



UNIVERSITY OF
CAMBRIDGE

Assistant Professor in African Politics

Department of Politics and International Studies

Closing date: 23 April 2025

Job Reference: UE45473



Assistant Professor (Lectureship) in African Politics (Fixed-term)

Salary:

46,735 - £59,139

Contract:

Fixed Term contract
terminating 30 September 2027

Location:

Cambridge

Faculty / Department:

Department of Politics and
International Studies (POLIS)

Responsible to:

Head of Department

Working Pattern:

Full Time

The University of Cambridge has a Hybrid Working Policy that aims to enable as many staff as possible to work in a hybrid way if they so wish, whilst recognising that some roles will include tasks that can only be performed on University premises.

Purpose of the role

Applications are invited for a fixed-term Assistant Professorship (Lectureship) in African Politics in the Department of Politics and International Studies (POLIS), joined with a Fellowship at Trinity Hall, which will run until 30 September 2027.

This post offers an exciting opportunity to join a growing department at Cambridge and to make a significant contribution to the teaching and study of African Politics. The post-holder will contribute to teaching at the undergraduate and postgraduate levels in Politics and International Studies as well as to the MPhil in African Studies. This may include course development and delivery, supervision of individual students, examination and course administration.

Applicants should have developed research of high international standing in relation to the politics of Africa and possess a flexible approach to teaching and administrative Departmental duties.

The purpose of this role is to support and maintain the University's national and international reputation for excellence in teaching. Contribution to teaching will include course development and innovation, conducting supervisions for undergraduate and postgraduate students and examining. The role holder will participate in the overall contribution to the Department where appropriate.

The post-holder will be appointed to a Fellowship at Trinity Hall, where they will be required to contribute to the College duties of a Staff Fellow, namely, to provide undergraduate supervisions for Trinity Hall students or students at other Colleges through swap arrangements at the rate of between 4 to 6 hours per week in term time. They may also be asked to undertake related academic activities such as Directing Studies and are expected to participate in the governance of the College through attending Governing Body meetings.

The privileges of a Fellowship include 7 free meals per week, annual allowance for academic related expenses, and residential accommodation in College (subject to availability).



Assistant Professor (Lectureship) in African Politics (Fixed-term)

Key responsibilities

Candidates will be expected to make a collegial contribution to the governance and administration of the Department of Politics and International Studies and possess a flexible approach to teaching and Departmental duties.

Teaching, supervising and examining duties will be at both undergraduate and postgraduate levels.

Main duties to the Fellowship at Trinity Hall include:

- Delivery of 4-6 hours per week (term-time) of undergraduate supervisions on a range of subjects covered in Parts I and II of the Human, Social, and Political Sciences (HSPS) Tripos
- Supervisions should be for Trinity Hall students but can also be for students at other colleges through swap arrangements. The supervision will be on papers discussed with the Senior Tutor and Directors of Studies in advance.
- To participate in the governance of the College through attendance at the Governing Body, which meets eight times a year
- To take on the role of Director of Studies if so requested by the Senior Tutor
- To contribute to other activities as required by the College, such as interviewing undergraduates, participating in access and outreach events or attending Alumni and other gatherings.

Personal Profile

Candidates must be able to show evidence of research of international standing in their own field of study, evidence of teaching excellence at undergraduate and/or postgraduate levels in African politics and/or related subjects, demonstrate a willingness and ability to contribute to the core functions of the Department, and possess a flexible approach to teaching and administrative duties. Applicants will be assessed on the quality and potential of their research, and on their ability to contribute to both our undergraduate and postgraduate teaching programmes. Candidates should be able to speak to an international audience about a wide range of issues.

Person Specification

Criteria	Essential	Desirable
Education & qualifications		
A good first degree and a doctorate in a relevant subject area (or clear evidence that completion of such a doctorate is imminent) or equivalent	✓	
Specialist knowledge & skills		
Ability to design and deliver high-quality teaching on African politics in an M.Phil programme	✓	
Ability to develop and deliver University level undergraduate teaching in African politics	✓	
Evidence of ability to engage in high-level research, with publications and participation in scholarly activity commensurate with stage of career	✓	
Experience of, and/or aptitude for organizing and participating in collaborative teaching and research		✓
Interpersonal & communication skills		
Excellent interpersonal and communication skills are required to explain concepts and complex information to students, develop and encourage the commitment to learn in others and to present material to a range of audiences	✓	
Relevant Experience		
Experience of teaching at University level	✓	
Experience of administrative activity in an academic environment	✓	
Evidence of administrative efficiency		✓
Additional requirements		
The role holder is expected to maintain and develop their knowledge in the subject area, attending conferences and active discussions with other academics in the field. Ability to join and work flexibly with a busy, collegiate teaching team.		✓
All applicants are legally required to demonstrate the right to work/permission to work in the UK. Offers of employment will be conditional upon the satisfactory outcome of all required pre-employment checks and whether an outcome is satisfactory will be determined by the University.	✓	

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 Department of Politics and International Studies

POLIS provides an institutional focus at Cambridge for teaching and research on politics in all its dimensions; international and comparative, theoretical and empirical, abstract and practical.

POLIS is a self-consciously pluralistic department. This is reflected in the disciplinary diversity of our members and their wide-ranging approaches to the study of politics and is supplemented through our close links to a variety of area-specific and thematic research centres, as well as numerous other departments and faculties within Cambridge and beyond. POLIS has current and emerging research strengths in areas that include the historical and contemporary study of political thought, international relations, British and European politics, the study of the global South, political economy, public policy and gender.

The Department offers undergraduate programmes as part of the Faculty of Human, Social and Political Science as well as a joint History & Politics programme. It offers MPhil degrees in Politics and International Studies and Public Policy. The Department includes many research centres, including the Area Centres of African Studies, Latin American Studies, South Asian Studies, Development Studies, Gender Studies and the Bennett Institute for Public Policy, which are housed together in the Alison Richard Building on the Sidgwick Site.

Trinity Hall

Trinity Hall was founded in 1350 by the Bishop of Norwich primarily to teach Canon and Civil Law. Today, Trinity Hall is a progressive, liberal institution catering for the majority of subjects taught in the University. We have approximately 350 undergraduate and 250 graduate students, with whom the Fellowship enjoys a rewarding and productive relationship. While the College is dedicated to academic excellence, we are proud of our reputation as a friendly and supportive institution for students, staff and Fellows alike.

The successful applicant will be elected to a Staff Fellowship. Staff Fellows are members of the College's Governing Body and are eligible to sit on College committees. Fellows' privileges include generous dining rights, the possibility of limited financial support for expenses associated with their research, site and, if required and if available, residential accommodation in College for the duration of this appointment.

Further information about Trinity Hall can be found at <https://www.trinhall.cam.ac.uk/>

The School of 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

Appointment will be made on a fixed-term basis only. This post will terminate on the 30 September 2027. The appointment is fixed term to provide cover during the absence of a member of staff. Appointment will be subject to satisfactory completion of a one-year probationary period.

Hours of Work and Working Pattern

The appointment is full-time, working Monday—Friday.

Pension

You will automatically be enrolled to become a member of USS (Universities Superannuation Scheme) – a hybrid pension scheme. If you are already a member of the NHS Pension scheme, you may be eligible to continue in the scheme and should contact the Pensions section of the University. 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, please contact the Department Administrator, who is responsible for recruitment to this position. Alternatively, you may contact the HR Business Manager responsible for the department you are applying to via hrenquiries@admin.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.

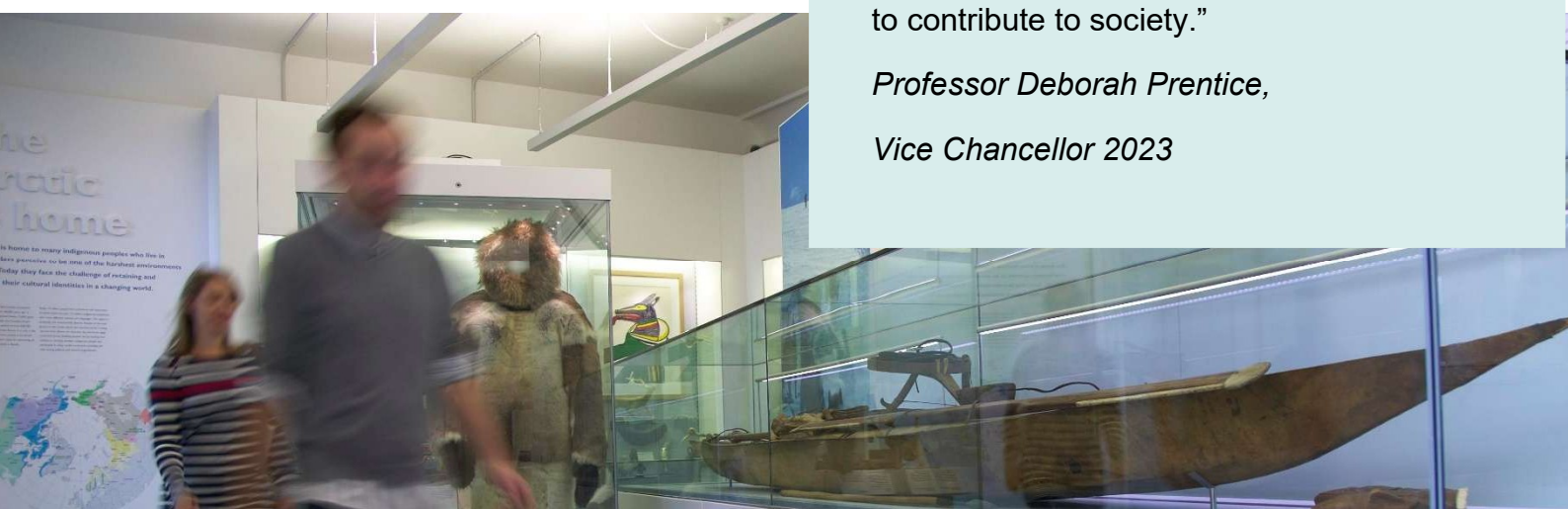
The Colleges and the University remain committed to admitting the best students regardless of their background and to investing considerable resources both in widening access and financial support. The 31 Colleges are self-governing, separate legal entities which appoint their own staff. Many academic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

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.



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

Living in Cambridge

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

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

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

Relocation Support

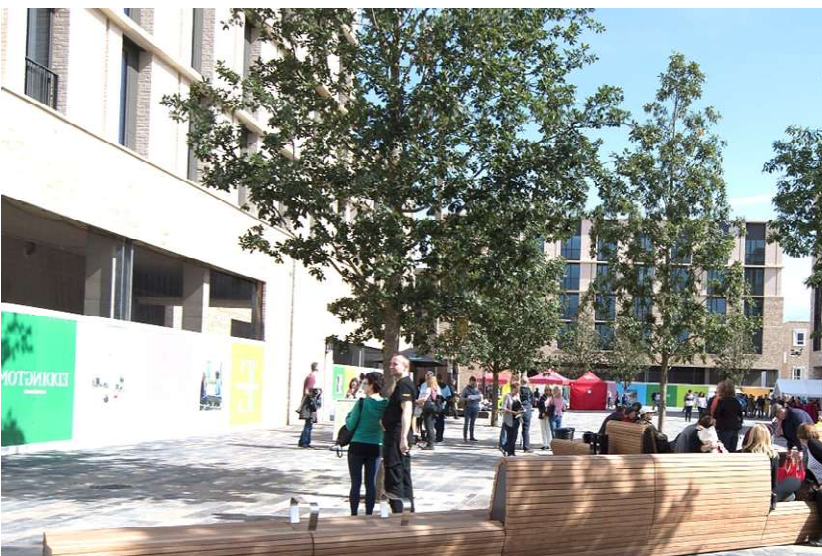
The University recognises the importance of helping individuals to move and settle into a new area. We provide support and guidance to those relocating internationally or domestically to take up a post at the University of Cambridge, liaising with other University offices and selected partners to ensure comprehensive relocation support is available. This includes: accommodation, childcare, schools, banking, immigration and transport. If you would like further information, please visit

<https://www.accommodation.cam.ac.uk/RelocationService/>. The Shared Equity Scheme and the Reimbursement of Relocation Expenses Scheme provide financial assistance to qualifying new members of staff with the costs of relocating to Cambridge.

Accommodation Service

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

<https://www.accommodation.cam.ac.uk/>



What Cambridge can offer

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

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



Pay and benefits

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

CAMbens employee benefits

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

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



What Cambridge can offer

Family-friendly policies

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

Other family-friendly support includes:

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

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

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

Your wellbeing

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

Development opportunities

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



How to apply

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

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

Please ensure that you upload your Curriculum Vitae (CV), a recent writing sample (maximum 10,000 words), and a covering letter which includes details of your teaching experience and how you meet the criteria set out in this document. Please also provide the names and contact details of three referees in the Upload section of the online application. If you upload any additional documents which have not been requested, we will not be able to consider these as part of your application.

All applications will be considered by all relevant members of the department. After shortlisting, where you have given permission, your nominated referees will be asked to provide a reference via the on-line system.

If you have any questions about this vacancy or the application process, please contact the Business Operations Manager bom@polis.cam.ac.uk

The closing date for applications is Midnight on 23rd April 2025.

The interview date for the role is anticipated in the week commencing 12th May 2025.

