

# Research Assistant/Associate in Machine Learning and Landscape Management

Department of Computer Science and Technology

Closing date: 3rd November 2024

Job Reference: NR43623



## Research Assistant/Associate in Machine Learning and Landscape Management

**Salary:**

£29,605 - £33,966  
(Research Assistant)

or

£36,024 - £44,263 (Research Associate)

**Contract:**

end date 31 January 2027

**Location:**

West Cambridge

**Department:**

Computer Science and Technology

**Responsible to:**

Emily Shuckburgh

**Working Pattern:**

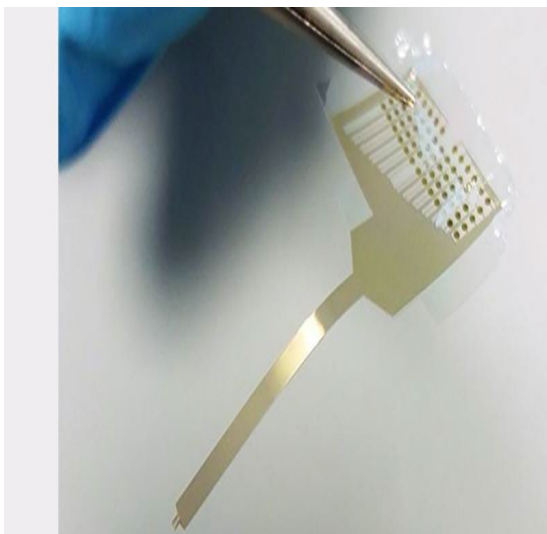
Full Time/Part Time

**Purpose of the role**

The successful candidate will be based in the Department of Computer Science and Technology and will join the research group of Prof Emily Shuckburgh, as well as being part of the Centre for Landscape Regeneration (CLR).

The Centre for Landscape Regeneration (CLR) is an ambitious programme of research that aims to provide the knowledge and tools needed to regenerate the British countryside using cost-effective nature-based solutions that harness the power of ecosystems to provide broad societal benefits including biodiversity recovery and climate mitigation and adaptation. The focal landscapes for CLR are the Cambridgeshire Fens, the Cairngorms and the Cumbrian Lake District. The Research Assistant/ Associate will work in partnership with colleagues from multiple departments within the University of Cambridge as well as the collaborating organisations (RSBP, NIAB and UKCEH).

The role holder will lead the research to develop machine-learning based approaches to advance the core objectives of the project. The primary focus will be on identifying optimal land management solutions to delivering food production, nature conservation and greenhouse gas emissions reductions. This will involve deploying machine learning techniques to model a collection of objective functions (e.g. how the abundances of bird species are affected by agricultural yield). A statistical emulation approach will be used to infer optimal solutions and allow a wide range of scenarios to be explored to reveal trade-offs affecting decision-making. Data from remote and in situ sensor technologies will be utilised and the role holder will develop multi-fidelity approaches to synthesise different data sources. Comprehensive climate change risk assessments based on downscaled and bias-corrected climate simulations (also using machine learning) will be conducted for each landscape to assess resilience of landscape restoration solutions to climate change. The role holder could work in all three landscapes or could choose to focus on one or two.



## Main Responsibilities

### 1 Research and scholarship:

- develop research objectives in line with the programme deliverables;
- conduct individual and collaborative research projects;
- write up research work for presentation and publication;
- continually update knowledge and understanding in field or specialism;
- translate knowledge of advances in the subject areas into research activity;
- manage own research and administrative activities, with guidance if required.
- collaborate effectively with researchers from other disciplines;
- communicate material of a specialist or highly technical nature.

### 2 Teaching and learning support:

- may assist in the supervision of student projects;
- provide limited supervision/instruction to classes.
- may assist in the development of student research skills;
- may plan and deliver seminars relating to research area.

### 3 Liaison and networking:

- liaise with colleagues and students;
- build internal and external contacts across the interdisciplinary team in the CLR and participate in networks for the exchange of information and to form relationships for current and future collaboration.
- Support the wider engagement activities of the programme.

### 4 Planning and organising:

- plan the use of research resources as appropriate;
- plan and manage own research activity in collaboration with others;
- contribute to planning of the wider activities of the programme.

# Person Specification

Criteria	Essential	Desirable
<b>Education &amp; qualifications</b>		
Holds a PhD in a relevant specialist subject or is about to submit. (or equivalent experience).	✓	
<b>Specialist knowledge &amp; skills</b>		
A background in machine learning applied in an environmental science domain.	✓	
Ability to work as part of a team on an interdisciplinary project.	✓	
Excellent organisational skills.	✓	
Ability to manage own time efficiently and independently.	✓	
Ability be able to work independently and as part of a team.		
<b>Interpersonal &amp; Communication skills</b>	✓	
Excellent communication and interpersonal skills.	✓	
<b>Relevant Experience</b>		
Experience with collaborative, interdisciplinary research projects.		✓
A track record of research publications commensurate with stage of academic career.	✓	



# Computer Science and Technology



**The Department of Computer Science and Technology is an academic department that encompasses computer science along with many aspects of engineering, technology and mathematics. We have a world-wide reputation for academic research with consistent top research ratings. Professor Alastair Beresford is the Head of Department.**

The Department has around 340 people engaged in research: academic staff, research associates, and PhD students.

The Department carries out research across the computer science field and encourages the development of new technologies and applications. You can read more about research in the [Environment Statement](#) submitted to the most recent REF (Research Excellence Framework) – the system for assessing the quality of research in UK higher education institutions. All aspects of our research environment were rated 'world-leading'.

The Department has an open and collaborative culture, supporting revolutionary fundamental computer science research, strong cross-cutting collaborations internally and externally, and ideas which transform computing outside the University. Please follow the links to the Themes at:

<https://www.cst.cam.ac.uk/research> to find out more about our research.

Support staff play a key role in supporting the Department's academic and research endeavours. The Department provides a stimulating environment that promotes a strong sense of community, whilst valuing and recognising individual contributions.

# The School of Technology

**The School of Technology is an administrative grouping of five related institutions: the Department of Chemical Engineering and Biotechnology, the Department of Computer Science and Technology, the Department of Engineering, the Cambridge Judge Business School and the Cambridge Institute for Sustainability Leadership. The School contains over 200 permanent academic staff and around 2,800 students.**

## About the School

The aim of the School of Technology is to provide a focus and framework for its constituent institutions to formulate and express views pertinent to technology. Above all, technology departments recognise a duty to influence and be influenced by society at large and to work towards the creation of wealth and an improved quality of life.

## Vision: Advance the frontiers of technology

The constituent academic departments in the School aspire to be internationally top-ranking centres of excellence in the teaching and research of technological subjects.

## Mission: Provide excellent teaching and perform quality research

The School provides quality education at undergraduate and postgraduate level to students selected on intellectual merit, regardless of gender, race or disability. Our high-calibre graduates play leading roles in industry, the professions and academia.

We aim to cultivate a well-balanced portfolio of world-class research. With a clear focus on the advancement of technology, we will lead the way in the creation of wealth and in improving quality of life, by increasing the efficiency of existing technologies, by optimising the use of our natural resources and by preserving our environment.







UNIVERSITY OF  
CAMBRIDGE



Centre for  
Landscape  
Regeneration

**The Centre for Landscape Regeneration (CLR)** is a five-year, £10 million investment from the Natural Environment Research Council (UKRI NERC). It is one of four large interdisciplinary projects, funded under the Changing the Environment Programme.

The Centre is co-led by Professor David Coomes, Director of the Cambridge Conservation Research Institute, and Professor Emily Shuckburgh OBE, Director of Cambridge Zero. The Centre comprises over 30 co-investigators across 14 University Departments and four external partners; the Endangered Landscapes Programme (ELP), the UK Centre for Ecology and Hydrology (UKCEH), the RSPB and NIAB.

The Centre for Landscape Regeneration (CLR) is applying a whole systems approach to deliver the knowledge and tools necessary to regenerate UK landscapes using ‘Nature-based solutions’, which can contribute significantly both to preserving biodiversity and to achieving net zero emissions.

You will work with the interdisciplinary research team, who are working to establish and oversee landscape-scale research in three iconic UK landscapes—the Cambridgeshire Fens, the Lake District and the Scottish Cairngorms—in partnership with farmers, NGOs, businesses and local communities. Together, these three landscapes produce nearly half the UK’s home-grown vegetables and hold more than a quarter of its rare and endangered wild animals. We work with key stakeholders in each of these landscapes, to assess the benefits of protecting and restoring nature and transparently debate the trade-offs. We will also co-design incentives to encourage long-term conservation, food security, restoration and regeneration strategies.

The project brings together biodiversity and ecosystem science with engineering, computer science, chemistry, political science and economics, each of which has equal relevance in understanding how to deliver climate mitigation and landscape regeneration.

<http://www.clr.conservation.cam.ac.uk/>

<https://www.cam.ac.uk/stories/fens-and-landscape-regeneration>



# Terms of Appointment

## Tenure and probation

Appointments will be made on a fixed-term basis for a period until 31 January 2027 due to limited funding available for the post. Appointments will be subject to satisfactory completion of a 6-month probationary period.

## Hours of Work and Working Pattern

The appointment is initially offered full time, 37 hours per week, working Monday – Friday. We will consider part-time arrangements

## Pension

You will automatically be enrolled to become a member of USS (Universities Superannuation Scheme). For further information please visit: [www.pensions.admin.cam.ac.uk/](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'd 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 to you 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 <http://www.admin.cam.ac.uk/offices/hr/staff/disabled/>

We encourage you to declare any disability that you may have, and any reasonable adjustments that you may require, in the section provided for this purpose in the application form. This will enable us to accommodate your needs throughout the process as required. However, applicants and employees may declare a disability at any time.

If you prefer to discuss any special arrangements connected with a disability, please contact, the HR Administrator, who is responsible for recruitment to this position.



# The University

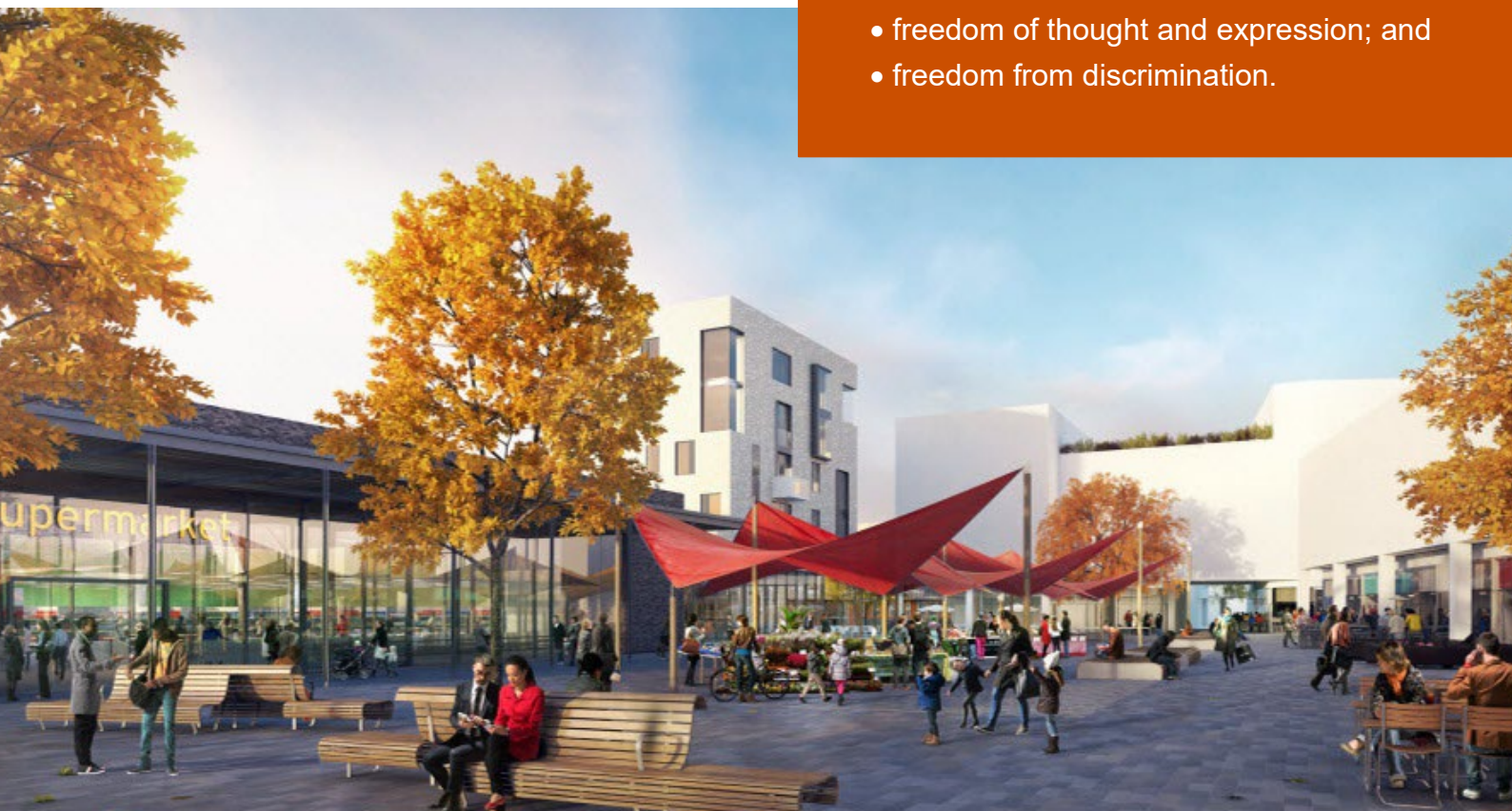
**The University of Cambridge is one of the world's oldest and most successful universities. We are a renowned centre for research, education, and scholarship that makes a significant contribution to society. The University is consistently ranked amongst the top universities in the world. Our affiliates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

Our sustained pursuit of academic excellence is built on a long history of first-class 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 the West Cambridge site, the North West Cambridge development and the growth of the Biomedical Campus in the south of the city. The North West Cambridge development includes the opening of a primary school – the first in the UK to be managed by a University. So we are 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 students, provide student accommodation and deliver small group teaching.

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

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*





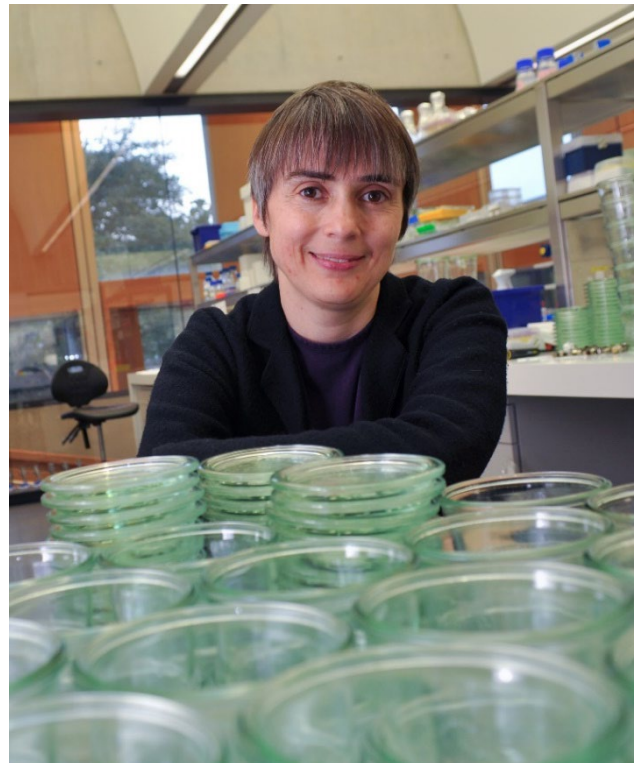
# Working at the University

**Working at Cambridge you will join a diverse, talented and innovative community, with more than 18,000 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 networks for women, black and minority ethnic and lesbian, gay, bisexual and transgender staff. More details are available here: <http://www.equality.admin.cam.ac.uk/>

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

# 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 a host of 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/>. 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. Payroll giving is also a simple, tax-efficient way for employees to make monthly donations to charity.



## CAMbens employee benefits

We offer a CAMbens scheme for University employees, providing access to online and in-store shopping discounts and cashback. With more than 2,000 participating retailers, employees can save money on a wide range of household expenses, from groceries and clothes, to holidays and insurance and much more. A range of local discounts are also available, helping employees to save money whilst also supporting local Cambridge businesses and a CAMbens Cycle to Work salary sacrifice scheme is also available, which enables employees to save money on transport costs. A 10% discount rate on the purchase of train season tickets, bulk buy tickets and an interest free travel to work loan are also available for staff of the University.



# 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, adoption and shared parental leave entitlement of 18 weeks full pay and emergency family care support via My Family Care.

Other family-friendly support includes:

Our highly regarded workplace nurseries, a childcare salary exchange scheme and a high quality holiday Playscheme may be 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 Office of Postdoctoral Affairs supports the postdoctoral community within Cambridge. Further details are available here: <https://www.opda.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. There are many societies in Cambridge catering for almost every taste and interest. Whether you want to take part in a sport, participate in music or drama, pursue a hobby, or join a political group, you will almost certainly find that a society exists for this purpose. The University also hosts the [Cambridge Science Festival](#) and [Cambridge Festival of Ideas](#), as well as [Open Cambridge](#) weekend, which together attract over 50,000 visitors per year. The festivals are 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. The encouragement of career development for all staff is one of the University's values and we put this into practice through various services and initiatives. Our Personal and Professional Development Department provides development opportunities and courses for all University employees. These include face-to-face sessions, online learning modules and webinars. Employees may also apply for financial support to undertake training that will lead to a qualification. 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. The CareerStart@Cam programme also supports employees in assistant staff roles who do not hold higher education qualifications to develop their skills, experience and qualifications.





# 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.

Applicants should contact Helen Driver for further information about the role at [hvd@cam.ac.uk](mailto:hvd@cam.ac.uk).

If you have any queries regarding the application process please contact [personnel-admin@cst.cam.ac.uk](mailto:personnel-admin@cst.cam.ac.uk)

The closing date for applications is: 3<sup>rd</sup> November 2024.