporting statement will not be considered.

Pre-Employment checks for the role

Protection of Vulnerable Groups Scheme (PVG)

This post is subject to registration with the Protection of Vulnerable Groups scheme, for regulated work with children and/or vulnerable adults as appropriate. Employment in this post is conditional on the successful post-holder being able to obtain/holding PVG scheme membership. The successful candidate will not be permitted to commence employment until this has been confirmed. Information provided will be kept confidential and individuals will not be discriminated against unnecessarily due to non-relevant offending background. If you require further information on the PVG scheme please visit: www.disclosurescotland.co.uk

NHS Honorary Contract

An Honorary NHS contract will be sought for the successful post-holder. You therefore must be eligible to hold an honorary contract with NHS Lothian or NHS Greater Glasgow and Clyde, and must also be registered with the General Medical Council.

Occupational Health

It should be noted that the offer of appointment is subject to Occupational Health clearance prior to commencement of duty.

If you require this document in an alternative format, please contact HR by email at HRHelpline@ed.ac.uk or by telephone on 0131 651 5151.