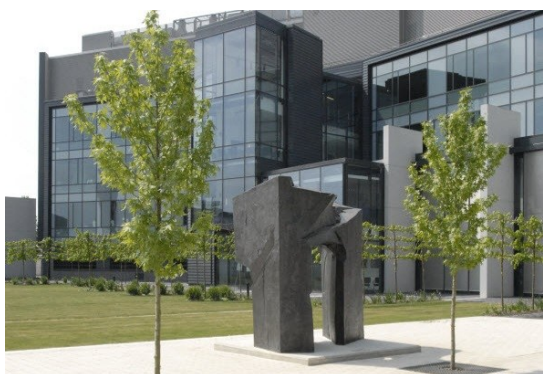


**Assistant Professor in African  
and Caribbean Modern and  
Contemporary Art**  
Department of History of Art  
Faculty of Architecture and History of Art  
Closing Date: Sunday 29 June 2025  
Job Reference: GD45982



# Assistant Professor in African and Caribbean Modern and Contemporary Art

**Salary:**

£46,735–£59,139

**Contract:**

Permanent

**Location:**

Central Cambridge

**Department:**

History of Art

**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**

The Department of History of Art at the University of Cambridge seeks to appoint a permanent Assistant Professor in African and Caribbean Modern and Contemporary Art. The Department welcomes applications from specialists in all mediums of art. The successful candidate will be expected to take up appointment on or close to 1 October 2025.

We are seeking an individual with a record of high-level research achievement commensurate with their career stage and who has the potential to become a key contributor to the Department's teaching and research activities. Candidates will have the ability or potential to undertake collaborative research and to secure external research funding.

The successful applicant will have a unique opportunity to help shape the Department's future. The postholder will contribute significantly to the new MPhil in the Global History of Art and Architecture, launching in 2026-27. To support this programme, the Department is recruiting for permanent posts in Early Modern Islamic Art and Late Imperial Chinese Art. The successful applicant will be required to teach and examine undergraduates, and to supervise and examine postgraduate work for the MPhil and PhD. It is anticipated that there will be opportunities to collaborate with colleagues across the University, including at Kettle's Yard and the Fitzwilliam Museum, and to contribute to the African Collections Futures initiative (<https://www.ccc.cam.ac.uk/initiatives/african-futures/>).

Candidates will hold undergraduate and doctoral degrees in history of art, African/Caribbean studies, or a related discipline, with a specialism in the field advertised. FHEA accreditation and experience of curriculum development is desirable.

It is an exciting time to join the Department as we approach REF 2029. The Department works with partner institutions including the Hamilton Kerr Institute, Fitzwilliam Museum and Kettle's Yard covering innovative themes and projects. The postholder may define their own research priorities, and collaborate with colleagues within these themes.





# Assistant Professor in African and Caribbean Modern and Contemporary Art

## Key Responsibilities

The purpose of an Assistant Professor is to support and maintain the University's national and international reputation for excellence both in teaching and in research.

## Teaching

Contribution to teaching will include course development and innovation, lecturing, conducting seminars, and supervising undergraduate and postgraduate students, as well as setting and assessing coursework and examinations (including acting formally as an Examiner and occasionally as Chair of examining bodies). Assistant Professors are expected to conduct small group teaching of undergraduates and/or taught postgraduate students and, where appropriate, to contribute to directing or leading programmes or courses.

## Research

Contribution to excellence in research will be through publications and other mechanisms submitted for consideration in national research and impact assessment exercises (e.g. REF2021). Applicants must be able to show capacity to contribute proactively to the outstanding research culture of the Department by engaging in research of the highest standards and to publish in their particular field of expertise. The Department has a long-established research tradition and the appointee will be expected fully to contribute to its activities. To this end, they should expect to develop individual and/or collaborative research funding proposals and projects within their field. In addition to possessing the specialist skills needed for their research specialism, candidates should also be able to contribute to all aspects of teaching in the field.

## Administrative

Candidates will also be required to take on their share of administrative duties, for instance: participation in relevant Departmental/Faculty/University committees, including chairing or leading; coordination of teaching, timetables, or admissions; directing graduate studies; quality assurance; student surveys and feedback systems; outreach, knowledge transfer or public engagement; fundraising and development. Appointees will have the opportunity to participate in College supervision, for additional remuneration.



# Person specification

	Essential	Desirable
<b>Education</b>		
An undergraduate and doctoral degree in History of Art, African/Caribbean Studies or related discipline	✓	
A PhD in African and Caribbean Modern and Contemporary Art, or a related subject.	✓	
<b>Specialist Knowledge and Skills</b>		
Evidence of ability to engage in high-level research, with publications commensurate with stage of career	✓	
Ability or potential to undertake collaborative research and to secure external research and funding	✓	
Evidence of ability to teach effectively at University level	✓	
Experience of curriculum development and FHEA accreditation		✓
<b>Interpersonal and Communication Skill</b>		
Excellent interpersonal and communication skills are required to explain concepts and complex information to non-experts, develop and encourage the commitment to learn in others and to present material to a range of audiences.	✓	
<b>Additional requirements</b>		
The ability to work independently and as part of a team, and to work with colleagues in a collegial and collaborative manner.	✓	
Ability to undertake administrative duties to a high standard.	✓	
The ability to take an inclusive approach towards teaching and working with (or supporting) colleagues	✓	

## 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 History of Art

The Department of History of Art is located at Scroope Terrace, near the Fitzwilliam Museum in Trumpington Street. The Department has ten Established University Teaching Officers, and a number of Affiliated Lecturers, and specialist visiting teachers in any year.

The Department normally has around 80 undergraduate students studying the History of Art Tripos, and up to 55 postgraduates studying for the MPhil in the History of Art and Architecture or the PhD. The Department anticipates significantly increasing recruitment of postgraduate students following the launch of the new MPhil in the Global History of Art and Architecture. The array of subjects taught is comprehensive and ranges from the early Middle Ages to the present.

The Department is part of the Faculty of Architecture & History of Art and shares with the Department of Architecture the 40,000-volume Faculty Library and some 18 members of non-teaching Faculty support staff, including a Digital Services team, library staff, custodian and administrative staff.

The Department of History of Art at Cambridge began life in 1970, and the present History of Art Tripos was established in that year. The Department is in the process of significant expansion and renewal, including diversifying geographically and methodologically its teaching and research. Our alumni fill top posts in art and higher education institutions throughout the world, as well as pursuing highly successful careers in many other walks of life.

Further information about the Department's teaching and research is available at <https://www.hoart.cam.ac.uk/>





# The School of Arts and Humanities



The School of Arts and Humanities is one of six schools in the University and it is currently comprised of:

- Faculty of Asian and Middle Eastern Studies
- Faculty of Architecture and History of Art
- Faculty of Classics
- Faculty of Divinity
- Faculty of English
- Faculty of Modern and Medieval Languages and Linguistics
- Faculty of Music
- Faculty of Philosophy
- Centre for Research in the Arts, Social Sciences and Humanities
- University of Cambridge Language Centre
- Institute for Technology and Humanity

Combined, these institutions have a total annual budget in excess of £45million, 700 staff and 3,500 students. The School has recently agreed a new strategic plan, which sets out its overarching vision and objectives.

## **Vision**

The Strategic Vision of the School of Arts and Humanities is to retain its position in the world top five. We see this not as a simple metric but as a challenge for which we must foster a culture and practice of openness: to countries and traditions around the globe, to major themes, to new ways of teaching, to diversity in our student intake and staff recruitment, to inclusiveness in our career development, and to the breaking down of structures that prevent us achieving the ambitious goals we set ourselves.

# Terms of appointment

## Tenure and probation

Appointments are to the retiring age for established academic positions. For University Associate Professors and University Assistant Professors the appointment is subject to satisfactory completion of a five-year probationary period.

## Hours of Work and Working Pattern

The appointment is full-time. We welcome applications from individuals who wish to be considered for other flexible working arrangements.

## Pension

You will automatically be enrolled to become a member of USS (Universities Superannuation Scheme) – a defined benefits 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: [www.pensions.admin.cam.ac.uk/](http://www.pensions.admin.cam.ac.uk/).

## Annual leave

Subject to compliance with the Statutes and Ordinances relating to leave, full time officers are entitled in any holiday year to take a minimum of 28 days annual paid holiday. These periods are inclusive of public holidays that fall outside Full Term.

## Sabbatical leave

Cambridge is generous in having statutory provision for leave of absence of one term for every six terms of service. Academic staff use this opportunity for study and research.

## College membership

Membership of a College adds an important social and intellectual dimension that many of the University's academic community find attractive. Appointment to a College fellowship is a separate matter from a

University appointment. Colleges expect all their teaching fellows to take part in undergraduate supervision and College administration, for which the College provides modest remuneration additional to University salary. Many academic staff will be invited to join a College as a teaching fellow, but it is not compulsory for academic staff to be a member of a College. The Head of Institution or senior colleagues can offer more advice.

## Residence

It is a requirement of the role that you are resident in the University during term-time. Further information can be found here: <https://www.admin.cam.ac.uk/univ/so/2019/chapter11-section1.html#indexterm-d358e257>

## 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 will be conditional upon you gaining it.

**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.

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

## 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 <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 Schools HR team who are responsible for recruitment to this position on [sahhr@admin.cam.ac.uk](mailto:sahhr@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





# 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.

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.

## **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'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.



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.

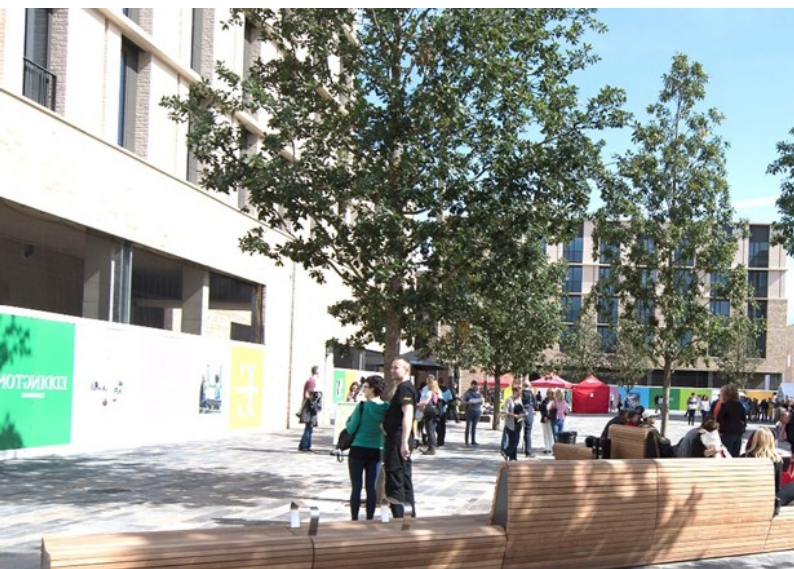
If you prefer the faster pace of life, London is a 45-minute train journey away. For those travelling from overseas, Stansted Airport is just 45 minutes away and Heathrow Airport under 2 hours away. The University is a short distance from a host of other attractions such as Ely Cathedral, Newmarket Races 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](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.

In order for applications to be considered applicants must upload:

- Covering letter, explaining the reasons for your application and how your knowledge, skills and experience match the requirements of the role you are applying for
- A teaching statement, outlining your experience, interests, and approach to teaching
- A research statement, outlining your plans for research, scholarship and grant capture over the next 5 years
- If available, two recently-published research articles or book chapters or an unpublished writing sample (e.g. a dissertation chapter or submitted article) if published work is not available
- A Curriculum Vitae (CV), to include full details of educational qualifications and academic experience, a list of publications.
- **Three** references are required, and applicants should ask their referees to send their reports to [references@csah.cam.ac.uk](mailto:references@csah.cam.ac.uk) by the closing date

If you upload any additional documents which have not been requested, we will not be able to consider these as part of your application.

The closing date for applications is midnight (BST) on **Sunday 29 June 2025** and interviews are expected to take place in September 2025, subject to change.

Informal enquiries are welcomed and should be directed to the Head of the Department of History of Art, Professor Alexander Marr [hod-hoart@aha.cam.ac.uk](mailto:hod-hoart@aha.cam.ac.uk). Enquiries about the application process may be made to the HR team in the School of Arts and Humanities [sahhr@admin.cam.ac.uk](mailto:sahhr@admin.cam.ac.uk)

Further information about the Department of History of Art is available from <http://www.hoart.cam.ac.uk>.

