



UNIVERSITY OF  
CAMBRIDGE

# Teaching Associate in Conservation Leadership

Department of Geography

Closing date: 25 June 2025

Job Reference: LC46055



# Teaching Associate in Conservation Leadership

**Salary:**

£35,116 - £45,413

**Contract:**

Fixed-term

**Location:**

Cambridge

**Department:**

Geography

**Responsible to:**

Head of Department

**Working Pattern:**

Full-time

The University of Cambridge has a Hybrid Working Policy that aims to enable as many staff as possible to work in a hybrid way if they so wish, whilst recognising that some roles will include tasks that can only be performed on University premises.

**The role**

The Department of Geography wishes to appoint a three-year fixed-term Teaching Associate in Conservation Leadership, starting from 1 September 2025. The position is fixed-term, in order to provide cover for a colleague undertaking additional leadership responsibilities.

The MPhil in Conservation Leadership is an 11-month Masters programme, which aims to equip students with the applied leadership and management skills needed to create positive change in conservation (see [www.cl.geog.cam.ac.uk](http://www.cl.geog.cam.ac.uk)).

We are seeking a specialist in conservation leadership, broadly defined, who will be expected to teach multiple classes in the MPhil in Conservation Leadership, coordinate the group consultancy and individual professional placement projects undertaken by the MPhil students, and supervise professional placement projects during the summer months. They will play a key role in the admissions and marking processes for the MPhil degree.

In addition, they will contribute to residential and one day field courses, attend additional student events such as evening Conservation Leadership Lectures and generally support the delivery of a complex and multifaceted programme.

The successful candidate may also be asked to contribute to undergraduate dissertation supervision, lecturing and examining.

The successful candidate will hold a PhD in geography, or a cognate subject. They will possess evidence of significant relevant teaching experience in geography or related fields, and demonstrate close familiarity with the relevant fields of academic research.

It is highly important that the candidate also has significant applied experience in the conservation field, including experience of leadership, enabling them to teach a group of diverse mid-career professionals on topics related to conservation leadership with credibility and authority.

While this is a teaching-oriented role, the successful applicant would be supported by a mentor and the wider Departmental community in their research aspirations and broader professional development. The Department is committed to providing a supportive and inclusive environment for its Teaching Associates.



## Key responsibilities

### Teaching

- Plan, prepare and deliver lectures, seminars, workshops and practical classes for students in the MPhil in Conservation Leadership and, where appropriate, the Geography undergraduate degree. Each MPhil seminar is a two-hour interactive session, while workshop sessions can vary between ½ to full-day interactive sessions.
- Convene 2-3 MPhil in Conservation Leadership Modules (introduce all speakers, give wrap-up lectures, sit in on several of the classes including all given by new speakers).
- Coordinate the group consultancy and professional placement projects for the MPhil in Conservation Leadership, involving substantial liaison with partner organisations that host these projects, primarily within the Cambridge Conservation Initiative. This involves promoting the hosting of placements to partner organisations, soliciting placement projects from CCI partner organisations, sending comments to potential hosts on ideas for placements and helping them fit the needs of the course, managing the process of allocating students to placements, and keeping focal points up to date on developments associated with placement management and delivery.
- Supervise Masters in Conservation Leadership professional placement projects and group consultancy projects, and potentially some undergraduate dissertations. This involves meeting students and placement host supervisors, reviewing ethics and risk assessment applications, commenting on drafts and reviewing applications for internal funding.
- Participate in, and contribute to the planning of, MPhil in Conservation Leadership fieldwork teaching, including single-day and residential fieldtrips (usually a three day trip to Norfolk in October). Potentially contribute to undergraduate fieldtrips.
- Provide guidance and academic advice to students, including through individual welcome and exit meetings with all MPhil in Conservation Leadership students, selection of individual mentors for the students, and review of student Professional Development Plans.
- Play a full role in the admissions process (including reviewing applications and participating in online interviews) for the MPhil in Conservation Leadership.
- Attend additional MPhil in Conservation Leadership activities as may take place from time to time, including evening Conservation Leadership Lectures, visits to off-site conservation organisations or donor visits.
- Contribute to the outreach activities of the Geography Department through the delivery of lectures or seminars.

### Examining

- Set examination questions and papers for the MPhil in Conservation Leadership across a wide range of modes of assessment (including role plays, essays, exercises and presentations).

- Mark and assess a diverse range of assignments, including MPhil in Conservation Leadership essays, role plays, exercises, presentations and professional placement reports. Potentially contribute to assessment of undergraduate exams and dissertations.

### **Key responsibilities (continued)**

- Mark practice essays and provide constructive formative feedback.
- Write constructive formative feedback for students on coursework and placement/dissertation reports.
- Participate in examinations, including Examiners' meetings where relevant.

### **Administration**

- Attend two MPhil in Conservation Leadership Focal Point meetings per year, taking the lead on relevant items.
- Contribute to MPhil in Conservation Leadership alumni activities, including occasional presentations and events.
- Contribute to Conservation Leadership Transformation Network activities and events, usually online. This is a global alliance of organisations that work to build conservation leadership capacity.
- Participate in Departmental meetings and undertake some administrative duties, as commensurate with the grade and duration of the role.
- Play an active role in the life of the Cambridge Conservation Initiative within the David Attenborough Building by attending events and joining committees.

### **Research and scholarship**

- Be actively involved in the Department's research culture, including participation in one or more Thematic Research Groups.
- Maintain and develop own knowledge in the subject area through active engagement with literature and other academics in the field (Department support available).



# Person Specification

Criteria	Essential	Desirable
<b>Education</b>		
Qualified to PhD level in geography, or a cognate subject.	✓	
<b>Academic</b>		
A proven specialist in academic and applied topics relevant to conservation leadership.	✓	
A particular focus on social dimensions of conservation.		✓
<b>Relevant experience</b>		
Experience of successfully developing and delivering teaching in relevant areas at university level, including lectures and seminars or smaller group work.	✓	
Extensive professional experience working in or with the conservation sector, including experience in leadership.	✓	
The ability to maintain and develop own knowledge in the subject area, by reading other academic material, attending relevant conferences and through active engagement with other academics and practitioners in the field. Ability to demonstrate close familiarity with relevant fields of study through high-quality research publications.	✓	
Experience in fieldwork teaching.		✓
<b>Interpersonal and communication skills</b>		
Excellent interpersonal and communication skills to work collaboratively in the Department and to explain concepts and complex information to non-experts, develop and encourage the commitment to learn in others and to present material to a range of audiences. Communicate clearly and appropriately with a group of highly diverse international students from a wide range of backgrounds.	✓	
Experience in providing pastoral assistance to students.		✓

## Declaration on Research Assessment

The University of Cambridge is a signatory to the San-Francisco Declaration on Research Assessment (DORA), and in recruitment or promotion evaluations will assess research on the basis of its merits rather than the journal or venue in which it is published. Applicants should not include Journal Impact Factors or uncontextualized metrics in their applications. Full details are at: <https://www.research-strategy.admin.cam.ac.uk/research-policy/DORA>

# The Department of Geography

**The Department of Geography has a long-established international reputation as one of the leading centres of innovative geographical thought and education and celebrated one hundred years of teaching Geography in Cambridge in 2019.**

The Department is a friendly and inclusive scholastic community with wide-ranging research interests spanning the natural and social sciences and the humanities. Incorporating the Scott Polar Research Institute, and based on two central Cambridge sites, at Downing Place and Lensfield Road, it has approximately 40 academic, 25 research and 45 support staff at any one time.

## Teaching

The Department delivers a Tripos (undergraduate degree) with an intake of approximately 100 students per year and has a vibrant graduate community of approximately 150 students studying at PhD level and on Master's courses in *Geography*, *Polar Studies*, *Anthropocene Studies*, *Holocene Climates* and *Conservation Leadership*.

The Department was ranked top in the 2025 *Complete University Guide* in the category of Geography and Environmental Science and third in the 2024 *QS World University Rankings* for Geography.

Visit our website at  
<http://www.geog.cam.ac.uk>

## Research

The Department's research activities are organised into six thematic groups: *Vital Geographies*, *Infrastructural Geographies*, *Geographies of Knowledge*, *Biogeography and Biogeomorphology*, *Climate and Environmental Dynamics*, and *Glaciology and Glacial Geology*. These overlap with two centres of excellence – the Cambridge Group for the History of Population and Social Structure, co-hosted with the Faculty of History, and the Scott Polar Research Institute. The Department also provides the home for the University of Cambridge Conservation Research Institute.

The Department's research is aided by well-supported laboratories, field equipment and high-performance computing services, supporting a combination of fieldwork, laboratory analysis and experiments, remote sensing and computational modelling.

The last UK Research Excellence Framework exercise (2021), based on a metric measuring the quality of our research publications and the strength of our research environment, ranked the Department fourth in the country.

For further information see:  
<http://www.geog.cam.ac.uk/research/>.



# Terms of Appointment

## Tenure and probation

Appointment will be made on a fixed-term basis for 3 years, or the return of the post holder, whichever is the earliest, as this role is to provide temporary cover for the duties of a colleague undertaking additional leadership responsibilities. Appointment will be subject to satisfactory completion of a 2-year probationary period.

## Hours of Work and Working Pattern

The appointment is full-time, working Monday to Friday.

## Pension

You will automatically be 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. For further information please visit: [www.pensions.admin.cam.ac.uk/](http://www.pensions.admin.cam.ac.uk/).

## Annual leave

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

## 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 to you will be conditional upon you gaining it.

#### Health declaration

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

#### Qualifications

The person specification for this position lists qualifications that are essential and/or desirable. Please note that if you are offered the post you will be asked to provide your relevant original certificates of these qualifications.

#### References

Offers of appointment will be subject to the receipt of satisfactory references.

#### 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.

If you prefer to discuss any special arrangements connected with a disability, please contact [hr@geog.cam.ac.uk](mailto:hr@geog.cam.ac.uk).

# The University

The University of Cambridge is consistently ranked one of the best universities in the world, achieving academic excellence through its Faculties, Departments and other Institutions, together with the 31 Colleges.

The University is renowned for its record of discovery and innovation. It is one of the great institutions, with a regional, national and global reach, attracting the very best and brightest minds. Our staff and students shape the world around us for the better: we attract and partner with like-minded people.

Whether contributing to the development of new anti-cancer drugs, adding to the understanding of how black holes are formed, revolutionising the study of ancient settlements, convening academic expertise to offer solutions to the climate crisis, or analysing public attitudes towards democracy around the world, the University's research is remarkable in its breadth, quality and impact. The University also sits at the heart of Europe's largest technology cluster and has catalysed more than 1,500 high-tech companies. And yet what inspires our 24,000 students and 13,000 staff is not what has already been achieved, but what is possible in the future.

The education and experience of our students, based on a partnership between the University's academic Departments and Faculties and the 31 Colleges, is second to none. Every student is a member of one of the Colleges, each a community of students, academics and staff drawn from across the University's comprehensive range of subject areas.





The University is a self-governing community, with a system for decision-making that provides a high degree of accountability and transparency to its members. Each Department and Faculty is part of one of six academic Schools, but each of them, and each individual academic, has a great deal of autonomy. The Colleges are independent and self-governing, working in a symbiotic relationship with the University.

The University has a number of Institutions that are independent of any Faculty or Department and are not part of the academic Schools. These include the Institute of Continuing Education (which provides high-quality education to adults throughout their lives), the Fitzwilliam Museum, Kettle's Yard (an historic house and gallery that holds important collections of modern art) and the University Library. In addition to their diverse contributions to University and public life, these non-School Institutions are also important centres of teaching and research.

Cambridge University Press & Assessment provides academic publishing, examinations and learning materials worldwide, supporting the dissemination of research, academic development at school and in higher education, and international student mobility. Legally, the Press & Assessment is a department of the University. It provides very important funds to invest in the academic purposes of the University.

The University has made truly remarkable contributions to the sum of human understanding, with breakthrough ideas and discoveries that have changed the way we understand ourselves, our planet, and the universe around us. Yet the global and national contexts in which it operates are fast-changing and increasingly filled with uncertainty. In a world that is becoming - politically, economically, socially, and technologically – ever more interconnected but even less equal, the University's mission – “to contribute to society through the pursuit of education, learning and research at the highest international levels of excellence” – has never been more relevant.



# 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.

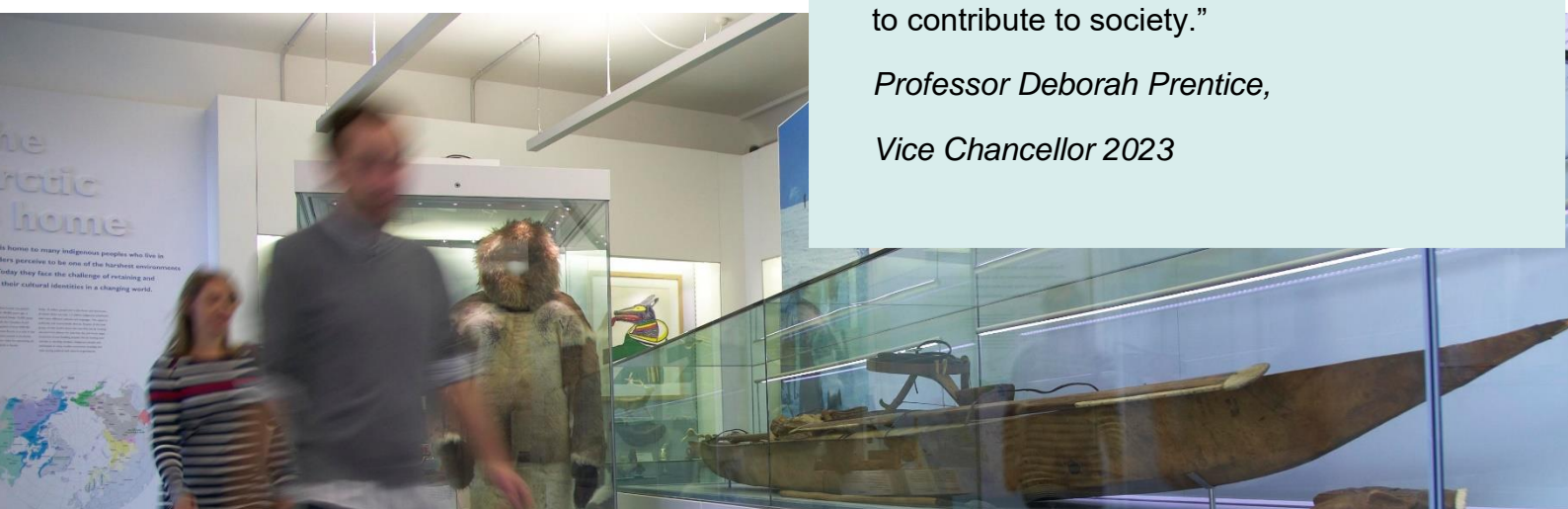
The Colleges and the University remain committed to admitting the best students regardless of their background and to investing considerable resources both in widening access and financial support. The 31 Colleges are self-governing, separate legal entities which appoint their own staff. Many academic 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.

“Through its outstanding education, research and innovation, the University of Cambridge has made – and continues to make – a lasting contribution to human knowledge and is flourishing. By working at the University of Cambridge, you will be joining a vibrant community of students, scholars and professional services staff committed to supporting and enhancing the University's mission to contribute to society.”

*Professor Deborah Prentice,  
Vice Chancellor 2023*





# Working at the University

**Working at Cambridge you will join a diverse, talented and innovative community, with more than 24,000 students and over 13,000 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.

The University offers 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 their 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 continues to redevelop its historic city centre sites demonstrating a clear determination to ensure that we can offer the best facilities and opportunities for our staff and students.



## Equality, Diversity and Inclusion

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

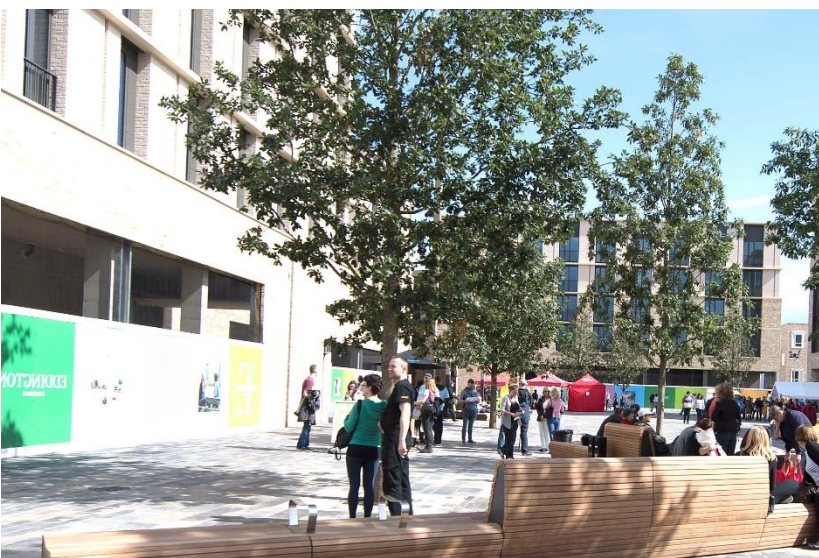
The University recognises the importance of helping individuals to move and settle into a new area. We provide support and guidance to those relocating internationally or domestically to take up a post at the University of Cambridge, liaising with other University offices and selected partners to ensure 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 26 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 are 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 (<https://www.nvs.admin.cam.ac.uk/>) is an organisation within the University that welcomes the partners and families of visiting scholars and new members of the University. Run by volunteers, the group offers opportunities to visit interesting Cambridge venues, learn about the community, take part in social events and gain local knowledge while developing a strong support network of both residents and other newcomers.

## 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.

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.

For your application to be considered, please upload a CV and covering letter in the ‘Upload’ section of the online application. In the covering letter, you are encouraged to highlight how your skills and experience match the Person Specification for this role. If you upload any additional documents which have not been requested, we will not be able to consider these as part of your application. Full contact details of two referees are required, at least one of whom we may contact if you are shortlisted for interview.

**Closing date for applications is Wednesday 25 June 2025 (11:59 PM, UK time).**

Interviews for shortlisted candidates are expected to take place in Cambridge on Friday 18 July 2025.

If you have any questions about this vacancy or the application process, please email Alessandra Uomo, HR Coordinator, at [hr@geog.cam.ac.uk](mailto:hr@geog.cam.ac.uk).

