



The
Fitzwilliam
Museum
CAMBRIDGE



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ARTS COUNCIL
ENGLAND

Practitioner Research Associate: Collections & Wellbeing (Young Adults)

Salary: Grade 7

£36,024 - £44,263

Contract:

12 month Fixed Term Contract
or until 31st July 2025,
whichever is sooner.

Location:

Cambridge

Faculty / Department:

Fitzwilliam Museum

Responsible to:

Senior Research Associate,
Museum Learning

Working Pattern:

Full Time, Monday – Friday

**Purpose of the role****Background**

The Fitzwilliam Museum's Research and Impact Strategy sets out a vision, in which, 'our diverse collections and audiences inspire our research, and we aim to ensure that our research inspires, involves and benefits those audiences. We are now transforming our research and impact environment to more effectively support a range of projects and activities that have participatory approaches at the core of their work.

The Practitioner Research Associate: Collections and Wellbeing (Young Adults) will play a pivotal role in supporting the Museum to deliver on this vision. This role is part of a dedicated team, working across Collections, Research and Learning, exploring the potential of the University's collections to support knowledge exchange, and to generate enhanced societal, cultural and policy impact, through involving the public in research and acting as a crucial liaison between the Museum, external organisations and communities. The wider team includes Practitioner Research Associates focused on Wellbeing (Older Adults) Childhood, Participation, and Storytelling and Interpretation, as well as evaluation experts.

Funded through the University of Cambridge allocation of Higher Education Innovation Funding, this post will work with established structures and networks, both within the Fitzwilliam Museum and beyond. The Fitzwilliam Museum's Participation, Practice and Co-creation Research Community explores the potential of the university museum as a place for creative experimentation, for curiosity, for collaboration and for sharing ideas and practice. The Collections-Connections-Communities (CCC) Strategic Research Initiative provides the first cross-University convening space to catalyse collections research and transform the relationship between researchers and the public, nucleating debate around societal challenges to create future pathways towards more just, creative, sustainable and inclusive futures. CCC has a strong focus on participatory practice, alongside thematic strands around society & identity, health & wellbeing, and environment & sustainability, with which the postholder would be expected to engage and respond to through their research and practice. They will work alongside teams from across the University and with external partners.

This role would be based in the Fitzwilliam's Learning and Public Programmes team, reporting to the Museum's Senior Research Associate, Museum Learning.

Role purpose

The role holder will undertake their own - and facilitate others' - practice-based research focusing on wellbeing, that involves young people aged 16-25 with lived experience of physical and mental health conditions and health service providers and practitioners as co-researchers. Outputs, evaluation and reflection on that research practice will be designed to engender positive impact on academia, society, culture and policy. The role holder will support and maintain the Museum and University's national and international reputation for excellence in teaching and research. They will develop and nurture internal and external contacts to develop a new participatory research framework focused on health and wellbeing for young adults aged 16-25 years. They will establish and maintain appropriate administration processes and procedures for participatory research focused on health and wellbeing with young people, particularly focusing on ethical, responsible practice. The role holder will collaborate internally and externally, contributing to the development of equitable, sustainable and replicable programmes focused on wellbeing for young adults. Contribution to teaching will include leading the development and delivery of sessions focused on health and wellbeing with community participants, as well as for students, staff and collaborating organisations. These could include sessions co-designed with young people aligned with ongoing work of other Learning colleagues, bespoke, targeted interventions focused on addressing health inequalities, as well as ad hoc training and professional development sessions and workshops.

Main duties and responsibilities

1	<p>Practice-based Research and scholarship:</p> <ul style="list-style-type: none"> conceive and develop research objectives and proposals for own or joint research initiate, plan, develop, design, manage, conduct and report on individual and collaborative practice-based research projects in alignment with the Collections–Connections–Communities Strategic Research Initiative, the Participation, Practice and Co-creation Research Community, and other relevant partnership and funding agreements write up research work for presentation, publication or other outputs (including via exhibitions, displays and programming etc), evaluation and advocacy contribute to the delivery of equitable, sustainable and replicable programmes focused on health and wellbeing involving practitioners and people with lived experience as co-researchers continually update knowledge and understanding in field or specialism translate knowledge of advances in the subject areas into research activity and scalable and replicable frameworks for wellbeing-focused participatory research and Knowledge Exchange 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
2	<p>Teaching and learning support:</p> <ul style="list-style-type: none"> assist in the supervision of student projects provide limited supervision/instruction to classes assist in the development of student and staff research skills and provide expert support to colleagues wishing to implement participatory and wellbeing-focused approaches across other projects plan and deliver seminars relating to the research area
3	<p>Liaison and networking:</p> <ul style="list-style-type: none"> liaise with colleagues and students nurture and build internal and external contacts and partnerships within the wider university and local healthcare ecosystem across a variety of integrated services, and participate in networks for the exchange of information and to form relationships for future collaboration promote and communicate projects to collaborators and other interested parties, sharing good practice, both internally and externally, via events, social media, case studies, blogs and any other appropriate methods participate in peer observation and team development activities
4	<p>Planning and organising:</p> <ul style="list-style-type: none"> plan the use of research resources and budgets for health and wellbeing-focused participatory projects, galleries and internal and external learning spaces plan and manage own research activity in collaboration with others, providing a consistent, constant and professional contact point, ensuring colleagues are kept informed of project progress and respond to and advise of any emerging risks contribute to planning and delivery of joint research projects led by colleagues across the institution establish and maintain appropriate administration processes and procedures for health and wellbeing-focused research projects develop and adhere to protocols for best practice in working with young people, the delivery of responsible research, including ethical, risk assessment, safeguarding procedures and approvals manage project documentation, including organising and facilitating contributions from different collaborators, ensuring quality and audit trails are maintained consult with collaborators and participants, establishing ideation workshops and training sessions, including making all necessary arrangements, such as booking rooms, organising travel, circulating agendas and managing budgets carry out ad-hoc duties within the remit of the role, including supporting delivery of participatory research and impact activities taking place outside of office hours (approx. 1-2 instances of out-of-hours working per month) the range of duties within this post may change due to organisational development requirements. Should changes become necessary they would be discussed in full with the parties concerned support the embedding of equality, diversity, inclusion and sustainability in the work of the learning research team plan and manage own research activity in collaboration with others provide day-to-day coordination of practice-based, health and wellbeing-focused research activities

Person Specification

Criteria	Essential	Desirable
Qualifications		
Holds a PhD in a relevant specialist subject, and/or relevant practice-based methodologies or equivalent practice-based experience undertaking participatory projects people with lived experience of physical and/or mental health conditions	E	
Experience		
Substantial practice-based experience in undertaking participatory projects with young adults with lived experience of physical and/or mental health conditions	E	
Robust understanding of peer-led practice and safeguarding	E	
Research or evaluation experience with sufficient breadth/depth of specialist knowledge in the discipline and of participatory research methods and techniques to work within established research programmes	E	
Experience in collaborative project development, delivery and management	E	
Experience demonstrating impact and gaining new insights through questioning and systematic reflective enquiry through practice	E	
Experience co-designing, delivering and evaluating collections-based learning and engagement programmes for people with lived experience of physical and/ or mental health conditions	E	
Experience of partnership working with hospital or healthcare settings		D
Experience delivering creative CPD for professionals from a range of settings	E	
Skills		
Experience of managing own workload	E	
Strong, demonstrable project management experience	E	
Ability to communicate well with people of diverse backgrounds, ages, cultures and abilities, and to balance their different needs and priorities, including when communicating complex ideas, in person and in writing	E	
Knowledge of current policy context and awareness of sector good practice in relation to the target audience and programme aims	E	
Ability to present effectively at university, regional and national meetings and conferences to represent the participatory projects to both the higher education and museum sectors	E	

Practical knowledge of statutory regulations e.g. The Vetting and Barring Scheme, Equalities legislation, Child and Vulnerable Adult Protection and Safeguarding, Health and Safety, risk assessment and/or willingness to undertake appropriate training as required	E	
Knowledge of data protection principles, research ethics and approvals process and handling and using personal data properly and safely	E	
Competent in standard software packages e.g. Word, Excel, databases etc	E	
Excellent time management skills	E	
Ability to work independently and as part of a team	E	
Additional requirements		
Demonstrable commitment to inclusion in museums and the wider cultural sector, in particular the University of Cambridge collections	E	
Able to function effectively and comfortably in a complex and culturally diverse environment	E	
Creativity coupled with imagination, empathy and determination	E	
Open to experimentation and receptive to new approaches	E	
An understanding of and interest in participatory research in a university collections setting	E	

Behavioural Attributes

This section summarises the behavioural attributes (or competencies) that we expect the role holder to be able to demonstrate, at what level and whether this is an essential or desirable requirement. Full definitions are at: <https://www.hr.admin.cam.ac.uk/policies-procedures/behavioural-attributes>

Please review these and provide specific examples in your application of how you have demonstrated these attributes in your work, education or other experience. It will assist your application if you explain the situation, what you did and what the outcomes were.

Attribute	Level
Valuing Diversity	A
Achieving Results	B
Communication	C
Innovation and Change	C
Negotiating and Influencing	C
People Development	C
Relationship Building	B
Strategic Focus	C

Professional Services Values

Developed by professional services staff, our values underpin everything we do. By living the values in the work we do, we hope to foster an environment where staff feel empowered. The values encourage staff to; work together and share skills to create a sense of community, act with integrity, take an inclusive and fair approach and develop honest and open relationships that are underpinned by our shared values. We encourage applicants to consider these values within their application.



The Fitzwilliam Museum



The Fitzwilliam Museum was founded in 1816 and opened to the public in 1848. Today, it houses over half a million artworks and objects, spanning over ten thousand years, principally from Europe, North Africa and Asia. The Museum has an international reputation for excellence in research, exhibitions, learning and public engagement. As well as being the principal museum of the University of Cambridge, the Fitzwilliam is one of the largest cultural providers in the region, welcoming between 350,000 and 450,000 visitors a year, pre-COVID. It is also the lead partner of the University of Cambridge Museums (UCM), the Arts Council National Portfolio Organisation consortium of the University Museums and the Botanic Garden.

Terms of Appointment

Tenure and probation

The appointment will be made on a temporary basis. Appointments will be subject to satisfactory completion of a six-month probationary period.

Hours of Work and Working Pattern

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

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/.

Annual leave

Full time employees are entitled to annual paid leave of 41 days inclusive of public holidays. For new part-time employees, annual leave will be pro rata'd based on days worked.

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 to you will be conditional upon you gaining it.

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.

Screening Checks:

This role requires a standard Disclosure and Barring Service (DBS) Check and Security Check. Any offer of employment we make to you will be conditional upon the satisfactory completion of these checks whether an outcome is satisfactory will be determined by the University

Equality and Diversity

We particularly encourage 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.

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.

Working Conditions

Office based. Some travel to similar sites may be required. Normal health and safety requirements will be followed.

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 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
Kate Noble: kjr21@cam.ac.uk

If you have any queries regarding the application process
please contact: hr@fitzmuseum.cam.ac.uk

The closing date for applications: 26th May 2024

The interview date for the role: 13th June 2024