

Research Associate

Centre for Research in the Arts, Social Sciences and Humanities (CRASSH)

Closing Date: Friday 13 December 2024
Job Reference: VM44190



Research Associate

Salary:

£36,924 -£45,163

Contract:

Fixed-Term until 28 February
2026

Location:

Central Cambridge

Faculty / Department:

Centre for Research in the Arts,
Social Sciences and Humanities
(CRASSH)

Reports to:

Prof Gina Neff, Executive
Director, Minderoo Centre for
Technology & Democracy

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.

Role summary

The Minderoo Centre for Technology and Democracy at the University of Cambridge is seeking to appoint a Research Associate within the EU HORIZON consortium AI4Trust: AI-based -technologies for trustworthy solutions against disinformation (<https://cordis.europa.eu/project/id/101070190>). The person appointed will support Cambridge's leadership role in policy and human-centered AI research to build a platform to combat mis- and disinformation.

The successful candidate will pursue high-quality research (i.e., data collection and analysis) as part of the grant-funded project AI4TRUST, for which the Executive Director Gina Neff is one of the Co Principal Investigators. AI4Trust is an EU HORIZON Research Innovation Action, coordinated by Fondazione Bruno Kesler. This post is hosted at MCTD within Cambridge's Centre for Research in the Arts, Social Sciences and Humanities (CRASSH).

The AI4TRUST project aims to enhance responses for tackling mis and disinformation across the EU by building a new human-in-the-loop AI-based platform for scientists, journalists and policymakers.

The post-holder will work primarily within one of the project's work packages to conduct literature reviews, policy research and qualitative and survey research with the goal of informing the technology development team on user requirements for the AI4Trust platform and informing end users with understandable explanations of how the system works. To do this work, the research associate will convene workshops with policymakers, conduct qualitative and survey research about how mis and disinformation impacts workplaces and workflows and how the introduction of the AI4Trust platform might be used in practice. The research associate will collaborate with the other MCTD researchers on the project including Prof Gina Neff and Dr Hugo Leal, as well as with people from the 16 other partner organisations in the project.

The purpose of the role is to produce research that informs the development of the technology and collaborate with project partners on scholarly and public-facing publications.

The person appointed to this position will be encouraged to develop as an independent researcher and will be actively supported in doing so.

Main Responsibilities

Research and Scholarship (60%)

- Undertake high-quality, independent, original research on mis and disinformation and on how people confront mis and disinformation in their workplaces
- Execute and deliver research activities in the AI4Trust project plan, including co-design workshops and qualitative and survey research with potential end-users
- Participate in the evaluation of the AI4Trust platform in terms of how users understand and use the platform.
- Actively participate within the AI4Trust consortium, including the working groups and general consortium meetings.
- Participate in the intellectual life of the Centre, dealing effectively with problems and challenges which may affect outcomes and deliverables
- Travel across the EU for research meetings and policy meetings
- Prepare and submit material for short and long-term peer-reviewed publications in high-impact national and international journals and conference proceedings.
- Prepare and present research findings in suitable formats to the scholarly community, consortium partners, as well as non-specialist audiences.

Communication and Engagement (20%)

- Work with the MCTD External Affairs Manager and AI4Trust communications teams to deliver impact from the research and, through this, help inform social policy, technology design, and public life.
- Work with partner organisations to deliver trainings to partners and other stakeholders.
- Author policy engagement material, including policy reports with findings and recommendations, written/oral evidence submissions to policymakers and media op-eds.
- Contribute to dissemination and public engagement activities, including the planning/organisation/promotion of events such as workshops, webinars.
- Support with (and help track) media and policy engagement, including liaison with stakeholders including policymakers (national, regional or local), industry, journalists and civil society groups
- Help build and expand the project and Centre's outreach by building a network and forming relationships for future collaboration.

Planning and Organising (20%)

- Plan own day-to day activity within framework of the agreed research programme to allow for deadlines to be met.
- Ensure secure and compliant data handling and storage.
- Keep comprehensive records in accurate, timely, clear, and reproducible manner of all meetings and research activities conducted.
- Ensure that work-in-progress is kept in a format that enables collaboration with partners.
- Follow UK and EU policies on open access, open research, and protection of research subjects.

The above list is not exhaustive. The job description reflects the present requirements of the post. However, the post holder may be required to undertake other duties within the scope and grading of the role and as responsibilities change/develop.

Person specification

	Essential	Desirable
Education and Qualifications		
Applicants must have been awarded a PhD in a relevant area, including but not limited to Human-Computer Interaction, Information Science, Sociology, Politics, Social Science of the Internet or Data Science.	✓	
Specialist Knowledge and Skills		
This position requires specialist knowledge of methods in qualitative and survey research and evaluation research.	✓	
Interpersonal and Communication Skills		
The role holder would possess the skills to work with multiple stakeholders, coordinating across organisations to deliver actionable research with the ability to present their research to stakeholders and at national and international forums.	✓	
Fluency in a European language in addition to English.		✓
Relevant Experience		
The role holder would possess research experience with the breadth and depth of specialist knowledge in the relevant disciplines and of research methods and techniques.	✓	

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 Research in the Arts, Social Sciences and Humanities (CRASSH)



[The Centre for Research in the Arts, Social Sciences and Humanities \(CRASSH\)](#) supports, promotes and conducts interdisciplinary research of the highest order and is one of the biggest and most active research centres in Europe. The Centre's research programmes produce annually around 350 events a year, with 20 conferences, 12 seminar groups, a range of Fellowships programmes, and longer term interdisciplinary research projects, with 40 associated postdoctoral researchers.

Located administratively in the School of Arts and Humanities, the Centre works across the faculties and departments of the University and beyond. The Centre is funded from a number of different sources (University, Newton Trust, Mellon Foundation, Research councils, private donors) and operates on an annual budget of c. £2m per annum. An ambitious fundraising campaign to raise a permanent endowment for the Centre by 2020 is underway.

The Centre is led by the Director, Professor Joanna Page. Its multiple programmes are supported by a team of 12 members of staff, headed by the Administrator, Mette H. Rokkum Jamasb.

Minderoo Centre for Technology and Democracy

MCTD is hosted by CRASSH and supported by the Frontier Technology initiative. The MCTD directorate is guided by steering groups and advisory boards drawn from these various constituencies.

The MCTD in CRASSH is the first node in a planned international network of academic centres established to rebalance power and restore agency in a world dominated by digital platforms. The researchers will be part of Minderoo Foundation's Global Tech Impact Network, which will involve the exchange of researchers and expertise across nodes at research institutions around the world. The ambition is to enlighten and empower a global public that can view digital technology as a source of personal and collective power, not fear. It will do this by fostering academic research and public advocacy to persuade governments that existing laws should be enforced, and new legislation developed to ensure that, especially in tech-importing countries, people are protected, and inequality is not embedded and reinforced. The aim is to produce evidence-based research to stimulate regulatory intervention aimed at fostering pro-public realisations of the benefits of an information economy. MCTD offers a dynamic framework to support the most advanced research in the field and a creative space for exploring and exchanging new ideas. It thrives on the input and engagement of the diverse community that defines it, with the potential to create and shape knowledge and to influence the ways in which we view the world around us. The goals of the initiative are ambitious and include the following:

- Create accountability where there is currently little or none
- Address unchecked power of global tech firms.
- Reverse exploitative information practices.
- Demand that innovation proceed in a principled way – not to stop it, but to save it.
- Manage the downsides of technology so that the upside can thrive, starting with the people and communities that need it most.

The initiative is truly global. The partnerships that are being started in different locations across the globe. The first two are a Minderoo Program at New York University and the Centre at Cambridge. Within phase one of the initiative, a Minderoo Program or Centre is expected in France, China, Australia, and potentially other countries. Each of these partnerships are shaped around a mutual understanding of the tools that are to hand, the change the initiative hopes to see, and the necessity of international collaboration in tackling challenges that are bigger than any one country.

The mission of the MCTD is to conduct research on the implications for constitutional democracy of digital technologies, providing evidence for policy interventions addressing the most pressing challenges in the technology ecosystem and building on the distinctive academic strengths of Cambridge University.

Because the Centre is part of a global initiative designed to harness the collective expertise of a variety of academic institutions, its work-program will need to be informed by what is being done elsewhere with what Cambridge is particularly well-situated to do. On that basis, an initial set of strands might be:

- Understanding and countering public ignorance about the societal and personal impact of the technology. Building journalistic capacity in conjunction with major UK media organisations (FT, Guardian/Observer, Economist) to foster informed coverage of tech issues, data-savvy investigative journalism and critical examination of tech narratives on AI, machine-learning, determinism and policy.
- The significance and future of work in a digitally-dominated world
- Understanding and mitigating the environmental impact of digital tech
- Trust and accountability in the tech industry
- Identifying, mapping and fostering creative uses of digital technology for energising and revitalising constitutional democracy that have emerged in Europe over the past decade; become a convening point for dissemination and innovation in this space

The School of Arts and Humanities



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

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

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

Vision

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

Terms of appointment

Tenure and probation

Appointments will be made on a fixed-term basis until 28 February 2026. Appointments will be subject to satisfactory completion of a six month probationary period.

Hours of Work and Working Pattern

The hours of work for the position are full-time, 37 hours per week, working Monday – Friday. 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. For further information please visit: www.pensions.admin.cam.ac.uk

Annual leave

Full time employees are entitled to annual paid leave of 41 days inclusive of public holidays. For new part-time employees, annual leave will be pro rata'd based on days worked.

General information

Pre-employment checks

Right to work in the UK

We have a legal responsibility to ensure that you have the right to work in the UK before you can start working for us. If you do not have the right to work in the UK already, any offer of employment we make to you will be conditional upon you gaining it.

Health declaration

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

Qualifications

The person specification for this position lists qualifications that are essential and/or desirable. Please note that if you are offered the post you will be asked to provide your relevant original certificates of these qualifications.

References

Offers of appointment will be subject to the receipt of satisfactory references.

Equality and Diversity

We particularly encourage women and /or candidates from a Black, Asian and Minority Ethnic background to apply for this vacancy as they are currently under-represented at this level within our University.

Information if you have a disability

The University welcomes applications from individuals with disabilities.

We are committed to ensuring fair treatment throughout the recruitment process. We will make adjustments to enable applicants to compete to the best of their ability wherever it is reasonable to do so and, if successful, to assist them during their employment.

Information for disabled applicants is available at <http://www.admin.cam.ac.uk/offices/hr/staff/disabled/>

We encourage you to declare any disability that you may have, and any reasonable adjustments that you may require, in the section provided for this purpose in the application form. This will enable us to accommodate your needs throughout the process as required. However, applicants and employees may declare a disability at any time.

If you prefer to discuss any special arrangements connected with a disability, please contact, the School's HR Team on sahhr@admin.cam.ac.uk who are responsible for recruitment to this position.

The University

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

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

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

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



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

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

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

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



About Us

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

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

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

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

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

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

Professor Deborah Prentice,
Vice Chancellor, 2023



Working at the University

Working at Cambridge you will join a diverse, talented and innovative community, with more than 24,000 students and over 13,000 staff from all walks of life and corners of the world.

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

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

Equality & diversity

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

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



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

Living in Cambridge

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

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

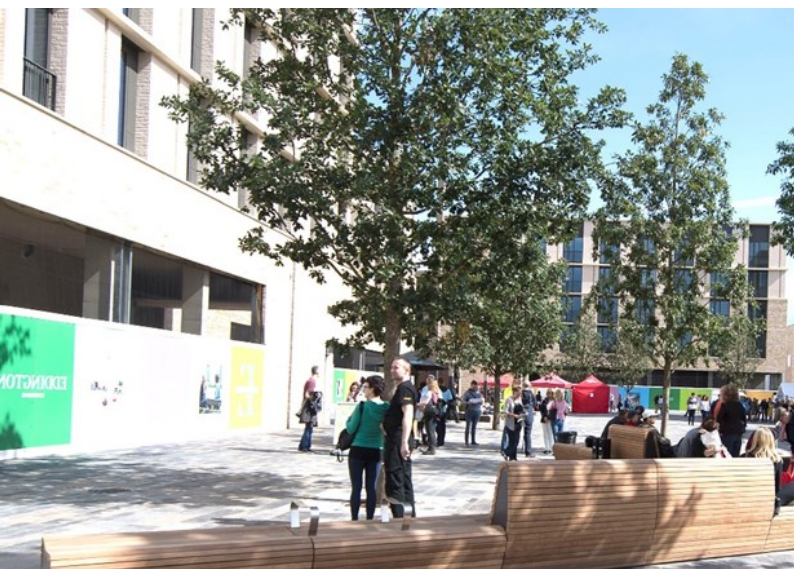
If you prefer the faster pace of life, London is a 45-minute train journey away. For those travelling from overseas, Stansted Airport is just 45 minutes away and Heathrow Airport under 2 hours away. The University is a short distance from a host of other attractions such as Ely Cathedral, Newmarket Races and various wildlife parks and stately homes. Cambridge is also within easy reach of the beautiful Broads and coastlines of Norfolk and Suffolk.

Relocation Support

The University recognises the importance of helping individuals to move and settle into a new area. We provide support and guidance to those relocating internationally or domestically to take up a post at the University of Cambridge, liaising with other University offices and selected partners to ensure comprehensive relocation support is available. This includes: accommodation, childcare, schools, banking, immigration and transport. If you would like further information, please visit <https://www.accommodation.cam.ac.uk/RelocationService/>. The Shared Equity Scheme and the Reimbursement of Relocation Expenses Scheme provide financial assistance to qualifying new members of staff with the costs of relocating to Cambridge.

Accommodation Service

The University Accommodation Service helps staff, students and visiting scholars who are affiliated to the University in their search for suitable accommodation in Cambridge. The dedicated accommodation team can provide access to a wide range of University-owned furnished and unfurnished properties, and has a database of private sector accommodation available for short and long-term lets. For further information and to register with this free service please visit: <https://www.accommodation.cam.ac.uk/>



What Cambridge can offer

We offer a comprehensive reward package to attract, motivate and retain high performing staff at all levels and in all areas of work.

The University offers a wide range of competitive benefits, from family leave entitlement, to shopping and travel discount schemes. Our generous annual leave package contributes to the positive wellbeing of our University employees. Sabbatical leave enables academics to focus on research and scholarship, whilst still maintaining their full salary. The University also has a career break scheme for academic and academic-related staff, with additional flexible working policies for all other staff.

Pay and benefits

The University salary structure includes automatic service-related pay progression in many of its grades and an annual cost of living increase. In addition to this, employees are rewarded for outstanding contribution through a number of regular pay progression schemes. The University offers attractive pensions schemes for employees, with an additional benefit of a salary exchange arrangement providing tax and national insurance savings.



CAMbens employee benefits

The University offers employees a wide range of competitive benefits, known as CAMbens. CAMbens offers something for everyone across a range of categories, including:

- Financial Benefits, including shopping discounts (both local and national) and a Payroll Giving scheme;
- Relocation and Accommodation Benefits, including relocation assistance and interest-free Rental Deposit Loans;
- Travel Benefits, including Cycle to Work, discounts on train season tickets and interest-free Travel to Work loans;
- Family Friendly and Lifestyle Benefits, including support with childcare and family friendly policies;
- Health and Wellbeing Benefits, including a University Staff Counselling Service, discounts at the University Sports Centre, and other local gyms, and healthcare schemes.



What Cambridge can offer

Family-friendly policies

The University recognises the importance of supporting its staff. We have a range of family-friendly policies to aid employees' work-life balance including a generous maternity, adoption and shared parental leave entitlement of 26 weeks' full pay, and paid emergency leave for parents and carers.

Other family-friendly support includes:

Our highly regarded workplace nurseries, a childcare salary exchange scheme and a high-quality holiday Playscheme are available to help support University employees with caring responsibilities (subject to demand and qualifying criteria). Further childcare information can be found here: <https://www.childcare.admin.cam.ac.uk/>

The Newcomers and Visiting Scholars Group (<https://www.nvs.admin.cam.ac.uk/>) is an organisation within the University that welcomes the partners and families of visiting scholars and new members of the University. Run by volunteers, the group offers opportunities to visit interesting Cambridge venues, learn about the community, take part in social events and gain local knowledge while developing a strong support network of both residents and other newcomers.

Your wellbeing

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

Development opportunities

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



How to Apply

Applications should be submitted online via the University of Cambridge jobs page www.jobs.cam.ac.uk by clicking “Apply online” in the job advert. You will need an email address to register for our online system.

Conversations about flexible working are encouraged at the University of Cambridge. Please feel free to discuss flexibility prior to applying (using the contact information below) or at interview if your application is successful.

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

- Curriculum Vitae (CV)
- A covering letter (maximum two pages)
- A one-page selected research publication list starring the two outputs most relevant to your application
- A research proposal of no more than 1000 words

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

Informal enquiries about the role are welcome and should be directed to Professor Gina Neff at gsn23@cam.ac.uk. For queries on the application process, please contact the School’s HR Team on sahhr@admin.cam.ac.uk.

The closing date for applications is midnight (GMT) on **Friday 13 December 2024**. Interviews are expected to take place in January 2025, subject to change.

