

Teaching Associate in Irish Language

Department of Anglo-Saxon, Norse, and Celtic

Closing Date: Sunday 20 July 2025

Job Reference: GH46482



Teaching Associate

Salary:

£35,116—£45,413

Contract:

Fixed term for 3 years

Location:

Central Cambridge

Department:

Department of Anglo-Saxon,
Norse, and Celtic

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 Department of Anglo-Saxon, Norse, and Celtic wishes to appoint a Teaching Associate starting from 1 October 2025 for a period of 3 years in the first instance. The role holder will teach Irish language at all levels and will develop students' interest in and understanding of Irish culture through classes and related events.

The post holder will be required to teach Modern Irish language classes at beginner, intermediate and advanced levels and to educate students more broadly in relation to Irish culture. An ability to offer some teaching of language and literature pertaining to earlier stages of Irish is desirable, as is an ability to contribute to other work of the Department of Anglo-Saxon, Norse, and Celtic.

Key Responsibilities

The successful candidate will be expected to undertake the following duties and responsibilities:

- To plan, prepare and deliver classes in Modern Irish at beginner, intermediate and advanced levels.
- To develop and maintain the virtual learning (Moodle) site and associated material pertaining to Irish language teaching and learning.
- To organize events to develop students' interest in and understanding of Irish culture more broadly.
- To contribute to other teaching and examining and related activities in the Department of Anglo-Saxon, Norse, and Celtic, as appropriate.
- To engage in other duties as required by the Head of Department of Anglo-Saxon, Norse, and Celtic commensurate with the nature and grade of the post.

Further information on the Department is available at <https://www.asnc.cam.ac.uk>.

Person specification

	Essential	Desirable
Education		
Applicants should have a good first degree and a doctorate (awarded before 1st October 2025) in a relevant subject area	✓	
Specialist Knowledge and Skills		
Proven expertise in the field of Irish language and culture and fluency or near fluency in Modern Irish.	✓	
Interpersonal and Communication		
Excellent interpersonal and communication skills are required to explain concepts and materials and to develop and encourage the commitment to learn in others and to present material to a range of audiences	✓	
Relevant Experience		
Experience of successfully developing and delivering teaching at University level, or an equivalent institution	✓	
Given the strong research culture of the Department, evidence of developing research activity and a bibliography of publications commensurate with a candidates stage of career, will be considered highly desirable		✓
Experience of administration in an academic environment		✓
Ability to work as part of a team	✓	
Ability to play an effective role in the life and work of the Department of Anglo-Saxon, Norse, and Celtic	✓	

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 Anglo-Saxon, Norse, and Celtic



The Department of Anglo-Saxon, Norse, and Celtic, in the University of Cambridge, is a formally constituted department in the Faculty of English. It has an established complement of nine University Teaching Officers (UTOs), each of whom is required to give a range of lectures, classes and seminars; to examine in the ASNC Tripos; to teach and examine in the MPhil programme; and to provide postgraduate supervision. The Department currently has about 70 undergraduates (spread over three years), and about 30 graduate students (MPhil and PhD).

The Faculty of English is located in a modern building at 9 West Road. Several other Arts and Humanities Faculty buildings, including the main lecture buildings, are located on the same site. The University Library (a copyright deposit library) is nearby. Provision in the Faculty building for the Department of ASNC consists of offices for academic, research and administrative staff and a common room or meeting room, with access to all other facilities. The Faculty and Departmental libraries are also housed in the building.

ASNC has a strong record of attracting external funding for major research projects and hosts a number of postdoctoral researchers. Among those the Department currently hosts are projects on medieval Irish landscape literature (Dindshenchas) and the electronic Dictionary of medieval Irish (www.dil.ie). Research conducted in the Department of Anglo-Saxon, Norse, and Celtic, as well as the impact of that research outside academia, formed part of the University of Cambridge's submission to 'Modern Languages and Linguistics' in the Research Excellence Framework (REF) 2021, alongside the research of our colleagues in the Faculty of Modern and Medieval Languages and Linguistics (MMLL). Research produced by fourteen members of the Department at various career stages was submitted for assessment, as well as two case studies relating to the impact of the Department's research on contemporary culture and society. 85% of Cambridge's overall submissions within the Modern Languages and Linguistics Unit of Assessment of which ASNC forms part have been rated as 'world leading' or 'internationally excellent'.

The Department of Anglo-Saxon, Norse, and Celtic

The ground covered by the Department can be expressed in terms of its main subject areas:

- Old English language and literature;
- Old Norse language and literature;
- Medieval Welsh language and literature;
- Medieval Irish language and literature;
- Insular Latin language and literature;
- The history and culture of England before the Norman Conquest;
- The history and culture of the Gaelic- and Brittonic-speaking peoples;
- The history and culture of the Scandinavian peoples in the viking age;
- Palaeography and codicology.

Needless to say, there is much scope for overlap and interaction between these areas, and the Department depends for its success on the ability of each of its senior members to cover more of the ground than the main area for which he or she has primary responsibility. ASNC thus offers an academic environment that is distinctive in three respects.

First, it is cross-cultural, covering the history, languages and literatures of various peoples active in northern Europe in the early Middle Ages, separately and in relation to each other.

Secondly, it is interdisciplinary, enabling students to develop and apply expertise in a number of complementary disciplines, including language and literature, history and manuscript studies (as well as some archaeology, numismatics and place-name studies).

Thirdly, it is source-based, in the sense that particular importance is attached to the study and use of primary sources, both in their original languages and in translation.

The **ASNC Tripos** consists of a **two-year Part I**, for which undergraduates are required to offer a selection of six papers from a choice of fifteen (comprising four 'historical options', five 'linguistic and literary' options, a paper on palaeography and codicology, a dissertation and four papers on related subjects 'borrowed' from other Triposes), and a **one-year Part II**, for which undergraduates pursue four papers selected from a choice of eighteen (comprising thirteen advanced options taught within the Department and five papers 'borrowed' from other Triposes), as well as a compulsory dissertation.

In addition to these assessed courses, students are encouraged to develop their expertise in the relevant modern languages. Modern Icelandic teaching has been offered for some time, with financial support from the Icelandic Government, and thanks to a grant from the Irish Government Modern Irish teaching has also been offered since 2006.

The Department is responsible for the provision of teaching in the form of lectures, classes and seminars, and for examining in the ASNC Tripos. Other matters, such as admission to the University and the provision of 'supervisions' (i.e. tutorials) for undergraduates, are handled by the separate colleges.

Further information on the Department, including a Guide to the ASNC Tripos, brief descriptions of the courses currently taught and a list of the senior members of the Department is available on the Department's website: <http://www.asnc.cam.ac.uk>.

The School of Arts and Humanities



The School of Arts and Humanities is one of six schools in the University and it is currently comprised of:

- Faculty of Asian and Middle Eastern Studies
- Faculty of Architecture and History of Art
- Faculty of Classics
- Faculty of Divinity
- Faculty of English
- Faculty of Modern and Medieval Languages and Linguistics
- Faculty of Music
- Faculty of Philosophy
- Centre for Research in the Arts, Social Sciences and Humanities
- University of Cambridge Language Centre
- Institute for Technology and Humanity

Combined, these institutions have a total annual budget in excess of £45million, 700 staff and 3,500 students. The School has recently agreed a new strategic plan, which sets out its overarching vision and objectives.

Vision

The Strategic Vision of the School of Arts and Humanities is to retain its position in the world top five. We see this not as a simple metric but as a challenge for which we must foster a culture and practice of openness: to countries and traditions around the globe, to major themes, to new ways of teaching, to diversity in our student intake and staff recruitment, to inclusiveness in our career development, and to the breaking down of structures that prevent us achieving the ambitious goals we set ourselves.

Terms of appointment

Tenure and probation

Appointment will be made on a fixed-term basis for 3 years. Appointments will be subject to satisfactory completion of a probationary period, which will be set dependent on the role and the length of tenure.

Hours of Work and Working Pattern

The appointment is full-time working Monday—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: [Pensions |](#)

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 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 <http://www.admin.cam.ac.uk/offices/hr/staff/disabled/>

We encourage you to declare any disability that you may have, and any reasonable adjustments that you may require, in the section provided for this purpose in the application form. This will enable us to accommodate your needs throughout the process as required. However, applicants and employees may declare a disability at any time.

If you prefer to discuss any special arrangements connected with a disability, please contact the Schools HR team who are responsible for recruitment to this position on sahhr@admin.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



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.

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.

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'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.



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 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.

In order for your application to be considered, please upload the following:

- Curriculum Vitae (CV), including publications
- Cover Letter
- Names and contact details of **two referees** who are familiar with your work

If you upload any additional documents which have not been requested, we will not be able to consider these as part of your application.

Informal enquires about the role are welcomed and should be directed to Professor Rosalind Love, Head of Department of Anglo-Saxon, Norse, and Celtic at HoD@asnc.cam.ac.uk. If you have any questions on the application process, please contact the School’s HR Team on sahhr@admin.cam.ac.uk.

The closing date for applications is midnight (BST) on Sunday 20 July 2025. Interviews are planned for Thursday 14 August 2025.

