

Job title	Teaching Associate in Human Geography (fixed-term)
Grade	7
Salary range	£33,966 to £44,263 per annum
Staff Group	Unestablished Academic (Teaching & Scholarship)
Department / Institution	Department of Geography

## ***Role-specific information***

### **Role Summary**

The Department of Geography wishes to appoint a three-year fixed-term Teaching Associate in Human Geography, starting from 1 September 2024, or as soon as possible thereafter.

We are seeking a geographer specialising in development geographies, broadly defined, who can contribute to teaching and examining in the geographies of development, with a particular focus on debates within development and global urbanisms. Other areas of interest include decolonising development studies, global development politics, and thinking through solidarity and care across various spatial scales and locations across the globe. The successful candidate would be expected to contribute to introductory human geography courses, convene the second-year undergraduate course entitled 'Global Futures: geographies of development and decolonisation', drawing on analysis at various spatial scales and from different international standpoints, and make appropriate contributions to final-year undergraduate and Master's level research-focused taught courses. In addition, they would assist with research skills and methods training (first- and second-year), undergraduate and Master's dissertation supervision and examining, and contribute to a second-year residential field course.

The role-holder will be based at the Department of Geography, where they will carry out their teaching, examining and administrative duties.

The successful candidate will hold a PhD in geography, or a cognate subject, possess evidence of relevant teaching experience in geography or related fields, and demonstrate close familiarity with the relevant fields through research publications. The post-holder is warmly encouraged to carry out college-related supervisions or directing studies in Geography (see [How the University and Colleges work | University of Cambridge](#)), although these would be arranged independently with a college or colleges, and they would be separately and additionally remunerated.

While this is a teaching-oriented role, the successful applicant would be supported by a mentor and the wider Departmental community in their research aspirations and broader professional development.

## Key Responsibilities

<b>Teaching (50%)</b>	
<ul style="list-style-type: none"> <li>Plan, prepare and deliver lectures, seminars and practical classes for students on the Geographical Tripos (undergraduate degree) and, where appropriate, Master's programmes. This will include convening a second-year course in the broad area of development geography.</li> <li>Contribute and deliver appropriate methods teaching for the Geographical Tripos, and at postgraduate level.</li> <li>Supervise undergraduate and Master's dissertations.</li> <li>Participate and contribute to planning undergraduate fieldwork teaching, including residential fieldtrips.</li> <li>Provide guidance and academic advice to students.</li> <li>Provide supervision support and coordinate supervisions (small group tutorials) related to your teaching on the Geographical Tripos.</li> </ul>	
<b>Examining (30%)</b>	
<ul style="list-style-type: none"> <li>Set examination questions and papers.</li> <li>Mark and assess examination papers and coursework, including undergraduate and Master's dissertations.</li> <li>Write constructive coursework feedback and dissertation reports.</li> <li>Participate in examinations, including Examiners' meetings where relevant.</li> <li>Provide feedback to students on assessed work usually via the supervisor, Director of Studies or Board of Examiners.</li> </ul>	
<b>Administration (10%)</b>	
<ul style="list-style-type: none"> <li>Participate in Departmental meetings and undertake some administrative duties, as commensurate with the grade and duration of the role.</li> </ul>	
<b>Research &amp; Scholarship (10%)</b>	
<ul style="list-style-type: none"> <li>Be actively involved in the Department's research culture, including participation in one or more Thematic Research Groups.</li> <li>Pursue scholarship and writing in a relevant research field.</li> </ul>	

## Person Profile

This section details the knowledge, skills and experience we require for the role.

<b>Education &amp; qualifications</b>	Qualified to PhD level in geography, or a cognate subject.
<b>Specialist knowledge &amp; skills</b>	A proven specialist academic interest in the geographies of development, its concepts and theories, and critical accounts that provide alternative perspectives and accounts. Expertise in urban geographies is <b>highly desirable</b> .
<b>Interpersonal &amp; communication skills</b>	Excellent interpersonal and communication skills are required to work collaboratively in the Department and 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.

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	The role holder may also need to provide pastoral assistance to students and experience of performing such a role is <b>desirable</b> , although more in-depth issues would be referred to College Tutors in the first instance.
<b>Relevant experience</b>	The role-holder should have experience of successfully developing and delivering teaching in relevant areas at university level, including lectures and seminars or smaller group work.  Experience of field-based teaching and/or methods in the social sciences is <b>desirable</b> .
<b>Additional requirements</b>	The role holder is expected to maintain and develop their knowledge in the subject area by reading other academic material, by attending relevant conferences and through active engagement with other academics in the field. They should be able to demonstrate close familiarity with relevant fields of study through their research publications.

## Terms and Conditions

<b>Location</b>	Based at the Department of Geography, Downing Place, Cambridge CB2 3EN.
<b>Working pattern</b>	Full-time, working Monday to Friday.
<b>Tenure &amp; probation</b>	Appointment will be made on a fixed-term basis to 31 August 2027, as the role is supported by external grant funding. Appointment will be subject to satisfactory completion of a probationary period of two years.
<b>Hours of work</b>	There are no formal 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. Your times of work should be agreed between you and your head of institution.  We welcome applications from individuals who wish to be considered for part-time working or other flexible working arrangements.
<b>Annual leave</b>	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.
<b>Pension</b>	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: <a href="http://www.pensions.admin.cam.ac.uk/">www.pensions.admin.cam.ac.uk/</a> .
<b>Retirement age</b>	The University does not operate a retirement age for unestablished academic staff.

## Equality and Diversity

We particularly encourage women and candidates from a Black, Asian and Minority Ethnic background to apply for this vacancy, as they are currently under-represented at this level in the University.

# 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.

# 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 (<http://www.jobs.cam.ac.uk/>). This will route you to the University's Web Recruitment System, where you will need to register an account (if you have not already done so) and log in, before completing the online application form. Please upload a curriculum vitae and a covering letter in the 'Upload' section of the online application. In the covering letter, applicants are encouraged to highlight their relevant academic interests, their teaching experience, and how they see these contributing to the Department's existing activities. If you upload any additional documents which have not been requested, we will not be able to consider these as part of your application. Full contact details of two referees are required, at least one of whom we may contact if you are invited for interview.

All applications must be received by **Tuesday 7 May 2024**. Interviews for shortlisted candidates are expected to take place in Cambridge in the first half of June 2024.

If you have any questions about this vacancy or the application process, please contact Professor Harriet Allen, Head of the Department of Geography ([hod@geog.cam.ac.uk](mailto:hod@geog.cam.ac.uk)).

# ***General Information***

## **The University of Cambridge**

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 first-class 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 the West Cambridge site, the North West Cambridge development and the growth of the Biomedical Campus in the south of the city. The North West Cambridge development includes the opening of a primary school – the first in the UK to be managed by a University. So we are 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.

## **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 students, provide student accommodation and deliver small group teaching. The University awards degrees and its faculties and departments provide lectures and seminars for students and determine the syllabi for teaching and conducting research.

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.

## **The Department of Geography**

Visit our website at <http://www.geog.cam.ac.uk>.

The Department of Geography at the University of Cambridge has a long-established international reputation as one of the leading centres of innovative geographical thought and education; it celebrated one hundred years of teaching Geography in Cambridge in 2019. The Department is a friendly and inclusive scholastic community with wide-ranging research interests spanning the natural and social sciences and the humanities. The University of Cambridge values diversity and is committed to equality of opportunity, and the Department would particularly welcome applications from members of under-represented groups.

The last UK Research Excellence Framework exercise (2021), based on a metric measuring the quality of our research publications and the strength of our research environment ranked the Department fourth in the country. It was ranked top in the 2024 *Complete University Guide* in the category of Geography and Environmental Science and third in the 2023 *QS World University Rankings* for Geography. The Department is housed on the University's Downing Site in central Cambridge, with the Scott Polar Research Institute (a sub-Department of Geography) a short distance away.

## Research

For further information see: <http://www.geog.cam.ac.uk/research/>.

The Department's research activities are organised into six (non-exclusive) thematic research groups: *Vital Geographies*, *Infrastructural Geographies*, *Geographies of Knowledge*, *Biogeography and Biogeomorphology*, *Climate and Environmental Dynamics*, and *Glaciology and Glacial Geology*. These overlap with two centres of excellence – the Cambridge Group for the History of Population and Social Structure, which is co-hosted with the Faculty of History, and the Scott Polar Research Institute. Human geographers have strong research links with other University departments, with area centres (Development Studies, South Asian Studies, Latin American Studies and African Studies), and with interdisciplinary centres, such as the Centre for Research in the Arts, Social Sciences and Humanities (CRASSH), the University of Cambridge Centre for Gender Studies and the Centre for Science and Policy. There is active engagement with University Strategic Initiatives and the Department provides the administrative home for the University of Cambridge Conservation Research Institute (UCCRI). The Department commands a high level of externally-generated grant income from a wide range of sources and attaches considerable importance to maintaining and enhancing such support for its research.

## Undergraduate teaching

For further information see: <http://www.geog.cam.ac.uk/undergraduate/>.

The Department has around 300 full-time undergraduate students. In the Geographical Tripos (the undergraduate degree) all papers are compulsory in the first year, but thereafter an increasing degree of specialisation is possible. Final-year students are required to submit a dissertation. Skills teaching and field classes are an integral part of the programme and all students attend one of five residential field classes in the second year. Supervisions (with small groups of two to four students) are an important part of the teaching model in Cambridge and although these are primarily a College responsibility ([How the University and Colleges work | University of Cambridge](#)), supervisions relating to particular undergraduate papers are often centrally co-ordinated in the Department. Examinations are held in May and June each year.

## Postgraduate School

For further information see: <http://www.geog.cam.ac.uk/graduate/>.

The Department has an outstanding, large (~120 students) Postgraduate School, international in composition, with typically around half of its students coming from outside the UK. There is a vibrant PhD community of ~80 students. The Department runs five Master's (MPhil) programmes in *Geography*, *Anthropocene Studies*, *Conservation Leadership*, *Holocene Climates* and *Polar Studies*. Postgraduate students are encouraged to participate in, and often lead, thematic research seminars, reading groups and forums.

## 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 and 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: [Equality, Diversity & Inclusion | \(cam.ac.uk\)](#)

The University has a bronze Race Equality Charter award, with 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 three 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 two 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.

### 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.

## **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/>