



UNIVERSITY OF
CAMBRIDGE

Associate Professor/Professor of Developmental Plasticity and Robustness

School of Biological Sciences

Closing Date: Sunday 26th January 2025

Job Reference: PM44200



Associate Professor / Professor of Developmental Plasticity and Robustness

Salary:

£62,098
(if appointed to Grade 10) or

£67,757
(if appointed to Grade 11)

Appointment at the Associate Professor (Grade 10) or Professor (Grade 11) level will be dependent on experience

Contract:

Permanent

Location:

Cambridge

Faculty / Department:

School of Biological Sciences

Department to be confirmed on appointment based on best academic fit

Responsible to:

Head of Department

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.

Purpose of the role

The focus of the role will be to build a world-leading research group, deliver excellent teaching and to contribute to the effective running of the home Department(s) and relevant Research Themes in the School of Biological Sciences.

Embracing the study of developmental and/or reproductive mechanisms that enable resilience to perturbations or to environmental changes, the focus aligns with research interests in the Reproduction, Development and Lifelong Health Research Theme, which brings together groups from across many Departments and disciplines.

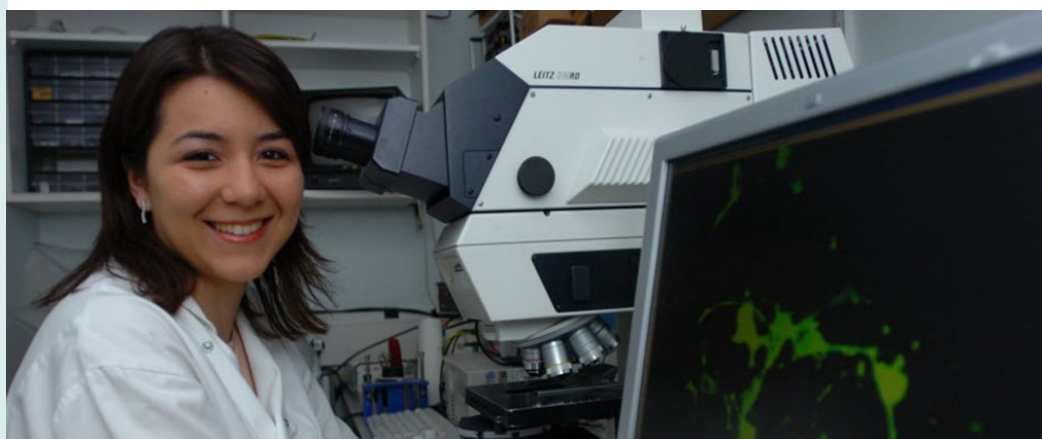
The post holder will bring expertise in developmental and/or reproductive biology and will have an interest in how these operate reproducibly in the face of different types of challenges. Examples might include mechanisms underpinning the capacity of embryos to regulate patterning and/or regenerate tissues and organs;

processes that ameliorate impact of external influences on early life and/or women's health; mechanisms of resilience that enable healthy ageing across the lifespan.

Applications are welcomed from outstanding individuals who use model organisms, 3D organ culture systems and/or stem cell-derived embryo models to tackle fundamental questions in the field.

The departmental home for this exciting new position will be discussed with the candidate to ensure best strategic fit based on expertise and research direction. Appointment at the Associate Professor (G10) or Professor (G11) level will be dependent on experience.

Alongside research excellence, innovations in teaching methods are actively encouraged. Engagement with mentoring and professional development of staff is expected as part of our inclusive and supportive community.



Key responsibilities

Research

- Conduct science of the highest standard, openly and fairly, sharing results and data as widely as possible for maximal impact
- Identify and investigate new areas of research within the specialist subject area, scoping opportunities for new interdisciplinary collaboration
- Determine, adapt and apply appropriate research methodologies and analyse results to formulate new concepts and ideas
- Lead a research programme and support the career development of a diverse research team, through ethical and kind scientific leadership
- Train the next generation of scientists through research projects targeted to undergraduates and postgraduates
- Establish and sustain original and innovative research by attracting external grant funding and through collaborative partnerships locally, nationally and internationally
- Write national and international papers on topics relevant to the specialist subject area

Teaching

- Develop and deliver teaching material for undergraduate and postgraduate courses
- Provide guidance and advice to students, alongside appropriate reports and references
- Mentor and support the research of postgraduate students

Administration

- Actively contribute to the running of the host Department(s). Administrative duties are shared equitably among the teaching members of all Departments

External

- Actively contribute to the wider research community
- Develop and nurture partnerships with external stakeholders, such as charities, schools, media, industry, or NGOs as appropriate
- Attend conferences in specialist subject areas to liaise and network with national/international colleagues

Other

- Undertake other duties as appropriate with the level of the role
- Engage with the Cambridge Colleges where appropriate

Person Specification

| Criteria | Essential | Desirable |
|---|-----------|-----------|
| Education – Grade 10 and Grade 11 | | |
| PhD in a relevant scientific subject with sufficient breadth and depth of knowledge to be able to teach to a high standard | ✓ | |
| | | |
| Specialist Skills and Knowledge – Grade 10 | | |
| Established bibliography of research publications such as journal contributions, preprints, books etc. Active contributions to advancement of knowledge at a national level. | ✓ | |
| Evidence of investigating new areas of research within specialist subject area, submission of applications to relevant funding bodies for research funding, and building a team of researchers | ✓ | |
| Strong commitment to, and evidence of, a collaborative approach that encompasses research perspectives from across disciplines | ✓ | |
| Experience of developing teaching material for lectures and seminars by introducing innovative material or developing and shaping course structure(s). Experience of giving lectures and seminars to both undergraduate and graduate students | ✓ | |
| Experience of mentoring and guiding the work and research of postgraduate students | ✓ | |
| | | |
| Specialist Skills and Knowledge – Grade 11 | | |
| Evidence of excellence in research that is reflected in publications, preprints and research presentations, actively contributing to the advancement of knowledge in the relevant subject area/s at a national and international level | ✓ | |
| A track record of securing research funding and developing high impact research projects | ✓ | |
| A track record of successfully supervising postgraduate students | ✓ | |
| Strong commitment to, and evidence of, a collaborative approach that encompasses research perspectives from across disciplines | ✓ | |
| Proven record of developing high quality teaching material and delivering excellent lectures and seminars to undergraduate students | ✓ | |

| Criteria | Essential | Desirable |
|--|-----------|-----------|
| Leadership experience and achievements – Grade 10 | | |
| Participation in department/faculty subject group committees | ✓ | |
| | | |
| Leadership experience and achievements – Grade 11 | | |
| Willingness to undertake senior management and administrative duties | ✓ | |
| Proven ability to set up, manage, lead and inspire a research group and work with vision and foresight | ✓ | |
| Commitment to addressing gender or ethnic minority under-representation and/or support for the progression of women and/or ethnic minorities | ✓ | |
| | | |
| Interpersonal and Communication Skills – Grade 10 and Grade 11 | | |
| A reliable colleague, with good interpersonal and people management skills | ✓ | |
| Ability to relate to colleagues and students at all levels | ✓ | |
| A skilled communicator with the ability to present/communicate with clarity and enthusiasm to a large audience or in face-to face meetings, and in writing | ✓ | |

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.

For more information: [San Francisco Declaration on Research Assessment](#)

The School of Biological Sciences

The School of Biological Sciences is one of six Schools of the University. In line with the University's mission, the academic vision of the School is the pursuit of education, learning and research at the highest international levels of excellence. We aim to work in innovative ways to achieve ongoing excellence in a supportive and collaborative research and teaching environment.

About the School

The research and teaching carried out in the School of Biological Sciences is diverse and covers animal, human, plant and microbial science from the atomic, molecular and cellular levels through to tissues, organs, whole organisms, populations, ecosystems, biodiversity and human behaviour. The research has impacts on health and disease across species, agriculture, conservation and the environment as well as on the pharmaceutical and biotechnology industries, with direct translational relevance to the clinic, public services and social policy, and the bio-economy.

The School is organised into nine Departments (Biochemistry; Genetics; Pathology; Pharmacology; Physiology, Development and Neuroscience; Plant Sciences; Psychology; Veterinary Medicine; Zoology) and four major interdisciplinary research institutes (Gurdon Institute; Cambridge Stem Cell Institute; Sainsbury Laboratory; MRC Toxicology Unit) all of which are involved in fundamental biological research with varying contributions to undergraduate and postgraduate teaching.



The School has oversight of the Botanic Garden, the Herbarium and the Museum of Zoology through the Departments of Plant Sciences and Zoology respectively. The School also contributes to the Cambridge Conservation Initiative, an unprecedented and highly successful amalgamation of cross-Schools groups and Non-Governmental Organisations.

The School of Biological Sciences employs around 2000 staff, teaching over 4000 students: 2000 of these are undergraduates in the Natural Sciences, Medical Sciences and Veterinary Sciences Triposes; the remaining 2000 are postgraduates.

Research Themes

Six cross-cutting [Research Themes](#) provide integration across the School and align with areas of significant research strength. They are designed to facilitate interactions across traditional departmental boundaries and all activities are founded in the principles of openness, inclusion and mutual respect. The Research Themes are:

- Molecules and Cells
- Infection and Immunity
- Neuroscience, Psychology and Behaviour
- Functional and Evolutionary Genomics
- Reproduction, Development & Lifelong Health
- Organisms, Evolution and Planetary Resilience

All academic staff within the School of Biological Sciences are invited to join and participate in the Theme(s) most relevant to their research. The Themes provide new opportunities for leadership across the School, bringing people together from a variety of perspectives and career stages, with Theme Lead applications actively encouraged from groups traditionally under-represented in such roles.

Culture and Inclusion

The School is working to deliver a thriving research culture so we can attract and retain the best researchers and empower them to do their best work. The School is home to a dynamic community committed to providing a working environment where all individuals feel valued and supported.

In line with University values and frameworks, we are proactively working to achieve an inclusive approach to equality, which supports and encourages all under-represented groups, promotes an inclusive culture and values diversity.

Biological Sciences Early PI Network

The network offers peer-support and advice during the challenging transition to lab head, implements policies and ways of working to improve the experience of early Principal Investigators.



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.

Working Pattern

The appointment is full-time, there are no formal conditions relating to hours and times of work, but you are expected to work such hours and days as are reasonably necessary for the proper performance of your duties.

We welcome applications from individuals who wish to be considered for 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](#).

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. 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 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.

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

References - offers of appointment will be subject to the receipt of satisfactory references.

Equality and Diversity

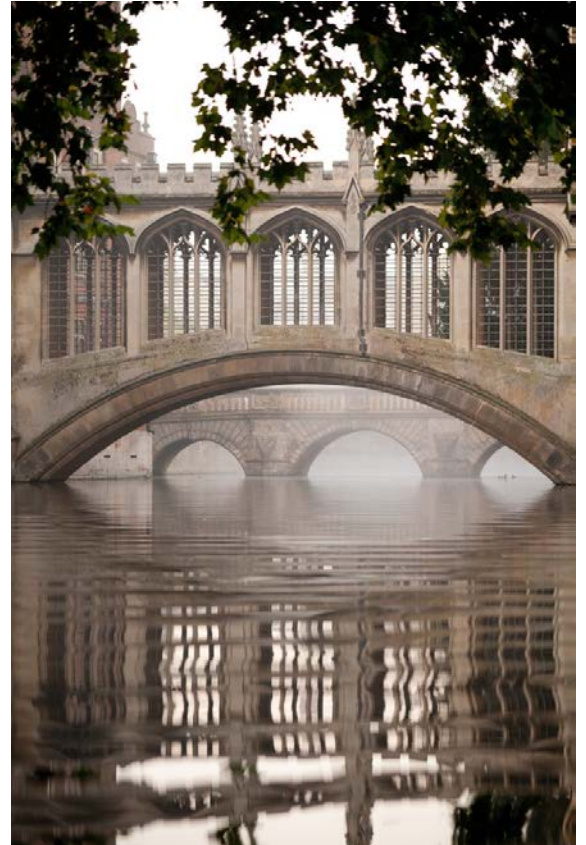
We particularly encourage women and /or candidates from a Black, Asian and Minority Ethnic background to apply for this vacancy as they are currently under-represented at this level in the School of Biological Sciences. We offer mentoring and access to inclusion networks to support and empower individuals and enable an inclusive research culture.

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. Please see information about [Support services available within the University](#).

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 Sam Laister, HR Coordinator, on sl725@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,



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.

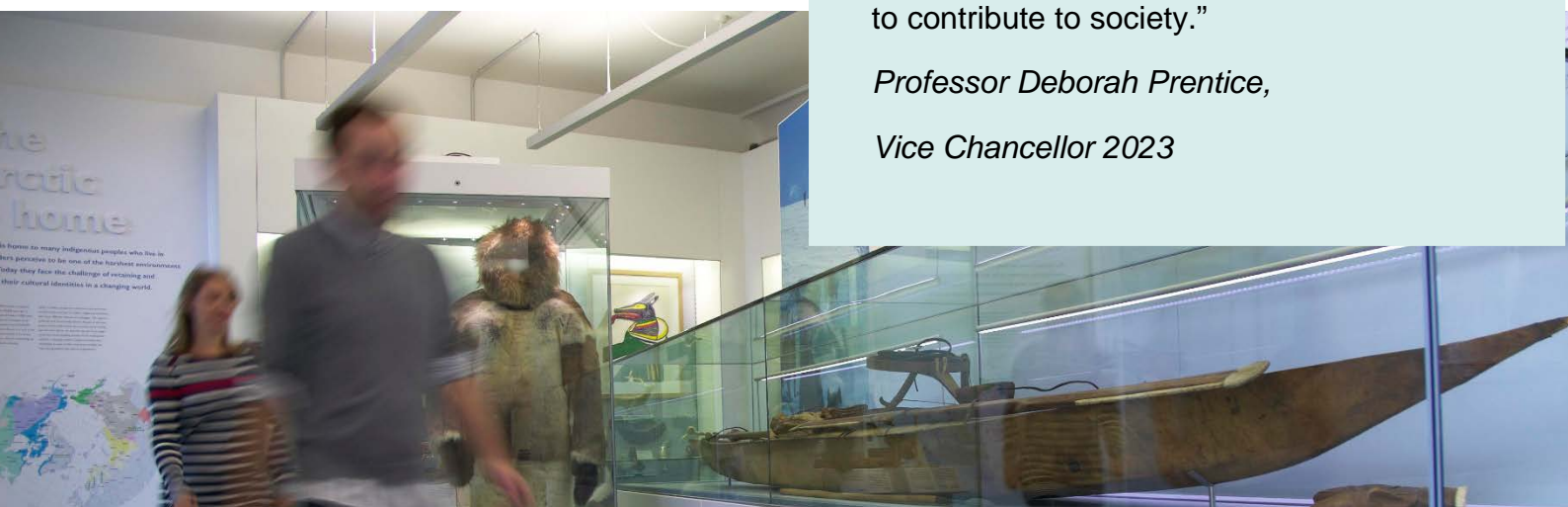
The Colleges and the University remain committed to admitting the best students regardless of their background and to investing considerable resources both in widening access and financial support. The 31 Colleges are self-governing, separate legal entities which appoint their own staff. Many academic 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.

The University offers 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 and Inclusion

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 on our [Equality, Diversity and Inclusion Pages](#).

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 their 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 continues to redevelop its historic city centre sites demonstrating a clear 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.

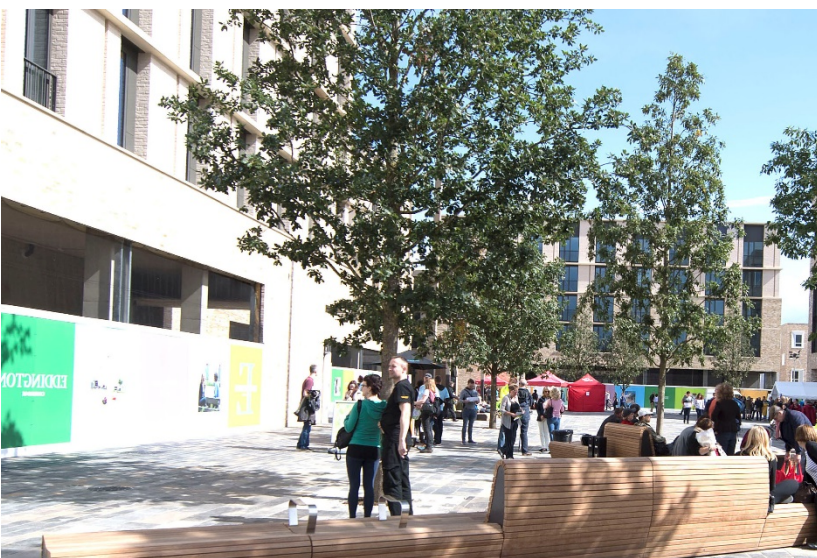
If you prefer the faster pace of life, London is a 45-minute train journey away. For those travelling from overseas, Stansted Airport is just 45 minutes away and Heathrow Airport under 2 hours away. The University is a short distance from a host of other attractions such as Ely Cathedral, Newmarket Races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



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 on the [Childcare Office website](#).

The [Newcomers and Visiting Scholars Group](#) 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](#) by clicking “Apply online” in the job advert. You will need an email address to register for our online system.

Please ensure that in the upload section of the online application you provide:

- A statement of research of no more than 1500 words, outlining your current and future research plans, with an emphasis on how these fit with the interdisciplinary and collaborative ethos of the School of Biological Sciences.
- A document containing your Curriculum Vitae (CV), research publications list, and a brief narrative (300 words maximum per output) on each of the three outputs you consider most significant. The School of Biological Sciences is committed to the responsible use of bibliometrics and applicants are asked not to include raw citation count, Journal Impact Factor or H-index metrics in their applications.
- A one page statement focusing on (i) your teaching experience and interests, (ii) your contributions to and/or vision for open research and [improving research culture](#) (iii) what Equality, Diversity and Inclusion means to you.

Please do not include any additional documents as we will not be able to consider these as part of your application.

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:

- Professor Sarah Bray sjb32@cam.ac.uk
- Dr Ben Steventon, bjs57@cam.ac.uk
- Professor Amanda Sferruzzi-Perri, ans48@cam.ac.uk

If you have any queries regarding the application process, please contact:

- Tracey Flack, pdnhr@pdn.cam.ac.uk

The closing date for applications is Sunday 26th January 2025

The interview dates for the role will be 2nd and 3rd April 2025