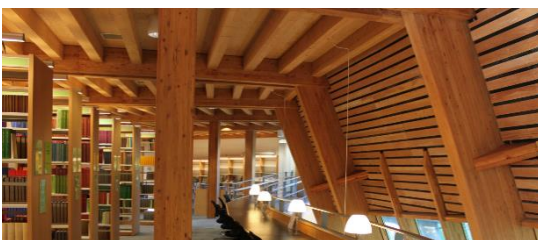
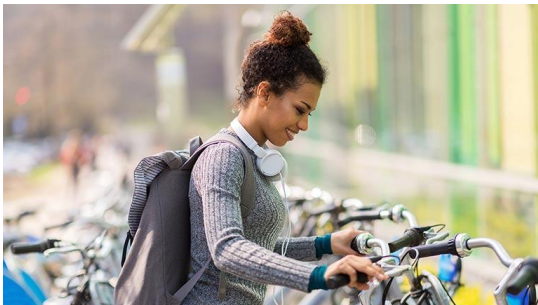


# Research Assistant/Associate

Gender and education in sub-Saharan Africa  
and South Asia

Closing Date: 24<sup>th</sup> May 2024  
Job Reference: JR41527



# Research Assistant/Associate

**Salary:**

£29,605 - £33,966 (Research Assistant) or

£36,024- £44,263 (Research Associate) per annum

**Contract:**

Fixed term until 30<sup>th</sup> June 2025 in the first instance

**Location:**

Cambridge

**Faculty:**

Education

**Responsible to:**

Professor Pauline Rose

**Working Pattern:**

Full Time

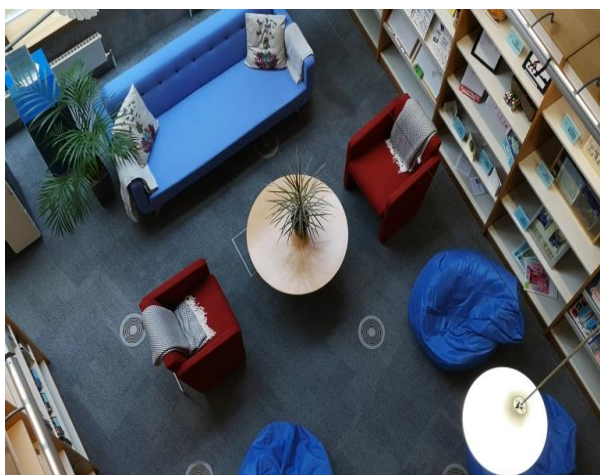
**Purpose of the role**

The postholder will work on research in the REAL Centre focused on gender and education. This will include engagement with the ongoing REAL Centre's research in collaboration with the Campaign for Female Education (CAMFED); the FCDO-funded Girls' Education Challenge; and the gender support to the What Works Hub for Global Education, amongst other activities, amongst others.

The postholder will be responsible for supporting both qualitative and quantitative research related to gender and education. Where relevant, this will include research design and ethical approval processes, overseeing coding, and undertaking analysis, as well as reviewing relevant literature for the preparation of academic and non-academic outputs. In particular, the role will involve analysis and write-up for co-publication of existing qualitative and quantitative data that have been collected as part of ongoing and previous projects, with a focus on gender and education. It will also involve ongoing support, in collaboration with Professor Pauline Rose, to the What Works Hub for Global Education.

The postholder is expected to work collaboratively with our team in Cambridge, as well as to work closely with our partners and funders. The post might involve some travel for research collaboration and dissemination in countries in sub-Saharan Africa or South Asia.

Under the guidance of Professor Pauline Rose and in collaboration with research partners, the postholder will work to ensure the timely production of outputs, keeping track of delivery towards these outputs, and contributing to other reporting to the funder, as required. Specific tasks and their deadlines will be discussed at regular project meetings with the team.



## **Key Responsibilities of the post**

Subject to final confirmation, if appointed you will:

- Prepare academic and non-academic outputs based on existing (and potentially new) qualitative and quantitative data, working in collaboration with partners
- Synthesise literature on themes related to gender and education
- Where relevant:
  - Support the preparation of the research design and ethical processes
  - Support the preparation of research instruments
  - Liaise with research collaborators in different organisations and countries
  - Support the coding the transcripts and undertaking the analysis
- Provide support to gender activities as part of the What Works Hub for Global Education
- Support other related activities on gender and education in the REAL Centre, as appropriate

# Person Specification

Essential Criteria	Application	Interview
<b>Please ensure your application demonstrates fully how you meet all of the following essential criteria.</b>		
<b>Education</b>		
A PhD (or close to completion) in a relevant subject (such as related to education, social sciences, and/or development studies)	X	
<b>Relevant Experience</b>		
Experience of qualitative and quantitative research methods and data analysis, including using relevant software packages	X	X
Experience of working on issues related to gender and education in international development settings	X	X
Evidence of ability to write research outputs to a high standard (including reviewing literature, and analysis and write-up of the evidence)	X	
<b>Specialist knowledge and skills</b>		
Support engagement with academic and policy audiences, through presentations, blogs and policy briefs, as well as participation in relevant webinars and other events		X
Strong interpersonal skills and the ability to liaise with a range of stakeholders internationally		X
Proven ability to take day-to-day responsibility for workload, working flexibly, and maintaining tight timelines		X
<b>Desirable Criteria</b>		
Experience of undertaking research in sub-Saharan Africa and/or South Asia	X	
Experience of writing for academic journals	X	
Experience of research project management	X	



# The Faculty of Education



## Research for Equitable Access and Learning (REAL) Centre

The Research for Equitable Access and Learning (REAL) Centre at the University of Cambridge aims to pioneer research into overcoming barriers to education, such as poverty, gender, ethnicity, language and disability, and promote education as an engine for inclusive growth and sustainable development. The Centre's research focuses on the poorest parts of the world, primarily countries in South Asia and sub-Saharan Africa, where many children and young people are deprived of access to good quality education and so denied the chance to learn and fulfil their potential. The Centre's work is underpinned by three key principles: adopting rigorous research methods; working in partnership with institutions and individuals in priority countries; and ensuring impact by linking evidence with policy. For further information, see:

<https://www.educ.cam.ac.uk/centres/real/>

## The Faculty Background

The Faculty of Education is a member of the School of Humanities and Social Sciences (SHSS) at the University of Cambridge. It is one of the largest groups of educational

researchers and teacher educators in the country. Currently, the Faculty has an academic staff of 21 Professors and over 30 Assistant and Associate Professors, and over 90 research and other teaching staff. There are approximately 70 professional services staff in support of teaching, research, outreach projects, finance, library, IT, audio-visual, buildings, HR, finance and communications.

The wide range of academic expertise covers all stages of formal education from the early years to the primary and secondary stages of schooling. We are therefore well placed to make major contributions both to the advancement of knowledge and practice about issues of contemporary significance and to the development of individuals and educational institutions.

The Faculty occupies modern, purpose-built accommodation on a single site at Hills Road. It offers excellent facilities to support teaching and research, including a library service offering one of the best education collections in the UK, an extensive Learning Resource Centre, teaching rooms, offices and social facilities.

# Research and Teaching

## Research at the Faculty

The policy of the Faculty, and of the University, is that all University Teaching Officers (UTOs i.e., Lecturers) should be active researchers. The Faculty has a diverse research profile, currently with annual grant expenditure of £4 million from a range of sponsors including Charities, Research Councils and a wide range of government departments and national and international agencies active in Education. The University of Cambridge performed strongly in REF2014. The Faculty of Education ranked third in terms of the proportion of its research submission rated at 4\*, with a GPA score of 3.3 and 54% of research submitted being ranked at 4\*.

A flexible approach to forming research teams is encouraged, with colleagues working together as appropriate within the Faculty, within the School of Humanities and Social Sciences and indeed at institutional level.

Currently, the Faculty is undertaking externally-funded research projects with a combined value of £15.5m. Major sponsors in the recent past have included the Economic and Social Research Council, government departments, and a range of charitable trusts as well as other educational organisations. Recent major successful bids include: "Learning outcomes and teacher effectiveness for children facing multiple disadvantages, including those with disabilities: India and Pakistan" (ESRC-DFID); "Exploring the malleability of executive control" (US Department of Education); and the centre for psychological and cross-disciplinary research into the role of play in young children's learning and development (Lego Foundation).

## Teaching and Learning at the Faculty

The Faculty's focus on its research profile is complemented by its commitment to excellence in all aspects of teaching and learning. The Faculty currently offers a



portfolio of Masters and Research degrees and attracts very able students from both the UK and overseas. It is recognised by the ESRC as providing one of the highest quality educational research training programmes available anywhere in the UK and has been highly successful in obtaining studentships from the ESRC and other funding bodies.

The Faculty also offers a PGCE programme which is consistently recognised by Ofsted as being of outstanding quality (grade 1). A close working relationship has been established over a number of years with some 250 schools in the region, enabling about 400 students to prepare for careers in primary, middle or secondary schools each year. These partnerships also support the Faculty's research activities. In September 2015, the University of Cambridge opened a new primary school with strong links to the Faculty.

The Faculty also offers a three year BA degree in Education studies which combines study of core Education papers with one of three distinct tracks: Education, Policy and International Development; Education, Psychology and Learning; and Education, English Drama and the Arts.

# Terms of Appointment

## Tenure and probation

Appointment will be made on a fixed-term basis ending the 30 June 2025 in the first instance. Appointments will be subject to satisfactory completion of a six-month probationary period.

## Appointment to Research Associate

Appointment as Research Associate is dependent on having a PhD, including those who have submitted but not yet received their PhD (in which case appointment will initially be made at Research Assistant and amended to Research Associate when the PhD is awarded).

## Working Pattern

Your employment is fulltime 37 hours per week, working Monday- Friday There are no conditions relating to hours and times of work – you are expected to work such hours and days as are reasonably necessary for the proper performance of your duties. Times of work should be agreed between you and your manager.

## Pension

You will automatically be enrolled to become a member of USS (Universities Superannuation Scheme) – a hybrid 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. This entitlement is pro rata in the holiday year of commencement of employment and in the year your employment terminates. Please note this will also be pro rata for those working part-time.

## 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.

**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.



**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.

**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 Department.





# 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 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.

“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 science and technology campus to the west of the city centre, and is expanding further to the north west of Cambridge including investing in affordable homes for University key workers and community facilities. Even with 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

# 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 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. Please ensure that you upload:

- (i) a detailed *curriculum vitae* including an up-to-date publications list;
- (ii) a letter of application detailing how you meet the essential criteria for the post and any desirable criteria you may meet (up to 2 pages, minimum font size 11);

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:  
Prof Pauline Rose, Director of REAL Centre  
Tel: 01223 767600 Email: [pmr43@cam.ac.uk](mailto:pmr43@cam.ac.uk)

If you have any queries regarding the application process, please contact Katrina Perry in the Faculty of Education HR Team via email: [recruitment@educ.cam.ac.uk](mailto:recruitment@educ.cam.ac.uk).

The closing date for applications is 24 May 2024.  
Interviews are planned for 6 June 2024 (remote).