

# Postdoctoral Research and Teaching Associate x3

Department of Social Anthropology

Closing Date: 28 April 2025

Job Reference: JF45389



# Postdoctoral Research and Teaching Associate x3

**Salary:**

£35,116- £45,413 per annum

**Contract:**

Fixed Term (12-month duration from 1 October 2025 to 30 September 2026)

**Location:**

Cambridge

**Faculty / Department:**

Department of Social Anthropology

**Responsible to:**

Director of Undergraduate Education

**Working Pattern:**

Full Time

**Purpose of the role**

Three positions are available as part of a 12-month development programme at the Department of Social Anthropology, to start on 1 October 2025. The fixed-term positions are designed for early career researchers and provide training opportunities in teaching and research to enhance the role holders' future career prospects.

The objective of this development programme is to put the role holder in the best possible position for a future academic career, preparing them for the next stage of postdoctoral work. The programme combines teaching experience with a structured programme of research career development.

The role holders are expected to conduct teaching, including supervising, in Social Anthropology. The contribution to teaching will include undergraduate supervision and potentially some lecturing, under the direction of the Director of Undergraduate Education, and some postgraduate teaching under the direction of the MPhil Co-ordinator.

The structured development programme will also provide:

- Individual mentoring from a dedicated senior academic, meeting regularly to discuss training, career

development, drafts of articles, job applications, and funding applications.

- Group mentoring from senior academics on themes related to academic careers (e.g., writing a book proposal, making grant or job applications).
- A personal training and development plan drawn from University training programmes and designed in discussion with the Mentor. This could include training in methods, career development, research grant writing, and communication skills. It can also include department-provided training as available.
- Each role holder would be encouraged to organise or co-organise a workshop in Cambridge or a panel at a large international Anthropological conference, and/or to present a paper in an academic context outside of Cambridge, for which they would be allocated a small budget.



**Key responsibilities**

- Plan and deliver undergraduate and postgraduate teaching based on materials provided by the Course Coordinator.
- Supervise undergraduate and MPhil students.
- Assess, mark and provide constructive feedback for undergraduate and MPhil student assessments and examinations together with or under the direction of a senior academic.
- Attend and contribute to the Undergraduate Education Committee and other Department meetings as required.
- Provide outreach support for the undergraduate and postgraduate programmes offered at the Department, including for the University Open Days.
- Keep abreast of latest developments in teaching, research and the discipline.
- Under the guidance of an academic mentor, develop research objectives and proposals for own research.
- Write up research work for presentation and eventual publication.
- Manage own research with guidance.
- Assist in the preparation of funding proposals and applications to external bodies.
- Meet with your academic mentor as advised and engage in developing your career through training, teaching and research experience.

# Person Specification

This section details the knowledge, skills and experience required for the role.

Criteria	Essential	Desirable
<b>Education</b>		
Educated to degree level, with a PhD in Social Anthropology, or with clear evidence that completion of a doctorate is imminent. <i>*The PhD should be awarded within the last 21 months before appointment, exclusive of any career breaks.</i>	✓	
<b>Knowledge and skills</b>		
Proven specialist academic interest in social anthropology.	✓	
Ability to maintain and develop their knowledge in social anthropology.	✓	
Ability to teach core social anthropology to students new to the discipline.	✓	
Ability to teach the anthropology of kinship is desirable (for some candidates only)		✓
Excellent interpersonal and communication skills are required to explain concepts and complex information to non-experts, develop and encourage the commitment to learn in others and to present material to a range of audiences.	✓	
Some familiarity with supervision-based teaching, such as the College based Cambridge undergraduate supervision system.		✓
<b>Experience</b>		
Experience of successfully delivering teaching at university level.		✓
<b>Other</b>		
Ability to play an effective role in the life and work of the Department as a whole	✓	

# The Department



**The Department is a leading centre globally in anthropological teaching and research. Both in the UK and beyond, a large number of anthropologists teaching in major university departments received their doctoral training here, and the current faculty members are engaged in some of the most innovative frontline research in the human and social sciences today. It is one of four Departments within the Faculty of Human, Social and Political Science, along with the Departments of Archaeology, Politics and International Studies, and Sociology.**

The Department has a cosmopolitan body of teaching officers, each one at the forefront of their field. Their research ranges across the world and focuses on a broad range of topics. The Department has at present an establishment of 15 teaching officers, together with three further social anthropologists who work as curators in the Museum of Archaeology and Anthropology, which is part of the

Department. There are other social anthropologists working in Cambridge, some of them attached to colleges, who contribute to the life of the Department.

We maintain a strong tradition of broad-based undergraduate education, covering all the main core sub-disciplines in the subject as part of the Tripos in Human, Social and Political Sciences (HSPS Tripos), an interdisciplinary programme that allows students to choose from a wide range of subjects. The Department offers four postgraduate degrees - the MPhil in Social Anthropology, the MPhil in Social Anthropological Research, the MPhil in Health, Medicine and Society, and the PhD in Social Anthropology.

More information about the Department of Social Anthropology is available at [www.socanth.cam.ac.uk](http://www.socanth.cam.ac.uk)

# Terms of Appointment

## Tenure and probation

Appointment will be made on a fixed-term basis of 12 months or until 30 September 2026, whichever is earlier, due to the posts being part of a development programme. Appointments will be subject to satisfactory completion of a probationary period of six months.

## Hours of Work and Working Pattern

The hours of work for the position are full-time, working Monday – Friday. 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. Your times of work should be agreed between you and your head of institution.

## 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/](http://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 candidates from a Black, Asian and Minority Ethnic background to apply for this vacancy as they are currently under-represented at this level within our University.

## Information if you have a disability

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

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

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

If you prefer to discuss any special arrangements connected with a disability, please contact, the Department Administrator, who is responsible for recruitment to this position.

# The University

**The University of Cambridge is one of the world's oldest and most successful universities. We are a renowned centre for research, education, and scholarship that makes a significant contribution to society. The University is consistently ranked amongst the top universities in the world. Our affiliates have won more Nobel Prizes than any other University.**

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

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

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

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



# About Us

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

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

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

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

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

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

*Stephen Toope, Vice Chancellor 2019*



# Working at the University

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

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

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

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



## Equality & diversity

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

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

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

# Living in Cambridge

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

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

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

## Relocation Support

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

## Accommodation Service

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



# What Cambridge can offer

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

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



## Pay and benefits

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

## CAMbens employee benefits

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

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



# What Cambridge can offer

## Family-friendly policies

The University recognises the importance of supporting its staff. We have a range of family-friendly policies to aid employees' work-life balance including a generous maternity, adoption and shared parental leave entitlement of 18 weeks full pay, and paid emergency leave for parents and carers.

Other family-friendly support includes:

Our highly regarded workplace nurseries, a childcare salary exchange scheme and a high quality holiday Playscheme may be available to help support University employees with caring responsibilities (subject to demand and qualifying criteria). Further childcare information can be found here:

<https://www.childcare.admin.cam.ac.uk/>

The Newcomers and Visiting Scholars Group is an organisation within the University run by volunteers whose aim is to help newly arrived wives, husbands, partners and families of Visiting Scholars and members of the University to settle in Cambridge and give them an opportunity to meet local people. The Postdoc Academy supports the postdoctoral community within Cambridge. Further details are available here: <https://www.postdocacademy.cam.ac.uk/>

## Your wellbeing

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

## Development opportunities

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



# How to apply

Applications should be submitted online via the University of Cambridge jobs page [www.jobs.cam.ac.uk](http://www.jobs.cam.ac.uk) by clicking "Apply online" in the job advert. You will need an email address to register for our online system.

Please ensure that you upload the following application documents in the Upload section of the online application:

- your Curriculum Vitae (CV)
- a full list of publications
- a covering letter, which should include a short summary of your research interests and teaching experience

Candidates should submit the names and contact details of two referees who may be contacted to provide a reference.

**If you upload any additional documents which have not been requested, 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: Monica Baker

**Email:** [da@socanth.cam.ac.uk](mailto:da@socanth.cam.ac.uk)

If you have any queries regarding the application process please contact the HSPS Faculty HR team ([hr@hsps.cam.ac.uk](mailto:hr@hsps.cam.ac.uk)).

**The closing date for applications is Monday 28 April 2025**

**Interviews will take place shortly after the closing date.**