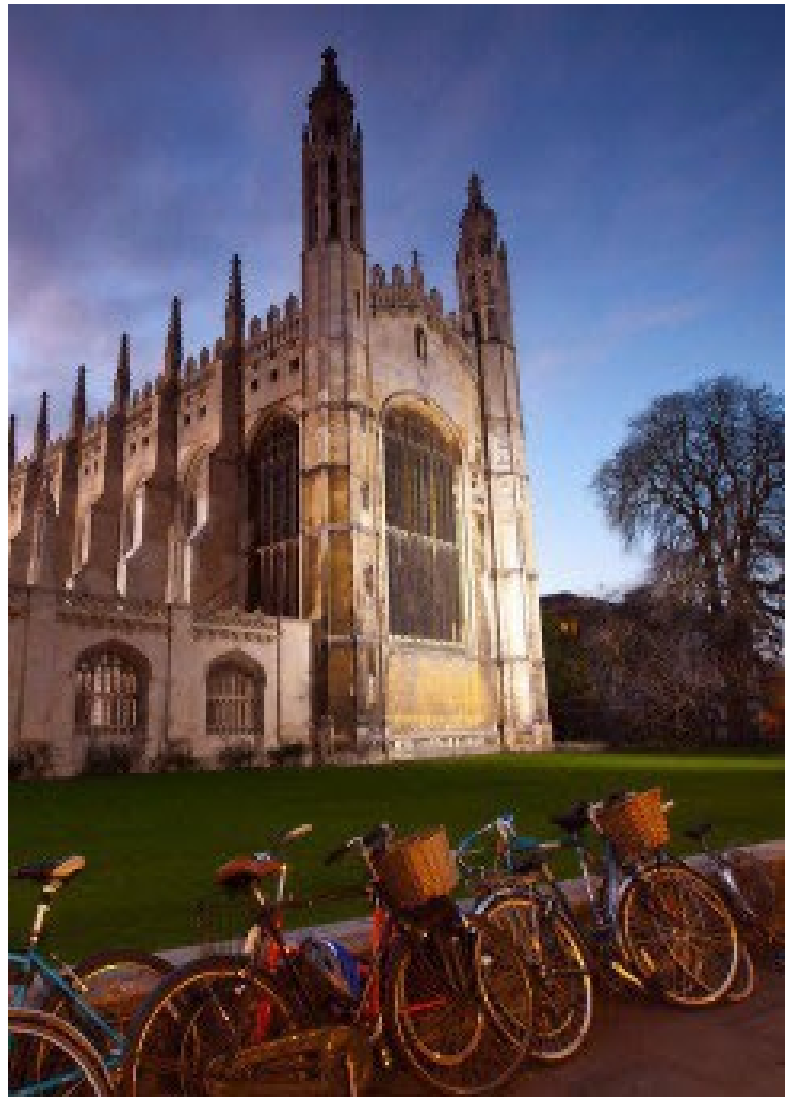
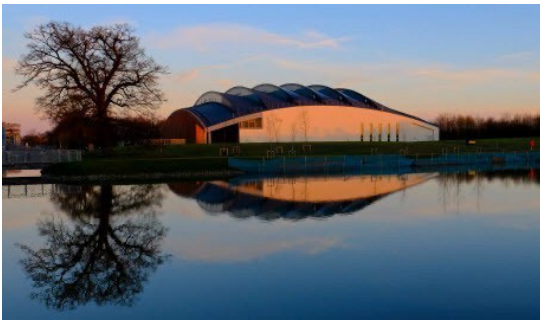


Engagement and Development Manager

The Office of the School of Biological Sciences

Closing date: 23 February 2024

Job Reference: PA44846



Engagement and Development Manager

Salary:

£34,866- £45,163 p.a. p.r.

Contract:

12 months Fixed Term

Location:

Cambridge

Faculty / Department:

School of the Biological Sciences

Responsible to:

Secretary of the School

Working Pattern:

Full Time or part-time at 80%

Purpose of the role

The School of the Biological Sciences (SBS) at the University of Cambridge is looking for an Engagement and Development Manager to support the exciting 'Future Estates Programme' it has embarked upon.

The role holder is responsible for the effective management and delivery of the engagement with the SBS community, wider University and interdependent programmes. The post holder is also responsible for coordinating the development of the estate strategy and linked projects for the School, including capital project planning, setting-up and monitoring the managerial scope, and delivery of the project(s), change and engagement strategies.

The role holder will require a range of skills including communication and stakeholder engagement, planning, organising, documentation and reporting, with a very broad range of internal and external contributors and decision makers. The role holder will need to demonstrate communication, relationship building and strategic focus skills in line with the levels stated in the behavioral attributes section of this document, and with experience of supporting change.

The role will also be responsible for developing and overseeing the communication plan and drafting communications to a variety of audiences. The post holder will have a good understanding of change management and be able to support the preparation and delivery of engagement workshops.

The post holder will work closely with a range of stakeholders including the SBS Leadership Team, academics and other stakeholders across the school, colleagues in the Estates Division (ED) and in the wider programme team, including contractors and professional services consultants. The post reports to the Secretary of the School of Biological Sciences.

Person specification

Criteria	Essential	Desirable
<p>Experience</p> <ul style="list-style-type: none"> - Experience of leading project engagement, strategy, planning, and implementation - Experience of monitoring and completing complex projects, planning to timescales and deadlines. - Whilst the full list of behavioural attributes listed below are important, the role holder should be able to demonstrate extensive examples of the positive indicators against the following behavioural attributes; <ul style="list-style-type: none"> o Communications o Relationship building o Strategic Focus 	 ✓ ✓ ✓	
<p>Skills</p> <ul style="list-style-type: none"> - Good project management skills, techniques and experience including a systematic, structured approach to working, and the capacity to effectively co-ordinate and collaborate collegiately across teams and stakeholders. - Support, promote and implement change and innovation. Encourage the adoption of new methods and overcome barriers. - Able to communicate effectively and appropriately with senior management, external partners and with people at all levels across project teams. This will sometimes involve managing conflicting views. - Identify and pro-actively manage or escalate important risks, issues and problems effectively. - Able to effectively plan, coordinate and host meetings, events, workshops and/or seminars - Ability to build and participate in internal and external working relationships and networks - IT and literacy skills. - Time management tools and techniques to effectively set timelines and meet deadlines. 	 ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓	
<p>Qualifications</p> <p>A professional qualification is not required, though the role holder will need to demonstrate a range of stakeholder management, project management and engagement skills.</p>	 ✓	

Key responsibilities

Strategic Planning and engagement

- Lead the engagement to ensure there is a structured approach to coproduction and communication with key stakeholders.
- Lead on engagement and communication activities for the Future Estates programme and related strategic programme activities for the School of Biological Sciences. This includes establishing groups and governance around the programme activities.
- Draft project briefs, engagement plans, business cases, reports and proposals in support of the strategic estates-related decision-making processes including, within the School of Biological Sciences, for instance the Leadership Teams and, in the wider University, the Planning and Resources Committee.
- Working in partnership with others as required (e.g. wider programme team).
- Consider the resource needs for the emerging programme, working creatively to support and develop project teams to support the programme.
- Develop a joined-up approach to engagement in the Future Estates programme and wider work about organisational design.
- The post holder will help to ensure coordination of financial planning and expenditure on any capital project from the client side in coordination with the finance lead.
- The role holder may work on a range of projects, for instance; coordinate and collect audit information (e.g. quality of teaching spaces), undertake space utilisation analysis in partnership with collection management and logistics experts to support the development of a collection management plan that will play a crucial role in the development of a case for change.
- Work closely to ensure effective coordination across the SBS functions (Facilities Management, Logistics & Services) and wider University staff.

Estate-related projects and strategy

- Establish effective working relationships and productive partnerships with all relevant external and internal partners, acting as the interface between the SBS staff and project team, ensuring the School's requirements are translated into the project brief. The role holder will work with project teams drawn from across SBS and Estates Division and is responsible for helping to interpret and present back detailed project information to key stakeholders in ways that enhance understanding between building professionals and teams within SBS.
- Act as the project coordinator for the SBS estate strategy projects, this could include strategic Business Case development, procurement, staff and user engagement and communications, risk and project/programme management.
- Coordinate, design and develop the business case for projects.
- Work with Estates Division to prepare detailed project plans for the client, involving key stakeholders and identifying further work ensuring that tasks and responsibilities are clearly identified, allocated, monitored and delivered.
- Working with Teams/Project Teams and SBS groups to ensure, where needed, projects are prioritised including the decant/movement of material and workflows are amended, ensuring project and business continuity risks are fully recognized and appropriately addressed with project plans.

Space Allocation

- Promote the optimum use of the SBS estate and space holdings in a way that encourages good service outcomes, effective staff operations, cost awareness, identifies scope for rationalisation and maps priorities for future investment.
- Work with SBS staff in identifying current space needs and how these may change as estate projects are delivered including undertaking feasibility studies and option appraisals.

Behavioural Attributes

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

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

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

Professional Services Values

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



Terms of Appointment

Tenure and probation

The appointments will be made on a fixed-term basis for a period of 12 months.

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 is full-time or part-time at 80%.

Pension

You will automatically be enrolled to become a member of USS (Universities Superannuation Scheme) – a hybrid pension scheme. For further information please visit: www.pensions.admin.cam.ac.uk/

Annual leave

Full time employees are entitled to annual paid leave of 41 days inclusive of public holidays. For part-time employees, annual leave will be prorated 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.

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.

The School of Biological Sciences

The research and teaching carried out in the school of the 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 diseases 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.

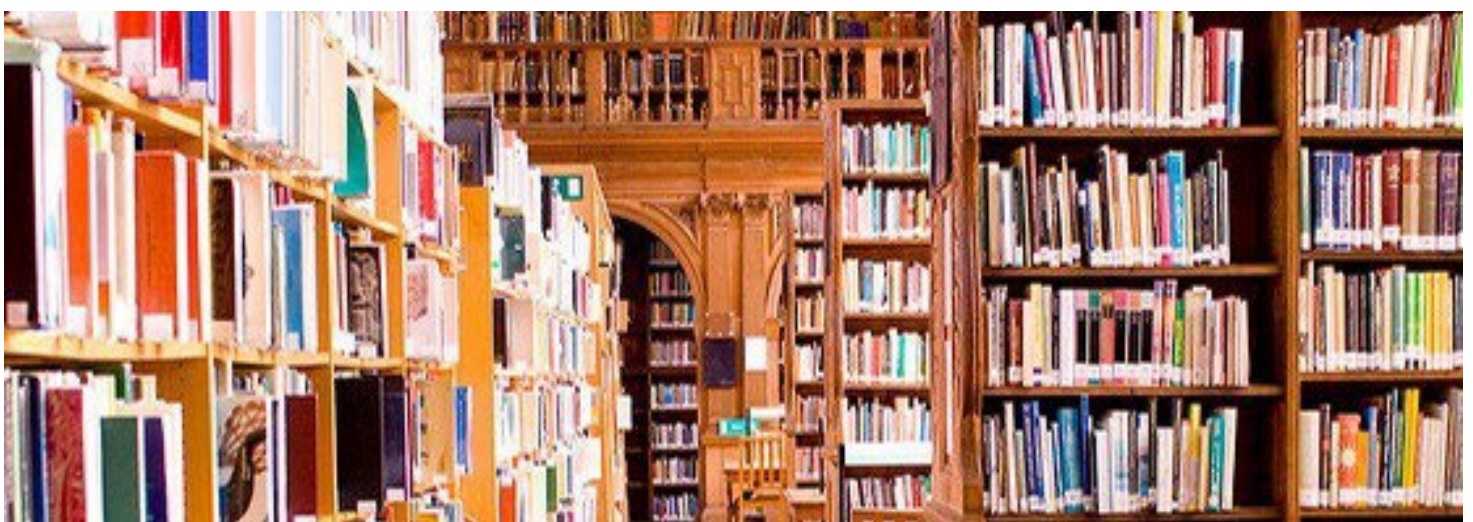
The School is organised into nine Departments (Biochemistry; Genetics; Pathology; Pharmacology; Physiology, Development and Neuroscience; Plant Sciences; Psychology; Veterinary Medicine; Zoology) and four major interdisciplinary research institutes (Gurdon Institute, Cambridge Stem Cell Institute, Sainsbury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

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.

We know that to deliver this vision we must foster a working and learning environment that has the principles of collaboration, innovation and inclusivity at its heart, I am proud of the bold and ambitious strides that the School is already making to achieve this”.

The Research Themes in the School of Biological Sciences are designed to facilitate interactions across traditional departmental boundaries and all activities are founded in the principles of openness, inclusion and mutual respect. The themes provide new opportunities for leadership across the School, bringing people together from a variety of perspectives and career stages, with applications actively encouraged from groups traditionally under-represented in such roles.

Theme leadership teams are supported by the School’s research strategy facilitation team, and active engagement in these strategically important leadership roles is recognised in the University’s new Academic Career Pathways promotion scheme.



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 research at the highest international levels of excellence" - has never been more relevant.



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 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 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.

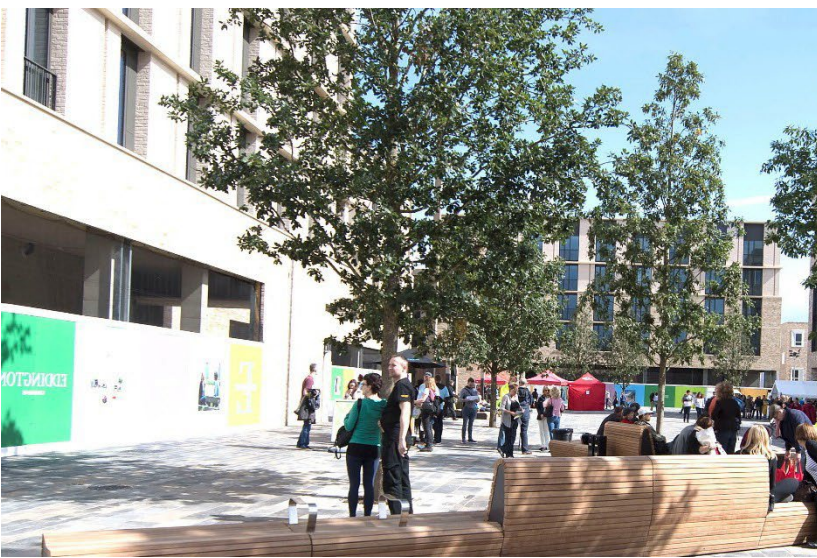
Relocation Support

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 <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

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.

Informal enquiries are welcomed and should be directed to: Harrie Palmer, Change Partner – SBS at email Harrie.Palmer@admin.cam.ac.uk

If you have any queries regarding the application process please contact Georgia Constantinou, HR Manager at email gc570@cam.ac.uk.

The closing date for application is Sunday 23rd of February 2025.

Interviews will take place early to mid-March 2025, subject to change.

