



The
 Fitzwilliam
 Museum
 CAMBRIDGE



Supported using public funding by
**ARTS COUNCIL
ENGLAND**

Head of Curatorial (Professor)

Salary: Grade 11

£66,857 - £77,476

Contract:

Permanent

Location:

Cambridge

Department:

Fitzwilliam Museum

Responsible to: Deputy
Director, Collections and
Research

Working Pattern:

Full Time

Purpose of the role

The Head of Curatorial, a new role in the Fitzwilliam Museum, will lead, champion and manage the Curatorial Department – which brings together an interdisciplinary team of (currently) 17 permanent and fixed term curators – to support the key priorities identified in the Museum's Mission and Business Plan. The role will lead a team in curatorial research and collections development, the curation of exhibitions and displays, and contributions to collections documentation, to support the Museum's Vision and Mission, the Research & Impact Strategy and the Business Plan.

In addition, you will curate and lead significant research on a specific area of the collection, which could include displays, exhibitions, documentation and collections development. The Museum is seeking applications from individuals specialising in one of the following areas, particularly encouraging approaches that consider the present-day and global relevance of these collections, and how communities connect with these objects and artworks:

- **Collections from the Islamic World** incorporating the diversity of artistic and material production from those regions from the 7th century CE onwards: the collection is particularly strong in ceramics (Iran, Egypt and Turkey), paintings and manuscripts relating to different faith traditions (especially from Iran and northern India), and money; further collections include textiles and armour.
- **European paintings and drawings:** significant Italian paintings of the 13th to 18th centuries, 18th-early 20th century French and British paintings, and an internationally renowned collection of Italian, French and British drawings and watercolours. *The post-holder will not be expected to specialize in collections covered by the Curator of Northern European Paintings & Drawings, the Senior Curator Prints & Drawings or the Senior Curator: Modern & Contemporary Art.*
- **Mediterranean & Western Asian antiquities:** major collections of Classical Greek and Roman sculpture, ceramics, bronzes, terracottas and jewellery, alongside prehistoric, Mycenaean, Minoan and Etruscan material. This includes excavated material from Cyprus and Greece. Western Asian collections include ceramics, palace reliefs from Nineveh and sculptures from Yemen. *The post-holder will not be required to specialize in collections covered by the Senior Curator: Nile Valley.*

You will have a substantial track record in managing teams of specialists in a museum or other relevant context, and be recognised internationally for outstanding research that addresses significant questions. The role holder will have made an impactful contribution to exhibitions, displays and programming, and have secured major grants with academic and/or other partners. You will be committed to developing new perspectives on the collection and challenging assumptions, embracing collaboration, innovation and participatory approaches to research, and ensuring the curatorial team plays an important role in the Museum's EDI objectives.

This is a University Professorial appointment (established Academic) entitled to apply for Quasi Sabbatical Leave (that is equivalent to Sabbatical Leave) after being in post for three years, with entitlement of one term in every six, which can be accrued. The role holder, after one year in post, will be eligible for the University's Academic Career Pathways promotion scheme.



Key Responsibilities

Management

Manage Keepers and Senior Curators, agreeing workplans to support the Business Plan and delivery of Vision and Mission. Ensure these colleagues' research is aligned with the Research & Impact Strategy; that display/exhibitions proposals support the Exhibitions & Displays Strategy; that acquisitions are researched and proposed in alignment with the Collections Development Strategy.

Agree areas of curatorial responsibility, including for collections on display and in storage. Energise, and manage involvement of, curators in the Masterplan.

Support wellbeing, and facilitate training and development opportunities, for curatorial team, and provide constructive advice on grant, exhibition/display and other project proposals.

Responsibility for curatorial aspects of the management, curation and care, of the collection, to support compliance with accreditation policies, working with Collections Management, Conservation and other teams. Play a leading role in ensuring collections storage is secure, working closely with Collections Management and Security staff. Ensure curatorial colleagues support the targets set out in the Documentation Plan

Represent the curatorial team in Senior Management Team, ensure its visibility in the organisation and beyond, provide advice to Senior Leadership Team, and participate in committees and working parties; prepare

reports; assist the Director and Deputy Directors in the formulation of strategic policies, represent the Fitzwilliam Museum on appropriate University, national and international scholarly groups and bodies. Member of the Museum's Collections Development Group.

Work to ensure best practice in museum, collection and archives, across the curatorial team, and support maintaining Museum Accreditation working with Collections Management & Documentation, Security and Conservation.

Work closely with colleagues, and manage the Curatorial team to effectively collaborate, with Conservation, Collections Management & Documentation, Security Staff, and those in Learning, Public Engagement, Marketing and Press, Development, IT and Visitor Services, both within the Fitzwilliam Museum and across the wider University.

Play a leading role in conceiving and delivering new Documentation projects, working with Documentation Staff.

Research

Lead, shape and champion the programme of research undertaken by the curatorial team, ensuring it aligns with the Fitzwilliam Museum's Vision, Mission, Research & Impact strategy and environment, working with the Head of Research & Impact, the wider University and University of Cambridge collections.

Contribute to Research Communities, the shaping of major Portfolio Projects, support embedding a multiplicity of voices and approaches in research, and embrace a more global approach to the history of art and material culture.

Initiate and foster major interdisciplinary research partnerships and initiatives, nationally and internationally. This might include work with colleagues within the University of Cambridge, including Departments (e.g. History of Art, Archaeology, Faculty of Asian and Middle Eastern Studies), networks (e.g. Collections-Connections-Communities Strategic Research Initiative, Cambridge Visual Culture), centres (e.g. Centre for Research in the Arts, Social Sciences and Humanities, the

Cambridge Conservation Initiative), the University of Cambridge Museums, Botanic Garden and the University Library.

Undertake independent and collaborative research focused on your specific collections area— characterised by its originality, significance and rigour – conceiving, developing and designing projects, applying for funding, authoring publications and/or other research outputs (exhibitions, displays, events and digital content), with a focus on high quality outputs suitable for submission to the Research Excellence Framework, including contributions to Impact Case Studies.

Communicate complex ideas and research outcomes to a range of audiences. Organise and attend academic conferences and workshops, in collaboration with colleagues and in the wider University, HE and Gardens, Libraries, Archives & Museums sectors regionally, nationally and internationally. Contribute to exhibitions, displays, programming and platforms that provides research- and curatorial-content for wider audiences, including events, website, podcasts, blogs and other digital resources.

Facilitate, advocate for and encourage the use of the museum's collections in the research of academics, researchers, curators, students and independent scholars from across the Higher Education, and Gardens, Libraries, Archives & Museums sectors nationally and internationally. Support and create opportunities for students and early career researchers.

Curatorial

Conceive, develop and encourage proposals for temporary displays, exhibitions and changes to the displays of the permanent collection to support Mission aims and the Masterplan, particularly around your specific collection area. Work with Interpretation, Exhibitions and other teams on display and exhibition projects; collaborate with external curators, researchers and artists, museums, galleries and archives.

Act as curatorial lead for your specific collections area, taking responsibility for relevant galleries and displays, and collections in storage.

Research and pursue potential acquisitions around your specific area of the collections, to support the new Collections Development Strategy, including developing focused Collections Development Projects. The post-holder will facilitate and support such acquisitions through developing relationships with collectors, benefactors, donors, auction houses and dealers, contributing to grant applications and reports, Acceptance-in-Lieu and Cultural Gift Scheme bids & undertaking due diligence research in line with the Collections Development Policy.

Respond to public and research enquiries relating to your area of the collection. Facilitate access to relevant parts of the collections for students, research staff, visiting scholars and the public; liaise with collections management conservation staff regarding object treatment and condition; supervise interns, volunteers and PhD students.

Proactively develop and encourage diversification of students working with the collection, in line with the University's Widening Participation commitment.

Support and contribute to the Loans programmes, working with the Registrar's Office.

Work with relevant Documentation, Library and Archive staff to play a leading role in supporting research, documentation and management of your specific collections area. Contribute to cataloguing your specific collections area, on the Museum's collection database (Axiell).

Teaching & researcher development

Avail of opportunities to provide excellent, innovative and reflexive teaching around your area of specialism within the collection. This teaching can be with various departments of the University of Cambridge and other higher sector educational institutions, at both undergraduate and postgraduate level. This may take the form of object-handling sessions, lectures and seminars, gallery-based teaching session, temporary exhibition-based teaching sessions and/or online presentations.

Mentor, coach and nurture students and early career curators/researchers, including identifying excellent professional and personal development opportunities that prepare them for future success, and supporting funding proposals for postdoctoral fellowships in the Fitzwilliam Museum. Play a leading role in fostering an inclusive and positive working environment in the Museum.

Supervise and examine MPhil and PhDs in the University and act as external examiner in other Higher Education Institutions. Supervise postgraduate placements relating to relevant collections.

In line with the museum's public engagement strategy, they will engage with a broad range of audiences, including young adults, school pupils, adult learners, visiting scholars, interns and students (undergraduate, postgraduate) through classes, lectures, gallery talks and seminars on all aspects of relevant collections. They will also organise lecture series, symposia and study days and facilitate the teaching of other researchers, as appropriate.

Other Duties

Make an effective contribution of service to the University and to the academic community beyond the University. Represent, and advocate for, the Museum in University, national and international contexts, serving on boards, advisory and steering groups, recruitment panels, and other committees.

Promote the interests of the Fitzwilliam Museum generally, upholding institutional values and contribute to organisational policies and objectives on EDI.

Contribute to the environmental sustainability of Museum activities, working with the Head of Facilities Management and relevant colleagues

Public engagement with the media and via other channels to advocate for the Museum's collections, research and other activities.

Play a leading role in curatorial aspect of fundraising campaigns and income generating activities in line with the Business Plan. Curatorial activity plays a major role in our external fundraising, and we will be seeking support for applications to funding bodies, sponsors and/or potential donors, working with the Research & Impact, Development and Cambridge University Development & Alumni Relations.

Provide information and advice and collaborates with partners across the University of Cambridge Museums, nationally and internationally within the Gardens, Libraries, Archives & Museums sector, liaising and expanding networks within Cambridge and beyond.

Participate in Museum meetings and working parties, and contribute to proposals and reports, as appropriate.

Person Specification

Criteria	Essential	Desirable
Qualifications		
The role holder will have completed a PhD, or demonstrate comparable research and experience, in collections from the Islamic World; (2) Ancient Mediterranean & Western Asia; or (3) European Paintings & Drawings.	✓	
A post-graduate qualification or equivalent professional experience relevant to curatorial practice and museum studies		✓
Skills		
Sector-leading knowledge and/or experience of collections from the Islamic World; (2) Ancient Mediterranean & Western Asia; or (3) European Paintings & Drawings	✓	
Track record in researching, and creating public impact, around collections from the Islamic World; (2) Ancient Mediterranean & Western Asia; or (3) European Paintings & Drawings	✓	
Ability to prioritise and attention to detail.	✓	
Ability to develop, establish and utilise internal and external relationships with individuals and institutions.	✓	
Ability to lead plan, co-ordinate and project manage programmes, activities and events		✓
Excellent command of the English language.	✓	
For candidates with expertise in collections from the Islamic world, proficiency in one or several relevant languages (e.g. Arabic, Persian) and experience in collaborative projects in relevant regions.	✓	
For those with expertise in European paintings and drawings, relevant language abilities would be preferable, e.g. French, Italian.		✓
For those with expertise in Antiquities, proficiency in one or several relevant languages (e.g. Italian, Greek, Turkish, Arabic) and experience of collaborative projects in relevant regions.	✓	
Excellent digital skills, notably in terms of databases and other research tools		✓
Academic editorial experience in a relevant area, and/or peer review experience		✓
Experience		
Significant management of teams working in curatorial research and related fields, including setting workplans and objectives, and defining training and development opportunities	✓	
Significant curatorial or relevant experience working with collections from the Islamic World; (2) Ancient Mediterranean & Western Asia; or (3) European Paintings & Drawings, in particular through displays, exhibitions, public programming, loans and acquisitions.	✓	

Significant curatorial or relevant experience working with collections from the Islamic World; (2) Ancient Mediterranean & Western Asia; or (3) European Paintings & Drawings, in particular through displays, exhibitions, public programming, loans and acquisitions.	✓	
Track record of working in a research-intensive environment and a portfolio of research outputs (e.g. publications, exhibitions, digital) which is recognised as excellent in terms of its originality, significance and rigour; and which makes a contribution to the advancement of knowledge and understanding in the field of collections from the Islamic World; (2) Ancient Mediterranean & Western Asia; or (3) European Paintings & Drawings	✓	
Developing original, interdisciplinary and innovative curatorial and/or research initiatives -- in either (1) collections from the Islamic World; (2) Ancient Mediterranean & Western Asia; or (3) European Paintings & Drawings) -- to develop and share new perspectives on under-represented aspects of these collections, including awards of significant (e.g. over £500k) research grants.	✓	
Working as part of a team, multi-tasking within a busy environment, and delivering a supportive working culture through collaboration and partnerships.	✓	
Financial and budget literacy	✓	
Experience of teaching at a higher or university level.	✓	
Experience in mentoring, training and teaching the curators and researchers of the future.		✓
Experience of being part of national or international research consortia, and convening networks (e.g. through conferences)	✓	
Experience of the Research Excellence Framework (UK), or equivalent research assessment schemes in other countries		✓
Additional Requirements		
A commitment to equity, diversity and inclusion	✓	
A commitment to environmental sustainability.	✓	
A commitment to expanding knowledge beyond the role holder's field of expertise, collaborating with (for example) artists, communities or other experts beyond academia and the museum sector.	✓	
Direct, hands-on experience of handling relevant works of art/objects.	✓	
A mutually supportive and collaborative team working style, strong interpersonal skills, combining a "can do" attitude with or without input from colleagues.	✓	
Knowledge of the principles and practice of museum documentation.		✓
Ability to travel in the UK and internationally, and to work flexible hours		✓
A Developed network of professional and academic contacts across the Gardens, Libraries, Archives & Museums sector	✓	
Track record of providing service to wider organisational goals, through serving on committees, working groups, mentoring and fostering collegiality.	✓	

Behavioural Attributes

This section summarises the behavioural attributes (or competencies) that we expect the role holder to be able to demonstrate, at what level and whether this is an essential or desirable requirement. Full definitions are at: <https://www.hr.admin.cam.ac.uk/policies-procedures/behavioural-attributes>

Please review these and provide specific examples in your application of how you have demonstrated these attributes in your work, education or other experience. It will assist your application if you explain the situation, what you did and what the outcomes were.

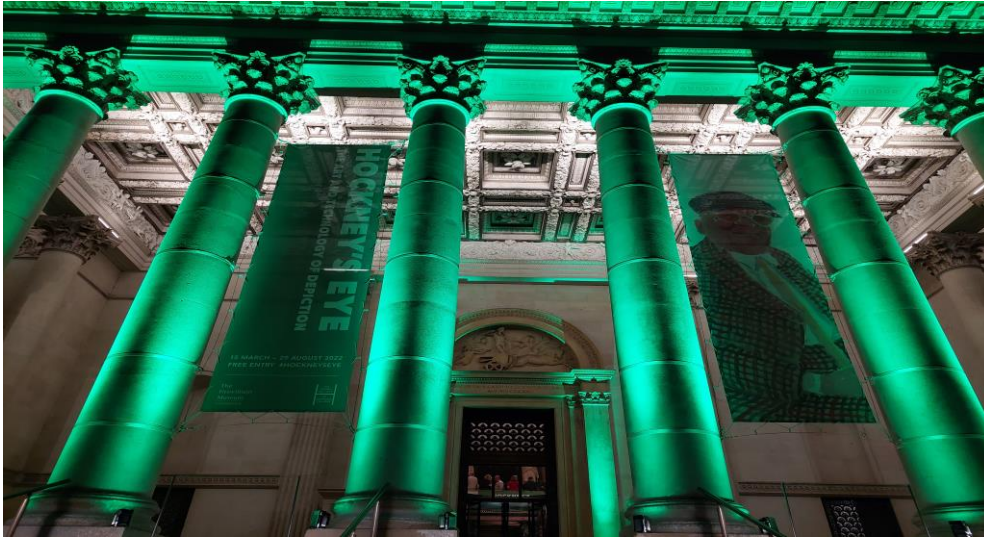
Attribute	Level
Valuing Diversity	A
Achieving Results	A
Communication	A
Innovation and Change	A
Negotiating and Influencing	B
People Development	B
Relationship Building	A
Strategic Focus	B

Professional Services Values

Developed by professional services staff, our values underpin everything we do. By living the values in the work we do, we hope to foster an environment where staff feel empowered. The values encourage staff to; work together and share skills to create a sense of community, act with integrity, take an inclusive and fair approach and develop honest and open relationships that are underpinned by our shared values. We encourage applicants to consider these values within their application.



The Fitzwilliam Museum



The Fitzwilliam Museum is the principal museum of the University of Cambridge and the largest cultural venue in the region, welcoming around 500,000 visitors a year, it acts as a bridge between the University, the City and the rest of the world, with a vision to ‘open up the past to transform our future’. Founded in 1816, the Museum houses over half a million works of art and material culture spanning from 10,000BCE to the present day, principally from Europe, North Africa and Asia. This includes sculpture, ceramics and decorative arts, paintings, drawings, prints, illuminated manuscripts, money, literary and musical autographs and the archives of artists and others. The Museum contributes to the University’s mission in delivering research and teaching grounded in and inspired by the collection, using curatorial, conservation, science and practice-based methodologies.

The Curatorial Department

The curatorial team currently comprises 12 permanent curators (Keepers, Senior Curators) and 5 fixed term project curators (Research Associates) – including specialists in antiquities, manuscripts, sculpture, paintings, prints and drawings, contemporary art, decorative arts and money. The team delivers research, develops the collection through acquisitions, curates exhibitions and displays, and provides essential curatorial contributions to collections documentation, to support the Museum’s Vision and Mission, the Research & Impact Strategy and the Business Plan.

The Curatorial Department sits within the Collections & Research Division, alongside the Research & Impact team, and the Department of Collections Management & Documentation.

Terms of Appointment

Tenure and probation

Appointment will be made on a permanent basis.

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.

Working Pattern

The appointment is full time.

Pension

You will automatically be enrolled to become a member of USS (Universities Superannuation Scheme) – a hybrid pension scheme. For further information please visit: 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.

College membership

Membership of a College adds an important social and many of the University's academic community find attractive. Appointment to a College fellowship is a separate matter from a University appointment. Most colleges expect their 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. The Head of Institution or senior colleagues can offer more advice.

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.

Screening Checks:

This role requires a basic Disclosure and Barring Service (DBS) Check. Any offer of employment we make to you will be conditional upon the satisfactory completion of

this/these check(s); whether an outcome is satisfactory will be determined by the University.

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 Department 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 world-leading teaching and research within a distinctive collegiate system. For eight centuries our ideas and innovations have shaped the world. Our principal goal is to remain one of the world's leading universities in an increasingly competitive global higher education sector. Today the University of Cambridge is at the centre of a cluster of over 4,300 businesses employing 58,000 people.

Our capital investment projects include academic and commercial growth at both the West Cambridge Innovation District, and the Biomedical Campus in the south of the city. Eddington, in North West Cambridge, is a mixed-use development including key worker housing for staff, a community centre and a new primary school, managed by the University. Through these projects, the University is deeply embedded in, and committed to serving, our local community. These are all conspicuous signs of a University that is not only adapting to new needs, but also anticipating the future.

Our mission is to contribute to society through the pursuit of education, learning, and research at the highest international levels of excellence. Our core values are:

- freedom of thought and expression; and
- freedom from discrimination.



About Us

The University is one of the world's leading academic centres. It comprises 150 faculties and departments, together with a central administration and other institutions. Our institutions, museums and collections are a world-class resource for researchers, students and members of the public representing one of the country's highest concentrations of internationally important collections.

The University has an annual income of £2 billion. Research income, won competitively from the UK Research Councils, the European Union (EU), major charities and industry, exceeds £500 million per annum and continues to grow.

The Colleges and the University remain committed to admitting the best students regardless of their background and to investing considerable resources both in widening access and financial support. The 31 Colleges are self-governing, separate legal entities which appoint their own staff. Many academic staff are invited to join a College as a Teaching Fellow, which provides a further social and intellectual dimension. The Colleges admit undergraduate students, provide student accommodation and pastoral support and deliver small group teaching for undergraduates.

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

Our instinct for seeking out excellence and setting up enduring and mutually beneficial collaborations has led us to establish strategic partnerships across the globe. Whether it is the successful Cambridge-Africa Programme involving universities in Ghana, Uganda and elsewhere on the African continent; or the close association with the government of India to pursue new research in crop science; or the creation, with Germany's Max Planck Institutes, of a Cambridge-based centre for the study of ethics, human economy and social change – international partnerships are now an inextricable part of the University's make-up.

“Cambridge graduates and researchers have made – and continue to make – a colossal contribution to human knowledge and the understanding of the world around us. Their work touches on the lives and livelihoods of everyone from patients diagnosed with life-threatening diseases, to residents of areas critically affected by climate change, to children growing up in conflict zones. It has a lasting impact on our society, our economy and our culture: the world is truly a better place thanks to their efforts.”

Stephen Toope, Vice Chancellor 2019



Working at the University

Working at Cambridge you will join a diverse, talented and innovative community, with more than 23,000 students and over 16,000 staff from all walks of life and corners of the world.

The University continually explores strategies to attract and retain the best people. It is committed to supporting its staff to achieve their best. We are a fair, diverse and inclusive society and we believe our staff are our greatest asset. There is strong commitment to developing institutional leadership and supporting and encouraging staff development at all levels.

We offer a variety of roles including academic, research, professional, managerial and support roles. We also offer extensive benefits and excellent learning opportunities within a stimulating working environment.

The University's estate is undergoing the most significant transformation in its history. Cambridge has been able to create a science and technology campus to the west of the city centre, and is expanding further to the north west of Cambridge including investing in affordable homes for University key workers and community facilities. Even with our continued development, the University remains within walking or cycling distance across the campus. The University is a major partner on the Cambridge Biomedical Campus and we continue to redevelop our historic city centre sites demonstrating our determination to ensure that we can offer the best facilities and opportunities for our staff and students.



Equality & diversity

The University has built its excellence on the diversity of its staff and student community. We aim to be a leader in fostering equality and inclusion, and in promoting respect and a sense of belonging for all. We encourage applications from all sections of society. All appointments are made on the basis of merit. We have an Equal Opportunities Policy, along with a range of diversity groups, including the Women's Staff Network, Race Equality Network and LGBT+ Staff Network. More details are available here:

<http://www.equality.admin.cam.ac.uk/>

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

Living in Cambridge

Cambridge is rich in cultural diversity. From beautiful University and College buildings, museums and art galleries, quaint gardens and punts on the River Cam, to a vibrant restaurant and café scene, our employees are surrounded by the wonderful features of this unique city.

You can find a wide-range of high street shops and 3 shopping centres, with independent alternatives at the historic market and nestled within the passageways in the city centre. You will find a cinema, bowling alley, a nightclub and various live performances at the Cambridge Leisure Park, with further entertainment options at the Corn Exchange, Arts Theatre and the ADC Theatre. Further information can be found on the Visit Cambridge website.

If you prefer the faster pace of life, London is a 45 minute train journey away. For those travelling from overseas, Stansted Airport is just 45 minutes away and Heathrow Airport under 2 hours away. The University is a short distance from 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 18 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 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 Postdoc Academy supports the postdoctoral community within Cambridge. Further details are available here: <https://www.postdocacademy.cam.ac.uk/>

Your wellbeing

The University's Sport Centre, Counselling Services and Occupational Health are just some of the support services available to University employees to promote their physical and mental wellbeing. The University delivers The Festival of Wellbeing annually, which is a programme of stimulating talks and activities, which aim to promote wellbeing and good mental and physical health. The University also hosts the [Cambridge Festival](#), which is a great opportunity to get your first taste of public engagement, through volunteering, supporting hands-on activities or proposing a talk.

Development opportunities

We support new employees to settle in through various activities as well as supporting their professional and career development on an ongoing basis. Our Personal and Professional Development (PPD) team provide development opportunities for all University employees, including face-to-face sessions, online learning modules and webinars. All employees also have unlimited access to LinkedIn Learning to support their development. Both new and existing employees can undertake funded Apprenticeships, which lead to a range of vocational and professional qualifications. We offer reduced staff fees for University of Cambridge graduate courses and the opportunity to attend lectures and seminars held by University departments and institutions. A range of University training providers also offer specialist learning and development in their own areas e.g. teaching and learning, digital literacy, finance, health and wellbeing, safety.



How to apply

Applications should be submitted online via the University of Cambridge jobs page www.jobs.cam.ac.uk 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.

Informal enquiries are welcomed and should be directed to: Neal Spencer, Deputy Director (Collections & Research) via Charlotte Burns

Email: cmb255@cam.ac.uk

If you have any queries regarding the application process, please contact HR@fitzmuseum.cam.ac.uk.

The closing date for applications is: midnight, Wednesday December 12, 2024.

The interview date will be in mid to late January 2025.