

# Kavli Institute Fellow/Kavli Institute Senior Fellow

Kavli Institute for Cosmology, Cambridge

Closing Date: 20th October 2024  
Job Reference: LG42951



## Kavli Institute Fellow / Kavli Institute Senior Fellow

### Salary:

£36,024—£44,263 (Grade 7)  
or  
£45,585—£57,696 (Grade 9)

### Contract:

Fixed term (three years in first instance with possibility of two further years subject to funding if appointed as Senior Fellow)

### Location:

Kavli Institute for Cosmology, Cambridge

### Department:

Institute of Astronomy or Physics or DAMTP

### Responsible to:

Anthony Challinor, Director of the Kavli Institute for Cosmology, Cambridge

### Working pattern:

Full-time

### Purpose of the role

The role is funded by the Kavli Institute for Cosmology, Cambridge (KICC), which is a single site at which the University's cosmologists and astrophysicists from different academic departments can share knowledge and work together on major projects. In particular, KICC brings together scientists from three different departments: the University's Institute of Astronomy (IoA), the Cavendish Laboratory (Department of Physics) and the Department of Applied Mathematics and Theoretical Physics (DAMTP).

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.

Contribution to teaching will include assistance in the presentation of seminars and may include participation in the research group's teaching programme. The role holder will participate in the overall contribution of the department/faculty, as appropriate.

Contribution to the KICC outreach programme is also expected.

Salary will be either on the Research Associate scale (grade 7), if appointed as Kavli Institute Fellow or, for exceptional and established researchers, on the Senior Research Associate scale (grade 9), if appointed as Kavli Institute Senior Fellow.

A research allowance of £10,000 p.a. and a generous relocation package is provided.

Appointment as a Research Associate (grade 7) is dependent on having a PhD. Those who have submitted their PhD thesis but not yet received their PhD will initially be appointed as a Research Assistant and amended to Research Associate when the PhD is awarded. The Research Assistant salary (grade 5) falls within the range £32,982 to £33,966.



## Kavli Institute Fellow / Kavli Institute Senior Fellow

**Key responsibilities (where at Senior Fellow level, this is marked in green)**

### Research and scholarship:

- develop research objectives and proposals for own or joint research;
- conduct individual and collaborative research projects;
- write up research work for presentation and publication;
- continually update knowledge and understanding in field;
- translate knowledge of advances in the subject areas into research activity;
- manage own research and administrative activities, with guidance if required;
- communicate material of a specialist or highly technical nature;
- **assist in the preparation of proposals and applications to external bodies, e.g., for funding and contractual purposes.**

### Teaching and learning support:

- may assist in the supervision of student projects;
- may provide limited supervision/instruction to classes;
- may assist in the development of student research skills;
- may plan and deliver seminars relating to research area;
- **may supervise PhD students within a supervision team.**

### Liaison and networking:

- liaise with colleagues and students;
- build internal and external contacts and participate in networks for the exchange of information and to form relationships for future collaboration.

### Other duties:

- contribute to outreach activities;
- produce an article on your research activities each year for the KICC annual report.



# Person specification

Essential      Desirable

## Education & qualifications

Holds a PhD (or have submitted a PhD thesis by time of appointment) in a relevant specialist subject. The role holder will possess some research experience with sufficient breadth/depth of specialist knowledge in the discipline and of research methods and techniques to work within established research programmes.

✓

## Specialist knowledge & skills

Some research experience relevant to one, or more, of the following areas:

✓

- the cosmic microwave background and the early Universe;
- the formation and evolution of galaxies and of supermassive black holes;
- the epoch of cosmic reionization;
- evolution of the intergalactic medium;
- the nature of dark matter;
- large-scale structure and precision cosmology;
- gravitational waves.

## Interpersonal & communication skills

- Organisational skills
- Communication skills
- Team-working skills

✓

✓

✓

## Relevant experience

- Experience in presenting scientific research
- Experience of managing own workload

✓

✓

## Additional requirements

- To demonstrate ability to write reports, present results and contribute to academic papers
- A high level of accuracy and attention to detail
- Ability to work flexibly and travel if required

✓

✓

✓

# Terms of appointment

## Tenure and probation

Appointments will be made on a fixed-term basis for a period of three years in the first instance (with the possibility of two further years subject to funding if appointed as Kavli Institute Senior Fellow).

Appointments will be subject to satisfactory completion of a six-month probationary period.

## Hours of Work and Working Pattern

The hours of work for the position are 100% of full-time - 37 hours per week, working Monday - Friday.

## 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: <http://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 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 will be conditional upon you gaining it.

#### 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 women and /or 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 <https://www.jobs.cam.ac.uk/applying/disability/>

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 [hr@ast.cam.ac.uk](mailto:hr@ast.cam.ac.uk).

# Kavli Institute for Cosmology, Cambridge



**The Kavli Institute for Cosmology, Cambridge**, or KICC, was founded in 2008 and brings together astrophysicists and cosmologists from across the University of Cambridge. The Institute consists of members from the Institute of Astronomy, the Cavendish Astrophysics Group of the Department of Physics, and the Centre for Theoretical Cosmology in the Department of Applied Mathematics and Theoretical Physics.

KICC has a dedicated building located between the Institute of Astronomy and the Battcock Centre for Experimental Astrophysics. KICC provides an extremely lively and stimulating scientific environment, bridging the gap between the parent departments and furthering our understanding of cosmology and the Universe.

The scientific programme of KICC is organized around the following science themes:

- The cosmic microwave background and the early Universe
- The formation and evolution of galaxies and of supermassive black holes
- The epoch of reionization

- Evolution of the intergalactic medium
- The nature of dark matter
- Large-scale structure and precision cosmology
- Gravitational waves
- Search and characterisation of exoplanets

Situated two kilometres west of the centre of Cambridge, in extensive gardens and woodland, the site provides an extremely pleasant working environment.

The KICC has been made possible by an endowment from the Kavli Foundation. The donation has been used to establish a number of prestigious Kavli Institute Fellowships, which are awarded to outstanding postdoctoral researchers. Fellows will be affiliated with one of the three parent departments.

In addition, KICC supports several international workshops each year, runs an active visitor programme and welcomes two Kavli lecturers per year

Additional information about KICC can be found at <http://www.kicc.cam.ac.uk>.

# The Institute of Astronomy



**The Institute of Astronomy (IoA)** is one of the largest concentrations of research astronomers in the United Kingdom (17 permanent tenured university teaching staff, approximately 75 post-doctoral researchers, research fellows and long-term visitors, and some 50 graduate students).

The Institute is characterised by an extremely broad range of research interests with active programmes of research in a wide range of theoretical, numerical and observational astronomy and astrophysics. The research includes observational, theoretical and numerical work in: exoplanetary detection, atmospheres and interiors; formation and evolution of stars, their planetary systems and disks; protoplanetary discs; Milky Way structure, formation and evolution; near-field cosmology and Galactic archaeology; star formation in external galaxies; supernovae; formation and evolution of galaxies, supermassive black holes, AGN and quasars; quasar

absorption lines and the intergalactic medium; gravitational lensing; X-ray studies of clusters of galaxies and active galaxies; feedback processes; cosmological hydrodynamic simulations; emergence of structure during the epoch of reionization; and investigations of the cosmic microwave background and large-scale structure.

The IoA also hosts the Cambridge Astronomical Survey Unit (CASU) and a Gaia data processing group with many staff shared between the two research groups. CASU is a leading UK participant in data reduction and analysis for survey astronomy, focusing on optical and near infra-red imaging and multi-object spectroscopy research projects. Ground-based projects include VISTA, LSST, MOONS, WEAVE and 4MOST.

Space-based projects include Euclid, CHEOPS and PLATO. Members of the CASU team are also working on CRUK-funded medical imaging research projects related to cancer research.

The IoA plays a central role in the Cambridge Astronomy community, maintaining close connections with (separately funded) groups in the Department of Applied Mathematics and Theoretical Physics (DAMTP) and the Department of Physics. Interdepartmental connections have been forged via the recent appointment of two joint University Lecturers (shared with the Department of Earth Sciences and the Department of Pure Mathematics and Mathematical Statistics) and by two interdepartmental research institutes: the Kavli Institute for Cosmology, Cambridge (KICC) and the Cambridge Leverhulme Centre for Life in the Universe (LCLU), which has recently attracted substantial funding from the Leverhulme Trust.

The IoA has an active visitor and conference programme. Several seminars per week are held during term time. In most years, one, and often two, international conferences are held, embracing a wide range of subject areas.

The IoA also aims to inspire members of the public from all backgrounds through our impressive outreach programme. We host both public observing nights and community group/school visits.

The Institute of Astronomy is committed to equality of opportunity and to a proactive and inclusive approach to equality, which supports and encourages all under-represented groups, promotes an inclusive culture, and values diversity.

Members of our large Equality, Diversity & Inclusion (EDI) Committee represent all groups, and include females and males at all career stages: undergraduate, postgraduate students, postdoctoral research associates, public astronomer, academic faculty and

administrators. Since its inception, the EDI Committee has instigated and actively supported a number of ongoing EDI initiatives.

<https://www.ast.cam.ac.uk/about/equality-diversity-inclusion>

The IoA holds an Athena SWAN Bronze Award and Juno Practitioner status.



Additional information is available on the website at [www.ast.cam.ac.uk](http://www.ast.cam.ac.uk)

# Department of Applied Mathematics and Theoretical Physics



**The Department of Applied Mathematics and Theoretical Physics (DAMTP)** is one of the largest and strongest departments of its kind in Europe. DAMTP is a large department with around 50 academic staff and almost 100 contract research staff. There are also 20–30 visiting academics, 130 postgraduate research students and 100 graduate students. Over 800 undergraduate and postgraduate students are enrolled in Parts I to III (years 1 to 4) of the Mathematical Tripos. Part III is not only the 4<sup>th</sup> year of the undergraduate course, but attracts more than 100 students each year from outside Cambridge, who take it as a one-year postgraduate course, leading to a Masters degree.

DAMTP shares responsibility for teaching in the Mathematical Tripos with its sister Department, the Department of Pure Mathematics and Mathematical Statistics (DPMMS). DAMTP also has responsibility for teaching mathematics to undergraduates taking Natural Sciences. DAMTP and DPMMS are accommodated, along with the Isaac Newton Institute for Mathematical Sciences and the Betty and Gordon Moore Library (covering mathematics, physical sciences and technology) at the Centre for Mathematical Sciences, a purpose-built complex in Wilberforce Road.

The Faculty of Mathematics is a supporter of the Good Practice Scheme developed by the London Mathematical Society's Women in Mathematics Committee (<http://www.lms.ac.uk/women/good-practice-scheme>). The department would particularly welcome applications from women, since women are, and have historically been, underrepresented on our academic/research staff.

The Department is also keen to attract applications from candidates who have a genuine interest in, and commitment to, developing the role of women in mathematics and who can demonstrate the potential to be strong role models to female mathematicians.

## Research

Current research in DAMTP is loosely organised into eight broad subject areas: Applied and Computational Analysis, Astrophysics, Geophysics, Fluid and Solid Mechanics, Mathematical Biology, Quantum Information, High Energy Physics and General Relativity and Cosmology. The boundaries between the areas are not rigid and evolve with time. Many members of staff contribute to more than one area and this is regarded as a key factor in the continuing success of DAMTP.

Research in each of DAMTP's subject areas involves collaboration with strong groups nationally and internationally, and participation in numerous interdisciplinary projects and programmes. Many members of DAMTP have valuable links with industry and other non-academic sectors. For more information please see: <http://www.damtp.cam.ac.uk/research>

Research in Cosmology and Astrophysics is conducted by two groups in DAMTP. The large General Relativity and Cosmology group has expertise in the areas of fundamental theory related to quantum gravity, black holes, gravitational waves, numerical relativity, cosmology, inflation, cosmic strings, the cosmic microwave background and large-scale structure. Its activities are closely linked to the Centre for Theoretical Cosmology (CTC), founded in 2007 and funded by donations to support the work of Stephen Hawking and his colleagues. CTC is devoted to the development and testing of fundamental theories of the Universe and involves staff from both the General Relativity and Cosmology group and the High Energy Physics group. The Astrophysics group carries out research in a wide range of topics involving astrophysical fluid dynamics and nonlinear dynamics. Specific astrophysical interests include the dynamics of astrophysical discs, planetary formation and evolution, extrasolar planetary systems and stellar magnetohydrodynamics (particularly dynamo theory, magnetoconvection and the physics of sunspots). The work of these research groups is funded by grants from STFC and from European Research Council Investigator Awards.

There are strong links between these groups in DAMTP and work in high-energy physics at the Department of Physics, in cosmology and astrophysics at the Institute of Astronomy and Department of Physics, and in mathematical analysis in the Department of Pure Mathematics and Mathematical Statistics.

Cross-departmental interactions are fostered by the Kavli Institute for Cosmology, Cambridge and the Leverhulme Centre for Life in the Universe.

The Department has a large amount of computing power, including a HPC system (fawcett) with both CPU and GPU nodes, as well as a heterogeneous network of Linux PCs. At University level there is larger-scale provision via the University High Performance Computing Service ([www.hpc.cam.ac.uk](http://www.hpc.cam.ac.uk)). DAMTP itself hosts important parts of the STFC-funded DiRAC-2 facility.

There are strong links with the Isaac Newton Institute for Mathematical Sciences. At any time the Institute runs two parallel research programmes, each usually lasting six months and attracting several dozen mathematical scientists nationally and internationally. In several areas there are also links to research in DPMMS (<https://www.dpmms.cam.ac.uk/>), including in general relativity and the analysis of Einstein's equations, and to other Departments within the School of Physical Sciences (<https://www.physsci.cam.ac.uk/research>).

Further general information about the University of Cambridge, the Department of Applied Mathematics and Theoretical Physics, and Mathematics in Cambridge may be found on the websites: <http://www.cam.ac.uk>, <http://www.damtp.cam.ac.uk> and <http://www.maths.cam.ac.uk>.

# Department of Physics | Cavendish Laboratory



has been inspired by a number of changes in the nature of contemporary physics research. See:

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

In addition to serving as a home for physics research at Cambridge, the new Cavendish Laboratory will be a top-class facility for the nation—much of the specialised research equipment in the new building will be made available to other institutions. The new facility has been designed to match the more exacting standards of current

research, and to serve the educational needs of future generations of students much better than is possible at our existing site. Capacity for public events has also been incorporated into the design, so that our extensive programme of outreach work with schools, and with the general public, will continue to serve the local population well into the future. We are looking forward to moving into our new home in 2025.

## Key information

Currently the Department comprises about 55 academic staff, 200 postdoctoral researchers, and 300 graduate students. Together with administrative and technical support staff and academic visitors, the Department hosts around 1000 people.

## Research themes

Research activities at the Cavendish span a wide range of physics.

There are seven strategic themes: Astrophysics, High-Energy Physics, Biological and Biomedical Physics, Energy Materials, Emergent Quantum Phenomena, Assembly and Function of Complex Systems, and Quantum Devices and Measurements.

**The Cavendish Laboratory was founded in 1871, with the simultaneous appointment of James Clerk Maxwell as the first Cavendish Professor. It has a distinguished history of contribution to science.**

**Twenty-nine Nobel prize winners have worked for considerable periods within the laboratory, and the Cavendish is associated with many notable discoveries, including the identification of the electron and neutron, the structure of DNA, and the discovery of pulsars.**

A new era is beginning for Physics at Cambridge, with construction work completed for a new purpose-built centre for world-leading research, replacing our current buildings which date from 1971. The new building, the Ray Dolby Centre, and our strategic plan, both represent a renaissance in the way we carry out physics research and achieve our research goals. The spirit of adventure and innovation will be fostered in the Cavendish tradition, but adapted to the new needs of frontier research.

## About the Department

At the heart of the new approach is a more flexible alignment of our research activities into research themes. This change of emphasis



The themes encompass a growing range of research groupings: Astrophysics; Atomic, Mesoscopic and Optical Physics; Biological and Soft Systems; High-Energy Physics; Microelectronics; Molecular Engineering; NanoPhotonics; Optoelectronics; Quantum Matter; Quantum Sensors; Scientific Computing; Semiconductor Physics; Surfaces, Microstructure and Fracture; Theory of Condensed Matter and Thin-Film Magnetism.

### Recent developments

The Department is engaged in a number of new inter- and cross-disciplinary research programmes.

In 2008 it established a new **Physics of Medicine** programme focusing on biological and biomedical applications of physics, which is based in a purpose-built interdisciplinary centre on the Laboratory site. The **Battcock Centre for Experimental Astrophysics** opened in October 2013, adjacent to the **Kavli Institute for Cosmology, Cambridge** and to the main buildings of the Institute of Astronomy. This has enabled most Cambridge astronomers to be brought together in a single complex of buildings for the first time. The

**Maxwell Centre**, designed to promote industrial collaboration, opened in April 2016.

### Athena Swan

The Cavendish Laboratory is committed to providing a community where all have the opportunity to reach their full potential. We are incredibly proud of our efforts over the last 5-10 years which have increased the representation of women throughout our teaching and research activities. This has been accompanied by a culture change at every level which has greatly improved equality, diversity and inclusiveness within the department. We are currently working on efforts to target EDI issues surrounding race and LGBTQ+.

The Department is the holder of a prestigious [Athena SWAN Silver award](#) and is an [Institute of Physics' Project Juno Champion](#).

# The School

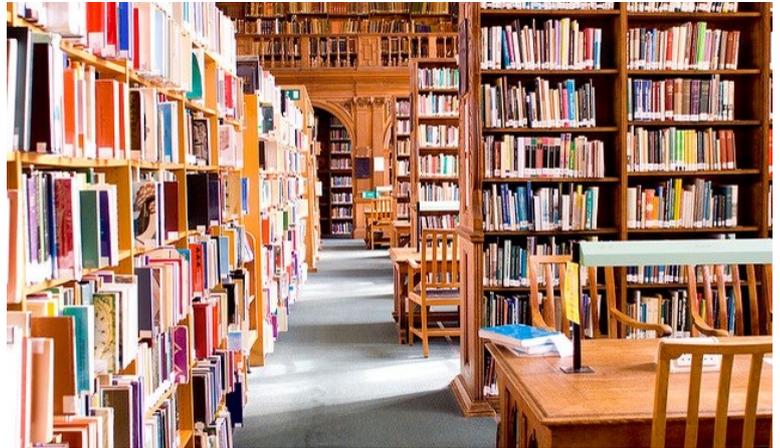
**The School of the Physical Sciences** is one of six Schools making up the academic work of the University. It covers Astronomy, Chemistry, Earth Science, Geography, Materials Science and Metallurgy, Mathematics and Physics.

The School's aim is to contribute to our understanding of the physical world through excellence in observational, theoretical and experimental science and to extend quantitative, qualitative and combined methodologies to address problems in the fields of biology, technology, medicine, social science and the humanities. In pursuit of these goals, the School coordinates objectives in research, teaching, and infrastructure.

The School of the Physical Sciences comprises the following Departments:

- Applied Mathematics and Theoretical Physics (DAMTP)
- Chemistry
- Earth Sciences
- Geography (including the Scott Polar Research Institute)
- Institute of Astronomy
- Issac Newton Institute of Mathematical Sciences
- Material Science and Metallurgy
- Physics (Cavendish Laboratory)
- Pure Mathematics and Mathematical Statistics (DPMMS)

The School is responsible for allocating core funds to departments and provides broad strategic focus across its constituent



departments in a number of areas including; research activity, undergraduate and graduate education, estate needs, fundraising and human resources. As part of the University's annual planning cycle, the School prepares a financial and academic plan which sets out strategic objectives, determines budgets as well as the flow of resources to departments. The School manages a wide range of administrative activities and projects across its departments and works alongside other Schools to further interdisciplinary research.

The School has over 1500 members of staff, over 3000 students and an annual budget of over £100 million.

# The University

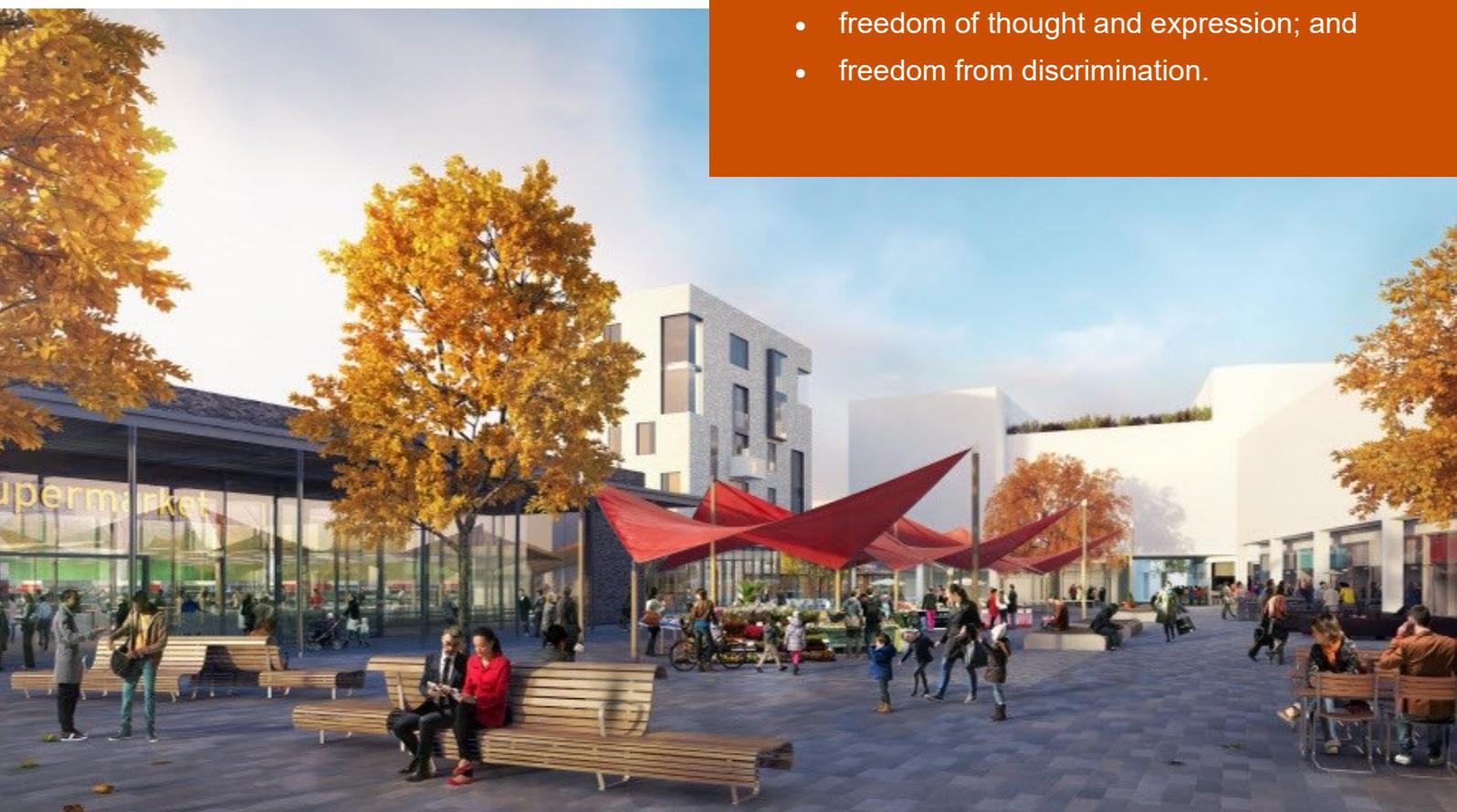
**The University of Cambridge is one of the world's oldest and most successful universities. We are a renowned centre for research, education, and scholarship that makes a significant contribution to society. The University is consistently ranked amongst the top universities in the world. Our affiliates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

Our sustained pursuit of academic excellence is built on a long history of world-leading 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 academic and commercial growth at both the West Cambridge Innovation District, and the Biomedical Campus in the south of the city. Eddington, in North West Cambridge, is a mixed-use development including key worker housing for staff, a community centre and a new primary school, managed by the University. Through these projects, the University is 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 undergraduate students, provide student accommodation and pastoral support and deliver small group teaching for undergraduates.

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

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 23,000 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 groups, including the Women's Staff Network, Race Equality Network and LGBT+ Staff Network. More details are available here: <http://www.equality.admin.cam.ac.uk/>

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

# 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 many 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/RelocationService/>. 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.



## CAMbens employee benefits

The University offers employees a wide range of competitive benefits, known as CAMbens. CAMbens offers something for everyone across a range of categories, including:

- Financial Benefits, including shopping discounts (both local and national) and a Payroll Giving scheme;
- Relocation and Accommodation Benefits, including relocation assistance and interest-free Rental Deposit Loans;
- Travel Benefits, including Cycle to Work, discounts on train season tickets and interest-free Travel to Work loans;
- Family Friendly and Lifestyle Benefits, including support with childcare and family friendly policies;
- Health and Wellbeing Benefits, including a University Staff Counselling Service, discounts at the University Sports Centre, and other local gyms, and healthcare schemes.



# 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 and adoption leave entitlement of 26 weeks full pay, paternity leave entitlement of 12 weeks full pay and paid emergency leave for parents and carers. This enhanced leave policy comes into effect from 1<sup>st</sup> October 2024.

Other family-friendly support includes: our highly regarded workplace nurseries, a childcare salary exchange scheme and a high-quality holiday Playscheme 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 Postdoc Academy supports the postdoctoral community within Cambridge. Further details are available here:

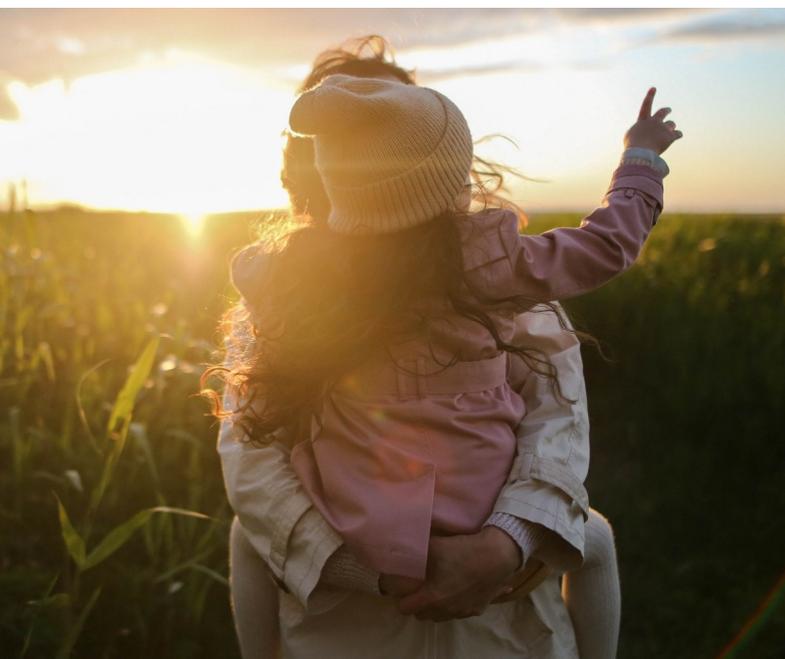
<https://www.postdocacademy.cam.ac.uk/>

## 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. The University delivers The Festival of Wellbeing annually, which is a programme of stimulating talks and activities, which aim to promote wellbeing and good mental and physical health. The University also hosts the [Cambridge Festival](#), which is 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 as well as supporting their professional and career development on an ongoing basis. Our Personal and Professional Development (PPD) team provide development opportunities for all University employees, including face-to-face sessions, online learning modules and webinars. All employees also have unlimited access to LinkedIn Learning to support their development. Both new and existing employees can undertake funded Apprenticeships, which lead to a range of vocational and professional qualifications. 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. A range of University training providers also offer specialist learning and development in their own areas e.g. teaching and learning, digital literacy, finance, health and wellbeing, safety.



# How to apply

Applications should be submitted online via the University of Cambridge jobs page [www.jobs.cam.ac.uk](http://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.

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.

The University of Cambridge is a signatory of the San Francisco Declaration on Research Assessment (DORA). DORA recognises the need to improve the ways in which the outputs of scholarly research are evaluated. The University expects candidates to apply the principles of DORA when preparing their applications. We do not use journal-level metrics when assessing the quality of research outputs. Applicants should not include journal-level metrics, such as the Journal Impact Factor, anywhere in their application materials. More information about DORA, its principles and aims can be found at: <https://sfdora.org/> and <https://www.research-strategy.admin.cam.ac.uk/research-policy/DORA>.

Informal enquiries are welcomed and should be directed to the Kavli Administrators

Tel: 01223 (3)37516

Email: [kavlisec@ast.cam.ac.uk](mailto:kavlisec@ast.cam.ac.uk)

If you have any queries regarding the application process please contact [kavlisec@ast.cam.ac.uk](mailto:kavlisec@ast.cam.ac.uk).

Please quote reference LG42951 on any correspondence about this vacancy.

The closing date for applications is: **20th October 2024 (to be received by 23:59 BST)**.

Short-listed candidates will be interviewed in December 2024.