

Job title	University Lecturer/University Senior Lecturer
Grade	9/10
Salary range	£39,992 - £50,618 (UL) £53, 691 -56,950 (USL)
Staff Group	Academic
Department / Institution	Department of Computer Science and Technology

Role-specific information

Role Summary and Key Responsibilities

Successful applicants for the position would join the Natural Language and Information Processing (NLIP) group (<http://www.cl.cam.ac.uk/research/nl/>) in the Department of Computer Science and Technology (<http://www.cl.cam.ac.uk/>). The Department currently has 46 faculty (referred to as University Teaching Officers/UTOs in Cambridge).

The NLIP group is one of eight research groups within the Department. Current research interests are described on the group's web pages. The group aims to cover a broad range of topics in theoretical and applied NLP.

The advertised positions will increase the number of UTOs in the NLIP group to six. The aim of the expansion is to enhance the Department's research in Natural Language Processing (NLP)/ Computational Linguistics and Machine Learning (ML) and to help meet the large and growing student demand in these areas.

Research on NLP and ML is also carried out in other departments of the university, and there are also many researchers working in related areas. The Language Sciences Interdisciplinary Research Centre (IRC) has been set up by the University following on from the successful Language Sciences Initiative to facilitate interdisciplinary activities.

Research Area

These positions are open to researchers in any area of Natural Language Processing / Computational Linguistics. We are looking for people who can demonstrate that they are capable of world-class research which will fit well with the NLIP group. Applicants will have developed or show evidence of being able to develop their own distinctive research theme(s). A strong publication record is required, with quality being more important than quantity. Quality should be demonstrated by publication venue plus citations or other evidence of impact.

We are additionally looking for potential to collaborate with members of the Department outside the NLIP group. We welcome applications from researchers with interdisciplinary interests who will collaborate with people in other departments and become actively involved with the Language Sciences IRC. Especially given the fast-moving nature of the field, evidence of breadth and flexibility in research will be helpful.

All applicants should be able to demonstrate expertise with modern Machine Learning (ML) techniques (including Deep Learning), sufficient to be able to adapt algorithms to novel problems, advise students and other researchers who wish to use ML approaches, and teach ML from a theoretical and applied perspective. We welcome applications from people who consider themselves primarily as ML researchers, provided that they can show evidence of application to NLP.

Once appointed, UTOs are expected to develop their own research portfolio, including attracting graduate students, obtaining external funding, producing high-quality publications and collaborating with others where appropriate. A range of programmes are available to help Early Career Researchers achieve these goals. UTOs have freedom to decide on their own research area(s) without any form of Departmental direction.

Teaching and PhD students

The department runs an MPhil in Advanced Computer Science and an integrated Masters ("Part III") which share much of their content. Some modules are shared with the MPhil in Machine Learning, Speech and Language Technology (MLSALT) offered by the Department of Engineering. The MPhil course attracts high quality applicants and is very selective, while the integrated Masters is standardly only available to students with a First. The courses are designed to prepare students to undertake a PhD.

The NLIP group is responsible for teaching several modules. "Overview of NLP", "Introduction to Syntax and Semantics" and "Machine Learning and NLP" are offered every year, while other modules are taught according to staff interests and availability. Usually around 10-15 students undertake projects supervised by members of the NLIP group: we plan to increase this number as the group expands. Successful applicants would help deliver the core teaching and supervise projects. They would develop new modules based on their own interests: it is likely that this would include developing or co-developing additional Machine Learning modules.

At undergraduate level, the number of lecture courses taught by members of the NLIP group has recently expanded, as part of the general aim to include more material on Machine Learning and related topics. A new course, "Machine Learning and Real World Data", is mainly taken by first year students, with the objective of teaching experimental and methodological aspects of ML. This is primarily taught by means of practicals. Other undergraduate lecture courses are "Natural Language Processing", "Information Retrieval" and "Formal Models of Language". We would expect successful applicants to contribute to these courses and, eventually, to become involved in the further development of the undergraduate curriculum.

Across the department, the average teaching load is somewhat under 30 hours of lecturing a year. This corresponds, roughly, to one undergraduate lecture course and one MPhil module, although the Department encourages co-teaching. New UTOs are given a reduced teaching load in their first year wherever possible.

Members of the NLIP group are also expected to contribute to teaching administration, including selecting, interviewing and advising MPhil students. Undergraduate admissions and undergraduate small group teaching ('supervisions' in Cambridge terminology) are organised by Directors of Studies employed by the Colleges (see below).

There are currently 21 PhD students in the NLIP group, most of whom initially took one of the Department's Masters courses. Some PhD student funding comes from externally-funded projects, while other funding is allocated to individual students by the Department based on merit or is awarded based on University-wide competitions. PhD students with interdisciplinary interests may be co-supervised by members of other research groups.

Other Information

Start-up costs

The department offers new UTOs support for their research until they are in a position to obtain their own funding. This is intended to enable them to recruit PhD students, obtain equipment, time on the High Performance Computing clusters, attend conferences and so on.

Sabbatical Leave

Cambridge has statutory provision for leave of absence of one term for every six terms of service. The privilege must be applied for but is not unreasonably withheld. Teaching staff use this opportunity for study and research. A maximum of 18 terms entitlement may be accumulated at a time, to give one year of leave for six years of service.

College Membership

Many University Teaching Officers are Fellows of a College. College fellows are usually required to enter into a teaching commitment for the college, in return for which they are paid an additional salary. Additional college benefits usually include free meals, travel grants and assistance with accommodation or home loans. However, there is no guarantee that a college will offer such an arrangement, and the department does not in any way require that a University Teaching Officer is also a member of a College.

Other Income

Lecturers may also retain external income which they receive from book royalties, consultancies, etc. The University's Regulations concerning the ownership of intellectual property rights can be found at <http://www.admin.cam.ac.uk/univ/so/pdfs/ordinance13.pdf>, pages 982-990.

Person Profile

Essential knowledge, skills and experience required for the role.

- Educated to degree level, normally with a PhD in relevant specialist subject area.
- A strong track record in one or more relevant research areas and already have some postdoctoral or industrial experience.
- Compatibility with existing research activities within the Computer Laboratory's NLIP group.
- Evidence of high quality research outputs.
- Evidence of collaborations or potential for collaborations if an Early Career Researcher
- Evidence of funding or potential to obtain funding if an Early Career Researcher

Teaching experience at undergraduate, graduate and post-experience levels and experience of graduate student supervision and assessment is also desirable

Terms and Conditions

Location	The Computer Laboratory, William Gates Building, JJ Thomson Avenue, Cambridge
Hours of work	There are no conditions relating to hours and times of work but you are expected to work such hours and days as are reasonably necessary for the proper performance of your duties.
Length of appointment and probation period	The appointment to a Lectureship/Senior Lectureship will be for a probationary period of five years subject to satisfactory performance, with appointment to the retiring age thereafter.
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 5.6 weeks annual paid holiday. These periods are inclusive of public holidays that fall outside Full Term.
Pension eligibility	Universities Superannuation Scheme (USS). Pension scheme details, including information about the legal requirement for the University to automatically enrol its eligible jobholders into a qualifying workplace pension scheme from 1 March 2013, is available at:

	http://www.pensions.admin.cam.ac.uk/ .
Retirement age	For established academic staff, the University operates a retirement age which is at the end of the academical year in which the University officer reaches the age of 67.

Screening Check Requirements

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. If you need further information, you may find the Right to Work page within the 'Applying for a job' section of the University's Job Opportunities pages helpful (please see <http://www.jobs.cam.ac.uk/right/have/>).

Application Process

To submit an application for this vacancy, please click on the link in the 'Apply online' section of the advert published on the University's Job Opportunities pages. This will route you to the University's Web Recruitment System, where you will need to register an account (if you have not already) and log in before completing the online application form. In addition to this, please ensure that you upload the application documentation as follows:

- Curriculum Vitae
- A full publications list
- Covering letter including a summary of your research interest and future plans

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

If you have any informal enquiries please contact Professor Ann Copestake Ann.Copestake@cl.cam.ac.uk or Professor Ted Briscoe Ted.Briscoe@cl.cam.ac.uk

The closing date for applications is midnight (GMT) on 10 January 2018. The interviewing panel will meet during January to produce a shortlist and your references may be requested. Shortlisted candidates will be contacted during early February and will be invited to visit the Computer Laboratory, give a seminar and attend a formal interview. This process will take place on either 15 or 16 March 2018.

General Information

The University of Cambridge

The University of Cambridge is one of the world's oldest and most successful Universities, with an outstanding reputation for academic achievement and research. It was second in the Times Higher Education World University Rankings 2018 https://www.timeshighereducation.com/world-university-rankings/2018/world-ranking#!/page/0/length/25/sort_by/rank/sort_order/asc/cols/stats and its graduates have won more Nobel Prizes than any other university in the world. The University comprises more than 150 departments, faculties, schools and other institutions, plus a central administration and 31 independent and autonomous colleges.

The University and the Colleges are linked in a complex historical relationship. The Colleges are self-governing, separate legal entities which appoint their own staff. They admit students and undertake the admissions process for undergraduate students. They also provide student accommodation and deliver small group teaching for undergraduate students (supervisions). The University awards degrees and its faculties and departments provide lectures and seminars for students, determine the syllabi for teaching and conduct research.

There is much more information about the University at <http://www.cam.ac.uk/univ/works/index.html> which we hope you will find helpful.

The Department of Computer Science and Technology (The Computer Laboratory)

The Department of Computer Science and Technology is an academic department within the University of Cambridge that encompasses Computer Science, along with many aspects of Engineering, Technology and Mathematics. Professor Andy Hopper <http://www.cl.cam.ac.uk/~ah12/> is the current Head of Department.

Building on its long and distinguished history, the Computer Laboratory continues with world class teaching and research. The quality of the staff and research students within the Computer Laboratory is key to our success and the Department seeks and attracts the best candidates in the world. One of our aims is to maintain a healthy balance of staff across and there is a drive to increase the number of women and diversity of staff in the Department.

What the University can offer you

One of our core values at the University of Cambridge is to recognise and reward our staff as our greatest asset. We realise that it's our people who have built our outstanding reputation and that we will only maintain our leading position in the academic world by continuing to attract and retain talented and motivated people. If you choose to come and work with us, you will find that we offer:

- Excellent benefits – You will be eligible for a wide range of competitive benefits and services, including numerous discounts on shopping, health care, financial services and public transport. We also offer defined benefits pension schemes and tax-efficient bicycle, car lease and charity-giving schemes.
- We will help you balance your home and work life by providing you with generous annual leave entitlement and procedures for requesting a career break or flexible working arrangements if you need them. You will also have access to a range of well-being support services, including in-house Occupational Health and Counselling services. If you have childcare responsibilities, you may also benefit from the enhanced maternity/adoption pay, two nurseries and a holiday play scheme that we provide.
- We are keen to welcome new employees from other parts of the UK and other countries to Cambridge. If you will be relocating to Cambridge on a centrally funded appointment of two years or more, you may be eligible for our relocation expenses scheme. The University Accommodation Service (<http://www.accommodation.cam.ac.uk/>) will also be available to help you find suitable rented accommodation and to provide advice on renting arrangements and local facilities, if required. In addition, certain academic and academic-related appointments are eligible for the Shared Equity Scheme which offers financial assistance with the purchase of living accommodation.
- A welcoming and inclusive environment - We will help you settle into your new role and working environment through a central University induction event, local induction activities and our online induction package. Where appropriate to your role, you will have a probation period to provide a supportive framework for reviewing your progress and discussing your training and development needs.
- If you are relocating to Cambridge, you and your family will be welcome to attend the Newcomers and Visiting Scholars Group, which provides an opportunity to find out more about Cambridge and meet other people new to the area.
- Extensive development opportunities - The encouragement of career development for staff is one of the University's core values. We put this into practice through various services and initiatives, including:
 - A wide-range of training courses and online learning packages.

- The Staff Review and Development (SRD) Scheme (Appraisal), which is designed to support academics' future career plans and clarify the links with existing academic processes, such as academic promotions.
- Leave for career and personal development (sabbatical leave).
- The opportunity to attend lectures and seminars held by University departments and institutions
- Policies and processes dedicated to the career development of researchers and the implementation of the principles of the Concordat, which have led to the University being recognised with an HR Excellence in Research Award by the European Commission.

You can find further details of the benefits, services and opportunities we offer can be found in our CAMBens Employee Benefits web pages at <http://www.hr.admin.cam.ac.uk/pay-benefits/cambens-employee-benefits> . A range of information about living and working in Cambridge is also available to you within the University's web pages at <http://www.jobs.cam.ac.uk/> and <http://www.hr.admin.cam.ac.uk/hr-staff/information-staff>.

Equality of Opportunity at the University

We are committed to a proactive approach to equality, which includes supporting and encouraging all under-represented groups, promoting an inclusive culture and valuing diversity. We make selection decisions based on personal merit and an objective assessment against the criteria required for the post. We do not treat job applicants or members of staff less favourably than one another on the grounds of sex (including gender reassignment), marital or parental status, race, ethnic or national origin, colour, disability (including HIV status), sexual orientation, religion, age or socio-economic factors.

We have various diversity networks to help us progress equality; these include the Women's Staff Network, the Disabled Staff Network, the Black and Minority Ethnic Staff Network and the Lesbian, Gay, Bisexual and Transgender Staff Network. In addition, we were ranked in the top 100 employers for lesbian, gay and bisexual (LGB) staff in Stonewall's Workplace Equality Index 2013 and we hold an Athena SWAN silver award at organisation level for promoting women in Science, Technology, Engineering and Medicine.

We are supportive of staff with caring responsibilities, such as through our flexible working, career break and returning carers schemes. We encourage individuals to include details of any breaks in employment due to caring responsibilities in applications for employment so that these can be taken into consideration in assessments made, where appropriate.

Information if you have a Disability

The University welcomes applications from individuals with disabilities and 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, Caroline Stewart, the Departmental Secretary, who is responsible for recruitment to this position, by email caroline.stewart@cl.cam.ac.uk . Alternatively, you may contact the HR Business Manager responsible for the department you are applying to via hrenquiries@admin.cam.ac.uk.