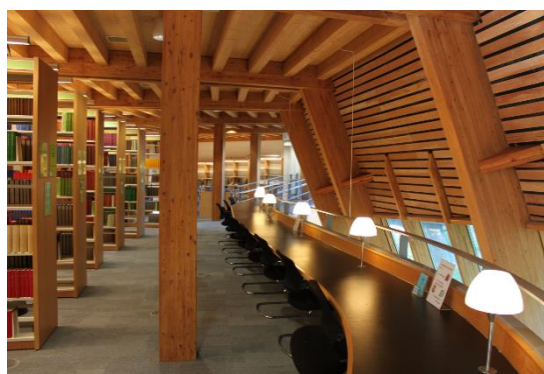
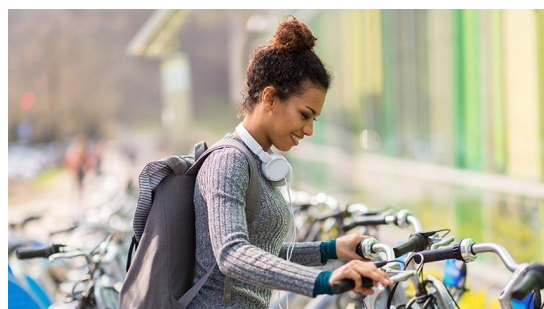


# Assistant Professor in Education

Faculty of Education

Closing Date: 7 April 2024

Job Reference: JR40511



# Assistant Professor in Education

**Salary:**

£45,585 - £57,696

**Contract:**

Permanent

**Location:**

Cambridge

**Faculty:**

Education

**Responsible to:**

Head of Faculty

**Working Pattern:**

Full Time

***The Post***

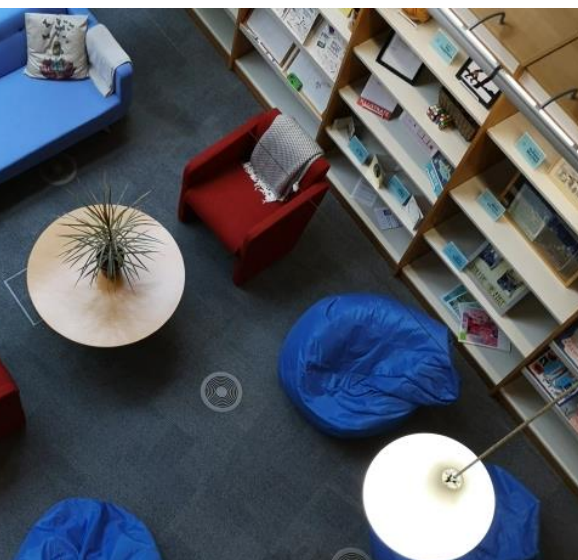
The successful candidate will demonstrate outstanding knowledge and understanding of the applications of quantitative research methodologies in the field of educational research. In addition, the successful candidate must demonstrate extensive experience with the teaching of a range of quantitative research topics in education, including quantitative research designs, quantification and validation of concepts, sampling and data collection, and quantitative methods of analysis, among others. The successful candidate will be able to demonstrate how they communicate effectively, and to diverse audiences, both aspects related to their educational field and how this is explored using quantitative methods.

The Faculty is particularly looking for candidates who have expertise engaging with diverse forms of quantitative data to understand the central role of education in addressing challenges facing societies today. This might include data from large scale surveys, learning assessments, administrative data, unstructured data such as that generated from social media, or other forms of data whose exploration requires the use of quantitative methods.

Candidates are required to demonstrate that their research falls substantively within the field of education. This may include researching the processes and outcomes of teaching and/or learning, the ways in which learners engage with their social world, as well as the role of systems and institutions within education.

We are particularly interested in candidates that have demonstrated that their research has implications for educational policy and/or practice in the UK and/or internationally, commensurate with the stage of their career.

The candidate's theoretical or disciplinary orientations used in engaging with educational research with quantitative methodologies may include, among others, perspectives from the arts and humanities, including literature and literacy; or the social sciences, including economics, sociology, or psychology. The successful candidate will join a community of researchers in the Faculty of Education who undertake educational research from a variety of interdisciplinary perspectives, informed by principles of inclusion, social justice, and collaboration.



**Purpose of the role continued:**

The successful candidate will contribute to the Faculty's undergraduate degree (Tripos), graduate programmes at Masters and Doctoral levels, and PGCE and practitioner professional development routes. This contribution will include a substantial component of teaching quantitative methods to undergraduate and postgraduate audiences at basic, intermediate, and advanced/specialist statistics level in the Faculty and beyond, and may include the coordination of relevant courses.

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 communities of educational researchers and teacher educators in the country and offers a wide range of academic expertise which cover all stages of formal education. The Faculty has an established international reputation for its research in the field of education policy and practice. Our scholarship is consolidated within our research groups and centres (<https://www.educ.cam.ac.uk/research/groups/>). The Faculty's diverse community is complemented and extended by our long-established Partnership with around 250 schools, offering multiple opportunities for collaborative research and reciprocal learning. The Faculty also has strong links to the Bennett Institute for Public Policy and an international outreach via, for example, the Cambridge Global Challenges Strategic Research Initiative.

## Responsibilities of the post

### *Research*

All University Teaching Officers (UTOs), which includes Assistant Professors, in the Faculty of Education are expected to undertake research and to maintain a commensurate record of research publication. Mentoring support is provided for candidates at an early stage of their research careers. UTOs are expected to:

- keep abreast of research and scholarship in their specialist field(s) of education;
- participate in the activities of national and international organisations and publications concerned with research and scholarship in their specialist field(s) of education;
- maintain a well-defined programme of original research and scholarship, possibly in collaboration with other colleagues;
- where appropriate, seek external support and recognition for this programme of research and scholarship, possibly in collaboration with other colleagues;
- publish the results of their research and scholarship, particularly by authoring papers in peer-reviewed research journals of international standing, or in ways conferring equivalent recognition of quality;
- where appropriate, seek to involve potential users in research processes, and to disseminate research outcomes to user communities.

### *Teaching*

All Assistant Professors in the Faculty of Education are expected to contribute an appropriate proportion of their time to the teaching and supervision of students, to course administration and to assessment and examination work. Some of the Faculty's teaching takes place outside the standard eight-week terms and/or on Saturdays and Assistant Professors may therefore be required

All Assistant Professors are expected to contribute to:

- teaching within at least one, and usually two or more programmes;
- the development of new courses;
- supporting the development of innovative pedagogy;
- the supervision of postgraduate students;
- course administration;
- examining within the Faculty;
- as necessary, teaching and supervision in schools and education centres at some distance from the University.

### *Administration*

The academic administration of the Faculty is shared equitably among its teaching members. All academic staff are expected to play significant roles from time to time as members of the various Faculty committees including the Faculty Board and committees which deal with such matters as academic and other appointments, admission of students, research and teaching assessments, the libraries and computing arrangements. They are also encouraged to accept appointment to a limited number of University Committees.



## Person Specification

Essential Criteria	Shortlisting	Presentation/ Interview
Please ensure your application demonstrates fully how you meet the following shortlisting criteria		
A doctoral degree in a relevant subject, or evidence of completion of doctoral viva/examination at the time of application.	✓	
An outstanding research profile in quantitative educational research, evidenced through engagement with research projects, publications and/or research grant capture, commensurate with career stage	✓	✓
Demonstrate an outstanding understanding of quantitative research designs and methods in general, including beyond what they apply in their own educational research	✓	✓
Extensive expertise of teaching quantitative designs and methods to undergraduate and graduate students in education	✓	✓
Evidence of research implications for educational policy and/or practice, in the UK and/or internationally	✓	✓
Evidence of ability to engage with academic and non-academic audiences about substantive area of research and quantitative designs and methods	✓	✓
Demonstrated ability to communicate and interact effectively with educational practitioners, students, and colleagues, and demonstrate understanding of their everyday working contexts.		✓
Evidence of working collaboratively in the processes of research and teaching	✓	

## Person Specification continued

The following **desirable criteria** will be assessed in shortlisting and/or the interview, to help differentiate between equally strong candidates. Therefore, please ensure you demonstrate fully in your application how you meet any or all of these criteria.

Experience of developing course content, preferably in areas related to the post.

Experience of managing teaching programmes and/or research projects.

Experience of assessing and marking, preferably in education.

# 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 are to the retiring age for established academic positions. For University Associate Professors and University Assistant Professors the appointment is subject to satisfactory completion of a five-year probationary period.

## Working Pattern

Your employment is full-time. 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 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/](http://www.pensions.admin.cam.ac.uk/).

## Annual leave

Subject to compliance with the Statutes and Ordinances relating to leave, full time officers are entitled in any holiday year to take a minimum of 28 days annual paid holiday. These periods are inclusive of public holidays that fall outside Full Term.

This entitlement is pro rata in the holiday year of commencement of employment and in the year your employment terminates and for part time employment.

## Sabbatical leave

Cambridge is generous in having statutory provision for leave of absence of one term for every six terms of service. Academic staff use this opportunity for study and research.

## College membership

Membership of a College adds an important social and intellectual dimension that many of the University's academic community find attractive. Appointment to a College fellowship is a separate matter from a University appointment. Colleges expect all their teaching fellows to take part in undergraduate supervision and College administration, for which the College provides modest remuneration additional to University salary. Many academic staff will be invited to join a College as a teaching fellow, but it is not compulsory for academic staff to be a member of a College. The Head of Institution or senior colleagues can offer more advice.

## Residence

It is a requirement of the role that you are resident in the University during term-time.

Further information can be found here:

<https://www.admin.cam.ac.uk/univ/so/2019/chapter11-section1.html#indexterm-d358e257>

## General information

**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.

**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. Please note that if you are offered the post you will be asked to provide your relevant original certificates of these qualifications.

### Equality and Diversity

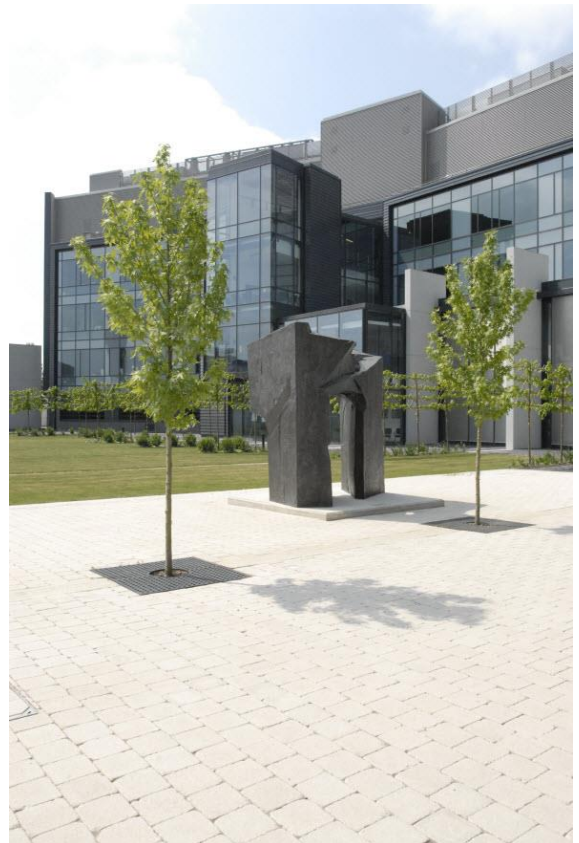
We particularly encourage candidates from a Black, Asian and Minority Ethnic background, and /or those with disabilities, who are currently under-represented at this level within our University.

### 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 at [hr@educ.cam.ac.uk](mailto:hr@educ.cam.ac.uk)





# 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

**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/>

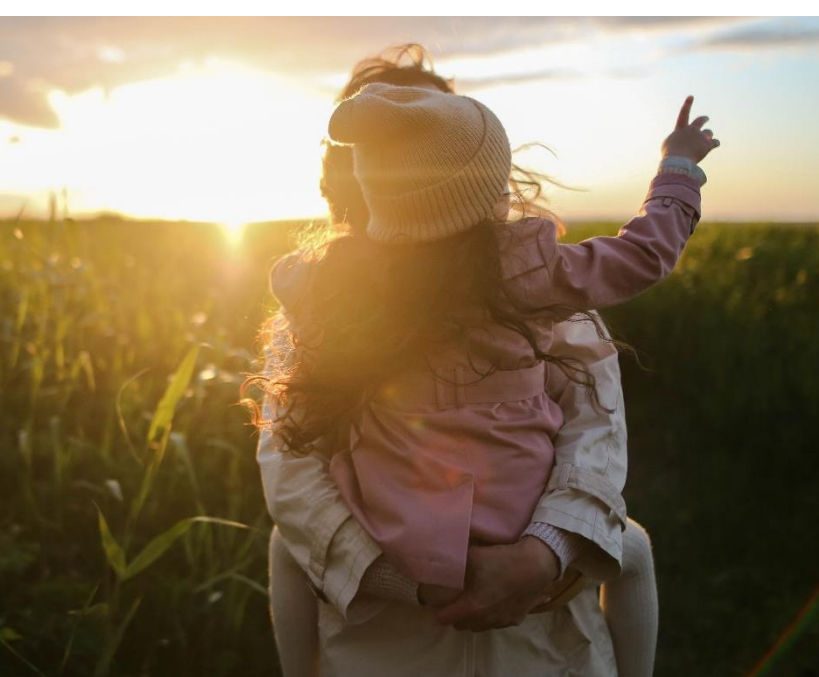
The Newcomers and Visiting Scholars Group is an organisation within the University run by volunteers whose aim is to help newly arrived wives, husbands, partners and families of Visiting Scholars and members of the University to settle in Cambridge and give them an opportunity to meet local people. The 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);
- (iii) a statement demonstrating commitment to equality, diversity and inclusion within the workplace or institution (up to 1 page, 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:  
Professor Pauline Rose  
Email: [pmr43@cam.ac.uk](mailto:pmr43@cam.ac.uk)

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

The closing date for applications is: 7 April 2024

**If shortlisted, presentations are scheduled to take place on 30 May 2024.**

**Interviews are scheduled to take place on 31 May 2024.**