

# Starbridge Assistant Professor in Theology and Natural Science

Faculty of Divinity

Closing date: Monday 9 December 2024

Job Vacancy: GF43655



# Assistant Professor

**Salary:**

£45,585—£57,696

**Contract:**

Permanent

**Location:**

Central Cambridge

**Faculty / Department:**

Faculty of Divinity

**Responsible to:**

Head of Faculty

**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 Faculty of Divinity intends to make a new appointment to the role of Starbridge Assistant Professor in Theology and Natural Science from 1 September 2025. Candidates should have a doctorate in the field of Theology considered in relation to one or more of the natural sciences (or else separate doctorates in Theology and in some field within the natural sciences) and either a proven track record of, or demonstrable potential for, world-class research and publication in that field. The successful candidate will be required to carry out academic research and to lecture, teach and examine at undergraduate and postgraduate level, as well as to undertake administrative duties within the Faculty.

The successful candidate will be encouraged and supported in developing a record of high-level research commensurate with the international reputation of the Faculty. The University and Faculty furnish an excellent research environment, and academic staff can earn sabbatical leave at the rate of one term for every two full academic years worked. The Faculty is able to offer financial assistance towards the expenses of research trips and activities and of attendance at academic conferences, and also encourages academic staff to seek external research funding and funded research leave.

Assistant Professors in the Faculty are expected to deliver around 40-48 lecture-room contact hours of teaching across the three terms of the academic year. The Starbridge Assistant Professorship sits within the Christian Theology section of the Faculty, and the person appointed will be responsible, in consultation with colleagues in that section, for designing and delivering the Faculty's teaching in the field of Theology and Natural Science. This will include a full paper (20-24 hours) in Part II of the 'Tripos' (i.e. the BA Hons programme); and at least one module (8 hours) in the domain of Theology and Natural Science for the Faculty's MPhil programme. Besides these, the successful candidate will be expected to contribute lectures or classes for one or more other undergraduate papers in Christian Systematic Theology (including the 'Part I' or first-year paper) and to be an active member of the Christian Theology Subject Committee and of the Christian Theology Research Seminar, which meets fortnightly in term-time.

The successful candidate will be expected to supervise relevant MPhil essays and dissertations, and to attract and supervise doctoral students. They will be required to take part in examining at all levels (including the setting and marking of papers and essays, and the marking of dissertations) and to undertake appropriate administrative duties as directed by the Chair of the Faculty. The ability to work as part of a team is essential.

The successful candidate will also be expected to undertake supervision of undergraduates in Theology and Natural Science for formative assessment, and may in addition be invited to supervise for other theology papers (please note that formative undergraduate supervision is arranged and remunerated by the Colleges).

# Person specification

	Essential	Desirable
<b>Education</b>		
Educated to degree level with a PhD in the field of Theology considered in relation to one or more of the natural sciences (or separate PhDs in Theology and in some field within the natural sciences)	✓	
<b>Research</b>		
Evidence of ability to engage in high-level research in Theology and Natural Science, with publications and participation in scholarly activity commensurate with the candidate's stage of career	✓	
Potential to pursue and publish research in Theology and Natural Science which is internationally recognised as world-leading	✓	
Ability and willingness to engage in collaborative and interdisciplinary research crossing the boundaries between STEM and SHAPE domains		✓
Experience of or potential for securing external research funding		✓
Experience of or potential for attracting talented postgraduate students to pursue research in the field of Theology and Natural Science		✓
<b>Teaching</b>		
Ability to deliver high-quality lectures, classes, and supervision at undergraduate and postgraduate level in the fields of Theology and Natural Science, and Christian Theology	✓	
Experience of teaching and examining at university level		✓
<b>Leadership and Service</b>		
Ability to work a part of a team	✓	
Ability and willingness to play an effective role in the life and work of the Faculty and to contribute equitably to the administrative tasks of the Faculty	✓	
Evidence of experience of administrative activity in an academic environment		✓
The ability to take an inclusive approach towards teaching and working with (or supporting) colleagues	✓	
 <b>Declaration on Research Assessment</b>  		
<p>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 on the basis of 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: <a href="https://www.research-strategy.admin.cam.ac.uk/research-policy/DORA">https://www.research-strategy.admin.cam.ac.uk/research-policy/DORA</a></p>		

# The Faculty of Divinity



The Faculty of Divinity at Cambridge is one of the world's leading centres for research and teaching in Theology and Religion. It regularly appears at or near the top of national and international rankings for departments within its field – for example, topping the Complete University Guide table for UK theology and religion departments in 2025 and the Guardian table for 2024, as well as figuring second in Europe and fourth in the world in the latest available (2024) QS Rankings.

The academic staff complement of the Faculty comprises 23 University Teaching Officers. In addition there are several Early Career Research Fellows and Research Associates. The Faculty delivers one three-year undergraduate programme for BA (Hons), the Theology, Religion, and Philosophy of Religion (TRPR) Tripos, as well as two one-year postgraduate programmes, the Advanced Diploma in TRPR and the MPhil in TRPR. We recruit about 40-50 students a year to the Tripos, and we aim to recruit around 35 students a year to the two taught postgraduate programmes. In addition, the Faculty admits 20-25 research students a year to the PhD. We are committed to widening participation and we see potential for growth in student numbers, especially at postgraduate level. The Faculty is home to the Cambridge Interfaith Programme (CIP), which pursues academic research and public engagement to promote better understanding about and between different religious traditions. The academic staff and students of the Faculty are supported by 4 full-time and 4 part-time administrative staff.

The Faculty is housed in an elegant modern building on the Sidgwick Site, Cambridge's hub for the Arts and Humanities, just off West Road, and conveniently located just a few hundred metres from Cambridge University Library, one of Britain's, and the world's greatest scholarly libraries. Our building, designed by Edward Cullinan around the turn of the century, with its open and welcoming aspect, has well equipped lecture and seminar rooms, social spaces for staff and students, and offices for all academic staff. It is crowned by its striking circular library.

# The School of Arts and Humanities



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

The School's institutions together have over 700 staff and 3,500 students, with an annual budget in excess of £45 million. 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 part-time working or 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/](http://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 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 Schools HR team, who are responsible for recruitment to this position on [sahhr@admin.cam.ac.uk](mailto:sahhr@admin.cam.ac.uk)



# 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.

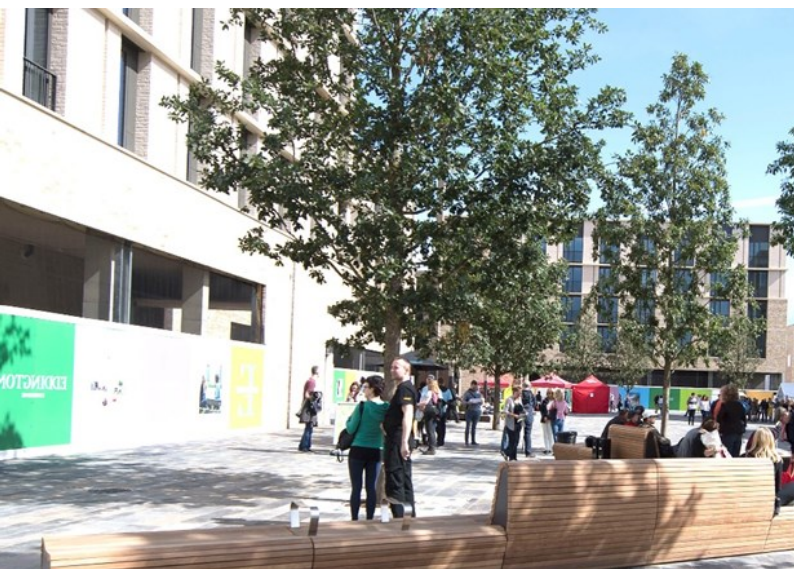
If you prefer the faster pace of life, London is a 45-minute train journey away. For those travelling from overseas, Stansted Airport is just 45 minutes away and Heathrow Airport under 2 hours away. The University is a short distance from a host of other attractions such as Ely Cathedral, Newmarket Races 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

For your application to be considered, please ensure that you upload the following documents:

- your Curriculum Vitae (CV);
- a covering letter;
- an outline (no more than four sides of A4) of a third-year undergraduate course (20-24 hours of lectures and classes in total) in Theology in relation to one or more of the natural sciences;
- a statement (no more than two sides of A4) of your research plans and ambitions for the next five years;
- a sample of your published research (e.g. an article from a peer-reviewed journal or a chapter from a monograph) of no more than 8,000 words.

Please do not upload any documents other than those requested, as we shall not take any unrequested documents into consideration.

The closing date is midnight (GMT) on **Monday 9 December 2024**. It is expected that interviews will take place in February or March, subject to change.

Informal enquiries may be made to Professor Richard Rex, Chairman of the Faculty Board, [rawr1@cam.ac.uk](mailto:rawr1@cam.ac.uk). For questions on the application process or procedure, please contact the

