



CLARE COLLEGE
UNIVERSITY OF CAMBRIDGE

Pathway to Independence Fellowship in Ecology and Conservation Biology

Candidate Information Pack



The Opportunity



The Pathway to Independence Fellowship provides an exciting opportunity to carry out novel research in the area of Ecology and Conservation Biology in the Department of Zoology. The Fellowship will be for a five-year period, with a start date of 1 October 2025 and is not renewable. Modest start-up funds will be available.

The Fellow will be hosted by a Group Leader in the Department of Zoology and you should identify and liaise with a Group Leader in Zoology, prior to application. This Fellowship is intended for a researcher who has already held a first post-doctoral position. It is intended to offer a pathway to independence and provides an opportunity to carry out novel research in the stimulating academic environment at Zoology, with world-leading researchers in Ecology and Conservation Biology. The stipend will be £34,866 to £50,694 (between spine points 39 and 52 of the University's scales).

As part of the expectations of the Fellowship, the College will require the Fellow to supervise for 60 hours a year, participate in admissions interviews in Natural Sciences, and assist with direction of studies in Natural Sciences.

The Pathway to Independence Fellowship in Ecology and Conservation Biology will be employed through Clare College and based in the Department of Zoology and Clare College. The role holder will be eligible for election to a Class B Fellowship at Clare College, joining a community of engaged academics. Class B Fellows benefit from 7 free meals in College per week and CTOs are eligible for annual travel grants to facilitate research. The College also operates a shared equity scheme and Fellows have access to private medical insurance through the Cambridge College's Healthcare Plan.

Clare College

Founded in 1326, Clare College is the second oldest of the 31 constituent colleges of the University of Cambridge and is also regarded as one of the most progressive and informal. It is known as a College which combines academic distinction with a welcoming, forward-thinking and inclusive ethos.

Clare was one of the first English foundations to provide for teachers and students in the same community, beginning a tradition characteristic of higher education down to the present day. The College has a deep and long-standing commitment to widening participation, diversity and inclusion. In 1886, it established a mission in Bermondsey, south London, to provide education and relief for the poor. In 1964, the College established a daughter institution, Clare Hall (which subsequently became an independent foundation), to support the growth of post-graduate education and to provide a home for visiting scholars. In 1972, Clare College became one of the first three colleges in Cambridge to become co-educational. In 2000, Clare was one of the first colleges in Cambridge to launch a dedicated access and outreach programme, and it has won praise for the transparency of its admissions process. Clare's aim is to inspire students to achieve their full potential. Around two-thirds of the undergraduates come from state schools.

Located in the heart of Cambridge city centre, close to many University faculties and departments, the College is extraordinarily beautiful and famed for its gardens on 'the Backs' (the backs of the colleges that line the River Cam).

Clare's Old Court, a 17th-century Grade I listed building, is the centre of the College and is unique among the ancient Cambridge colleges in having maintained its architectural integrity. The oldest of Cambridge's bridges leads from Old Court over the river to Memorial Court, home to the College Library, and Lerner Court (opened in 2009).

The College is a community of more than 500 undergraduates, 180 graduate students, and 100 Fellows (senior members), in every academic discipline, supported by over 100 professional services staff. There are over 8,500 alumni including such notable figures as David Attenborough, Vivienne Faull, Skip Gates, Matthew Parris, Robin Ticciati, Mark Walport, and many others.

The College is committed to providing small-group teaching through the supervision system and to delivering excellence in education at both undergraduate and postgraduate levels, while maintaining pastoral support through the tutorial system. Clare students also pursue a wealth of other interests beyond their course. Clare is known as one of the most musical colleges in Cambridge – its choir has performed all over the world – while students also participate in a range of sports, arts, and other activities. Clare alumni have forged successful careers in every field, prepared and inspired by their time at the College. For further information about the College, please visit www.clare.cam.ac.uk.

The Department of Zoology

The Department of Zoology is a thriving community of researchers, united by a fascination with the living world. Our mission is to understand how life evolves, how it functions, and how we can conserve it for the future. We disseminate this new knowledge through local, national and global networks of influence, to confront the greatest challenges of our time: restoring and protecting biodiversity, enhancing food security and improving human health.

Researchers in the Department study animals from around the world, from rainforests in Malaysia and Panama, to Caribbean reefs and African lakes, to ecosystems in Antarctica and on our doorstep. We develop and apply diverse cutting-edge techniques, including genetic manipulations of insects, automated analyses of behaviour and AI-facilitated simulations of entire nervous systems and ecosystems. We reanimate fossils from the deep past, to understand how the earliest animals evolved, and we build simulations of worlds to come, to predict how pathogens will evolve and to understand how biodiversity can most effectively be conserved. This rich diversity in approach energizes our teaching and our wider engagement activities, and it connects us to colleagues working across the University.



Ecology and Conservation Biology



Ecology and Conservation Biology is a key research theme within the Department. Human demands on the planet are still growing rapidly, generating large-scale land-use change, climate change, and degradation of ecosystems. We are witnessing rapid losses of biodiversity, with consequences for humanity that are not fully understood. Researchers in this theme aim to understand patterns of biodiversity and ecosystem change, to characterise pressures that are driving loss or degradation, and to identify the most effective and efficient ways to mitigate and counteract biodiversity loss.



The Department is deeply integrated with the Cambridge Conservation Initiative (CCI), with whom we share the David Attenborough building. This unique collaboration enables us to collaborate with members of other Departments and to work directly with leading internationally focused biodiversity conservation organisations, to design and implement conservation policy and practice worldwide. The University Museum of Zoology is embedded within the Department and is an outstanding resource for research and teaching. It also runs a superb programme of learning and public engagement that attracts over 150,000 visitors each year, and offers us exceptional capacity to engage local schools and community groups with our research.



Main Responsibilities



Research

- The Pathways to Independence Fellowship offers an opportunity to carry out novel research in a stimulating academic environment in the Department of Zoology.

Teaching

- Supervising undergraduate students for 60 hours per year.
- Directing studies for undergraduate and postgraduate students in accordance with need.
- Participating fully in the administration of Natural Sciences at Clare, including undergraduate admissions.



How to Apply

To make an application, please **download** and complete the application form available on (<https://tinyurl.com/3hx2zd67>) and send it with your CV, publication list and contact details for two referees to admin@zoo.cam.ac.uk by 17:00 GMT on Wednesday 8 January 2025. We will contact you and your referees if you are shortlisted.

Interviews will take place on Friday 14 March 2025.

It should be noted that a successful candidate for this Fellowship who does not have an automatic right to work in the United Kingdom (including anyone who is completing a PhD at an overseas institution) will be subject to the visa requirements of the United Kingdom. The College will give informal advice and assistance but ultimately it will be the responsibility of the candidate to obtain the necessary visa.

Please address informal enquires to the Professors Rebecca Kilner (rmk1002@cam.ac.uk) / Andrea Manica (am315@cam.ac.uk) / Ed Turner (ect23@cam.ac.uk)

If you have any queries regarding the application process, please contact Anastasia Nezhentseva (an286@cam.ac.uk).