

**Further Information: HR7.**

Job title	Research Assistant/Associate in Novel Materials for Stratospheric Aerosol Injection (Delivery)
Grade	5/7
Salary range	Research Assistant: £32,546 - £35,116 Research Associate: £37,174 - £45,413
Staff Group	Research
Department / Institution	Department of Engineering

## Role-specific information

### Role Summary

A position exists for a Research Associate/Assistant in the Department of Engineering to develop a method for delivering aerosols to the stratosphere. Stratospheric Aerosol Injection (SAI) is a type of “geoengineering” which involves introducing sub-micron particles in the upper atmosphere (around 15-20km) which has the effect of increasing the reflectivity (albedo) of the planet. The most commonly considered aerosols are sulphur based given observations made on the eruption of Mt Pinatubo in 1991. Somewhere around 30 million tonnes of sulphur dioxide was released to an altitude of over 20km which resulted in a cooling of near 1degC for a period of about a year. The concept of geoengineering is to emulate the Pinatubo eruption with man-made injection of aerosol particles into the stratosphere. Many projects have investigated the impact of sulphate injection, and it is thought that there may be unwanted side effects of increased sulphate in the stratosphere. There are other non-sulphate aerosols that might be injected such as silicon dioxide, calcium carbonate, titanium dioxide and many others. This project is aimed at better understanding the delivery and dispersion of non-sulphate aerosols. The particle sizes needed to scatter solar radiation are around 0.2 to 0.5 microns in diameter.

The project will involve a combination of experimentation and modelling. The Research Associate/Assistant will first explore the range of possible non-sulphate aerosols – mostly powdered ceramics with different coatings – and will consider how to create a steady flow of 1000 Bar low voidage emulsion (particle voidage greater than 40%). Alternatives include a high-pressure pump or batch filling and depressurising into a buffer / separation vessel from which a continuous emulsion flow and recycled gas flow is taken. The work will include the design and scaleup and perhaps the construction of a large-scale system which can be tested at ground level. There is no plan to test any device in the stratosphere.

The specific goals include:

- (a) Explore the range of candidate particles and their properties with different coating technologies.
- (b) Evaluate the various options for valves of abrasive nitrogen or air slurry.
- (c) Devise an experimental setup to test possible systems.
- (d) Devise methods for batching to produce a continuous stream
- (e) Optimization and scaling up of the system.

The skills, qualifications and experience required to perform the role will include a good working knowledge of fluidization, fluid mechanics and compressible flow and an interest in practical design and experimentation. It will be helpful to have a working knowledge of multi-phase flows, and in particular of abrasive slurries. The applicant will have obtained or be close to obtaining a PhD in Chemical Engineering, Colloid Science, Mechanical Engineering, Engineering Science or Applied Maths – with fluid mechanics included as part of the study.

Appointment at Research Associate level is dependent on having a PhD. Those who have submitted but not yet received their PhD will be appointed at Research Assistant level, which will be amended to Research Associate once the PhD has been awarded.

## Key Responsibilities

<b>Research and scholarship:</b> Develop research objectives and proposals for own or joint research; Conduct individual and collaborative research projects; Write up research work for presentation and publication; Continually update knowledge and understanding in field or specialism; Translate knowledge of advances in the subject areas into research activity; Produce lab scale equipment capable of supplying continuously 1000 Bar dense phase slurries (particle voidage of at least 40%) of c 0.3 micron particulates. Concern for safety of high pressure systems Manage own research and administrative activities, with guidance if required. Assist in the preparation of proposals and applications to external bodies, e.g. for funding and contractual purposes; Communicate material of a specialist or highly technical nature.	<b>70%</b>
<b>Teaching and learning support:</b> May assist in the supervision of student projects; Provide limited supervision/instruction to classes; May assist in the development of student research skills; Plan and deliver seminars relating to research area.	<b>5%</b>
<b>Liaison and networking:</b> Liaise with industrial companies, colleagues and students; Build internal and external contacts and participate in networks for the exchange of information, and form relationships for future collaboration; Liaise with external collaborators of the project.	<b>20%</b>
<b>Planning and organising:</b> Plan the use of research resources, laboratories and workshops as appropriate; Plan and manage own research activity in collaboration with others; Contribute to planning of joint research projects led by principal investigator.	<b>5%</b>

<b>Location</b>	Department of Engineering, Trumpington Street, Cambridge. CB2 1PZ
<b>Working pattern</b>	Full time
<b>Hours of Work</b>	<p>Your employment is full time</p> <p>There are no conditions relating to hours and times of work but you are expected to work such hours and days as are reasonably necessary for the proper performance of your duties. Your times of work should be agreed between you and your head of institution, or his/her nominee.</p>
<b>Length of appointment</b>	Until 10 June 2028
<b>Limited funding</b>	<p>This post is funded by a grant secured by the Centre for Climate Repair and, in the event that this funding should cease, the post may be at risk of redundancy. In the first instance, the funding supporting the post ends on 10 June 2028 and the head of department, or his/her nominee, will keep the role holder informed of the funding situation.</p>
<b>Probation period</b>	Probation period is 6 months.
<b>Annual leave</b>	<p>Full time employees are entitled to annual paid leave of 6.6 weeks (or 41 days for those working full time), inclusive of public holidays (pro-rata for part-time staff). The period for calculating entitlement to holiday leave in any particular year is the academic year i.e. 1 October to 30 September.</p>
<b>Pension eligibility</b>	<p>You will automatically become a member of the Universities Superannuation Scheme (USS) on commencement of employment.</p> <p>Please note that it is not possible to opt out of the scheme until you have received certain specified information about the pension scheme and this will be sent to you shortly after you have been paid for the first time.</p> <p>Pension scheme details are available on our web pages at: <a href="http://www.pensions.admin.cam.ac.uk/">http://www.pensions.admin.cam.ac.uk/</a>. Information about the legal requirement for the University to automatically enrol its eligible jobholders into a qualifying workplace pension scheme is available on our web pages at: <a href="http://www.pensions.admin.cam.ac.uk/auto-enrolment-workplace-pensions">http://www.pensions.admin.cam.ac.uk/auto-enrolment-workplace-pensions</a>.</p>
<b>Retirement age</b>	<p>The University does not operate a retirement age for research staff. Further details are available in the University Retirement Policy on our web pages at <a href="http://www.hr.admin.cam.ac.uk/policies-procedures/retirement-policy/statement-policy">http://www.hr.admin.cam.ac.uk/policies-procedures/retirement-policy/statement-policy</a>.</p>

## Person Profile

This section details the knowledge, skills and experience we require for the role.

<b>Education &amp; qualifications</b>	Applicants will have obtained or be close to obtaining a PhD in Mechanical Engineering, Engineering Science or Applied Maths – with fluid mechanics included as part of the study.
<b>Specialist knowledge &amp; skills</b>	Good understanding of fluid mechanics and in particular liquid-vapour phase change. Familiarity with experimental working, and either use of or development of mathematical modelling techniques.
<b>Interpersonal &amp; communication skills</b>	Clear communicator and able to work within a team.
<b>Relevant experience</b>	Applicants should have some relevant research experience.
<b>Additional requirements</b>	Drive and enthusiasm, ability to manage own workload, and an enquiring mind. Interest in the topic of Climate Repair, and in particular potential approaches to limit the amount of insolation reaching the earth.

## Terms and Conditions

### Pre-employment Check Requirements

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. If you need further information, you may find the Right to Work page within the 'Applying for a job' section of the University's Job Opportunities pages helpful (please see <http://www.jobs.cam.ac.uk/right/have/>).

### Application Process

To submit an application for this vacancy, please click on the link in the 'Apply online' section of the advert published on the University's Job Opportunities pages. This will route you to the University's Web Recruitment System, where you will need to register an account (if you have not already) and log in before completing the online application form.

As noted in the advertisement, this vacancy is being studied as part of the Action Research on Research Culture project (ARRC) (<https://www.bennettinstitute.cam.ac.uk/research/research-projects/research-culture/>).

The ARRC team are investigating the effects of CV format on shortlisting. You are therefore required to submit both your standard CV and a narrative CV, and a covering letter to apply for this post, regardless of your decision to take part in the study. You should use this Narrative CV template (based on the Royal Society Résumé for Research) available in Word and PDF format from the template attached to this job ad and available from <https://www.bennettinstitute.cam.ac.uk/wp-content/uploads/2022/06/Narrative-CV-Template-Resume-for-Research.docx>. Try not to let your CV go over 3 pages; don't worry if it is shorter.

Some useful resources on preparing a narrative CV from the University of Oxford can be found here:

<https://researchsupport.admin.ox.ac.uk/learn-more-about-developing-a-narrative-cv>

Both types of CVs will be used together to make shortlisting decisions, so don't worry if the Narrative CV format is unfamiliar to you. Your choice of whether to participate in the study will not affect your chance of being appointed: no one involved in the decision making will be told who has agreed to participate until the hiring decision has been made.

If you consent to take part in the study, the ARRC team will use information from the shortlisting process to understand the impact of CV format. Full details on the study can be found in the ARRC participant information sheet [either included as a section of the further particulars or as a separate file uploaded to this job ad]

The ARRC team will contact you by email to ask if you are willing to participate in the ARRC study. If you have questions about participation in the ARRC project, please contact: [arrcproject@admin.cam.ac.uk](mailto:arrcproject@admin.cam.ac.uk)

If you have any questions about this vacancy, please contact Professor Hugh Hunt ([hemh1@cam.ac.uk](mailto:hemh1@cam.ac.uk)) for enquiries of a technical nature and Liz Howard ([div-c@eng.cam.ac.uk](mailto:div-c@eng.cam.ac.uk)) for queries related to the application process.

## General Information

### The University of Cambridge

The University of Cambridge is one of the world's oldest and most successful Universities, with an outstanding reputation for academic achievement and research. It was ranked first in the 2011 QS World University Rankings and its graduates have won more Nobel Prizes than any other university in the world. The University comprises more than 150 departments, faculties, schools and other institutions, plus a central administration and 31 independent and autonomous colleges.

The University and the Colleges are linked in a complex historical relationship. The Colleges are self-governing, separate legal entities which appoint their own staff. They admit students, provide student accommodation and deliver small group teaching (supervisions). The University awards degrees and its faculties and departments provide lectures and seminars for students, determine the syllabi for teaching and conduct research.

There is much more information about the University at <http://www.cam.ac.uk/univ/works/index.html> which we hope you will find helpful.

### Department of Engineering

The Department of Engineering is the largest department in the University of Cambridge, representing approximately 10% of the University's activities by the majority of common metrics, and is one of Europe's largest integrated engineering departments. It achieves the highest standards in both research and teaching. Its international reputation attracts the best students, academics, sponsors and partners from around the world.

The Department seeks to benefit society by creating world-leading engineering knowledge that fosters sustainability, prosperity and resilience. We share this knowledge and transfer it to industry through publication, teaching, collaboration, licensing and entrepreneurship. By integrating engineering disciplines in one department, we can address major challenges and develop complete solutions, serving as an international hub for engineering excellence.

The Director and Deputy Director of the Centre for Climate Repair (CCR) are based in the Department of Engineering. CCR is a multi-disciplinary centre focused on developing and scaling up approaches which can tackle climate change. The approaches are based on supporting the overall strategy which is **Reducing** emissions, **Removing** greenhouse gases from the atmosphere, and **Refreezing** the Arctic. [www.climaterepair.cam.ac.uk](http://www.climaterepair.cam.ac.uk)

## What the University can offer you

One of our core values at the University of Cambridge is to recognise and reward our staff as our greatest asset. We realise that it's our people who have built our outstanding reputation and that we will only maintain our leading position in the academic world by continuing to attract and retain talented and motivated people. If you choose to come and work with us, you will find that we offer:

- **Excellent benefits** – You will be eligible for a wide range of competitive benefits and services, including numerous discounts on shopping, health care, financial services and public transport. We also offer defined benefits pension schemes and tax-efficient bicycle, car lease and charity-giving schemes.

We will help you balance your home and work life by providing you with generous annual leave entitlement and procedures for requesting a career break or flexible working arrangements if you need them. You will also have access to a range of well-being support services, including in-house Occupational Health and Counselling services. If you have childcare responsibilities, you may also benefit from the enhanced maternity/adoption pay, two nurseries and a holiday play scheme that we provide.

We are keen to welcome new employees from other parts of the UK and other countries to Cambridge. If you will be relocating to Cambridge on a centrally funded appointment of two years or more, you may be eligible for our relocation expenses scheme. The University Accommodation Service will also be available to help you find suitable rented accommodation and to provide advice on renting arrangements and local facilities, if required. In addition, certain academic and academic-related appointments are eligible for the Shared Equity Scheme which offers financial assistance with the purchase of living accommodation. You may find the pages at [www.internationalstaff.ac.uk](http://www.internationalstaff.ac.uk) helpful in planning a relocation.

- **A welcoming and inclusive environment** - We will help you settle into your new role and working environment through a central University induction event, local induction activities and our online induction package. Where appropriate to your role, you will have a probation period to provide a supportive framework for reviewing your progress and discussing your training and development needs.

If you are relocating to Cambridge, you and your family will be welcome to attend the Newcomers and Visiting Scholars Group, which provides an opportunity to find out more about Cambridge and meet other people new to the area.

- **Extensive development opportunities** - The encouragement of career development for staff is one of the University's core values. We put this into practice through various services and initiatives, including:
  - A wide-range of training courses and online learning packages.
  - The Staff Review and Development (SRD) Scheme, which is designed to enhance work effectiveness and facilitate career development post-probation.
  - Leave for career and personal development, including long-term study leave for assistant staff and sabbatical leave for academic staff.
  - The CareerStart@Cam programme, which supports assistant staff roles without higher education qualifications to develop their skills, experience and qualifications. Assistant staff may also apply for financial assistance for study which results in a qualification.
  - Reduced staff fees for University of Cambridge graduate courses.
  - The opportunity to attend lectures and seminars held by University departments and institutions.
  - Policies and processes dedicated to the career development of researchers and the implementation of the principles of the Concordat, which have led to the University being recognised with an HR Excellence in Research Award by the European Commission.

You can find further details of the benefits, services and opportunities we offer can be found in our CAMBens Employee Benefits web pages at <http://www.admin.cam.ac.uk/offices/hr/staff/benefits/>. A range of information about living and working in Cambridge is also available to you within the University's web pages at <http://www.jobs.cam.ac.uk/> and <http://www.admin.cam.ac.uk/offices/hr/staff/>.

## Equality of Opportunity at the University

We are committed to a proactive approach to equality, which includes supporting and encouraging all under-represented groups, promoting an inclusive culture and valuing diversity. We make selection decisions based on personal merit and an objective assessment against the criteria required for the post. We do not treat job applicants or members of staff less favourably than one 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.

We have various diversity networks to help us progress equality; these include the Women's Staff Network, the Disabled Staff Network, the Black and Minority Ethnic Staff Network and the Lesbian, Gay, Bisexual and Transgender Staff Network. In addition, we were ranked in the top 100 employers for lesbian, gay and bisexual (LGB) staff in Stonewall's Workplace Equality Index 2013 and we hold an Athena SWAN silver award at organisation level for promoting women in Science, Technology, Engineering and Medicine.



The Department is committed to promoting gender equality as part of a landscape of encouraging diversity, tolerance and a culture of mutual support. The dedicated Diversity Committee oversees equality, diversity and inclusion related activities in the Department, and holds regular events to promote Engineering to under-represented groups. The Department was first granted an Athena SWAN Silver Award in 2017, which was renewed in September 2020 to recognise the Department's ongoing commitment to advancing the careers of women in STEMM. The Department of Engineering continues to make excellent progress towards achieving gender balance amongst its staff and students. More information on the Athena SWAN Charter can be found [here](#).

## Information if you have a Disability

The University welcomes applications from individuals with disabilities and 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, Hilde Hambro who is responsible for recruitment to this position, on 01223 748243 or by email on [hh463@cam.ac.uk](mailto:hh463@cam.ac.uk). Alternatively, you may contact the HR Business Manager responsible for the department you are applying to via [hrenquiries@admin.cam.ac.uk](mailto:hrenquiries@admin.cam.ac.uk).



## Name

### Personal statement

*Provide a personal statement that reflects on your overarching goals and motivation for the activities in which you have been involved. [you can delete this guidance text from your CV]*

### Personal details

*Provide your personal details, your education, key qualifications and relevant positions you have held. [you can delete this guidance text from your CV]*

## Module 1 – How have you contributed to the generation of knowledge?

*This module can be used to explain how you have contributed to the generation of new ideas and hypotheses and which key skills you have used to develop ideas and test hypotheses. It can be used to highlight how you have communicated on your ideas and research results, both written and verbally, the funding you have won and any awards that you have received. It can include a small selection of outputs, with a description of why they are of particular relevance and why they are considered in the context of knowledge generation. Outputs can include open data sets, software, publications, commercial, entrepreneurial or industrial products, clinical practice developments, educational products, policy publications, evidence synthesis pieces and conference publications that you have generated. Where outputs have a DOI please only include this. [you can delete this guidance text from your CV]*

## Module 2 – How have you contributed to the development of individuals?

*This module can be used to highlight expertise you provided which was critical to the success of a team or team members including project management, collaborative contributions, and team support. It can include your teaching activities, workshops or summer schools in which you were involved (for undergrads, grads and post-grads as well as junior colleagues), and the supervision of students and colleagues. It can be used to mention mentoring of members in your field and support you provided to the advancement of colleagues, be it junior or senior. It can be used to highlight the establishment of collaborations, from institutional (maybe interdisciplinary) to international. It can be used to describe where you exerted strategic leadership, how you shaped the direction of a team, organisation, company or institution. [you can delete this guidance text from your CV]*

## Module 3 – How have you contributed to the wider research community?

*This module can include various activities you have engaged in to progress the research community. It can be used to mention commitments including editing, reviewing, refereeing, committee work and your contributions to the evaluation of researchers and research projects. It can be used to mention the organisation of events that have benefited your research community. It can highlight contributions to increasing research integrity, and improving research culture (gender equality, diversity, mobility of researchers, reward and recognition of researchers' various activities). It can be used to mention appointments to positions of responsibility such as committee membership and corporate roles within your department, institution or organisation, and recognition by invitation within your sector. [you can delete this guidance text from your CV]*

## Module 4 – How have you contributed to broader society?

*This module can include examples of societal engagement and knowledge exchange. It can include engagement with industry and the private sector. It can be used to mention engagement with the public sector, clients and the broader public. It can be used to highlight positive stakeholder feedback, inclusion of patients in processes and clinical trials, and other impacts across research, policy, practice and business. It can be used to mention efforts to collaborate with particular societal or patient groups. It can be used to highlight efforts to advise policy-makers at local, national or international level and provide information through the press and on social media. [you can delete this guidance text from your CV]*

### Additions

*Mention career breaks, secondments, volunteering, part-time work and other relevant experience (including in time spent in different sectors) that might have affected your progression as a researcher. [you can delete this guidance text from your CV]*



# UNIVERSITY OF CAMBRIDGE

## Testing the effect of narrative CVs on Postdoc recruitment study

Principal Investigators: Dr Steven Wooding (Research Strategy Office)

### Testing the effect of narrative CVs on Postdoc recruitment

Before you agree to take part in this study. Please review the information below which explains why the study is being carried out and what it will involve. If you are unsure whether you wish to take part, click 'No' to refuse consent.

#### Purpose of the study

Many people in research have concerns that scientific job applications place too much emphasis on publications and grants. Narrative CVs are being promoted as a way to reduce this emphasis – by giving applications space to directly expand on other skills and experiences. We are testing if Narrative CVs change how Principal Investigators (PI) select Applicants for interview.

#### Why have I been chosen?

You have approached us and expressed interest in the study; one of your colleagues suggested that you might be interested in the study; the PI you are recruiting with has agreed to take part in the study; we have randomly selected you from an area of the University where we do not have participating PIs; we became aware of your recruitment through the ROO grant system; or you were identified as a member of your faculty involved in the selection process of Leverhulme Early Career Fellowships.

#### Do I have to take part?

You do not have to take part. If you agree to be interviewed and later change your mind about taking part you can withdraw from the study at any time by contacting [arrcproject-consent@admin.cam.ac.uk](mailto:arrcproject-consent@admin.cam.ac.uk), you do not need to provide a reason. You can withdraw from the study at any time by contacting [arrcproject-consent@admin.cam.ac.uk](mailto:arrcproject-consent@admin.cam.ac.uk), you do not need to provide a reason. If you withdraw, we will collect no further data about you, data you have already provided will be retained in the study.

#### What will happen to me if I take part?

A very brief survey will follow the consent questions below if you select "Yes" to express your consent in taking part in the study. The survey will collect data on your demographic characteristics.

Soon after your consent is received, the research team will:

Support you to ask for Narrative CVs alongside the Standard CV and covering letter for your

recruitment. We will then provide you, and those recruiting with you, with sets of applications with only one type of CV to rank along with pre-filled scoring sheets. Once these have been completed, we will provide you, and those recruiting with you, with the full set of documents submitted by all applicants which you should use for your final shortlisting. We will ask you to record your individual rankings and the final agreed ranking of all applicants. HR will later provide us with the details of the Applicant that is recruited.

The research team may:

Interview you for 30-60 mins on Zoom about your experience of the recruitment process using Narrative CVs.

Where interviewees are happy to be recorded will use Descript platform to transcribe those interview recordings. According to Descript's data security policy the data they hold is encrypted at rest and in transit and cannot be decrypted by Descript (<https://www.descript.com/security>).

All other personally identifiable data will be held on network drives operated by the University of Cambridge with access restricted to members of the research team. Researchers' computers accessing and storing personally identifiable data will be password protected and have up to date operating systems and fully encrypted storage. Only members of the research team will have access to personally identifiable data collected during the project.

All personally identifying data will be held securely by the project and deleted 2 years after the project ends. Anonymised data (i.e., with identifying information removed) will be retained and made available for re-use by others through being deposited in a public repository. Anonymised and aggregate data will be used in project publications, this may include anonymised quotes.

Other PIs in Cambridge who are considering participation in this study may want to ask questions of PIs who have already participated in this study. Please let us know if you would like to be put in direct email contact with a previous participant so you can ask them any questions. If you do participate and would be willing to answer questions from future PIs considering participation, please answer 'Yes' to the relevant question on the consent form.

### **What do I have to do?**

You will rank and score the candidates twice. First, we will provide you with one CV per applicant (Narrative or standard) along with their covering letters and you will rank and score applicants based on the likelihood you would interview them. You will record these rankings and scores along with brief additional information on pre-prepared scoring sheets. Second, you will re-rank and re-score the candidates based on their full application bundle (both types of CVs) to select candidates for interview. You will then combine this ranking and scoring information with your fellow recruiters to produce a shortlist of candidates to interview and proceed with the recruitment as normal.

### **Are there possible disadvantages and/or risks to taking part?**

It is possible that applications requesting a Narrative CV in addition to the standard application materials will deter some applicants, we will be exploring whether the requirement deters candidates who would have been viable candidates. You will have to do more work in the shortlisting phase and this may delay your recruitment process as a whole.

### **Are there possible benefits to taking part?**

We hope there will be wider benefit to researchers as we will work to use the findings to improve research culture.

Because applicants will provide a Narrative CV in addition to their Standard CV we hope you will have more information on which to make shortlisting decisions.

### **Will my taking part be kept confidential?**

Your participation in the trial will be clear from the job advertisement so we cannot keep your participation in the study confidential. However, we will not attribute quotes to individuals and will anonymise quotes and data to prevent identification. We will check any quotes with you before including them in any written materials.

### **Will what I tell the researchers on the project team be kept confidential?**

Everything that you tell our researchers will be kept confidential to the extent allowed by law; unless we judge that your personal safety is at risk in which case we would alert Andi Hudson (University Director of HR) to suggest an appropriate course of action.

### **What will happen to the results of the research project?**

We will work to ensure that the results of this study influence the recruitment policies of research funders and Universities. Alongside which results of the study will be written up and published as an academic papers and/or presented at conferences. If you wish to be kept up to date with the results of this study please tick the relevant box on the consent section below.

### **Who is organising the study?**

The study is being organised by the University of Cambridge and funded by Research England, the Wellcome Trust and the University of Cambridge.

### **Who was responsible for the ethical review of the study?**

The project has been reviewed by the University of Cambridge Psychology Research Ethics Committee.

### **Who should I contact for further information?**

If you would like further information on the research project, please contact the research team by emailing [arrcproject@admin.cam.ac.uk](mailto:arrcproject@admin.cam.ac.uk).

### **What do I do now?**

If you are happy for your application to be used in the study please select 'Yes' on the relevant questions on the consent section below. If you are not happy to take part please select 'No'.

### **Resources to support you**

We hope your engagement with the project has been interesting and thought provoking; however, if it has reminded you of unacceptable behaviour by members of the University or you feel upset by anything that has been discussed you may find these resources helpful:

Dignity @ Work Policy

<https://www.hr.admin.cam.ac.uk/policies-procedures/dignity-work-policy>

Grievance and disciplinary matters <https://www.hr.admin.cam.ac.uk/hr-staff/information-staff/staff-guide/terms-employment/grievances>

University Counselling Service

For students: <https://www.counselling.cam.ac.uk>

For staff: <https://staff.counselling.cam.ac.uk>

For more information on the University's data protection policy see:

<https://www.information-compliance.admin.cam.ac.uk/data-protection/research-participant-data>