



UNIVERSITY OF
CAMBRIDGE

**Research Fellowship for post-holders
of Black Identity or Heritage
(Research Associate, Fixed Term)**
McDonald Institute for Archaeological Research

Closing Date: 2nd May 2025
Job Reference: JC45453



Research Fellowship for post-holders of Black Identity or Heritage

Salary: Grade 7 Research

£37,174 - £45,413 per annum

Contract:

Fixed Term: The funds for this post are available until 30th September 2026 in the first instance.

Location:

Cambridge

Faculty / Department:

McDonald Institute for Archaeological Research, Downing Street, CB2 3ER

Responsible to:

Director/Deputy Director

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**Cambridge Archaeology**

The McDonald Institute (<https://www.arch.cam.ac.uk/institutes-and-facilities-overview/mcdonald-institute-archaeological-research>) is a postdoctoral archaeological research institute and an independent interdisciplinary centre for archaeology within the Department of Archaeology at the University of Cambridge. Cambridge archaeologists work on all major periods of antiquity from deep prehistory to recent centuries, in most regions of the world, and across the full spectrum of humanities and scientific approaches. The largest community of long-term academic staff is in the Department of Archaeology (<https://www.arch.cam.ac.uk/>), but there are also archaeologists in the Cambridge Archaeological Unit (<http://www-cau.arch.cam.ac.uk/>), the Museum of Archaeology and Anthropology (<http://maa.cam.ac.uk/>), the Faculty of Classics (<https://www.classics.cam.ac.uk/>), and the Institute of Continuing Education (<https://www.ice.cam.ac.uk/>). The McDonald Institute currently hosts approximately 55 post-doctoral early career researchers, some of them holding independent Fellowships (funded by the McDonald Institute, the British Academy, UKRI, the Leverhulme Trust, the Royal Society and European Commission for example) and some working on research projects directed by Cambridge academics for which funding has been received from research councils and charities.

The Early Career Research Fellowship for post-holders of Black Identity or Heritage

The McDonald Institute aims to nurture excellence in the discipline of archaeology regardless of background and in pursuit of diverse knowledges, approaches and practices. We recognise that persistent structural inequalities disadvantage people from Black backgrounds, including within higher education and academic research¹. As such, we are keen to enable underrepresented early career researchers of Black Identity or Heritage to develop their portfolio of research experience and to thrive in academia. The McDonald Institute therefore invites applications for the fourth Early Career Research Fellowship in Archaeology (broadly defined) aimed at candidates of Black Identity or Heritage. This one-year postdoctoral Fellowship is designed to attract research excellence and will provide the Fellow with training, mentorship and support to drive their careers forward and to generate a more diverse pipeline of future talent. The Fellowship has been developed in line with the University of Cambridge's Diverse Recruitment Framework and in close collaboration with an advisory group, including senior Black Academics, who have helped shape the overall approach.

The Fellowship will consist of a stipend at Research Associate level Grade 7 (£37,174 - £45,413) dependent on experience. The Fellow will be entitled to up to £2,500 relocation costs and £5,000 training and research costs, to be spent within the year of the Fellowship.

¹ As demonstrated in the University of Cambridge 2020-21 Equality and Diversity Information Report.

Research Fellowship for post-holders of Black Identity or Heritage

The Fellow will also have the opportunity to apply through open competition for up to £5,000 p.a. from the D.M. McDonald Grants and Awards Fund for each of three years following the Fellowship and will be eligible for up to £2,500 expenses for one subsequent return visit to Cambridge. This will enable the Fellow to continue training and research programmes established during the Fellowship and for ongoing research, support and collaboration. At the McDonald Institute the Fellow will join a vibrant Early Career research community and will participate in seminar and research groups, careers and professional development training, and will be supported by the Institute's established programme of academic mentorship.

In addition, the successful candidate will be eligible to take up a College Post-Doctoral Associate (CPDA) position at Jesus College for the year of their appointment. This will provide the post-holder with the option to take up accommodation at a competitive rate including *en-suite* bathroom and shared kitchen facilities. The post-holder will also be eligible for dining rights and the use of various college facilities. Through the College the post-holder will have the opportunity to enhance their training and experience and contribute to college life by giving seminars and guidance to research students, including limited undergraduate supervision. The post-holder will also have the opportunity to learn from and undertake work in support of the College's outreach and widening participation efforts as well as its Development Office, by giving public interest lectures, or writing for college publications. At the end of the appointment, post-holders will retain the same College rights and entitlements as other former College Post-Doctoral Associates. Successful candidates are able to decline the CPDA, but should note that if they do so they forego the associated benefits. It is expected that the post-holder will produce a short report for the McDonald Institute and Jesus College at the end of their tenure. The Fellow may have the opportunity to extend the Fellowship (excluding the CPDA) for one further University term to allow, for example, for the completion of grant/fellowship applications and publications, dependent on circumstances and the availability of funds.

Eligibility

The Fellowship is aimed at early career researchers and the general requirement is a successfully examined PhD in archaeology or a related field, held at the time of application. Applicants must have normally defended their PhD a maximum of 7 years prior to the closing date shown below. Applications are encouraged from all branches and fields of archaeology broadly construed, including also human evolution, heritage and museums studies, with no restrictions on methodological approach, period or geographic focus. The successful applicant will take up their Fellowship on 1st October 2025 or as soon as possible thereafter.

We strongly support applications from candidates of any nationality, though the successful post-holder must hold or be granted the right to live and work in the UK.² We will support right to work applications. The Fellowship is open to people who self-identify as being from a Black Identity or Heritage background, including dual-heritage, understood as, Black British; Black African; Black Caribbean; African American; Black American; other Black backgrounds.³ We strongly encourage applicants from the United Kingdom and globally. We also strongly encourage applications from candidates from disadvantaged backgrounds.

Application criteria

Applicants should propose a well-focused research project unrestricted by period or geographic location and in any field of archaeology broadly construed, including also human evolution, heritage and museums studies. Applicants should be able to complete this proposed research within the period of the Fellowship and should clearly outline any further research specific skills or training they may require. We are able to provide significant professional training and mentorship but may not be able to offer some highly specialist skills training within the timescale of the fellowship. We especially seek Fellows who are intellectually adventurous, who propose challenging rather than routine research themes, whose work is collaborative yet disrupts existing disciplinary norms and affirms why a plural and multivocal archaeology has vital things to say about the human past and present.

² Applicants from outside the UK should note that, should they be successful, they will need to obtain a Certificate of Sponsorship via the University of Cambridge before they may start work. Applications will be supported by the McDonald Institute.

³ See for general guidance <https://www.ethnicity-facts-figures.service.gov.uk/style-guide/ethnic-groups>

Key Responsibilities

| | |
|--|------------|
| Research and training | 60% |
| <ul style="list-style-type: none"> • work with mentor to develop research objectives and proposals for own or joint research • develop professional skills leading to a successful career in archaeology • conduct individual and collaborative research • with guidance, write up research work for presentation and publication • gain updated knowledge and understanding in field or specialism • learn how to translate knowledge of advances in subject areas into research activity • with guidance, manage own research and administrative activities • build experience of preparing proposals and applications to external bodies, e.g. for funding and contractual purposes • explore how to communicate material of a specialist or highly technical nature | |
| Liaison and networking | 20% |
| <ul style="list-style-type: none"> • engage in existing mentoring, training and career development programmes • develop opportunities to liaise with colleagues and students • build networks of internal and external contacts for the exchange of information and to form relationships for future collaboration • develop experience of taking an active leadership role within the postdoctoral community in the McDonald Institute and Jesus College, including representing postdoctoral researchers on relevant committees | |
| Planning and organising | 10% |
| <ul style="list-style-type: none"> • learn to plan the use of research resources, laboratories and workshops as appropriate • explore the planning and management research activity in collaboration with others | |
| Education and outreach | 10% |
| <ul style="list-style-type: none"> • experience how to prepare and deliver teaching and teaching materials in supervision, lecture, seminar, or practical formats • learn how to engage and inspire students and other researchers • explore how to engage in student widening participation and public outreach activities | |

Person Specification

| Criteria | Essential | Desirable |
|---|-----------|-----------|
| Education & Qualifications | | |
| PhD in a field relevant to archaeology | ✓ | |
| Specialist Knowledge & Skills | | |
| Potential to conduct research in relevant discipline of a high standard | ✓ | |
| Emerging potential (via publications, conference presentations, grants, professional and/or project experience) to develop independent research | ✓ | |
| Excellent developing analytical and methodological skills | ✓ | |
| Demonstrated potential to write to a very high standard | ✓ | |
| Experience | | |
| Ability to work collaboratively and to foster a collegial environment | ✓ | |
| Proven ability to overcome intersecting academic, personal, social and/or economic challenges | ✓ | |
| Interpersonal & Communication Skills | | |
| Excellent interpersonal, oral and written communication skills | ✓ | |
| Growing relationship-building and ambassadorial skills | ✓ | |
| An emerging ability to engage diverse audiences and stakeholders | ✓ | |
| Additional Requirements | | |
| Ability to learn how to plan and manage research so as to develop a research project over the year of the Fellowship | ✓ | |

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>

The McDonald Institute for Archaeological Research



The McDonald Institute for Archaeological Research is an independently constituted and endowed, world-renowned centre for advanced research in archaeology, based within the University of Cambridge's Department of Archaeology. Located on the Downing Site in Cambridge's historical city centre, the McDonald Institute serves as an interdisciplinary hub to further research by Cambridge archaeologists and their collaborators into all aspects of the human past. It does so by providing a shared intellectual home, offering Cambridge archaeologists a programme of seminars, workshops, conferences, publications and research grants. It is also the institutional base for a large and vibrant community of around 55 funded postdoctoral early career researchers — some working independently, others within larger projects. The building provides laboratory space for a wide range of archaeological research that crosses continents, periods and approaches in its exploration of the human past. The Institute supports archaeological fieldwork, archaeological science, material culture studies, and archaeological theory in an interdisciplinary framework. It produces the [Cambridge Archaeological Journal](#) and publishes the [McDonald Institute Monographs](#) and Conversations series. The Institute's programmes are supported by a dedicated team of administrative and research-facilitating professional staff.

The Department of Archaeology

The Department of Archaeology has approximately 35 academic staff with specialist interests in Archaeology, Biological Anthropology, Assyriology and Egyptology. The Department, along with Social Anthropology, Sociology, and Politics and International Relations, forms the Faculty of Human, Social and Political Science. In addition to a large number of post-doctoral Research Associates and PhD students, there are a number of Junior Research Fellows working in Cambridge, attached to Colleges, who contribute to the life of the Department. The Department of Archaeology includes the McDonald Institute for Archaeological Research, the Leverhulme Centre for Human Evolutionary Studies and the Duckworth Laboratory. There is a strong and large graduate body in the Department. The MPhil cohort is between 35-40, while the PhD body comprises more than 90 research students. MPhil and PhD students are admitted by the Department which arranges all their teaching and supervision. Lectures are open, so that students can take advantage of courses offered at several levels.

The School of the Humanities and Social Sciences

The School of the Humanities & Social Sciences is a diverse community of academics, students and staff from across all of our related subjects. Cambridge's reputation for excellence rests upon our outstanding teaching and our world-class research. The Institutions of the School support scholars who are leading authorities in their fields, and are home to innovative and collaborative research projects which continue to push the boundaries of our knowledge and refine how we think and see the world.

About the School

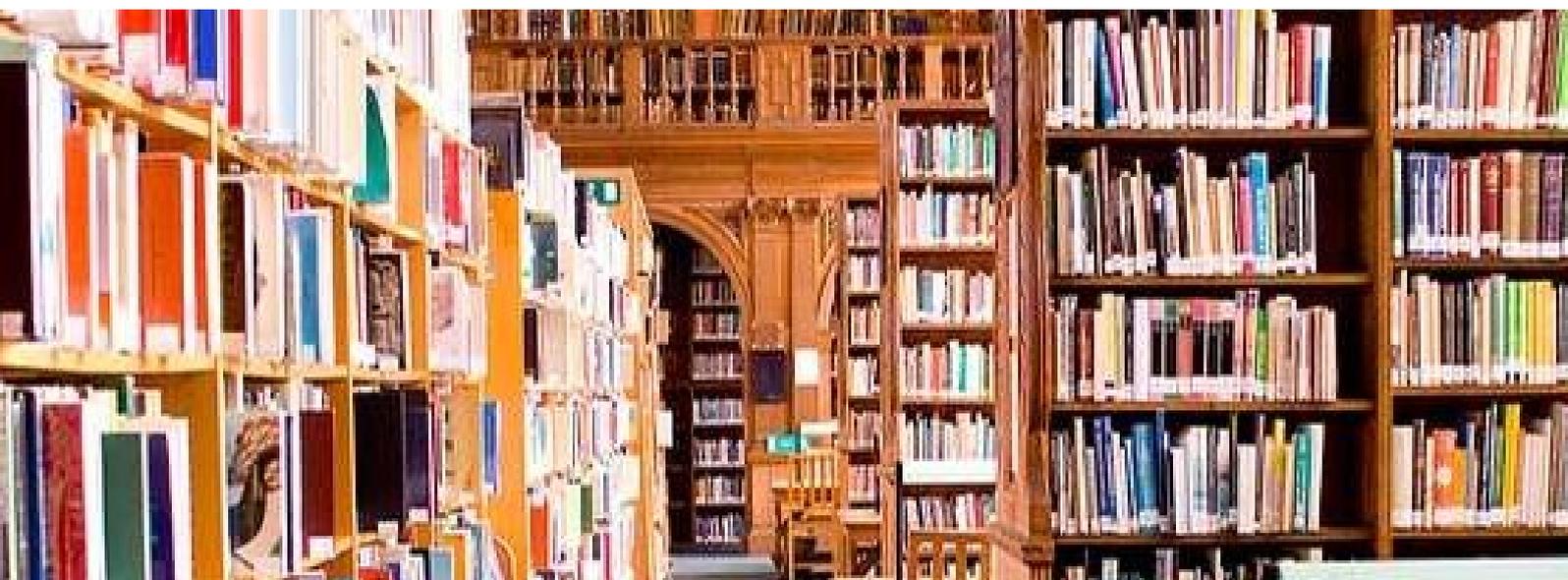
The six Schools of the University are administrative groupings of related subjects. The Council of each School acts as a coordinating organisation for the group, managing and prioritising requests from Faculties and Departments for consideration by the General Board.

The following institutions are within the scope of the Council of the School of the Humanities and Social Sciences:

Faculty of Economics
Faculty of Education
Faculty of History
Faculty of Law
Department of Archaeology
Department of History & Philosophy of Science.
Department of Land Economy
Department of Politics and International Studies.
Department of Social Anthropology
Department of Sociology
The Institute of Criminology

The School's total annual expenditure from grants, fees, research grants and contracts and other sources is about £65m. The institutions in the School employ about 1000 staff (academic, assistant and contract). The School has more than 5,000 students, undergraduates and postgraduates, over a quarter of the University's total student population. The post holder will be an integral member of the School Office team.

The Council of the School is chaired by the Head of School, fulfilled by an appointment of a senior academic and supported by a Deputy Head with an education portfolio. The School Office is currently based at 17 Mill Lane, in central Cambridge.



Terms of Appointment

Tenure and probation

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

This position is full time, 37 hours per week, precise times are flexible and negotiable, working Monday – Friday.

Pension

You will automatically be enrolled to become a member of USS (Universities Superannuation Scheme) – a hybrid pension scheme. For further information please visit:

<https://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 <https://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, contact the HR Team on hr@hsps.cam.ac.uk

The University

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

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

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

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



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

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

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

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

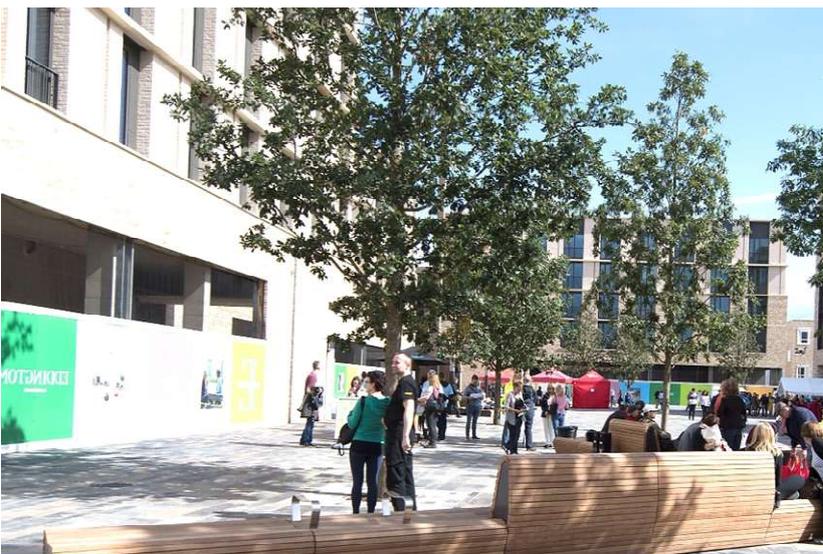
<https://www.accommodation.cam.ac.uk/RelocationService/>. The Shared Equity Scheme and the Reimbursement of Relocation Expenses Scheme provide financial

assistance to qualifying new members of 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 <https://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 the online cover sheet please include the names and contact details of TWO academic referees. We will request references at the point candidates are shortlisted. In addition to the online cover sheet information, in the upload section of the online application please include:

1. A letter of application (2 pages max) describing your experience, research interests, and how you meet the eligibility and person profile above.
Please include details of any particular intersecting social, economic or personal challenges which you have overcome.
2. A 750-word proposal for a post-doctoral research project that you would like mentoring and support to develop. This should have realistically achievable outcomes for the year of the Fellowship and across the subsequent three years of additional support. This should present your research question, broader intellectual framework, claims to significance and originality, analyses to be undertaken, and provisional publication plans. The 750 words exclude a brief bibliography.
3. A curriculum vitae including a list of any publications.

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 are welcomed and should be directed to the

Deputy Director of the McDonald Institute - opportunities@mcdonald.cam.ac.uk

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

HSPS Faculty HR team - hr@hsps.cam.ac.uk

The closing date for applications is midnight (UK time) on Friday 2nd May 2025

Interviews for the role will be held soon after the application closing date.

