



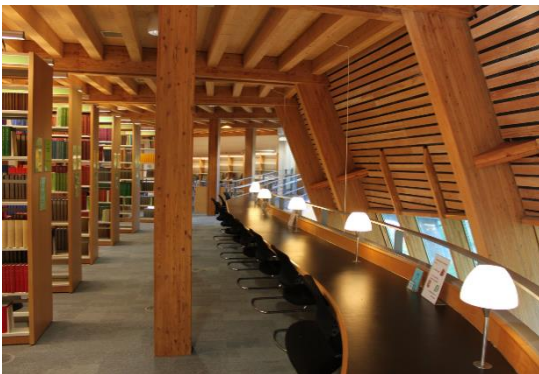
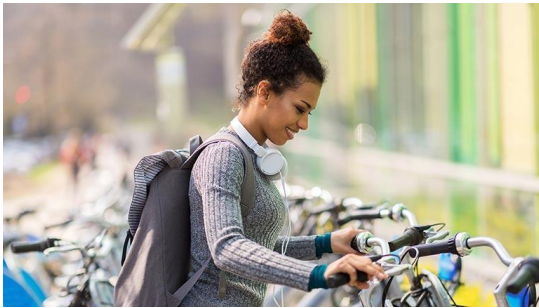
UNIVERSITY OF
CAMBRIDGE

Research Associate

Faculty of Education

Closing Date: 21 May 2024

Job Reference: JR41568



KPMG-Cambridge Partnership 'Future of Work': Advanced Quantitative Methods and Mental Wellbeing Pillar Research

Salary:

£36,024 - £44,264

Contract:

Fixed Term for 3 years

Location:

Cambridge

Faculty:

Education

Responsible to:

Professor Gordon Harold

Working Pattern:

Full Time

The Role

The Research Associate will be responsible for supporting the research and professional development objectives of the Future of Work and Mental Wellbeing (MWB) Research Programme, including implementation of advanced quantitative methods with the core purpose of delivering and promoting primary research objectives, impacts and applications. Specifically, the Research Associate will be expected to substantively contribute to new MWB related research projects and initiatives, utilise UK and other international longitudinal datasets, working specifically with project aligned data and related resources, implementing advanced statistical methods to examine factors that influence mental health and wellbeing, with a focus on workplace and workforce applications and interventions.

The Research Associate will be responsible for the implementation and interpretation of advanced quantitative research methods to examine factors that influence mental health in the workplace, with a focus on prevention and intervention strategies. The Research Associate will also support the development of necessary research activities linked to primary research programme objectives, facilitate the preparation of presentations to academic and non-academic audiences and key stakeholders, develop materials and deliver advanced quantitative methods and subject specific training where relevant, assist with the drafting of research reports, blogs and other non-technical communications, policy briefs and practice guidelines, assist with the writing up of research findings for publication and also facilitate professional development training, engagement and materials development aligned to relevant disciplinary domains and primary research objectives.

The Research Associate is expected to work collaboratively with other programme members spanning multiple academic and professional practice disciplines.

The Research Associate may provide and contribute limited research supervision and teaching within the Faculty and University in connection to the specific research area and primary research objectives where relevant.



Responsibilities of the Post

- Review and develop all relevant documents linked to the Mental Wellbeing Pillar and its objectives;
- Support advanced quantitative research activities linked to primary programme objectives, including providing undergraduate, postgraduate and continued professional development research methods and training as required and where appropriate;
- Prepare publications and other written and related outputs;
- Liaise with the research team and wider collaborators in the UK and internationally;
- Build internal and external contacts and participate in internal networks and relevant external networks in order to form MWB research programme aligned collaborative relationships and partnerships;
- Engage with project management, including keeping track of output delivery and contributing to reporting to the funder;
- Continually update knowledge and understanding in field or specialism, and engage in continuous professional development;
- Carry out any additional duties as may reasonably be required within the general scope and level of the post.

Person Specification

Essential Criteria	Shortlist	Interview	Task/ presentation
Please ensure your application demonstrates fully how you meet all of the following essential criteria			
Education			
A PhD or other doctoral-level qualification in Education, Psychology, or related behavioural science discipline (e.g., human development, data science, organisational behaviour);	✓		
Experience in the field of psychology and mental health, with evidence of a track record in training, practice or other relevant experience in the design, implementation, and evaluation of research in the workplace;	✓	✓	✓
Experience in advanced quantitative methods research and being involved in research design, data collection and analysis;	✓	✓	✓
Strong understanding of advanced statistical methods and their application in different contexts;	✓	✓	✓
Ability to summarise complex statistical outputs in an accessible manner and format relevant to primary programme partners and stakeholders;	✓	✓	✓
Evidence of a strong interest in, and understanding of the research topic and overall research programme objectives	✓	✓	✓
Good interpersonal skills and the ability to liaise with a range of professionals across diverse settings and academic and practice settings;	✓	✓	✓
Capacity to manage own workload and work independently to tight deadlines within the guidelines provided.	✓	✓	
Some or all of the following <u>desirable criteria</u> may be used for shortlisting if there are large number of candidates. Please ensure you demonstrate fully in your application how you meet any or all of these criteria.			
Evidence of drafting reports and academic publications to a high standard	✓	✓	

Experience of large-scale research project management	✓	✓	
Previous experience in writing academic or other types of publications;	✓	✓	
Experience of utilising Artificial Intelligence and/or Machine Learning in analytics;	✓	✓	
Knowledge and/or experience of collaborating with large industrial/business partners and HRIS systems.	✓	✓	

KPMG UK and University of Cambridge partnership on the 'Future of Work'

In June 2022, the University of Cambridge and KPMG unveiled a new partnership to understand how the world of work is changing, starting with what really works when it comes to supporting employees' mental wellbeing.

The partnership is a global first and sees the University of Cambridge bring together researchers from different disciplines to better understand the factors that affect mental wellbeing at work. It will show how different kinds of supports can boost individual mental wellbeing, enhance productivity and promote a healthy workforce for the future.

KPMG will open its doors to Cambridge researchers, who will assess the effectiveness of the mental wellbeing initiatives the firm currently offers to its circa 16,000 UK employees. This will develop an evidence base of what works, and how new support measures can be developed and evaluated to meet employees' future needs. The firm will use these insights to invest in and evolve its package of mental wellbeing support.

The Partnership is part of KPMG's £300m three-year strategy to transform and grow its business, as it invests in new insight and services to support its clients and its people.

Mental Wellbeing Pillar/Programme

The Mental Wellbeing Pillar (MWB) is led by Prof. Gordon Harold with Co-Leads, Prof. Diane Coyle and Prof. John Aston, and comprises 3 primary research and impact strands:

1. Embedding mental wellbeing knowledge and practice in the workplace, led by Prof. Gordon Harold (Faculty of Education)
2. Building and benefitting from resilient data systems, led by Prof. Sir John Aston (Department of Pure Mathematics and Mathematical Statistics)
3. Building causal models of mental wellbeing and productivity, led by Prof. Dame Diane Coyle (Department of Politics and International Studies)

These strands will inter-link and research teams led by Profs Harold, Coyle and Aston will work synergistically to address primary research questions.

The Cambridge Team

The core team that will deliver the mental wellbeing pillar objectives as part of the KPMG-Cambridge partnership brings together a unique complement of interdisciplinary research, practice and policy expertise. Professor Harold is a world leading expert in the area of family relationship dynamics and mental health research, Professor Aston is a world leading expert in statistical methods and the public understanding of statistics, and Professor Coyle is a world-leading expert in economics, productivity and public policy.

Collectively, this team brings together a complement of expertise that will significantly enhance core pillar objectives.

About KPMG

KPMG LLP, a UK limited liability partnership, operates from 22 offices across the UK with approximately 15,300 partners and staff. The UK firm recorded a revenue of £2.43 billion in the year ended 30 September 2021.

KPMG is a global organization of independent professional services firms providing Audit, Legal, Tax and Advisory services. It operates in 145 countries and territories with more than 236,000 partners and employees working in member firms around the world. Each KPMG firm is a legally distinct and separate entity and describes itself as such. KPMG International Limited is a private English company limited by guarantee. KPMG International Limited and its related entities do not provide services to clients.

The Faculty of Education



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 should be active researchers. This activity is regularly audited by the Research Excellence Framework (REF) the UK's system for assessing the quality of research in UK higher education institutions. In the most recent Research Excellence Framework, REF 2021, the Faculty of Education at the University of Cambridge, based on Power Ranking scores, placed 4th overall. The research environment score for the Faculty as part of REF2021 attained the maximum score of 100%, with the profile of "world leading" outputs and impact case studies was among the strongest in the UK.

Within the Faculty, a flexible approach to forming research teams is encouraged, with colleagues working together as appropriate, within the School of Humanities and Social Sciences, and across Departments and Schools at institutional level. Collaborations outside the University contribute 28% to our Research income.

Currently (May 2023), the Faculty is undertaking 31 externally-funded research projects with a combined value of £13 million. 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 PEDAL Centre on the role of play in young children's learning and development (LEGO Foundation).



Teaching and Learning at the Faculty

The Faculty has a portfolio of Masters and Research degrees and attracts outstanding 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). This involves a close working relationship with some 250 schools in the region, enabling about 300 students to prepare for careers in primary or secondary schools each year. 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 combining study of core Education papers with three pathways: Education, Policy and International Development; Education, Psychology and Learning; and Education, English Drama and the Arts.

Terms of Appointment

Tenure and probation

Appointments will be made on a fixed-term basis for a period of three years in the first instance due to limited funding.

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

Working Pattern

The hours of work for the position are 37 hours per week, working Monday – Friday.

Pension

You will be automatically 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:

www.pensions.admin.cam.ac.uk/.

Annual leave

Full time employees are entitled to annual paid leave of 41 days inclusive of public holidays.

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.

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

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

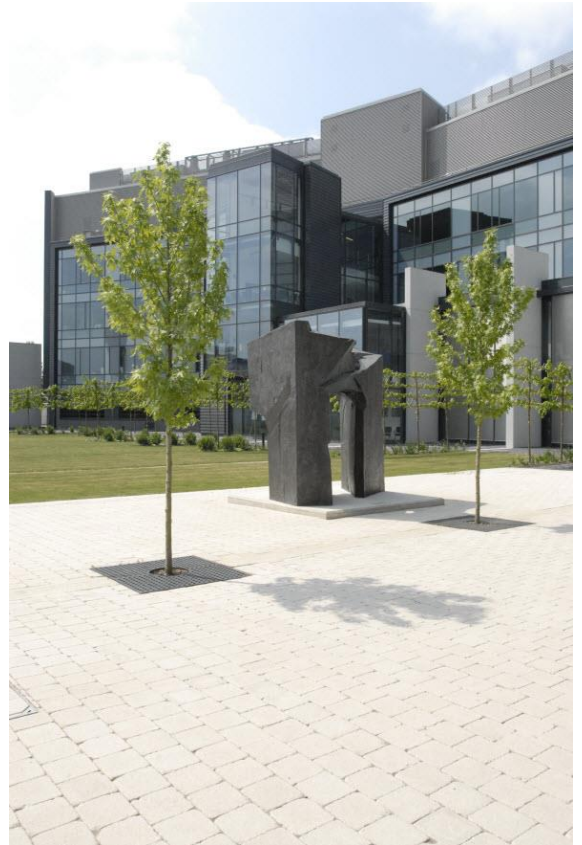
Equality and Diversity

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. **(Please see relevant guidance before inclusion:** <https://www.hr.admin.cam.ac.uk/recruitment/equality-law-and-recruitment/exceptions-equality-law/positive-action>)

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/>

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 promoting gender equality.

Living in Cambridge

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 by clicking “Apply online” in the job advert. You will need an email address to register for our online system.

Conversations about flexible working are encouraged at the University of Cambridge. Please feel free to discuss flexibility prior to applying (using the contact information below) or at interview if your application is successful.

Informal enquiries are welcomed and should be directed to:

Professor Gordon Harold

Email: gth25@cam.ac.uk

If you have any queries regarding the application process, please contact the HR Team in the Faculty of Education via email: hr@educ.cam.ac.uk

The closing date for applications is 21 May 2024

Interviews date to be confirmed for June 2024