

Assistant Professor in AI and Ethical Design

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

Closing Date: Sunday 2 February 2025
Vacancy number GO44377



Assistant Professor

Salary:

£46,485—£58,596

Contract:

Permanent

Location:

Central Cambridge

Centre

Institute for Technology and
Humanity

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.

The Leverhulme Centre for The Future of Intelligence (CFI) within the Institute for Technology and Humanity, seeks to appoint an Assistant Professor in AI and Ethical Design. The role holder may come from any academic background relevant to the ethical design of AI and must have a track-record of publication directly in this area as it relates to ethical AI, and must demonstrate capacity to work in a highly interdisciplinary environment.

We are seeking candidates who have a record of, or clear potential for, high level research commensurate with their career stage. Candidates will have the ability or potential to undertake collaborative research, to secure external research and funding, generate impact from that research, and contribute to the long-term development of CFI.

The purpose of this post is broadly threefold:

- i) to contribute to CFI's expanding teaching programme;
- ii) to conduct world-leading, impactful research in topics relevant to CFI's mission, and;
- iii) to contribute to the development of CFI.

AI Ethics is a rapidly growing interdisciplinary field, spanning domains such as law, social science, computer science, philosophy, literature, media studies, and engineering, as such, we are open to candidates with interests spanning multiple fields.

The role holder should have a PhD in a suitable discipline such as Design Studies, Human-Computer Interaction, Information Science, or Cognitive Science with a proven track record, commensurate with their career stage, of research in AI, technology, and society. The role holder should have good knowledge of normative frameworks such as Ethical and Inclusive Design and Design Justice as well as relevant knowledge in practical AI-related topics such as Interaction Design, Human Factors Engineering, and Prototyping.

The opening for this role reflects both student demand for tuition and supervision, and CFI's plan to expand existing courses. The role holder will be expected to deliver lectures and courses on the topics mentioned above to our two Masters programmes in a variety of formats. These may include remotely-delivered modules for the MSt in AI Ethics and in-person short courses for the MPhil in the Ethics of AI, Data, and Algorithms. Additionally, they will be expected to play a central role in marking, supervising, and admissions for both courses throughout the year, they must also contribute to further courses in development, such as shorter courses or a PhD programme. The role holder will also be given considerable responsibility in guiding the development of these courses over time to reflect this fast-moving field.

Assistant Professor

The role holder will come from a relevant academic background, but we emphasise a proven ability to work across disciplines within this field. Knowledge of specific AI systems is not considered essential but is a desirable asset for a candidate to possess. It is expected candidates will complement the specialism of our corresponding vacancy for an Assistant Professor in Social Science of AI (see Job Opportunities - University of Cambridge), as well as those of existing staff members. They will contribute to the development of the curricula and continuous improvement of the course.

The appointee will be mentored and supported in their career development, and a range of programmes is available to help Early Career Researchers achieve their goals

The post holder will be responsible for working alongside CFI's Associate Director (Education) and other staff members in developing curricula, delivering teaching, coordinating marking, supervising students and managing other aspects of the course. They will also be expected to contribute to the development of further educational programmes, such as a PhD programme or short courses, as required.

Post holders will be expected to engage in high impact research and engage with stakeholders and collaborators in seeking external funding for interdisciplinary grants. They will be expected to develop high level research on topics related to AI ethics and society, to publish in appropriate journals, and to ensure their research has impact through dissemination to and engagement with other stakeholders. They will be expected also to contribute to the successful running and development of CFI in the short and long term.

Specific duties and responsibilities

The Key responsibilities of the role are to:

- co-lead development and delivery of CFI's Master's programmes
- design and teach specialist modules for the Master's programmes
- supervise and examine Master's students and (in the future) doctoral students
- take an active role in recruiting applicants to the MSt and CFI's other educational programmes
- contribute to CFI's other educational programs as required
- contribute to teaching and research-related administration, including selecting, interviewing and advising staff and students and participating in relevant committees
- conduct and publish original research of international reach and significance
- pursue funding and establish research projects/programmes in field of specialisation
- engage in outreach and dissemination related to own research and that of CFI more broadly
- contribute to CFI's strategy and development in the short and long term.

Person specification

	Essential	Desirable
Education		
Educated to PhD level or equivalent in a discipline relevant to the ethical design of AI	✓	
Specialist knowledge		
Teaching and research specialisation in an area directly related to AI ethics and society which would contribute to the strategic priorities of CFI's education programmes	✓	
A broad knowledge of the field of AI ethics that enhances CFI's wider educational and research programmes.	✓	
Knowledge of specific AI systems		✓
Research and Teaching		
Evidence of, or clear potential for, high-level research, with publications commensurate with stage of career	✓	
Evidence of clear plans for future research	✓	
Demonstrate a firm commitment to teaching at postgraduate levels	✓	
Ability or potential to undertake collaborative research and to secure external research and funding	✓	
Leadership and Service		
The ability to work independently and as part of a team, and to work with colleagues in a collegial and collaborative manner	✓	
Ability to undertake administrative duties to a high standard	✓	
The ability to take an inclusive approach towards teaching and working with (or supporting) colleagues	✓	
Proven ability to lead and inspire a team and work with vision and foresight.	✓	

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>

Centre for the Futures of Intelligence (CFI)



CFI is a highly interdisciplinary research centre addressing the challenges and opportunities posed by artificial intelligence (AI), in both the short and long term. CFI is based at the University of Cambridge within the Institute for Technology and Humanity with partners in Imperial College London, and UC Berkeley, and close links with industry and policymakers. The Centre has a track record of attracting world-class researchers, exceptional students, and external funding. Its members are drawn from a wide range of disciplines including law, social science, computer science, media studies, politics and philosophy. More information is available at: <https://www.lcfi.ac.uk/>

The MSt AI Ethics and Society programme considers the ethical and societal impacts of AI. With growing application numbers and a high calibre of students from a range of professional backgrounds. It is a partnership between CFI and the University's Institute for Continuing Education (ICE).

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

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 are to the retiring age for established academic positions. For University Associate Professors and University Assistant Professors the appointment is subject to satisfactory completion of a five-year probationary period.

Hours of Work and Working Pattern The appointment is full-time. We welcome applications from individuals who wish to be considered for other flexible working arrangements.

Pension

You will automatically be enrolled to become a member of USS (Universities Superannuation Scheme) – a defined benefits pension scheme. If you are already a member of the NHS Pension scheme, you may be eligible to continue in the scheme and should contact the Pensions section of the University: www.pensions.admin.cam.ac.uk/.

Annual leave

Subject to compliance with the Statutes and Ordinances relating to leave, full time officers are entitled in any holiday year to take a minimum of 28 days annual paid holiday. These periods are inclusive of public holidays that fall outside Full Term.

Sabbatical leave

Cambridge is generous in having statutory provision for leave of absence of one term for every six terms of service. Academic staff use this opportunity for study and research.

College membership

Membership of a College adds an important social and intellectual dimension that many of the University's academic community find attractive. Appointment to a College fellowship is a separate matter from a

University appointment. Colleges expect all their teaching fellows to take part in undergraduate supervision and College administration, for which the College provides modest remuneration additional to University salary. Many academic staff will be invited to join a College as a teaching fellow, but it is not compulsory for academic staff to be a member of a College. The Head of Institution or senior colleagues can offer more advice.

Residence

It is a requirement of the role that you are resident in the University during term-time. Further information can be found here: <https://www.admin.cam.ac.uk/univ/so/2019/chapter11-section1.html#indexterm-d358e257>

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.

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.

Health declaration - once an offer of employment has been made the successful candidate will be required to complete a work health declaration form.

Equality and Diversity

We particularly welcome applications from candidates from a Black, Asian and Minority Ethnic background for this vacancy, as people from these backgrounds are currently underrepresented at this level in our School.

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 Department Administrator, who is 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 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.

For your application to be considered, please upload the following:

- A covering letter
- Curriculum vitae
- One article or chapter length writing sample (max 10,000 words)

Applicants must provide the names and contact details of **three referees** who are familiar with their work in the relevant field. Please ensure that your three referees submit their references directly to references@csah.cam.ac.uk before the closing date, quoting the vacancy number.

Inquiries about the role may be addressed to Henry Shevlin on hfs35@cam.ac.uk. For questions about the process, please contact the Schools HR Team on sahhr@admin.cam.ac.uk.

The closing date for application is midnight (GMT) on Sunday 2 February 2025. Interviews are planned for March 2025 subject to change.

