

**Assistant Professorship in Ecology,  
Evolution and Conservation  
(Teaching and Scholarship Pathway)**

**Department of Zoology**

**Closing date: 7 September 2025**

**Job reference: PF46411**



# Assistant Professorship in Ecology, Evolution and Conservation (T&S pathway)

**Salary:**

£46,735 -£59,139

**Contract:**

Permanent

**Location:**

Cambridge

**Department:**

Zoology

**Responsible to:**

Head of Department

**Working Pattern:**

Full Time

We are seeking an Assistant Professor on the Teaching and Scholarship pathway to join our thriving academic community in the Department of Zoology. The Teaching and Scholarship academic pathway is a relatively new career path for academics at Cambridge, weighted much more strongly towards teaching than towards research, but with the same scope for promotion, through Grades 10 and 11 to Full Professor (Grade 12), as the more commonly used Research and Teaching academic pathway.

The successful applicant will have recent experience in delivering outstanding University teaching, and a proven commitment to excellence and innovation in teaching methods and assessment, including through lecturing, practicals and field courses. They will be well-versed in pedagogical thinking and capable of designing courses and lecture blocks from scratch.

The role-holder will be able to teach aspects of Ecology, Evolution and Conservation across all three undergraduate years, and at Masters level too. They will have a track record of excellence and diligence in their engagement with students and will be able to adapt their style

of teaching to engage groups of all sizes and in diverse contexts, from small supervision groups to classes of over 100 students to hands on teaching.

Teaching administration, examining and assessment are supported by professional services staff in the Department's Teaching Office and the role-holder will be expected to work closely and effectively with these staff

Although the primary purpose of the role is to focus on teaching, the role-holder will undertake some research, by making use of the Department's existing facilities. The role-holder will be expected to supervise undergraduate and postgraduate research projects.

Our new colleague will also be expected to be present in the Department and to contribute to the running of the Department and our positive and friendly workplace culture. We welcome colleagues that value inclusiveness, equality and diversity in the working environment.

We particularly encourage applications from women and/or candidates from a Black, Asian or Minority Ethnic background, as they are currently under-represented at this level in our University.



# Person Specification

Criteria	Essential	Desirable
Will hold a PhD or equivalent degree in a relevant subject.	✓	
Will be a fellow of the Higher Education Academy (or hold an equivalent formal pedagogical qualification)	✓	
Will be experienced in organizing and delivering outstanding University teaching and assessment	✓	
Will be experienced in designing and delivering outstanding teaching in small groups, lectures, practical classes and field courses.	✓	
Will have a track record of diligently supervising undergraduate research projects.	✓	
Will be able to devise undergraduate research projects and train MPhil students.	✓	
Will be willing and able to contribute to collegiate life in the Department including through administration and governance within the Department and School.	✓	
Will have demonstrated engagement with addressing issues connected to Equality, Diversity and Inclusion and / or a positive Research Culture.	✓	
Will have a track record of an effective contribution to the wider academic community.		✓

# The Department of Zoology

**The Department of Zoology is a thriving community of researchers, united by a fascination with the living world. Our mission is to understand how life evolves, how it functions, and how we can conserve it for the future. We disseminate this new knowledge through local, national and global networks of influence, to confront the greatest challenges of our time: restoring and protecting biodiversity, enhancing food security and improving human health.**

**The Department comprises around 250 people. Our community includes 24 University academics, around 10 principal investigators, roughly 80 postgraduate students, a vibrant post-doc community and a committed team of professional service staff.**

## Teaching: General Overview

Teaching at Cambridge is provided by the whole collegiate University. The University delivers the core taught material (lectures, practicals etc) and assessment of students. Colleges supplement University teaching by organising supervisions for groups of 2-4 students, typically. Colleges are responsible for undergraduate admissions and students must be a member of a college to obtain a degree.

Academics in the Department provide University teaching in all three undergraduate years. Academics are not obliged to join a college, and college membership can be arranged secondarily and separately after obtaining a University teaching position.

Teaching in the Biological Sciences is part of the wider [Natural Sciences course](#) and is currently undergoing a substantial review. In the first two years, teaching is coordinated by the [School of Biological Sciences](#) (see below for further information about the School). Members of the Zoology Department work closely with colleagues in the Departments of Plant Sciences and Genetics to deliver lectures, practicals, field courses and examining. The ongoing teaching review will

produce refined inter-Departmental first year courses, to be launched in AY 26/27, and new inter-Departmental second year courses which will be launched in AY 27/28. We offer field course teaching in all three years.

In their third year, students join the Department where they are based for their research project ([Part II Zoology](#) students) or for a dissertation ([Part II Biology and Biomedical students](#)). The Department is responsible for the design and delivery of third year teaching and its assessment. Consequently, teaching in the third year is led by the Department's current research.

We are currently reviewing our third-year teaching and will launch our new lecture modules in AY 28/29 at the latest. As part of this review, we are also re-considering our current provision for [Masters students](#), and contemplating the possible introduction of a fourth year to our undergraduate programme.

## Teaching: Department Overview

Our undergraduate teaching is overseen by a dedicated deputy Head of Department for Teaching and involves all members of faculty. Our undergraduate students are energised, eager to learn and deeply committed. We take our responsibilities in nurturing this talent very seriously, extending our support beyond the lecture theatre and the lab to include a dedicated administrative team, internal seminar days, excursions and social events, and study spaces that foster peer-to-peer relationships and facilitate informal ways to learn. Students and external evaluators tell us we offer a warm, supportive and effective learning environment.





# The Department of Zoology

Our new colleague will help design new course content, provide lectures and practicals and offer seminars or class discussions. They will also supervise undergraduate research projects and dissertations and contribute to field course organisation and teaching.

They will be involved in ongoing work in developing new Masters-level training and will facilitate University-led efforts to link University and college teaching more effectively.

Our new colleague will also work closely with members of other Departments, as well as academics in Zoology, to coordinate inter-Departmental teaching. They will collaborate with the Department's Teaching Office to ensure the operational success of our undergraduate teaching

The successful applicant will be expected to train MPhil students. They will further contribute to postgraduate education in the Department by acting as an advisor to students supervised by other academics and potentially by teaching on any new Masters courses.

## Research in the Department

The Department's research interests are focused on four inter-related themes: Ecology and Conservation Science; Evolution; Behaviour and Neuroscience; Health and Evolutionary Medicine. Researchers in the Department study animals from around the world, from rainforests in Malaysia and Panama, to Caribbean reefs and African lakes, to ecosystems in Antarctica and locally near Cambridge. We develop and apply diverse cutting-edge techniques, including genetic manipulations of insects, automated analyses of behaviour and AI-facilitated simulations of entire nervous systems and ecosystems. We reanimate fossils from the deep past, to understand how the earliest animals evolved, and we build simulations of worlds to come, to predict how pathogens will evolve and to understand how biodiversity can most effectively be conserved. This rich diversity in approach feeds into our teaching,

and is seen by students as a particular strength of our Department.

## Location and Facilities

The Department is based in the historic city centre of Cambridge. It is adjacent to the Cambridge Conservation Initiative (CCI), with whom we share the David Attenborough Building. The University Museum of Zoology is embedded in the Department. Both the Museum and CCI offer unique opportunities for engaging diverse communities in our research and enhancing its impact. (More details about each institution follow below).

The successful applicant's research interests can be in any aspect of Ecology, Evolution and Conservation and will ideally dovetail with our ongoing research, using existing facilities and infrastructure where needed.

## Working Environment

The Department of Zoology offers a stimulating, supportive and friendly work environment in a successful academic community. We have exceptional strengths in both field and laboratory based experimental work, as well as with *in silico* approaches, all supported by excellent research facilities – many of which are provided at School level.

## Equality Diversity and Inclusion

We invest a great deal of effort in trying to make our community as supportive, welcoming and inclusive as possible – because we understand that people only do their best work when they are happy and engaged. We offer a range of activities to support career development, promote staff wellbeing and foster a healthy research culture. We also embrace and value the immense benefits of diversity in the workplace and promote a wide range of diversity networks to support all staff and students in the Department.

# The Museum of Zoology



**The University Museum of Zoology is intellectually and administratively embedded within the Department of Zoology. The Museum provides an outstanding resource for teaching and research and is a gateway for engagement with non-academic communities. All members of the Department are encouraged to participate in the public-facing work of the Museum.**

The Museum component of the Department comprises five academic curators and their research groups, who work in evolution, ecology and conservation. In addition, there are around 20 Museum professionals with specific expertise in front of house activities, business administration, public engagement and collections curation and conservation.

The Museum has roughly two million specimens in its collections, amassed globally over the past two centuries, and attracts over 150,000 visitors each year. Its offices, stores and public galleries underwent significant refurbishment before re-opening in 2018. The School's CT scanning facility is adjacent to the Museum's five different stores, alongside laboratory space for prepping and analysing specimens and the Museum's dark room facility.

Within the wider University, the Museum is a member of the University Consortium of Museums, along with seven other University Museums, and part of the wider collections community which incorporates the University Library and Botanic Gardens. It plays a key role in the Collections-Connections-Communities Strategic Research Initiative, and is part of the AHRC funded CC-EE Collaborative Doctoral Training Partnership.



# CambridgeConservationInitiative



**The Department of Zoology is unique in having close ties to the Cambridge Conservation Initiative (CCI), a collaboration between the University of Cambridge and ten leading internationally-focused biodiversity conservation organisations based in and around Cambridge.**

The CCI partners together combine and integrate research, education, policy and practice to create innovative solutions for society and to foster conservation learning and leadership. Their work spans disciplines (including ecology and evolution), organisations and continents, with a common mission of conserving and restoring life on Earth.

The CCI's hub is in the David Attenborough Building, and is the largest cluster of conservation organisations in the world. It is a place where leaders in academia, business, government and non-governmental organisations interact and work together each day.

The city-centre location, next to the Department and Museum, and strong convening power allows the CCI to engage directly with a wide audience globally, from leaders in government, business, academic and NGO communities to the general public.



# The School of the Biological Sciences

**The Department of Zoology is part of the School of the Biological Sciences. The goal of the School of the Biological Sciences is to deliver education, learning and research at the highest international levels of excellence. Building on our record as a world class University for Biological Sciences we aim to work in innovative ways to achieve ongoing excellence in a supportive and collaborative research and teaching environment.**

The research and teaching carried out in the School is diverse and covers animal, human, plant and microbial science from the atomic, molecular and cellular levels through to tissues, organs, whole organisms, populations, ecosystems, biodiversity, and human behaviour. This research has impacts on health and disease across species, agriculture, conservation and the environment as well as on the pharmaceutical and biotechnology industries, with direct translational relevance to the clinic, public services and social policy, and the bio-economy.

The School of the Biological Sciences employs around 2000 staff teaching over 4000 students (split roughly evenly between undergraduates and postgraduates). It consists of nine Departments (Biochemistry; Genetics; Pathology; Pharmacology; Physiology, Development and Neuroscience; Plant Sciences; Psychology; Veterinary Medicine; Zoology) and four research institutes (Gurdon Institute, Cambridge Stem Cell Institute, Sainsbury Laboratory and the MRC Toxicology Unit) all of which are involved in fundamental biological research alongside undergraduate and postgraduate teaching.

Research in the School is organised in six major Themes, designed to provide integration across the School, encourage new conversations and enhance interdisciplinary networking critical for major innovation:

- Organisms, Evolution and Planetary Resilience
- Functional and Evolutionary Genomics
- Infection and Immunity
- Neuroscience, Psychology and Behaviour
- Reproduction, Development and Lifelong Health
- Molecules and Cells: The Building Blocks of Life.

The School has teaching responsibilities in four undergraduates triposes: Natural Sciences, Medical Sciences, Veterinary Sciences and Psychological and Behavioural Sciences. It is part of the Graduate School of Life Sciences, which organizes and manages the graduate training and monitoring for Masters and PhD students, along with the Degree Committee.





# Terms of Appointment

## Tenure and probation

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

## Working Pattern

The appointment is full-time.

## Pension

You will automatically be enrolled to become a member of USS (Universities Superannuation Scheme) – a defined benefits pension scheme. If you are already a member of the NHS Pension scheme, you may be eligible to continue in the scheme and should consult the [University Pensions](#) website.

## 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.

## 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.

## Residence

It is a requirement of the role that you are resident in the University during term-time. Further information can be found in [Chapter XI, section 1 of the Statutes and Ordinances](#). It is an informal expectation of the School of Biological Sciences that its academics are based in or near Cambridge

and are present in their Department outside term-time.

## Pre-employment checks

**Right to work in the UK** - we have a legal responsibility to ensure that you have the right to work in the UK before you can start working for us. If you do not have the right to work in the UK already, any offer of employment we make will be conditional upon you gaining it.

## Screening Checks

This role requires a basic disclosure and a 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.

**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 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.

## College membership

Membership of a College adds an important social and intellectual dimension which many of the University's academic community find attractive. Further details about college Fellowships are set out below and more details about college membership are provided in a separate section of this document.

The Scheme for newly-appointed University Officers seeking a College Fellowship is set out at: <https://www.ois.cam.ac.uk/uto-scheme>

**Removal Expenses**

If the person appointed is not resident in Cambridge, a contribution from University funds will be made towards expenditure incurred in removal to Cambridge to take up a University office.

**Consultancy Work**

The University's policy on consultancy work is that consultancy arrangements must be entered into privately between the employee and the organisation concerned. The consultancy work must not interfere with the duties required of the officer under the officer's contract of employment with the University. Consultancy work is not covered by the University's insurances, even when the University has knowledge that such work is being done. The University must not be regarded as being directly or indirectly involved in any consultancy arrangement through the use of University letterheads, advice given or work done in the individual's capacity as an employee of the University. Individuals undertaking private or consultancy work are advised to take out personal insurance.

Alternatively, professional indemnity cover may be obtained by channelling private work through the University company Cambridge Enterprise Ltd. Anyone wishing to do so should, in the first instance, contact them at [www.enterprise.cam.ac.uk](http://www.enterprise.cam.ac.uk).

**Health Declaration** - Offers of appointment made to prospective University officers whose work will fall within certain categories are conditional on the completion of a medical questionnaire and, if necessary, on a satisfactory health check by the Occupational Health Service. Only the

person elected will be asked to complete the questionnaire, at the time of election.

**References** – References will be requested prior to the final meeting of the appointment committee.

**Equal Opportunities**

The University of Cambridge appoints solely on merit. No applicant for an appointment in the University, or member of staff once appointed, will be treated less favourably than another on the grounds of sex (including gender reassignment), marital or parental status, race, ethnic or national origin, colour, disability (including HIV status), sexual orientation, religion, age or socio-economic factors.



## Equality, Diversity and Inclusion

We particularly encourage women and /or candidates from a Black, Asian and Minority Ethnic background to apply for this vacancy as they are currently under-represented at this level within our University.

### 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: <https://www.hr.admin.cam.ac.uk/policies-procedures/disabled-applicants-and-members-staff>

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.

Applicants wishing to discuss with or inform the University of any special arrangements connected with their disability can, at any point in the recruitment process, contact Louise Balshaw, who is responsible for the administration of the recruitment process for this position, by email on: [zooda@zoo.cam.ac.uk](mailto:zooda@zoo.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 first-class 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 the West Cambridge site, the North West Cambridge development and the growth of the Biomedical Campus in the south of the city. The North West Cambridge development includes the opening of a primary school – the first in the UK to be managed by a University. We are 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 students, provide student accommodation and deliver small group teaching.

The University awards degrees and its faculties and departments provide lectures and seminars for students and determine the syllabi for teaching and conducting research.

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 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





# Working at the University

**Working at Cambridge you will join a diverse, talented and innovative community, with more than 18,000 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 new science and technology campus to the west of the city centre, and is now expanding further to the north west of Cambridge including investing in affordable homes for University key workers and community facilities. Even with our continued development, the University remains within walking or cycling distance across the campus. The University is a major partner on the Cambridge Biomedical Campus and we continue to redevelop our historic city centre sites demonstrating our determination to ensure that we can offer the best facilities and opportunities for our staff and students.



## 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 networks for women, black and minority ethnic and lesbian, gay, bisexual and transgender staff. More details are available on [Equality and Diversity](#) webpages.

The University has a bronze Race Equality Charter award, with framework for improving the representation, progression and success of minority ethnic staff and students within higher education. Furthermore, the University's Athena SWAN award recognises and celebrates good practice in recruiting, retaining and promoting women.



# College Membership

Membership of a College adds an important social and intellectual dimension which many of the University's academic community find attractive.

The University, the Faculties and Departments, and the Colleges are linked in a mutually beneficial but complicated relationship. Students (both graduate and undergraduate) are admitted by one of the 31 Colleges, although in the case of graduate students Faculties and Departments determine admissions before the Colleges are involved. Almost all undergraduates, and many graduate students, live in a College.

The teaching of undergraduate students is shared between the Colleges and the Faculties and Departments, with the Colleges arranging small group teaching

("supervision") and the Departments providing lecturing, laboratory classes, and advanced supervisions.

Most colleges expect their fellows to take part in undergraduate supervision and College administration.

Appointment to a College fellowship is a separate matter from a University appointment, for which the College provides modest remuneration additional to University salary. It is not compulsory for academic staff to be a member of a College.

Further advice can be obtained from the Head of Department or senior colleagues.

The Scheme for newly-appointed University Officers seeking a College Fellowship is set out at the [Office of Intercollegiate Services](#).





# 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 the [Relocation Service - Accommodation Service](#) 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 the [Accommodation Service](#) website.



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

## CAMbens employee benefits

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





# 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 emergency family care support.

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 on the [Childcare Office](#) website

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.

## Your wellbeing

The University's Sport Centre, Counselling Services and Occupational Health are just some of the support services available to University employees to promote their physical and mental wellbeing. There are many societies in Cambridge catering for almost every taste and interest. Whether you want to take part in a sport, participate in music or drama, pursue a hobby, or join a political group, you will almost certainly find that a society exists for this purpose. The University also hosts the interdisciplinary [Cambridge Festival](#), as well as [Open Cambridge](#) weekend, which together attract over 50,000 visitors per year. The festivals are a great opportunity to get your first taste of public engagement, through volunteering, supporting hands-on activities or proposing a talk.

## Development opportunities

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





# How to apply

Applications should be submitted online via [the University of Cambridge jobs page](#) by clicking “Apply online” in the job advert. You will need an email address to register for our online system.

Please ensure that in the Upload section of the online application you provide:

- A covering letter setting out why you are applying and how your experience and plans address the person specification in the further particulars (1000 words maximum).
- A teaching statement, up to two pages, outlining your teaching experience and philosophy and any innovations you may wish to introduce
- A full CV, including a full list of publications. The Department is committed to the responsible use of bibliometrics and applicants are asked not to include raw citation counts, Journal Impact Factors or H-index metrics in their applications.
- The names and contact details of three academic referees. They will only be contacted if you are shortlisted for interview.

The closing date for applications is: **7 September 2025 (midnight BST)**. The selection panel will meet soon after the closing date to produce a short-list. Short-listed candidates will be invited to visit the Department, **give a lecture and attend a formal interview which is expected to take place in person in the week beginning 10 November 2025**. We expect the successful applicant to be in post by 1st October 2026 at the latest.

Informal enquiries are welcomed and should be directed to:  
Professor Rebecca Kilner (Head of Department)  
Email: [hod@zoo.cam.ac.uk](mailto:hod@zoo.cam.ac.uk)

If you have any queries regarding the application process please contact  
Anastasia Nezhentseva (HR & Grants Coordinator)  
Email: [an286@cam.ac.uk](mailto:an286@cam.ac.uk)