

# Postdoctoral Research Associate

Centre for the Future of Intelligence,  
Institute for Technology and Humanity

Closing Date: Sunday 12 January 2025

Job Reference: GO44365



# Postdoctoral Research Associate

**Salary:**

£36,924–£45,163

**Contract:**

Fixed-Term until 31 January  
2027

**Location:**

Central Cambridge

**Faculty / Department:**

Centre for the Future of  
Intelligence, Institute for  
Technology and Humanity

**Responsible to:**

Professor Jacob Stegenga

**Working pattern:**

Full-time

The University of Cambridge has a Hybrid Working Policy that aims to enable as many staff as possible to work in a hybrid way if they so wish, whilst recognising that some roles will include tasks that can only be performed on University premises.

This is an exciting opportunity to work within the research project titled “Amalgamating Evidence About Causes: Medicine, the Medical Sciences, and Beyond”, led by Professor Jacob Stegenga, in partnership with Professor Stephan Hartmann (LMU Munich), and funded by AHRC & DFG. This Postdoctoral Research Associate position with expertise in philosophy of science or medicine is fixed term until 31 January 2027.

Applicants should have completed (or near completed) a PhD in Philosophy, and have expertise in philosophy of science or philosophy of medicine. We welcome applicants using a diverse range of approaches in their research, including formal methods, computer simulations, and case studies. We particularly welcome applicants from candidates with research interests in causal inference in medicine, construed broadly to include, as examples, a causal inference based on clinical experience, the use of quantitative effect sizes, the role of diverse evidence for causal inference, how expert judgements get aggregated, and how artificial intelligence might contribute to causal inference in medicine.

**Key responsibilities**

The Postdoctoral Fellow will work under the direction of, and report to, Professor Jacob Stegenga and will be expected to complete the following tasks:

**Research:**

- Write academic papers and deliver talks at academic conferences
- Collaborate with other researchers on the project, especially members of the Munich team

**Event organization:**

- Assist in the planning and organisation of workshops in conjunction with the Munich team

**Collaboration facilitation and project coordination:**

- Liaise with colleagues – including the PI, other research fellows, as well as partners for the project – on routine matters, and work with the PI on matters of organisation and promotion of the workshops and other outputs

# Project Information

In many areas of science, a variety of evidence from different methods, experts, and disciplines can be relied on when inferring causal claims. The amalgamation of evidence to produce causal knowledge is a widespread challenge for scientists and those aiming to rely on causal claims in decision-making. This is acutely important in the biomedical sciences and in medical practice. The goal of the project Amalgamating Evidence About Causes is to systematically study the amalgamation of causal evidence in medicine, by articulating formal constraints, prescriptive principles, and methodological heuristics that could guide practitioners in medicine and could be used as evaluative norms in this practical, policy-oriented context.

In medicine there are at least four domains in which practitioners are required to amalgamate causal knowledge: treating a sequence of patients in routine clinical practice, measuring effect sizes from multiple medical trials and aggregating them into an overall effect size, making inferences about intervention effects based on diverse evidence, and amalgamating a group of experts' judgements. In each domain the evidence pertaining to the putative causal relations has distinct forms and properties and varying reliability, and the ways in which that disparate evidence can be amalgamated itself varies between the domains. The broad aim of this project is to evaluate the amalgamation of causal evidence in medicine using tools from philosophy of science.

Amalgamation of evidence has received some recent attention in philosophy of science (see Fletcher, Landes & Poellinger 2019 for a general overview). One influential philosophical approach to the question of evidence amalgamation builds off the Bayesian network framework developed in Bovens & Hartmann (2003) (Menon & Stegenga 2017; Landes, Osimani & Poellinger 2018). Another approach takes as its starting point the famous Arrow impossibility theorem, asking if the amalgamation of evidence faces similar constraints as the amalgamation of preferences (Stegenga 2013; Cresto & Tajer 2020). Bradley, Dietrich, & List (2014) use results from work on judgement aggregation to articulate constraints on the amalgamation of causal judgements. Still another approach to evidence amalgamation in philosophy of science is to articulate methodological problems of evidence amalgamation in scientific practice.

To see why the amalgamation of causal knowledge is particularly challenging in medicine and that these challenges are genuinely philosophical in nature, consider the live and sometimes vitriolic debates in each of the four domains mentioned above:

**Clinical Expertise:** A physician treats a patient with a particular drug, the patient undergoes various changes to her symptom profile over time, and then the patient returns to her physician. The physician must make an inference regarding whether or not it was the drug which caused the changes in symptoms. These changes might have been the result of the drug, but they also might have been due to placebo effects, or merely the passage of time, or a result of other actions the patient took. The physician makes an inference about the drug, and then sees her next patient, and this process repeats; eventually the physician develops a general judgement about the drug based on this accumulated expertise. Is the physician's expertise a reliable guide to the effectiveness of medical interventions? The evidence-based medicine movement says no (Howick 2011a), while some physicians and philosophers support such appeals to first-person experience to make single-case causal inferences (Tonelli & Shapiro 2020; Cartwright 2017).

**Effect Sizes:** Outcome measures are formal statements about the relationship between outcomes in an experiment, and when applied to empirical data the result is an 'effect size'. These effect sizes are often interpreted as a measure of the strength of a causal relation between a putative cause and its effect, and effect sizes from different trials can be aggregated straightforwardly by a weighted average. There are many outcome measures used in science (see e.g., Grissom and Kim 2011). Some philosophers have argued that so-called 'absolute' outcome measures are superior to 'relative' outcome measures (Sprenger & Stegenga 2017; Stegenga 2022; Jäntgen 2023), while other philosophers have argued that both families of outcome measures are legitimate and should be used (Hofer & Krauss 2021).

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# Project Information continued...

**Diverse Evidence:** For hypotheses about the effectiveness of medical interventions, there are routinely at least two important kinds of evidence available: results from experimental trials (quantified according to domain ii), and mechanistic evidence about the causal structure (of the target of intervention and of how the intervention modulates that target). There are two competing views about this evidence. Some philosophers and medical scientists hold that only statistical evidence from trials should be relied on when making causal inferences (Howick 2011b). Others hold that mechanistic evidence should also be relied on, exemplified by the influential Russo-Williamson thesis (Russo & Williamson 2007, Stegenga 2022).

**Expert Judgements:** In regulatory and research contexts of medicine, it is common practice to convene a group of experts to develop a consensus judgement about causal hypotheses, such as whether a drug has an overall balance of beneficial effects. Yet such approaches are controversial, with critics arguing that ultimately what matters when assessing those causal hypotheses is the relevant evidence which the experts rely on to form their judgements (Solomon 2007; Miller 2013).

In each of these domains we observe controversial, unresolved debates. One might be tempted to think that the issues at stake are strictly scientific and thus could be resolved by technical developments within medical science or statistics. Yet the existence of these unresolved debates is indicative of deeper underlying philosophical challenges. Cartwright (2006) correctly claimed that the technical tools available in science for amalgamating diverse evidence are very limited. This project will take steps toward a better understanding of the range of possibilities for amalgamating evidence of causes in medical science and clinical practice.

Our goal is to systematically study the amalgamation of causal evidence in medicine, in each of the four domains described above, from a variety of philosophical approaches.

Project-related publications include:

- Tabatabaei Ghomi, H. & Stegenga, J. (2022). Conventional Choices in Outcome Measures Influence Meta-Analytic Results. *Philosophy of Science* 89(5): 949–959.
- Tabatabaei Ghomi, H. & Stegenga, J. (2023). Simulation of Trial Data to Test Speculative Hypotheses About Medicine, in: Hens and De Block (eds.): *Advances in Experimental Philosophy of Medicine*. London: Bloomsbury.
- Stegenga, J. (2022). Evidence of Effectiveness. *Studies in History and Philosophy of Science* 91: 288–295.
- Eva, B., Hartmann, S. & Rafiee-Rad, S. (2020). Learning from Conditionals. *Mind* 129(514): 461–508 (2020).
- Eva, B., Stern, R. & Hartmann, S. (2019). The Similarity of Causal Structure. *Philosophy of Science* 86(5): 821–835.
- Sprenger, J. & Hartmann, S. (2019). *Bayesian Philosophy of Science*. Oxford: Oxford University Press.
- Eva, B. & Hartmann, S. (2018). Bayesian Argumentation and the Value of Logical Validity. *Psychological Review* 125(5): 806–821.
- Stegenga, J. (2018). *Medical Nihilism*. Oxford: Oxford University Press.
- Hartmann, S. & Rafiee Rad, S. (2018). Voting, Deliberation and Truth. *Synthese* 195: 1273–1293.
- Sprenger, J. & Stegenga, J. (2017). Three Arguments for Absolute Outcome Measures. *Philosophy of Science* 2017 84: 840–852.

# Person specification

	Essential	Desirable
<b>Education and Qualifications</b>		
Applicants should have completed (or near completed) a PhD in Philosophy, and have expertise in philosophy of science or philosophy of medicine.	✓	
Fluency in English	✓	
<b>Specialist Knowledge and Skills</b>		
Experience of writing and publishing academic articles	✓	
Awareness of key research themes in the project Amalgamating Evidence About Causes.		✓
<b>Interpersonal and Communication Skills</b>		
Ability to work as part of an interdisciplinary and international team.	✓	
Ability to interact with research participants, academic partners and project collaborators	✓	
Ability and willingness to update knowledge in the specialist area and engage in continuing professional development.	✓	
Ability to communicate complex research findings in oral, written and visual formats		✓
<b>Relevant Experience</b>		
Experience with organising academic conferences/workshops		✓

## Declaration on Research Assessment

The University of Cambridge is a signatory to the San-Francisco Declaration on Research Assessment (DORA), and in recruitment or promotion evaluations will assess research on the basis of its merits rather than the journal or venue in which it is published. Applicants should not include Journal Impact Factors or uncontextualized metrics in their applications. Full details are at: <https://www.research-strategy.admin.cam.ac.uk/research-policy/DORA>

# The Leverhulme Centre for the Future of Intelligence (CFI)



The development of AI will be one of the defining themes of our century, and the project of ensuring that we make best use of its opportunities is one that we all face together. Thanks to a £10 million grant from the Leverhulme Trust, in 2016 the University of Cambridge established an interdisciplinary research centre, the Leverhulme Centre for the Future of Intelligence (CFI), to explore the opportunities and challenges of this potentially epoch-making technology, both short and long term.

The Centre is a collaboration with partners at the University of Oxford, Imperial College London, and the University of California, Berkeley. The goal of CFI is to lead the growth of a new interdisciplinary research community to address the opportunities and challenges of machine intelligence.

More information is available at [www.lcfi.ac.uk](http://www.lcfi.ac.uk).

## The Institute for Technology and Humanity

The Institute is home to three University Research Centres: The Centre for the Study of Existential Risk, the Leverhulme Centre for the Future of Intelligence and the Centre for Human-inspired AI. By integrating cross-centre strengths, facilitating synergies, and catalysing new collaborations, the Institute combines the arts, humanities and social sciences alongside the natural, health and technical sciences in order to address the great issues of our time. More information is available at: [www.ith.cam.ac.uk](http://www.ith.cam.ac.uk)

# The School of Arts and Humanities



The School of Arts and Humanities is one of six schools in the University and it is currently comprised of:

- Faculty of Asian and Middle Eastern Studies
- Faculty of Architecture and History of Art
- Faculty of Classics
- Faculty of Divinity
- Faculty of English
- Faculty of Modern and Medieval Languages and Linguistics
- Faculty of Music
- Faculty of Philosophy
- Centre for Research in the Arts, Social Sciences and Humanities
- University of Cambridge Language Centre
- Institute for Technology and Humanity

Combined, these institutions have a total annual budget in excess of £45million, 700 staff and 3,500 students. The School has recently agreed a new strategic plan, which sets out its overarching vision and objectives.

## Vision

The Strategic Vision of the School of Arts and Humanities is to retain its position in the world top five. We see this not as a simple metric but as a challenge for which we must foster a culture and practice of openness: to countries and traditions around the globe, to major themes, to new ways of teaching, to diversity in our student intake and staff recruitment, to inclusiveness in our career development, and to the breaking down of structures that prevent us achieving the ambitious goals we set ourselves.

# Terms of appointment

## Tenure and probation

Appointments will be made on a fixed-term basis until 31 January 2027. 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 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: [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 School's HR Team on [sahhr@admin.cam.ac.uk](mailto:sahhr@admin.cam.ac.uk) who are responsible for recruitment to this position.

# The University

**The University of Cambridge is consistently ranked one of the best universities in the world, achieving academic excellence through its Faculties, Departments and other Institutions, together with the 31 Colleges.**

The University is renowned for its record of discovery and innovation. It is one of the great institutions, with a regional, national and global reach, attracting the very best and brightest minds. Our staff and students shape the world around us for the better: we attract and partner with like-minded people.

Whether contributing to the development of new anti-cancer drugs, adding to the understanding of how black holes are formed, revolutionising the study of ancient settlements, convening academic expertise to offer solutions to the climate crisis, or analysing public attitudes towards democracy around the world, the University's research is remarkable in its breadth, quality and impact. The University also sits at the heart of Europe's largest technology cluster and has catalysed more than 1,500 high-tech companies. And yet what inspires our 24,000 students and 13,000 staff is not what has already been achieved, but what is possible in the future.

The education and experience of our students, based on a partnership between the University's academic Departments and Faculties and the 31 Colleges, is second to none. Every student is a member of one of the Colleges, each a community of students, academics and staff drawn from across the University's comprehensive range of subject areas.



The University is a self-governing community, with a system for decision-making that provides a high degree of accountability and transparency to its members. Each Department and Faculty is part of one of six academic Schools, but each of them, and each individual academic, has a great deal of autonomy. The Colleges are independent and self-governing, working in a symbiotic relationship with the University.

The University has a number of Institutions that are independent of any Faculty or Department and are not part of the academic Schools. These include the Institute of Continuing Education (which provides high-quality education to adults throughout their lives), the Fitzwilliam Museum, Kettle's Yard (an historic house and gallery that holds important collections of modern art) and the University Library. In addition to their diverse contributions to University and public life, these non-School Institutions are also important centres of teaching and research.

Cambridge University Press & Assessment provides academic publishing, examinations and learning materials worldwide, supporting the dissemination of research, academic development at school and in higher education, and international student mobility. Legally, the Press & Assessment is a department of the University. It provides very important funds to invest in the academic purposes of the University.

The University has made truly remarkable contributions to the sum of human understanding, with breakthrough ideas and discoveries that have changed the way we understand ourselves, our planet, and the universe around us. Yet the global and national contexts in which it operates are fast-changing and increasingly filled with uncertainty. In a world that is becoming - politically, economically, socially, and technologically – ever more interconnected but even less equal, the University's mission – “to contribute to society through the pursuit of education, learning and



# 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.

“Through its outstanding education, research and innovation, the University of Cambridge has made - and continues to make - a lasting contribution to human knowledge and is flourishing. By working at the University of Cambridge, you will be joining a vibrant community of students, scholars and professional services staff, committed to supporting and enhancing the University's mission to contribute to society.”

Professor Deborah Prentice,  
Vice Chancellor, 2023



# Working at the University

**Working at Cambridge you will join a diverse, talented and innovative community, with more than 24,000 students and over 13,000 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.

## **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'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.



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.

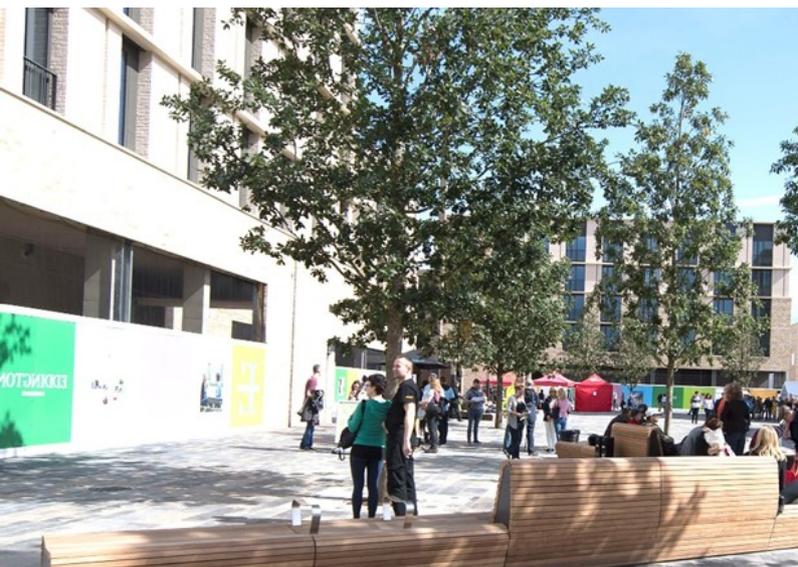
If you prefer the faster pace of life, London is a 45-minute train journey away. For those travelling from overseas, Stansted Airport is just 45 minutes away and Heathrow Airport under 2 hours away. The University is a short distance from a host of other attractions such as Ely Cathedral, Newmarket Races 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/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, adoption and shared parental leave entitlement of 26 weeks' full pay, and paid emergency leave for parents and carers.

Other family-friendly support includes:

Our highly regarded workplace nurseries, a childcare salary exchange scheme and a high-quality holiday Playscheme are 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 (<https://www.nvs.admin.cam.ac.uk/>) is an organisation within the University that welcomes the partners and families of visiting scholars and new members of the University. Run by volunteers, the group offers opportunities to visit interesting Cambridge venues, learn about the community, take part in social events and gain local knowledge while developing a strong support network of both residents and other newcomers.

## 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.

In order for your application to be considered, please ensure to upload the following:

- Curriculum Vitae (CV)
- Covering Letter explaining your interest in and aptitude for the position
- A sample of professional writing
- Names and contact details of **two referees** who are familiar with your work

If you upload any additional documents which have not been requested, we will not be able to consider these as part of your application.

Informal enquiries about the role are welcomed and should be directed to Professor Jacob Stegenga on [jms303@cam.ac.uk](mailto:jms303@cam.ac.uk).

If you have any questions on the application process, please contact the School’s HR Team on [sahhr@admin.cam.ac.uk](mailto:sahhr@admin.cam.ac.uk).

The closing date for applications is midnight (GMT) on **Sunday 12 January 2025**. Interviews are planned for the week commencing 3 February 2025, subject to change.

