

Teaching Associate in Philosophy (temporary cover)

Faculty of Philosophy

Closing Date: Monday 28 July 2025
Job Reference: GV46606



Teaching Associate

Salary:

£35,116—£45,413

Contract:

Fixed-Term—12 months to provide temporary cover

Location:

Central Cambridge

Faculty:

Faculty of Philosophy

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 Faculty of Philosophy is seeking to appoint a temporary Teaching Associate in Philosophy for 12 months from 1 September 2025. The position is to provide cover during the absence of another staff member .

The successful candidate will hold a philosophy PhD or about to be awarded their PhD by the beginning of the appointment. We expect the successful applicant to be actively pursuing research in Philosophy.

This post requires teaching expertise at a level that is at the forefront of academic practice. Ability to teach central topics at undergraduate and Masters level in ethics and epistemology is essential. The ability to teach in other areas would be an advantage.

The person appointed will be required to give around 40 lectures during the academic year, to supervise MPhil students, to examine at both undergraduate and MPhil level, and to contribute to the administrative functions of the Faculty.

The successful applicant will also have the opportunity to participate in College teaching for additional remuneration.

Key Responsibilities

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

- To plan, prepare and deliver lectures, seminars and classes in the Faculty
- To contribute to the delivery of the MPhil, including supervising and examining dissertations and coursework; to participate in postgraduate admissions and administration as necessary;
- To contribute to the development of Faculty undergraduate teaching through membership of the Faculty Teaching Forum.
- To provide academic guidance and advice to undergraduate students
- To take part in examining, including the setting and marking of papers, and the marking of undergraduate dissertations.
- To update teaching materials, including reading lists and other pedagogical documentation ready for the following academic year;
- Other duties as required by the Chair of the Faculty Board commensurate with the nature and grade of the post.

Person specification

	Essential	Desirable
Education		
Applicants should have a PhD in Philosophy (awarded before 1st September 2025)	✓	
Specialist Knowledge and Skills		
Proven expertise in a relevant field, including ethics and epistemology	✓	
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, including lectures, seminars and small group teaching	✓	
Given the strong research culture of the Faculty, evidence of developing research activity and a bibliography of publications commensurate with a candidate's stage of career, will be considered highly desirable		✓
Experience of administration in an academic environment		✓
Experience of, and/or aptitude for organizing and participating in collaborative teaching and research		✓

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 Faculty of Philosophy



Philosophy has a distinguished history at Cambridge, beginning with the Cambridge Platonists in the 17th century, and major founding figures of analytic philosophy in the early 20th century. The Faculty continues to be one of the world's leading institutions for teaching and research in Philosophy. It is part of the University's School of Arts and Humanities.

People

The Faculty has a team of first-rate academic staff and also attracts excellent undergraduate and postgraduate students. Our undergraduate degree is one of the best single-subject Philosophy degrees in the UK. Our postgraduate programmes have trained philosophers now working all over the world. We have about 150 undergraduates and about 50 postgraduate students.

We have 13 permanent academic University Teaching Officer (UTO) posts. Our teaching and research community is enhanced by temporary teaching staff, affiliated lecturers, and research fellows. The Faculty also has collaborative teaching and research links with colleagues in other parts of the University including Classics, History and Philosophy of Science, Law, Politics and International Studies, Psychology, Mathematics, the Judge Business School, and Medicine.

The Faculty is a friendly and informal place to work. It has an excellent administrative team including dedicated library and IT support. The Faculty is committed to equality, diversity and inclusion. There is a dynamic Cambridge Minorities and Philosophy Group, and the Faculty has an active Equality Working Group with wide representation from staff and students.

Research

The Faculty has a lively research culture. Research seminars are held throughout the academic year, providing many opportunities for stimulating philosophical discussion and debate. A wide range of invited speakers give papers each week at the Moral Sciences Club during term-time. In addition there are regular specialist seminars, reading groups and workshops covering a wide variety of subjects. Members of the Faculty have research interests in most central areas of philosophy, including metaphysics, logic, philosophy of language, ethics, political philosophy, moral psychology, epistemology, philosophy of mathematics, feminist philosophy, philosophy of science, and the history of philosophy. We have close links with the Centre for the Study of Existential Risk, and the Leverhulme Centre for the Future of Intelligence, which were founded through the Faculty. We also have close relationships with other Departments, Faculties, and Centres, including the History and Philosophy of Science, Classics, Politics and International Studies, Psychology and Behavioural Science, the Centre for Gender Studies, and the Centre for Research in the Arts, Social Sciences and Humanities. The Faculty is involved in diverse research groups and projects, as well as national and international networks. We regularly welcome visiting academics and postgraduate students from around the world. The University has generous arrangements for paid sabbatical leave (one term for every six terms of service). The Faculty also encourages applications for British Academy, AHRC and other research support schemes, and we have a strong track record of success.

The Faculty of Philosophy

Postgraduate Programme

All Faculty members contribute to postgraduate admissions, supervising and examining. There is a high demand for places on our MPhil and PhD programme, from applicants within the UK and from around the world. The Director of Postgraduate Admissions oversees the admissions process. The MPhil programme is a 9-month course that provides a rigorous introduction to philosophical research. Each MPhil student has an academic Advisor. Students submit two research essays and a dissertation, for which they are individually supervised. Students take part in a weekly seminar in which they learn presentation and discussion skills. The MPhil Course Director oversees the MPhil programmes. Each PhD student has a Main Supervisor and a Second Supervisor. There is a fortnightly postgraduate seminar and students are also encouraged to attend other research seminars and groups. PhD students take an active role in teaching our undergraduate students, and many take the opportunity to organise seminars or workshops. The Faculty runs a training programme for philosophy postgraduate students. Additional training and advice is provided by the University's Centre for Personal and Professional Development, the School of Arts & Humanities, the Language Centre and the Careers Service. The Director of Postgraduate Studies oversees the PhD programme and general postgraduate arrangements.

Undergraduate Programme

All Faculty members contribute to undergraduate teaching and examining. Philosophy is a full-time undergraduate degree course lasting for three years. The Faculty organises lectures, classes, discussion groups, seminars and examinations. Colleges arrange weekly supervisions. Students usually have one-to-one supervisions (or this can sometimes be in pairs during the first year). Assessment is mainly by written exams at the end of each year. Students have the option to choose submitted coursework (extended essays) in the 2nd and 3rd years, and/or a dissertation in the 3rd year.

In the 1st year (Part IA) all the subject papers are compulsory. These are: Metaphysics; Ethics and Political Philosophy; Set Texts; Meaning; and Formal Methods. In the 2nd year (Part IB) Knowledge, Language and the World is compulsory. In addition, students choose any three papers from the following: Aesthetics and Philosophy of Art; History of Analytic Philosophy; Ethics; Greek and Roman Philosophy; Early Modern Philosophy; Epistemology and Metaphysics of Science; Political Philosophy; Introduction to Experimental Psychology; and Jurisprudence. In the 3rd year (Part II) there are no compulsory papers and students choose any four papers from the following: Metaphysics; Philosophy of Mind; Ethics; Kant; Philosophy in the Long Middle Ages; Philosophy of Science; Mathematical Logic; Philosophical Logic; Wittgenstein and his Successors; Political Philosophy; relevant papers from the Classics Tripos.

The Faculty website has information for prospective and current undergraduates (including reading lists and syllabi), as well as information from the Careers Service about the range of career destinations for our recent postgraduates.



The Faculty of Philosophy

Accommodation and Resources

The Faculty and Library areas are in the Raised Faculty Building on Sidgwick Avenue. There is a Postgraduate Centre, meeting rooms and offices for support and academic staff, and an informal common room area for staff and students. We have a Philosophy Library named after Casimir Lewy with about 15,000 books and about 38 journals. It provides useful working space and other resources for students and staff. Most of the other Humanities Faculties are nearby at the same site. It is a 5- minute walk to the University Library, a copyright deposit library with more than 8 million books and over 250 Philosophy journals. More information can be found on the Faculty website.

The Colleges

The University and the Colleges are linked in a complicated historical relationship that is mutually beneficial but not simple. The teaching of undergraduate students is shared between the Colleges, and the University's Faculties and Departments: the Colleges arrange individual and small group teaching ('supervision'); the Faculties and Departments provide lecturing, classes, and advanced supervisions. Students (both postgraduate and undergraduate) are admitted by one of the 31 Colleges, although in the case of postgraduate students the Faculties and Departments determine admissions before the Colleges are involved. Almost all undergraduates, and many postgraduate students, live in a College.

Most academic staff will also be invited to join a College as a teaching or professorial Fellow.

College teaching is remunerated separately from the University teaching, and appointment to a College is a separate matter from a University appointment. Membership of a College adds an important social and intellectual dimension for many academic staff. The Chair of the Faculty or senior colleagues can give more advice.



The School of Arts and Humanities



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

The School's institutions together have over 700 staff and 3,500 students, with an annual budget in excess of £45 million. 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 of 12 months to provide temporary cover during the absence of another member of staff. 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: 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 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.

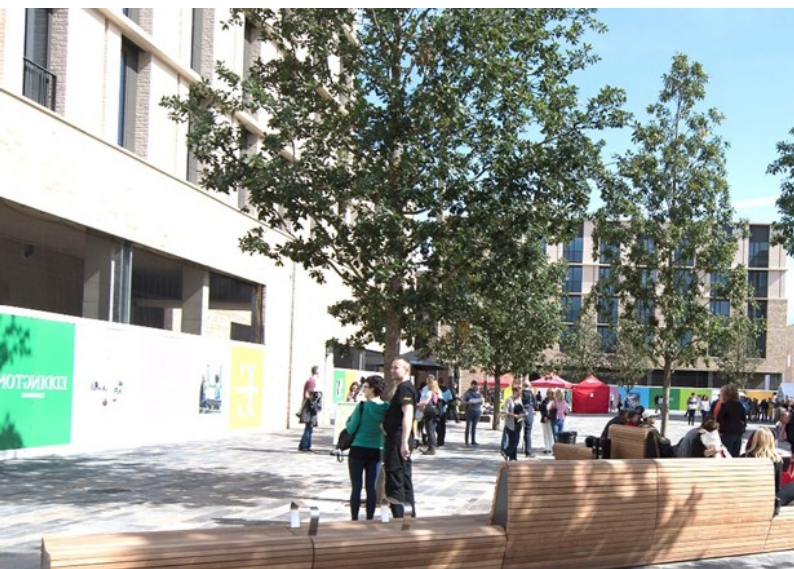
If you prefer the faster pace of life, London is a 45-minute train journey away. For those travelling from overseas, Stansted Airport is just 45 minutes away and Heathrow Airport under 2 hours away. The University is a short distance from a host of other attractions such as Ely Cathedral, Newmarket Races 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.

For your application to be considered, please ensure that you upload the following documents to your online application:

- Cover letter
- CV, with publications
- Writing sample of recent work (not exceeding 10,000 words)
- The names and addresses of **two referees** who are familiar with your work. Please ask your referees to submit their references directly to references@csah.cam.ac.uk by the closing date.

Informal enquiries are welcomed and should be directed to Professor Alexander Bird, Chair of Faculty, on ajb368@cam.ac.uk. If you have any queries regarding the application process please contact the Schools HR team on SAHHR@admin.cam.ac.uk

The closing date for applications is midnight (BST) on Monday 28 July 2025. Interviews are planned for w/c 4 August 2025, subject to change.

