

Job title	Isaac Newton Trust Academic Career Development Fellowship in Global (African) History
Grade	7
Salary range	£36,024 - £44,263
Staff Group	Research
Department / Institution	Faculty of History / Lucy Cavendish College

Role-specific information

The Faculty of History and Lucy Cavendish College invite applications for a three-year fixed term Fellowship, as part of the Isaac Newton Trust's Academic Career Development Fellowship programme. The Fellow will contribute to research and teaching within History, specialising in Global (African) History. For one third of their time, the Fellow will develop and pursue their own research projects within this broad subject area.

The Fellow also takes on a teaching load across undergraduate and taught postgraduate programmes in the Faculty, as appropriate to their area of specialism. At the undergraduate level, the Fellow will be expected to contribute to teaching, depending on their own field of expertise. Examples of papers to which the Fellow might contribute are:

Part IA (first year):

- Outline O5: Europe in the World
- Outline O6: The Global Eighteenth Century
- Outline O10: The Global South
- Outline O11: The Twentieth-Century World

Part IB (second year):

- Topic T12: British worlds. 1750-1914
- Topic T13: Empires in World History: Regions and Themes
- Research Project RP11: Rethinking Colonialism

Part II (third year):

- Advanced Topic: Youth in Southern Africa
- A new Advanced Topic of their own creation
- Dissertations on World/African History

For one third of their time, the Fellow will contribute to College teaching (supervision) at Lucy Cavendish College in relevant undergraduate papers, if they are taken by their students, or use their required hours of teaching to trade with other Colleges in order to secure supervision for their students. This would include the paper "Introduction to Historical Thinking," which is taught solely within Colleges. They would also be expected to act as Director of Studies for students in at least one year of the History and joint History Triposes.

Proposed start date: 1st October 2024

Key Responsibilities

The purpose of the Fellowship is to support and maintain the Collegiate University's international reputation for excellence in teaching and research. The Fellow will develop an independent research profile, carrying out research at a similar level to that undertaken by lecturing staff which will provide substantial scope for originality, interpretation and presentation of results. The Fellow will develop a portfolio of skills in teaching at undergraduate and taught postgraduate levels, including a mix of supervisions, seminars and lectures as part of their overall contribution to the Faculty and College.

Research and Scholarship	40%
<ul style="list-style-type: none"> • develop research objectives and proposals for own or joint research; • conduct individual and collaborative research projects; • write up research work for presentation and publication; • continually update knowledge and understanding in field or specialism; translate knowledge of advances in the subject areas into research activity; • manage own research and administrative activities, with guidance if required. • assist in the preparation of proposals and applications to external bodies, e.g. for funding and contractual purposes; • communicate material of a specialist or highly technical nature. 	
Teaching and learning support in the Faculty	30%
<ul style="list-style-type: none"> • provide supervision/instruction to classes for undergraduate and taught postgraduate students; • plan and deliver seminars relating to research area; • assist in the supervision of student projects; • assist in the development of student research skills. 	
College-Based Duties as will be set out in a separate contract	30%
<ul style="list-style-type: none"> • deliver undergraduate supervisions as required by the College; act as Director of Studies for at least one year of History and joint-degree students; interview undergraduate applicants for History and the joint-degrees. In their first year the appointee will likely only act as DoS for one year group and will be fully supported by the current DoS who will be their mentor. • as a College Fellow, attend Governing Body meetings (once or twice a Term). • contribute to the College community by participating in research-related activities and events planned for Fellows, postgraduates, and postdoctoral members of the College. • support the students' History and Politics societies. • liaise with the pastoral team in the College for students in academic difficulty, as needed. 	

Person Profile

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

Education & qualifications	<ul style="list-style-type: none"> • Holds a PhD, or has an equivalent qualification, in relevant specialist subject, or has submitted a dissertation for such a qualification. • Eligible candidates will have fewer than three years' experience post-PhD/equivalent, exclusive of any career breaks.
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Specialist knowledge & skills	<ul style="list-style-type: none"> • Demonstrable expertise in carrying out and supporting research in Global History, with a focus on African History. • Demonstrated potential (via publications, conference presentations, grants, professional and/or project experience) to develop independent research of a very high standard. • Demonstrated ability to write to a very high standard. • Ability to teach at undergraduate and postgraduate level.
Interpersonal & communication skills	<ul style="list-style-type: none"> • Candidates should have excellent organisational skills with an ability to work independently as well as in a team. • Excellent interpersonal, oral and written communication skills and where appropriate able to present their research at conferences or workshops. • Relationship-building and ambassadorial skills, able to lead a team of supervisors. • An ability to engage diverse external audiences and stakeholders, and empathy with students.
Relevant experience	<ul style="list-style-type: none"> • The role holder would possess research experience with sufficient breadth/depth of specialist knowledge in the discipline and of research methods and techniques to establish an independent research project within the areas supported by the Faculty. • Will continually update knowledge in the specialist area and engage in continuous professional development in relation to teaching and allied pastoral work. • Experience of managing own workload.
Additional requirements	<ul style="list-style-type: none"> • Ability to manage time and work to strict deadlines. • Completing and updating of necessary HR training for the role as Fellow, DoS and Supervisor.

Terms and Conditions

Location	Faculty of History and Lucy Cavendish College
Working pattern	Full-time, 37 hours per week.
Hours of work	Monday-Friday. Your exact hours of work should be agreed between you and your head of institution and with the College Assistant Senior Tutor: Academic.
Length of appointment	This is a fixed term appointment for three years only.
Probation period	6 months
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.
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	The University does not operate a retirement age for your staff group.
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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.

Please ensure that you upload your Curriculum Vitae (CV) and a covering letter in the Upload section of the online application to include your current experience of teaching at higher education level. Please include: (i) a short statement of your current research and future research plans; and (ii) a chapter or article (either published or in draft form), of up to 10,000 words demonstrating your research interests. If you upload any additional documents which have not been requested, we will not be able to consider these as part of your application.

You should also provide details of two academic referees in the Upload section of the online application.

The closing date for applications is **Sunday 2 June 2024**. If you have any questions about this vacancy or the application process, please contact the HR Team – hr@hist.cam.ac.uk

We anticipate that interviews will be held shortly after the deadline, in person where possible and/or by zoom.

General Information

The University of Cambridge

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.

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.

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.

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 Faculty of History

The History Faculty’s 100 academic staff (teaching officers employed by either the University or the Colleges) constitute one of the largest and best history departments in the world. Times Higher Education ranked Cambridge History third in the world and first in the UK in the TES World University Rankings 2021 - a measure of both quality and depth. The faculty was ranked first in subject in the Guardian 2020 guide and the Complete University Guide 2021. In the 2021 Research Excellence Framework (REF) the faculty submitted the work of 135 historians. In terms of ‘research power’ (GPA x FTE), it ranked second in the sector. 46% of the faculty’s research was judged 4* ('world leading') and 34% as 3* ('internationally excellent'). Some 600 undergraduates study a single Honours degree in History or joint Honours degrees in either History & Politics or History & Modern Languages.

In October 2022, the Faculty launched a new first and second year undergraduate The Faculty of History programme (Parts Ia and Ib of the History Tripos), which represents a significant modernisation of our curriculum and an opportunity to innovate and diversify in terms of content.

Over 100 MPhil students each year take one of the Faculty’s eight MPhil programmes, and there are around 300 PhD students.

James Stirling’s History Faculty Building (1968) is ‘listed’ as architecturally significant; the Seeley Library has over 70,000 volumes. The Faculty has more than thirty specialist research seminars.

The Faculty is divided into eight Subject Groups: American; Ancient and Medieval; Economic and Social; Early Modern; Modern British and Irish; Modern European; Political Thought and Intellectual History; and World. All staff members belong to one or more Subject Groups.

For more about the Faculty of History, please see: <https://www.hist.cam.ac.uk>

Lucy Cavendish College

Lucy Cavendish is one of the modern Colleges of the University of Cambridge and prides itself on its innovative and supportive approach. Founded in 1965 as a graduate college for women, it admitted its first mature undergraduates in 1972 and became an Approved Foundation of the University in 1984. In 1997 it was incorporated by Royal Charter and achieved full college status as a College for women aged 21 and over. We currently have one Fellow in History, our Assistant Senior Tutor: Academic, and a Bye-Fellow in the subject, both of whom are pre-modernists. We admit roughly eight undergraduate students per year in History and the History joint degrees.

In March 2019, the College trustees voted to change the College admissions criteria to include men and women from the standard university age of 18/19 years old. The new admissions policy reflected the College’s clear commitment to widening participation, supporting the University in making more places available for excellent students from under-represented backgrounds. College particularly sets itself up to attract those who have a passion and commitment to address the global challenges that characterise our societies in the 21st Century.

- **Our Mission**

Lucy Cavendish College's mission is to attract, support and unlock the potential of students from non-traditional and underrepresented backgrounds who are driven by a desire to make a difference and who are committed to having a positive and lasting impact on society.

For more about the College itself, please see: <https://www.lucy.cam.ac.uk/>

- **The Fellowship at Lucy Cavendish College**

We currently have 50 Fellows, complemented by a number of Visiting Fellows, Bye-Fellows and Research Fellows. The thriving academic community is further enhanced by a large cohort of post-doctoral Research Associates. Further details of our membership can be found here: <https://www.lucy.cam.ac.uk/college-community/meet-our-people/our-fellows>

Fellows are entitled to a generous meal allowance, an annual book or research allowance, access to a well-equipped gym and one of the largest College libraries in Cambridge. They can book College rooms for meetings etc. Fellows have use of the Fellows' computers and space to relax in the Senior Combination Rooms in Marshall House. There are regular cross disciplinary academic talks, lectures and concerts. In addition, Fellows can bring families to the weekend brunches and lunches, enjoy open access to the gardens and use the free city centre parking at weekends. College accommodation may also be possible at a discounted rate, with options to suit individual Fellows, their partners or their families.

In addition to their teaching commitments, Fellows are expected to engage in College life, in a manner that fits in with their academic and research commitments. As Trustees of the College, all attend Governing Body meetings.

- **Widening Participation and Lucy Cavendish College**

In 2021, Lucy Cavendish became the first Cambridge College to admit a majority of undergraduate students from backgrounds that are either disadvantaged or underrepresented at Cambridge. In this year's (2023-24) undergraduate intake, 92% were from state schools; over 60% were from backgrounds that are either disadvantaged, underrepresented, or historically-excluded from Cambridge University; 10% were eligible for Free School Meals, and at least one in four were the first in their family to go to University. This provides a solid foundation for future admissions as the College becomes broadly representative of UK society by 2025.

Importantly, the College has achieved this without compromising academic standards. Students studying STEM subjects achieved, on average, three A*s at A-level, whilst arts, humanities and social sciences students achieved, on average, 2.5 A*s.

Widening Participation is therefore at the very heart of our identity at Lucy Cavendish and we welcome interest from prospective Fellows who share our values and wish to work with us to build an inclusive, dynamic community and to change the face of the Cambridge student body.

- **Supporting our applicants and students**

As befits our aspirations, Lucy Cavendish College provides the most comprehensive support and induction package for offer-holders of any Cambridge College. In the first instance, an extensive programme of academic mentoring and supplementary tuition is offer to around 40 of our most disadvantaged offer-holders every year. In addition, all incoming undergraduate students attend a complementary Bridging Week that takes place in the week before term begins, during which they 'find their feet', organisationally, socially and academically. Once at Cambridge, the College's three academic and pastoral frameworks (Maximising Academic Potential – academic skills, Optimising your Future – careers and enterprise, and Wellbeing) help support all students to thrive.

The Isaac Newton Trust

The Isaac Newton Trust (INT) is a charity founded by Trinity College in 1988 to support education learning and research in the University of Cambridge. Approximately half of the INT's annual grants are made in support of Early Career Researchers. The INT's Academic Career Development programme is a new addition to the opportunities available in the collegiate University for researchers who have recently attained a doctoral degree or equivalent and are seeking to prepare themselves for a career in academia. You can find out more about the INT at:

<https://www.newtontrust.cam.ac.uk/>.

What the University can offer you

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.

CAMBens employee benefits

We offer a CAMBens scheme for University employees, providing access to online and in-store shopping discounts and cashback. With more than 2,000 participating retailers, employees can save money on a wide range of household expenses, from groceries and clothes, to holidays and insurance and much more. A range of local discounts are also available, helping employees to save money whilst also supporting local Cambridge businesses and a CAMBens Cycle to Work salary sacrifice schemes is also available, which enables employees to save money on transport costs. A 10% discount rate on the purchase of train season tickets, bulk buy tickets and an interest free travel to work loan are also available for staff of the University of Cambridge.

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 emergency family care support via My Family Care. In addition, our Ofsted rated 'outstanding' workplace nurseries, childcare vouchers, a childcare salary sacrifice scheme and a high quality holiday play scheme are available to help support University employees with caring responsibilities. 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.

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. There are many societies in Cambridge catering for almost every taste and interest. Whether you want to take part in a sport, participate in music or drama, pursue a hobby, or join a political group, you will almost certainly find that a society exists for this purpose. The University also hosts the [Cambridge Science Festival](#) and [Cambridge Festival of Ideas](#), as well as [Open Cambridge](#) weekend, which together attract over 50,000 visitors per year. The festivals are a great opportunity to get your first taste of public engagement, through volunteering, supporting hands-on activities or proposing a talk.

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. Payroll giving is also a simple, tax-efficient way for employees to make monthly donations to charity.

Relocating to Cambridge

The University Accommodation Service exists to help employees in their search for a rental home in Cambridge. A new University development at North West Cambridge called Eddington offers subsidised rented accommodation to University staff. The development consists of high quality furnished one- and two-bedroom apartments. For more information about the development and how to apply please visit the website www.nwcambridge.co.uk

The importance of helping individuals settle into a new area is also recognised by the University. The Shared Equity Scheme <https://www.hr.admin.cam.ac.uk/pay-benefits/cambens-employee-benefits/financial/shared-equity-scheme> provides financial assistance to qualifying new members of staff with the purchase of living accommodation, where they have to relocate to take up their appointment. Removal expenses are also available for qualifying new members of staff.

Equality & diversity

The University has a vibrant and varied community. We support and encourage under-represented groups and we value diversity. We welcome applications from individuals with disabilities. Our recruitment and selection procedures follow best practice. We have an Equal Opportunities Policy, along with a range of diversity networks for women, black and minority ethnic and lesbian, gay, bisexual and transgender staff. More details are available here: <http://www.equality.admin.cam.ac.uk/>

Development opportunities

We support new employees to settle in through various activities. The encouragement of career development for all staff is one of the University's values and we put this into practice through various services and initiatives. Our Personal and Professional Development Department provides development opportunities and courses for all University employees. These include face-to-face sessions, online learning modules and webinars. Employees may also apply for financial support to undertake training that will lead to a qualification. 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. The CareerStart@Cam programme also supports employees in assistant staff roles who do not hold higher education qualifications to develop their skills, experience and qualifications.

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.jobs.cam.ac.uk/applying/disability/>

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 Faculty HR Team, who is responsible for recruitment to this position, via hr@hist.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