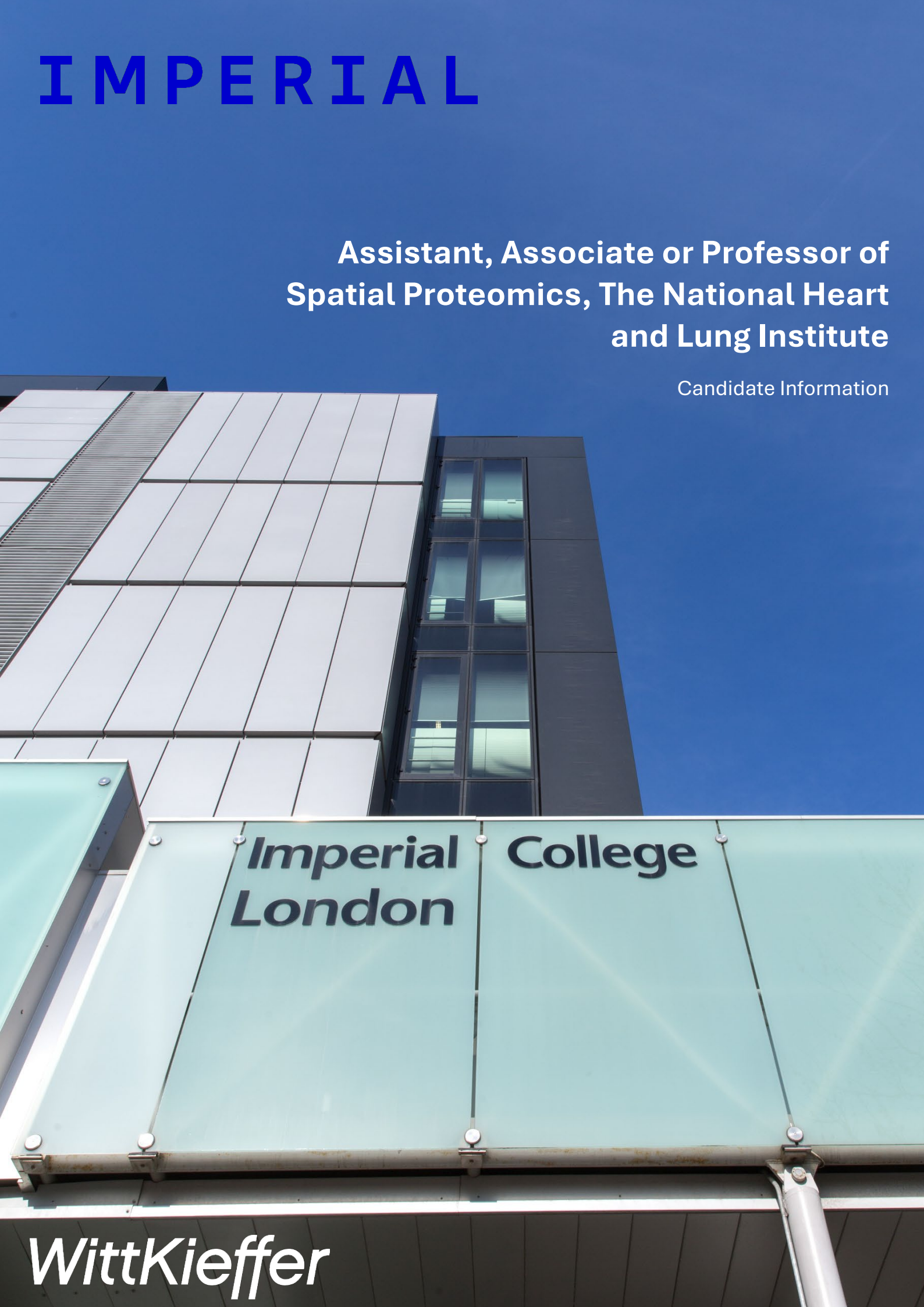


IMPERIAL

**Assistant, Associate or Professor of
Spatial Proteomics, The National Heart
and Lung Institute**

Candidate Information



**Imperial
London** **College**

WittKieffer

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INTRODUCTION

A WARM WELCOME FROM PROFESSOR BARBARA CASADEI

Dear Applicant,

Thank you for your interest in an academic position **in Spatial Proteomics at the National Heart and Lung Institute (NHLI), Imperial College London**. This is an exciting opportunity to join one of the world's leading centres for cardiovascular and respiratory research and to advance innovation in spatial biology, and proteomics to improve cardiovascular and respiratory health.

The NHLI is one of the largest institutes globally dedicated to heart, lung and vascular science, bringing together clinicians, scientists, and data scientists with a shared ambition: to improve human health through discovery, innovation and translation. Our community comprises approximately 130 principal investigators and around 500 staff, supported by exceptional research facilities, extensive national and international collaborations, and a vibrant culture of scientific excellence.

At Imperial, we believe that some of the most important biomedical advances emerge at the interfaces between disciplines. Spatial biology is rapidly transforming our understanding of tissue organisation, cellular interactions, and disease mechanisms, creating new opportunities to answer fundamental biological questions and accelerate clinical translation. As we continue to build our capabilities in this rapidly evolving field, we are seeking an exceptional academic leader who can establish and drive an internationally recognised research programme in spatial proteomics and contribute to the development of our newly established Spatial Biology Hub. Our spatial Biology Hub is supported by a recent significant philanthropic donation and the successful candidate will join the institute at a time when we are investing in both equipment and staff in the area of spatial biology.

This appointment is strategically important for the NHLI and complements existing strengths in proteomics, mass spectrometry, spatial transcriptomics, and human cell atlas initiatives. It forms part of our broader ambition to strengthen interdisciplinary research, develop new technologies and accelerate the translation of discovery science into improvements in patient care. The successful candidate will have the opportunity to work alongside outstanding colleagues, including world-leading experts in cardiovascular and respiratory science, and to develop innovative approaches that advance our understanding of disease biology and accelerate clinical impact.

The position offers access to an exceptional academic environment based primarily at the Hammersmith Hospital Campus, with close links to Imperial's wider Faculty of Medicine, the White City innovation ecosystem, and our major NHS partners. This unique environment provides researchers with access to human tissue and data and enables researchers to build multidisciplinary collaborations spanning fundamental biology, technology development, clinical investigation and healthcare innovation.

Alongside research excellence, we place great value on education, mentorship, and supporting the development of talented people at all career stages. The NHLI is home to a thriving community of postgraduate researchers and taught students, and we seek colleagues who are committed to creating an inclusive, collaborative, and supportive environment where individuals from all backgrounds can flourish.

We are looking for candidates with the vision, creativity, and ambition to help shape the future of spatial biology within cardiovascular and respiratory research while contributing to the broader strategic ambitions of the National Heart and Lung Institute.

I hope that having reviewed this information pack, you will be inspired to consider joining us at this exciting time. The NHLI offers an exceptional environment in which to pursue ambitious, collaborative and impactful science, and I very much look forward to receiving applications from outstanding candidates across the global scientific community.

With best wishes,



Professor Barbara Casadei

Head, National Heart and Lung Institute
Faculty of Medicine
Imperial College London



IMPERIAL COLLEGE LONDON

Imperial College London – a world-leading university for science, technology, engineering, medicine and business (STEMB), where scientific imagination leads to world-changing impact.

As a global top ten university in London, Imperial use science to try to understand more of the universe and improve the lives of more people in it. Across nine campuses and throughout the Imperial Global network, 22,000 students, 8,000 staff, and partners work together on scientific discovery, innovation and entrepreneurship. Their work navigates some of the world's toughest challenges in global health, climate change, AI, business leadership and more.

Founded in 1907, Imperial's future builds on a distinguished past, having pioneered penicillin, holography and fibre optics. Today, Imperial combines exceptional teaching, world-class facilities and a habit of interdisciplinary practice to unlock scientific imagination.

Imperial has four academic faculties – [Engineering](#), [Medicine](#), [Natural Sciences](#) and [the Imperial Business School](#), as well as a significant number of [interdisciplinary research centres](#) focusing on challenging world problems.

Imperial has a leadership model comprising the [President, Professor Hugh Brady](#), and the [Provost and Deputy President, Professor Peter Haynes](#).

Please refer to [further particulars](#) for more information about Imperial.

FACULTY OF MEDICINE

A world-leading medical faculty, where scientific imagination leads to biomedical discovery and clinical progress for the benefit of patients everywhere.

[The Faculty of Medicine](#) was established in 1997, bringing together major West London medical schools into one world-class institution. It maintains close links with a number of NHS Trusts with whom it collaborates in teaching and research activities.

The Faculty is spread across several West London campuses, including South Kensington and the following hospital sites: Charing Cross, Chelsea and Westminster, Hammersmith, Royal Brompton and St Mary's.

The White City Campus (where the Faculty has a significant presence) is Imperial's major new campus in west London, bringing together world-class researchers, businesses and partners from academia to work, share ideas and turn cutting-edge research into benefits for society.

Although on several sites, its academic departments function as one Faculty, fully integrated within Imperial.

Faculty of Medicine Executive Team	
Dean of the Faculty of Medicine	Professor Deborah Ashby
Vice-Dean for People and Culture	Professor Clare Lloyd
Deputy Dean and Vice-Dean for Research	Professor Graham Cooke
Vice-Dean for Education	Mr Martin Lupton

The Faculty comprises eight academic departments:

Department	Head of Department
Department of Surgery and Cancer	Professor George Hanna
School of Public Health	Professor Neil Ferguson
National Heart and Lung Institute	Professor Barbara Casadei
Institute of Clinical Sciences	Professor Wiebke Arlt
Department of Infectious Disease	Professor Aubrey Cunningham
Department of Immunology and Inflammation	Professor Marina Botto
Department of Brain Sciences	Professor Allan Young
Department of Metabolism, Digestion and Reproduction (Acting)	Professor Philip Bennett

The Faculty also hosts the cross-Faculty [Institute of Global Health Innovation](#), which is led by [Professor the Lord Ara Darzi of Denham](#).



IMPERIAL COLLEGE HEALTHCARE NHS TRUST

[Imperial College Healthcare NHS Trust](#) provides acute and specialist healthcare in north west London for around a million and a half people every year. Formed in 2007, the Trust is one of the largest NHS trusts in the country, with an annual turnover of over £780 million, approximately 11,000 staff, and it sees over 500,000 patients a year.

The chief executive officer is Tim Orchard. The trust has two Medical Directors on its board: Professor Raymond Anakwe and Professor Julian Redhead. The Director of Research and Development is Professor Mark Thursz.

Its five hospitals – [Charing Cross](#), [Hammersmith](#), [Queen Charlotte's & Chelsea](#), [St Mary's](#) and [The Western Eye](#) – have a long track record in research and education, influencing clinical practice nationally and worldwide. The Trust has a growing number of community services and provides private healthcare in dedicated facilities on all of our sites, including at the Lindo Wing at St Mary's.

The Trust, with Imperial College London, hosts one of 20 National Institute for Health Research (NIHR) biomedical research centres (BRC). This designation is given to the most outstanding NHS and university research partnerships in the country, leaders in scientific translation, and early adopters of new insights in technologies, techniques and treatments for improving health.

Royal Brompton Hospital has a formidable international reputation for its treatment of lung and heart disease that dates back to 1841. Royal Brompton Hospital has been recognised as one of the top ten hospitals in the world for heart and lung care every year in Newsweek's 'World's Best Specialized Hospitals' list since the global rankings were first published in 2021. Royal Brompton Hospital is consistently rated as the best hospital in the UK for cardiology, cardiac surgery and pulmonology (lung services). The Care Quality Commission (CQC) has also rated Royal Brompton Hospital as providing outstanding medical care.

The hospital is home to Europe's largest centre for the treatment and management of cystic fibrosis, and also sees patients suffering from asthma and chronic lung conditions. There are more than 2,200 staff at Royal Brompton Hospital, working across 5 dedicated operating theatres, 1 hybrid theatre, 4 catheter laboratories, 312 patient beds and the following areas: surgery, intensive care, respiratory, cardiology and paediatric.

PARTNERSHIPS

Established in 2007, Imperial College [Academic Health Science Centre \(AHSC\)](#) is a partnership between Imperial College London, the Institute of Cancer Research (ICR), Imperial College Healthcare NHS Trust, the Royal Marsden NHS Foundation Trust and Chelsea and Westminster Hospital NHS Foundation Trust, focused on aligning expertise to turn science and engineering advances into new ways of preventing and treating disease. The Royal Brompton Hospital is an affiliate member.

The AHSC is a legally binding partnership that enables collaboration around some of the healthcare's biggest challenges by aligning organisational strategies in research and education, and bringing together researchers, clinicians and other NHS professionals.

A distinctive feature of Imperial College AHSC is its convergence science approach, which builds on the capability and expertise across all four of Imperial's faculties. The NHS partners provide acute and specialist services to one of the most ethnically rich and socioeconomically diverse regions in the country.

The Faculty develops and maintains numerous other partnerships to advance its work. Examples include Imperial College Health Partners, which brings together NHS healthcare providers and leading universities in North West London. It is also the designated Academic Health Science Network for North West London. The Faculty partners with the NHS on a wide range of National Institute for Health Research projects that help facilitate 'bench to bedside' translation. Academic partnerships include: the Francis Crick Institute (with the Medical Research Council, Cancer Research UK, Wellcome, King's College London and UCL); the MRC Laboratory of Medical Sciences; and the Lee Kong Chian School of Medicine based in Singapore.

Health systems, women's health, and multimorbidity is the focus of a five-year commitment between Imperial College London and the George Institute for Global Health. This follows a successful initial collaboration, announced in 2020, to drive the development and evaluation of innovative and sustainable global health systems.

Imperial has recently entered a new partnership with the University of Cumbria to launch a new graduate entry medical school in Carlisle. The partnership is the result of a shared vision to educate more medical professionals to serve their local communities, in regions with the greatest need. The school is situated in an area of England where the recruitment and retention of medical staff remains a significant challenge.

With respect to corporate partnerships, the Faculty has strong links with Imperial's dedicated team that works with academic staff to explore opportunities for research and translation for the mutual benefit of Imperial and industry.





NATIONAL HEART AND LUNG INSTITUTE

The National Heart and Lung Institute (NHLI) is one of the world's leading centres for cardiovascular and respiratory research, education and innovation. Our researchers, clinicians and educators work together to improve heart, lung and vascular health through discovery, translation and clinical impact. Our mission is to discover, educate and innovate to improve global heart and lung health.

Staffing and size of the Department

The applicant will join a team of 130 principal investigators and a total staff of approximately 500, including three Fellows of the Royal Society, eight NIHR Senior Investigators and 20 Fellows of the Academy of Medical Sciences.

Research

The NHLI's research spans the full spectrum from fundamental discovery science to clinical translation, helping to advance understanding, prevention, diagnosis and treatment of cardiovascular and respiratory disease. Organised across cardiovascular and respiratory divisions, our research is united by a shared ambition to harness science to improve heart and lung health for all.

Education

The NHLI is committed to the delivery of excellent education and training across undergraduate, postgraduate taught and postgraduate research programmes. At any one time, we support over 250 PhD and MD(Res) students and around 250 MSc students. The NHLI leads intercalated BSc programmes in Cardiovascular Sciences, Translational Respiratory Medicine and Remote Medicine, and delivers a portfolio of specialist master's programmes for scientists, clinicians and other healthcare professionals.

Relationship with other departments and faculties

The postholder will work closely with a range of other sections, departments and faculties. Based on the Hammersmith hospital campus, the appointee will be near most other departments in the Faculty of Medicine and only a short distance from Imperial's White City campus, which brings together researchers, clinicians, engineers, data scientists, entrepreneurs and industry partners within a rapidly expanding innovation ecosystem.

THE POSITION

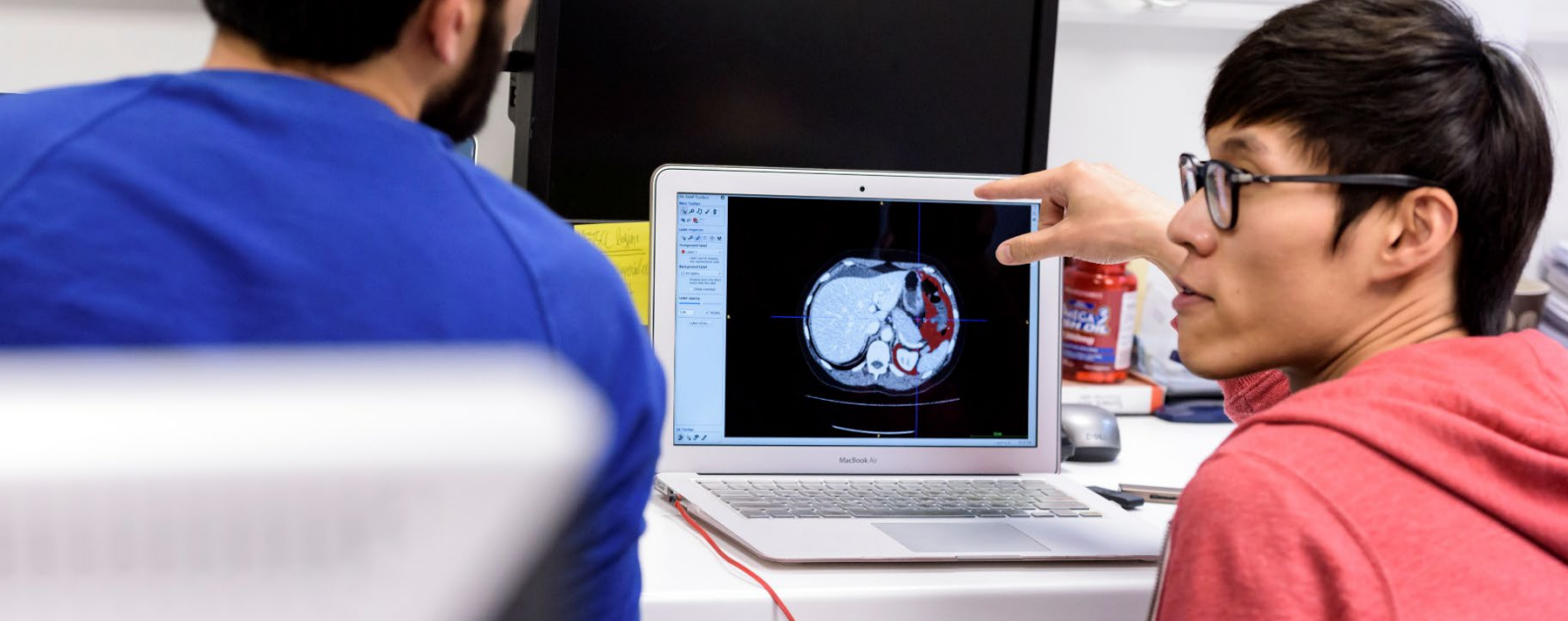
Job Title:	Assistant, Associate or Professor of Spatial Proteomics
Institute	The National Heart and Lung Institute
Faculty:	Medicine
Campus location:	Hammersmith Campus
Job Family/Level:	Academic Job Family, Assistant, Associate or Professor
Salary range:	£70,718 – competitive dependent on experience
Accountable to:	Head of Institute, NHLI
Responsible to:	Prof Manuel Mayr
Key working relationship (Internal):	NHLI administrative staff, other academic staff, service departments;
Key working relationship (external):	Research collaborators
Working hours:	As reasonably necessary but normally not less than 35 hours per week
Contract type:	Full-time, Open ended

BACKGROUND OF THE POST

This post has been established to strengthen world-leading research at the National Heart and Lung Institute (NHLI) into the mechanisms of cardiovascular and respiratory diseases through the application of spatial proteomics and advanced imaging. The role will complement Imperial's existing strengths in bulk proteomics mass spectrometry (Professor Manuel Mayr) and spatial transcriptomics and Human Cell Atlas initiatives (Professor Michela Nosedà).

The postholder will be expected to lead an internationally competitive research programme spanning both respiratory and cardiovascular diseases, operating at the forefront of spatial proteomics, including subcellular-resolution proteomics in human tissues. A key responsibility will be the establishment and further development of spatial proteomics technologies and methodologies within the NHLI, supporting both the postholder's independent research and collaborative projects with other investigators employing spatial approaches to address diverse, high-impact biological questions. The successful candidate will join the NHLI at a time when we are actively investing in both equipment and staff in spatial biology, supported by a significant philanthropic donation. The appointed individual will have the opportunity to guide this investment working with academic colleagues and department leadership.

This appointment aligns closely with the NHLI's strategic ambition to strengthen interdisciplinary research, develop new technologies and accelerate translational impact. In addition, the postholder will be expected to horizon-scan emerging technologies and methodologies in spatial biology and contribute actively to the academic leadership and development of the newly established NHLI Spatial Biology Hub.



KEY RESULT AREAS, MAIN DUTIES AND RESPONSIBILITIES

Research

- To lead a broad range of research using advanced spatial proteomics in the areas of cardiovascular and respiratory disease.
- To take a leading role in the development of novel spatial biology techniques and contribute to the leadership of the NHLI's Spatial Biology Hub.
- To direct, lead, or contribute to research at the highest scientifically rigorous level.
- To supervise, train and mentor research staff and students at the highest scientifically rigorous levels.
- To obtain funds and research grants and to encourage and guide junior research staff to do the same.
- To manage research projects.
- To write reports for research sponsors.
- To publish high-quality research in peer-reviewed journals.
- To present work at national and international conferences.
- To develop contacts with other research organisations, both academic and commercial.
- To collaborate with colleagues within the Faculty of Medicine across all departments and contribute to the work of the Faculty and Imperial.
- To attend and contribute to research and administrative meetings within the Section and Division/Department.
- To foster scientific collaborations through organising, attending and contributing to multidisciplinary meetings, within the Department and with other appropriate parties at Imperial.

Education – Teaching & Training

- To teach and examine courses at all levels – undergraduate, masters and higher research degrees – through lectures, seminars, tutorials, coursework, marking and personal supervision.
- To contribute a minimum of 200 hours per annum to educational activity
- To supervise MD and PhD candidates.
- To take on leadership roles in NHLI and / or Faculty of Medicine courses
- To plan and review one's own approach to teaching.
- To act as a coach and role model through excellent practice and mentoring of colleagues.
- To provide pastoral support for students.
- To contribute to curriculum development.
- To take a leading role in, or contribute to, the development of teaching and teaching methods and assessment.
- To contribute to the enhancement of quality teaching within the field.
- To contribute to postgraduate medical education within the Graduate School.
- To act as an external examiner for postgraduate students.
- To work with national bodies on curriculum development and quality assurance.

Strategy and Business Planning

- To participate in the business planning and objective setting process for the academic team and the departments
- To make a significant contribution to building and establishing links between the appropriate departments and colleagues in other parts of Faculty and wider University.
- To play an active part in the strategic planning of financial, staff and research resources.
- To represent the Department, Faculty and university at external meetings, as appropriate.

Leadership and Team Working

- To demonstrate excellent leadership skills with regard to individual performance, academic teams, the department, the faculty, Imperial, and when participating in national/international initiatives.
- To work collaboratively with all members of the multi-disciplinary team and the wider university as required.
- To resolve conflict and difficult situations through negotiation and discussion, involving appropriate parties.

Management and Administrative duties

- To play an active part in or contribute to the management of financial, staff and research resources, in line with Imperial's policies and procedures.
- To play a supportive role in unit administration, as appropriate.
- To undertake appropriate administrative tasks in support of the department's teaching and research activities.
- To attend relevant academic or management committees.
- To comply with the Imperial and departmental policies.
- To undertake other appropriate administrative duties commensurate with the grade of the post.

Staff Management

- To take responsibility for the appointment, management and development of Imperial staff, in line with Imperial policy and procedure.
- To participate in team objective setting.
- To be responsible for the annual review conversation (ARC) with staff who report to the post holder.

ANNUAL REVIEW CONVERSATION (ARC) AND MENTORING

Academic staff

The [Annual Review Conversation](#) (ARC) is an opportunity for staff to have a discussion with their line manager, focusing on everything they need to thrive at work. Building on regular one-to-ones, the conversation is designed to be meaningful and constructive, recognising ongoing contributions and planning for the future based on individual and departmental needs and aspirations. Staff are required to participate in these schemes when requested to do so by the Dean of the Faculty, Heads of Departments, and ARC are conducted on an annual basis in conjunction with the line manager.

Mentoring

Imperial will provide a mentor to the appointee through our 'Mentoring at Imperial scheme.

[Mentoring at Imperial | Administration and support services | Imperial College London](#)

Imperial's mentoring scheme, available to all our job families and Faculties, is a widely used development tool that enhances effectiveness, confidence, and career advancement. Mentoring is based on a trusting, mutually respectful relationship where one colleague supports another's development with their expertise and knowledge. Most mentoring occurs between senior and junior colleagues, although peer mentoring is also possible. Through confidential one-to-one conversations, mentees are encouraged and challenged to achieve their potential and aspirations.



WORKPLACE ENVIRONMENT AND INCLUSIVITY

The post holder will have office facilities, including computer with internet access, and access to administrative support at the Hammersmith hospital campus.

The post holder will have laboratory facilities in the VPD building on the Hammersmith hospital campus.

All members of our community are expected to follow the [Imperial Values & Behaviours framework](#). Our values are:

- **Respect**
- **Collaboration**
- **Excellence**
- **Integrity**
- **Innovation**

Employees are also required to comply with all Imperial policies and regulations paying special attention to:

- Overseas working
- External interests
- Smoke-free policy
- Probation periods

All employees must undertake specific training and assume responsibility for safety relevant to specific roles, as set out on [our Health and Safety Structure and Responsibilities](#) page.

Job descriptions cannot be exhaustive, and the post-holder may be required to undertake other duties, which are broadly in line with the above key responsibilities.

Imperial College is a proud signatory to the San-Francisco Declaration on Research Assessment (DORA), which means that in hiring and promotion decisions, we evaluate applicants on the quality of their work, not the journal impact factor where it is published. For more information, see www.imperial.ac.uk/research-and-innovation/about-imperial-research/research-evaluation/

Imperial believes that the use of animals in research is vital to improve human and animal health and welfare. Animals may only be used in research programmes where their use is shown to be necessary for developing new treatments and making medical advances. Imperial is committed to ensuring that, in cases where this research is deemed essential, all animals in our care are treated with full respect, and that all staff involved with this work show due consideration at every level: [Find out more about animal research at Imperial](#).

Culture and Inclusion

Our values are not just a statement on our webpage, they are the fuel behind our commitment towards equality of opportunity, to eliminating discrimination and to creating an inclusive working environment for all.

We therefore encourage candidates to apply irrespective of age, disability, marriage or civil partnership status, pregnancy or maternity, race, religion and belief, gender reassignment, sex, or sexual orientation.

Imperial has had a Race Equality Charter [action plan](#) in place since receiving the bronze award in November 2021. We are also a [Disability Confident Leader](#) and [Stonewall Diversity Champion](#).

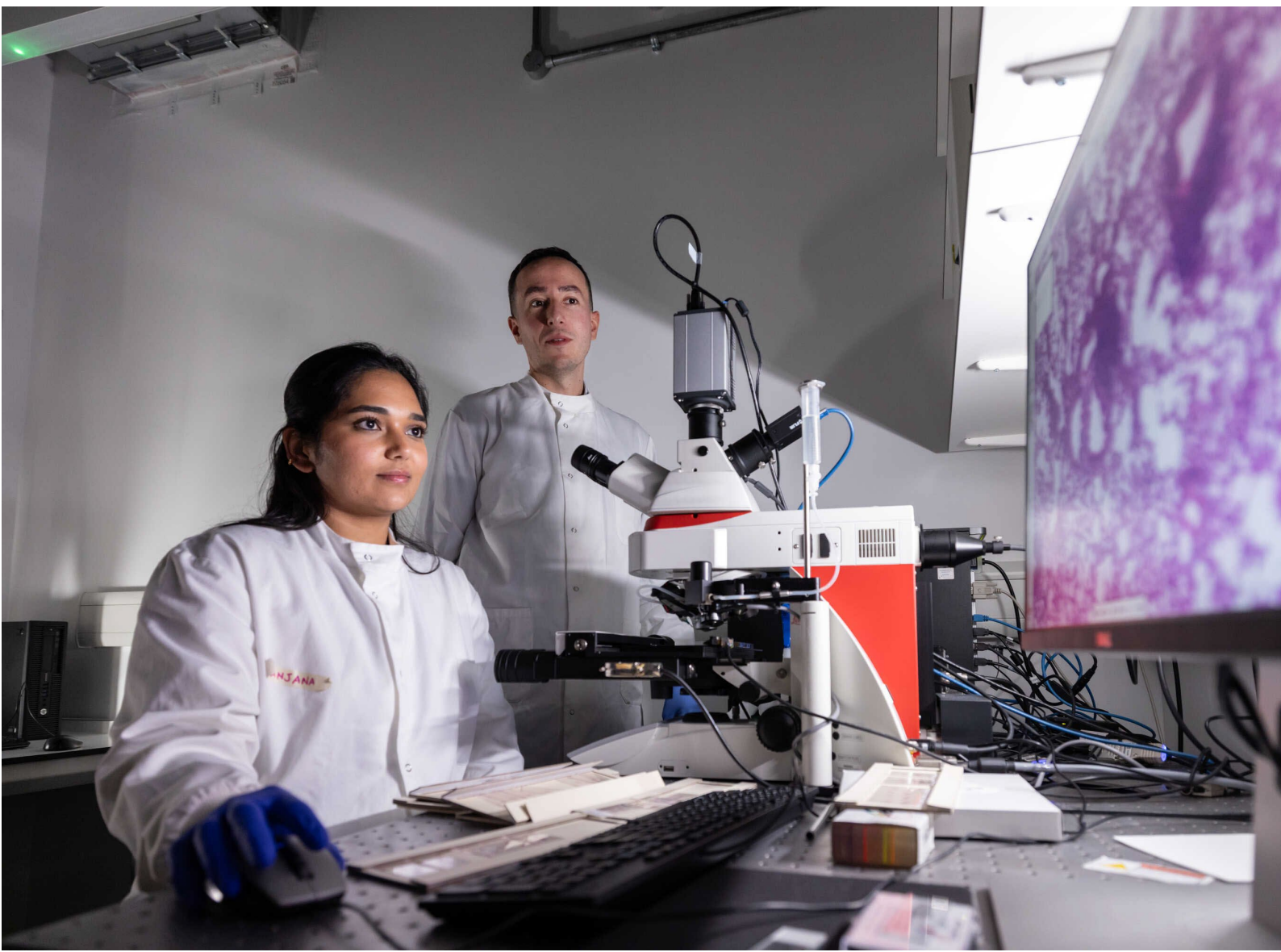
All staff members are encouraged to engage with our staff networks, including:

- [Imperial As One](#) for Black, Asian and Minority Ethnic staff and allies
- [Able@Imperial](#) for staff with disabilities and allies
- [Imperial 600](#) for LGBTQ+ staff and allies

Our other networks include the [Black Postdoctoral Network](#), [Parents](#), and [Carers'](#) networks.

Imperial has [family leave policies](#) which are available to staff irrespective of gender identity, sexual orientation, gender expression, biological sex, or transitioning. There is also a [flexible working policy](#).

The [Equality, Diversity, and Inclusion \(EDI\) Centre](#) provides advice, guidance and training for all staff to raise awareness of equality, diversity and inclusion, with senior leadership support (including that of the Associate Provosts for EDI).



THE PERSON

PERSON SPECIFICATION

Applicants will be assessed against the following person specifications, taking into account the level of the position for which they are applying:

1. Essential Requirements

Education

- PhD in Spatial proteomics, or related field

Skills & Abilities

- Ability to communicate well, conveying ideas and concepts clearly and effectively
- A high level of analytical capability
- Ability to make a significant contribution to the management of a department
- Proven skills in leading, motivating, developing and managing the performance of colleagues, ensuring the effective performance and development of a leading research department
- Good organisational and management skills
- Ability to work within a multidisciplinary team
- Collaborative and able to build and sustain effective working relationships, both internally and externally.
- Ability to demonstrate a coherent and sustainable research programme, with clear future plans that align with and strengthen the Department's research priorities and strategic objectives.

Knowledge & Experience

- A national / international reputation and expertise in the field of spatial proteomics
- A significant track record in attracting high levels of research funding
- Evidence of contribution to the development and performance of colleagues through coaching and mentoring
- Experience and capability to act as a role model in areas of research, teaching and management as appropriate
- Extensive experience in leading the design of research programmes
- An excellent publication record
- Experience of training Undergraduate and Postgraduate students
- Experience of supervision of higher degrees (PhD)
- Evidence of management and administration experience

2. Personal Attributes for all Levels

- A willingness to undertake any necessary training and development activities for the role
- The understanding and vision required to contribute to the setting and delivery of strategic goals.
- A willingness to engage in collaborative research
- A commitment to high-quality teaching and fostering a positive learning environment for students
- A commitment to work as part of a team in assisting the smooth running of the Group and its research and teaching programmes
- A personal commitment to the vision and values of Imperial, including high-quality teaching and research.
- Supportive and tolerant
- Consensus-building and inclusive

Applicants should note that it may be necessary to disclose personal data and sensitive personal data between relevant organisations during the recruitment and selection process.



ENQUIRIES AND APPLICATIONS

Please submit applications through the WittKieffer Candidate Portal [here](#). Candidates can also find this portal via the [WittKieffer website](#).

Please apply online, uploading any relevant supporting documents such as a cover letter, full CV, which should include:

- degrees (including universities and dates);
- past and present posts, list of publications;
- brief description of current and future research plans;
- teaching statement and evidence of teaching scores where available;
- information on research grants and contracts which have been obtained, student supervision, etc;
- information regarding public engagement undertaken with research activities. Examples include: participating in festivals, working with cultural venues; creating opportunities for the public to inform research; researchers and the public working together to inform policy; citizen researchers and web based experiments, public debates, etc.

To enquire about a confidential conversation please contact:

Natalie Derry, nderry@wittkieffer.com Tel: +44 (0) 740 885 1596, or

Rowan Smith, rsmith@wittkieffer.com Tel: +44 (0) 7408 841 739

Applications close 20 November 2026.

All candidates will be contacted after the shortlisting is completed.

SALARY AND CONDITIONS OF SERVICE

A full set of terms and conditions will be given to the successful candidate, together with the Imperial's most important policies, which affect staff. The principal terms and conditions are as follow:

Assistant Professor

The post will be at the **Assistant Professor level** of the **Academic Job Family** and the associated salary range is available at: <https://www.imperial.ac.uk/human-resources/pay-and-pensions/salaries/academic/>

Incremental progression and any performance payments will be in accordance with procedures governing Assistant Professor level in the Academic Job Family. Annual increment date is 1 October up to the maximum of the standard salary scale. For those starting between 2 April – 30 September, subject to satisfactory performance, the first increment will be on the first of the month after six months in post.

Annual cost of living increases will be determined by Imperial College through its local collective bargaining machinery.

Associate Professor and Professors

The post will be at the **Associate Professor/ Professor level** of the **Academic Job Family** and the associated salary range is available at: <https://www.imperial.ac.uk/human-resources/pay-and-pensions/salaries/academic/>

Any salary increases or performance payments will be determined in accordance with procedures which govern senior academic staff.

Annual cost-of-living increases will be determined by Imperial College through its local collective bargaining machinery. Salaries are payable on the 24th day of each month (except December) by transfer to a bank or building society account. Deductions in respect of income tax and National Insurance contributions will be made from salaries at the statutory rates. Academic staff normally take annual leave during Imperial's vacations and, by arrangement with the Head of Department, in the light of academic and departmental requirements. Annual leave entitlement is 41 days for full-time staff (pro rata entitlement for part-time staff). This is inclusive of 8 days for Public holidays and a total of 8 [University closure days](#) each year when Imperial is closed over Easter and Christmas.

At the beginning of the leave year, staff will be required to allocate the appropriate number of days of their mandatory leave entitlement to cover the closure days and Public holidays that fall within that leave year. For part-time staff the allocation should cover their normal working days that fall upon a closure day, bank or public holiday during that leave year.

Total Remuneration Package

Our [Total Remuneration Package](#) (TRP) includes our sector-leading package of pay, pensions and recognition as well as our range of benefits.

We have many initiatives to support staff in their personal life ([flexible working](#), [private health insurance](#), [staff networks](#), [support for staff](#), [childcare](#) and [carers](#))

[Benefits](#) to support an active lifestyle and health initiatives, such as the [cycle to work scheme](#), and access to onsite [leisure facilities](#).

Childcare

Our staff have access to the [Early Years Education Centre](#) (EYEC) which is the Imperial's 'Outstanding' Ofsted-rated nursery, located at the South Kensington Campus. We also have other [affiliated nurseries](#) located at other campuses.

Imperial offers [support with EYEC fees](#) in the form of a salary sacrifice scheme enabling parents to pay fees before tax and national insurance contributions are taken.