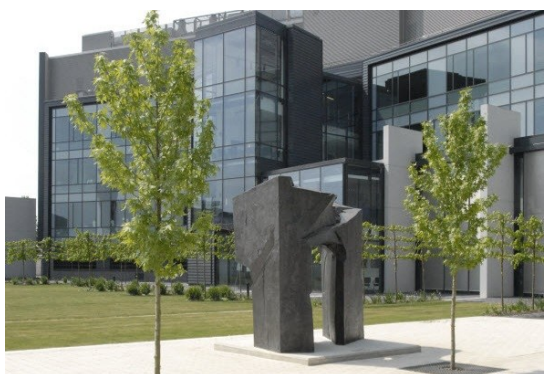


**Isaac Newton Trust Academic  
Career Development Fellowship in Law  
Fixed Term—3 years**

Faculty of Law and Newnham College

Closing Date: 4 May 2025

Job Reference: JK45646



## Isaac Newton Trust Academic Career Development Fellowship in Law

**Salary:**  
£37,174—£40,497

**Contract:**  
Fixed Term—3 years, starting  
on 1st September 2025

**Location:**  
Central Cambridge

**Department:**  
Faculty of Law and Newnham  
College

**Responsible to:**  
The Chair of the Faculty and  
the College Senior Tutor

**Working Pattern:**  
Full Time - 0.7 FTE based at  
Faculty of Law

0.3 FTE based at Newnham  
College

### Purpose of the role

The Faculty of Law and Newnham College at the University of Cambridge are seeking to appoint an appropriately qualified individual to the Isaac Newton Trust Academic Career Development Fellowship in Law from 1 September 2025 (INT ACDF). This is a fixed term appointment of 3 years.

The purpose of the Fellowship is to support and maintain the Collegiate University's international reputation for excellence in teaching and research. The Fellow will develop an independent research profile, progressing towards realising their potential to generate and publish research at the highest level. The Fellow will also develop a portfolio of skills in teaching at undergraduate and taught postgraduate levels as part of their overall contribution to the Faculty and College.

### Key responsibilities

The percentages given are averaged across the year with typically more of the teaching time taking place during term, and more of the research during University vacations:

The INT ACDF will be required to undertake the following for the Faculty aspect of the role (70%):

- Faculty teaching and examining equivalent to 30% fte overall (typically 12 hours of teaching per year, with a slight reduction in the first year, and commensurate examining).

- The Fellow will be expected to teach on existing papers across the undergraduate and taught postgraduate programmes in the Faculty, as appropriate to their area of specialism;
- An independent research project equivalent to 40% fte.

The INT ACDF will be required to undertake the following for the College aspect of the role (30%):

- Carrying out the duties as set out below up to the equivalent of 80 supervisions a year. Any hours worked above that will be remunerated separately.
- Directing studies for the LLM/MCL cohort in the candidate's first year and/or for the undergraduate years in the candidate's second or third year, working as part of the Director of Studies team.
- Teaching college supervisions each week for the twenty teaching weeks of the academic year, giving between two and four supervisions of 1 hour each a week.
- Sharing in conducting admissions interviews for undergraduate students and selecting the successful applicants.
- Supporting the general intellectual culture among the Law students in the College.



## Benefits

The Faculty is able to offer the following to the Fellow:

- Access to the Yorke Fund for research-related expenses, as well as to various sources of funding for research visits to overseas universities;
- The opportunity to engage with relevant Faculty research centres and take part in the activities of those centres relating to the Fellow's research interests;
- Allocation of a Faculty Mentor in accordance with the Faculty's scheme for probation mentoring to assist the Fellow with the introduction to the Faculty and the University, to mentor the Fellow in academic skills and to guide the Fellow on their career progression.

Newnham College is able to offer the following to the Fellow:

- Appointment as a College Lecturer for the duration of the post. Newnham admits only female students, but its College Lecturer positions are open to men and women.
- As a College Lecturer, the Fellow would be entitled to reimbursement of up to £1,000 per annum for expenses relating to academic research, conferences, research travel and training and development;
- The opportunity to bid each year for additional resources from Newnham's Senior Members Research Fund for awards of up to £5,000 over two years;
- Allocation of a shared office (or potentially a sole use room if undertaking a more substantial Director of Studies role);
- Provision of a laptop and screen;
- Seven free meals a week;
- The option to rent College accommodation, if available, for three years;
- Visa costs, including the NHS surcharge, will be paid if appropriate, though the Fellow will be responsible for applying for their own visa.

# Person specification

Criteria	Essential	Desirable
<b>Education and Qualifications</b>		
Good first degree and a doctorate (or equivalent evidence of research achievement and potential) in a relevant subject area (or clear evidence that completion of such a doctorate is imminent) with publications and participation in scholarly activity commensurate with stage of career	✓	
Eligible candidates will typically have fewer than three years' post-doctoral or equivalent experience, exclusive of any career breaks	✓	
<b>Research</b>		
Some research experience with sufficient breadth/depth of specialist knowledge in the discipline and of research methods and techniques to work on the candidate's proposed research project	✓	
Potential to generate and publish research within their subject area that is internationally recognised as world-leading	✓	
Potential to foster research at the highest level within their subject area	✓	
<b>Teaching</b>		
Ability to teach law for the Faculty at an undergraduate level	✓	
Ability to teach law for the Faculty at postgraduate level		✓
Ability to supervise one or more of the following subjects for the College: Tort Law, Criminal Law, Constitutional Law, Land Law, Contract Law, EU Law, Civil Law in Context	✓	
Ability to take an inclusive approach towards teaching and working with colleagues	✓	
<b>Other skills</b>		
Experience of managing own workload	✓	
Willingness to play an effective role in the life and work of the Faculty and of the College	✓	
A commitment to support and promote the study of law and research in law by women	✓	
Ability to work independently and as part of a team, and to work with colleagues in an inclusive, collegial and collaborative manner	✓	



# The Faculty of Law



The Faculty is one of the world's leading law schools. It is consistently ranked near the top in both national and international league tables.

The Faculty of Law currently has over 80 University, Faculty and College teaching officers. Almost every area of legal interest is represented. Within its professional services team, the Faculty has 24 administrative staff, an IT team of 5 and a Legal Research Training & Communications Specialist.

Law has been studied and taught at Cambridge since the thirteenth century and the Faculty has a long tradition of excellence in international and comparative law, jurisprudence and legal history. There are around 700 undergraduates, 200 Masters level students (LLM and MCL), and approximately 70 PhD students in the Faculty.

The Faculty is housed in a striking modern building designed by Foster and Partners, which brings together on one site the Squire Law Library, the Faculty's lecture and seminar rooms, and its administrative offices and common room facilities.

The Faculty includes the Institute of Criminology, which is housed in separate premises. The Faculty currently has 11 Faculty Research Centres which facilitate collaborative research and promote engagement with policy-makers and the professions, as well as helping to attract research income.

The Squire Law Library is one of the largest academic law libraries in the United Kingdom, and supports the teaching and research activities of the students and researchers associated with the Faculty of Law. It is an affiliated library of Cambridge University Library.



## The School of the Humanities and Social Sciences



### About the School

The School of the Humanities and Social Sciences is one of six schools in the University and is made up of the following institutions:

- Faculty of Economics
- Faculty of Education
- Faculty of History
- Faculty of Human, Social and Political Science (comprising: Department of Archaeology; Department of Social Anthropology; Department of Politics and International Studies; and Department of Sociology)
- Faculty of Law (including the Institute of Criminology)
- Department of History and Philosophy of Science
- Department of Land Economy

The School includes a wide range of disciplines with differing methodologies, from highly quantitative analysis of 'big data' to ethnography and the analysis of the material

culture and thought of past societies. The geographical range is equally broad, with Centres of African, Latin American and South Asian Studies, and specialists within each Department or Faculty. Each institution has its own well-developed research profile, but increasingly we are working across disciplinary boundaries within the School and with colleagues in other Schools.

The School is participating in University-wide Strategic Research Initiatives such as public health, global food security, energy and conservation which bring the insights of social sciences to bear on some of the major issues facing the world today; Cambridge is one of the world's leading centres for science, technology and medicine, and the social sciences are now playing an increasingly important role in understanding the social, political and economic contexts.

The School is, in terms of student numbers, the largest of the six Schools in the University



# Newnham College



Newnham College was founded by a group of intellectual pioneers in 1871 to promote excellent academic education for women. Over 150 years on, we are a lively intellectual and social community with a global outlook.

Our community includes around 400 undergraduate students, 300 postgraduate students, and 70 fellows. Senior Members meet each other over weekday lunches, as well as at regular research talks, concerts, dinners and academic events. The College is located on a single 18-acre site opposite the Sidgwick site, with historic and modern buildings circling the famous gardens.

There is a strong Law presence amongst Newnham academics, with three senior Fellows who also direct studies. Around 20 undergraduates read Law, around 5 students take the LLM or MCL, and there are also PhD students. UK Supreme Court Justice, Lady Vivien Rose and Lady Justice of Appeal Dame Elisabeth Laing are alumnae and take a strong interest in the College.

Supervision (small group teaching) arrangements for undergraduate lawyers are coordinated by Directors of Studies who ensure that students have access to specialist instruction across the range of courses and receive a high standard of student support. Each student also has a pastoral tutor and there is a health and wellbeing team.

College Lecturers are expected to take part in the day-to-day governance of the College, by attending Governing Body which meets 5 times a year. The person appointed, whether male or female, will enjoy the full benefits of senior membership of the College and will have equal employment rights. In accordance with the College Statutes made under the Oxford and Cambridge Act 1923, College Lecturers, if women, are elected into a Fellowship in Category A (Official Fellowship) of the College.

Further information about Newnham College can be found at <https://newn.cam.ac.uk/> with details of our Fellowship and College Lecturers at <https://newn.cam.ac.uk/about/people/principal-governing-body-fellows>

# Terms of appointment

## Tenure and probation

Appointments will be made on a fixed-term basis for a period of 3 years. This appointment relies on the availability of finite funds for a specific purpose that are not part of the University's general revenues.

Appointments will be subject to satisfactory completion of a six-month probationary period

## Hours of Work and Working Pattern

Monday to Friday, Full-Time

**Pension** You will automatically be enrolled to become a member of USS (Universities Superannuation Scheme) – a defined benefits 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. The leave year runs from 1 October to 30 September

## General information

### Pre-employment checks

#### Right to work in the UK

We have a legal responsibility to ensure that you have the right to work in the UK before you can start working for us. If you do not have the right to work in the

UK already, any offer of employment we make to you will be conditional upon you gaining it.

### Health declaration

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

### Qualifications

The person specification for this position lists qualifications that are essential and/or desirable. Please note that if you are offered the post you will be asked to provide your relevant original certificates of these qualifications.

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

### Information if you have a disability

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

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

We encourage you to declare any disability that you may have, and any reasonable adjustments that you may require, in the section 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 HR Team in the Faculty, who is responsible for recruitment to this position.



# The University

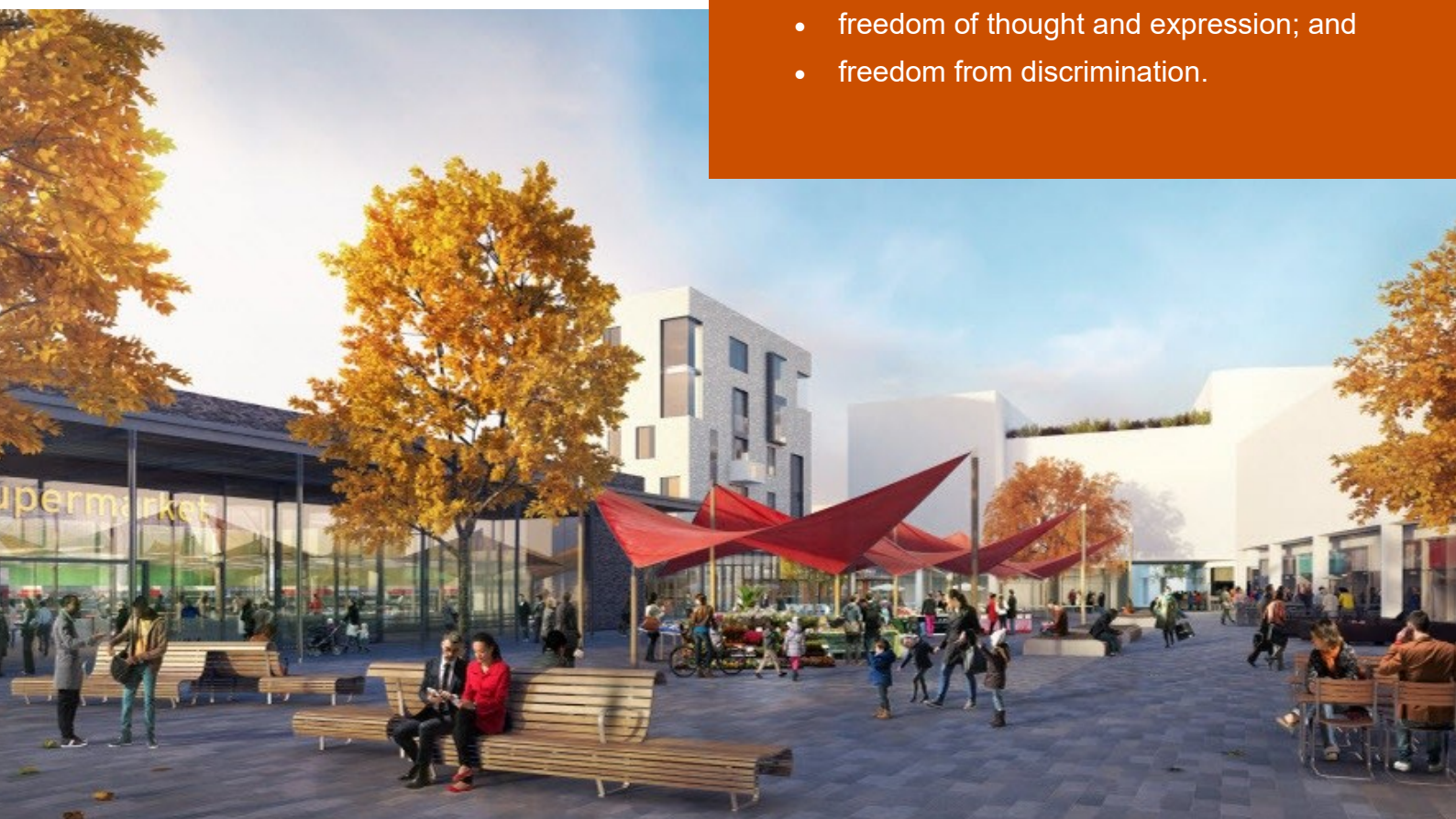
**The University of Cambridge is one of the world's oldest and most successful universities. We are a renowned centre for research, education, and scholarship that makes a significant contribution to society. The University is consistently ranked amongst the top universities in the world. Our affiliates 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 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 new science and technology campus to the west of the city centre, and is now 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. For staff who require a Skilled Worker Visa, Global Talent Visa or Settlement (known as indefinite leave to remain) to take up employment with the University, we offer an interest free [visa loan scheme](#) for current and prospective staff (and their dependants), to help meeting the cost of obtaining a visa.

## 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.

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:  
[hr@law.cam.ac.uk](mailto:hr@law.cam.ac.uk)

If you have any queries regarding the application process please contact [hr@law.cam.ac.uk](mailto:hr@law.cam.ac.uk)

The closing date for applications is: **4 May 2025**

Interviews will be held on **14 May 2025**



UNIVERSITY OF  
CAMBRIDGE