

Job title	Senior Research Associate Fellow of The Prince of Wales Global Sustainability Fellowship Programme (7 Posts)
Grade	Senior Research Associate (Grade 9)
Salary range	£40,792 to £51,630
Portfolio/ Team	Research
Department / Institution	University of Cambridge Institute for Sustainability Leadership

Role summary

The University of Cambridge Institute for Sustainability Leadership (CISL) is seeking to appoint a cadre of Senior Research Associates under The Prince of Wales Global Sustainability Fellowship Programme. Known as Fellows, these individuals will be appointed for a period of three years to conduct high-impact research relevant to one of the sustainability topics outlined in the table below (and expanded in the Supporting Document). Fellows will commence their research no later than October 2019, unless otherwise agreed. Applications are welcome from highly regarded researchers from any relevant discipline with a strong academic record and interest in conducting research in business, policy or civil-society contexts. Appointments will typically be full-time; however part-time applications at a minimum of 80% FTE will be considered. Individuals may also be appointed on alternative models such as secondment. Alternative forms of appointment are subject to approval by CISL and the host institution.

Please note: Internal candidates should apply using the same Web Recruitment System but stating in their application template that they would like to be considered for this opportunity on the basis of a secondment (or related model).

Overview of Fellowship Programme

The University of Cambridge Institute for Sustainability Leadership (CISL) has established The Prince of Wales Global Sustainability Fellowship Programme with an ambition to unlock the potential of the University to partner with business, government and finance institutions on real-world challenges and opportunities that must be addressed in order to build a sustainable economy.

The Programme aims to foster new cross-disciplinary thinking on sustainability, leading to practical insights, tools and recommendations for decision-makers to carry into their organisations alongside important advances in fundamental knowledge. From 2020 the Programme will be based at CISL's new premises; a low carbon retrofitted building in the centre of Cambridge, which will serve as a vibrant, collaborative atmosphere for transdisciplinary research, education, industry and policy engagement.

Working in close association with academic departments and Cambridge colleges, the Programme will attract outstanding candidates to undertake transdisciplinary research into themes such as health, social inclusion, industrial transformation, natural capital, sustainable finance, future cities and leadership for sustainability.

The Programme is currently funded to support research on the following themes:

- **Industrial transformation** – How will industries, jobs and markets evolve in future decades in response to global challenges, and how should public policy act with business to smooth this path and ensure economic development is inclusive and sustainable?
- **Social inclusion** – How can companies support more equitable access to income, opportunity and livelihoods at a grassroots level?
- **Health** – How can companies become agents of improved wellbeing in low-income countries through preventing the causes of ill-health?
- **Leadership** - How can companies shape the economy to deliver positive sustainability outcomes, while at the same time ensuring successful and resilient organisations?

In the future we hope the Programme will expand to cover the following additional themes:

- **Sustainable finance** – How can we create a finance system that incentivises and rewards long-term thinking?
- **Natural capital** – How can companies sustain the natural world and the resources it provides through their strategies and operating practices?
- **Future cities** – How can cities develop vibrant communities of healthy people, supported by clean, green energy, food, water and transportation systems?

HRH The Prince of Wales has agreed that the University can establish the Programme in his name to bring researchers together with influential corporate and policy practitioners across the globe. Launched in July 2018, it represents a public tribute to his leadership in the cause of protecting the environment, promoting healthy communities, and building sound economies around the world.

Research themes and topics

Funding for the Fellowships has been secured through philanthropic donations from companies, foundations and individuals. Some donors have also indicated a willingness to support reasonable costs associated with executing the research (e.g. fieldwork or data acquisition) subject to the development of a research plan. Stewardship of the Programme lies with CISL and the first round of recruitment is opening now. A second round of recruitment is planned for September 2019 and includes themes such as micro-nutritional deficiencies (Royal DSM), connected communities (Sainsbury's), climate risk and disclosure (Heathrow), purpose and leadership (Anglian Water).

Please note that we are currently only accepting applications for Fellowships opening in April 2019.

Each Fellow will be tasked with developing and leading a research project of relevance to one of the defined topics under the themes of industrial transformation, social inclusion and health.

Fellowships opening in April 2019 (more details in Supporting Document):

Theme	Topic	Summary description	Donor	Interview
Industrial transformation	Radical innovation and disruption	The implications of innovation and disruption associated with the transition to a sustainable economy.	Paul and Michelle Gilding	17 th June
	Transforming the pulp and paper industry	How trends of innovation and sustainability will reshape the future of the paper and pulp industry.	Sappi	5 th July
	Pathways to a circular economy	Business risks and opportunities provided by 'circular' versus 'linear' models of production and consumption.	Unilever	26 th June
Social inclusion	Resilient communities	Building community resilience through community engagement and charitable endeavours by the retail sector.	Asda	17 th June
	Luxury and inclusion	The role of luxury brands in contributing to inclusive societies and influencing business models.	Chanel	27 th June
	Infrastructure and sustainable communities	The effectiveness of China's Belt and Road Initiative (BRI) in delivering sustainable development at the local level.	The Equal Opportunities Foundation	24 th June
Health	Air quality and NCDs	The impacts of air quality on respiratory, oncological and cardiovascular disease prevalence.	AstraZeneca	8 th July

Role expectations and responsibilities

As experienced researchers, Fellows will be instrumental in supporting and maintaining the University's international reputation for excellence in research through the maintenance of 'best practice' standards for research design, data collection. They will remain compliant with CISL's Ethical Code for Research, and all relevant University policies and legal requirements. They will also mentor any early career researchers appointed to contribute to their research, should this opportunity arise during the course of their Fellowship.

Research impact, reporting and publication

Research must be directly relevant to the challenges set out in the topic, helping to catalyse the next generation of sustainability solutions. The success of each Fellowship will be measured in part by the quality of its academic output in line with best practice standards of the University, and in part by the extent to which Fellows are able to catalyse impact in this way.

Fellows will work under the overall guidance of CISL's Research Oversight Committee (ROC), which includes senior academics from across the University.

With support and guidance from CISL, Fellows will be expected to report regularly on progress in formats suitable for both academic and practitioner audiences, through:

- quarterly progress reports to CISL
- accessible publications, such as white papers, blogs, and/or online articles
- publication(s) in academic journals
- participation in seminars, conferences and industry relevant events.

In addition, Fellows may have the opportunity to enhance their impact by teaching on CISL's executive and graduate programmes, and/or supervising students studying for the MSt in Sustainability Leadership and other CISL graduate programmes. The precise nature of the teaching and supervision contribution is open to discussion. Substantive teaching or other commitments would require a reduction to the contracted working hours.

Organisational support and collaboration

Fellows will conduct their research at CISL and will be based in Cambridge in line with the percentage of their appointment. They will be expected to contribute to CISL's broader research ambitions through participation in internal and external meetings, funding proposals and where appropriate, industry and government engagement.

Fellows will report to, and work under the guidance of, CISL's research team which is overseen by CISL's Research Oversight Committee (ROC) of senior academics from across the University. They will also interact with relevant University research groups.

College affiliation

Cambridge colleges operate autonomously from the University and complement the work of academic departments by providing a stimulating environment for cross-disciplinary and social interaction, while also providing access to facilities and pastoral support. Should they wish, Fellows will be eligible to become members of Trinity College Post-Doctoral Society. Further information about the Trinity College Post-Doctoral Society can be found [here](#) and on their [events page](#).

Applications and appointment

Standard appointment

Selection will be based on personal merit, relevance of experience and interests, adherence to the eligibility criteria, and alignment with the ambition of the Fellowship Programme (see Overview, above). Fellowships are tenable for three years and will commence no later than October 2019, unless agreed otherwise. One Fellow will be appointed per research topic.

CISL offers the opportunity for Fellows to be employed on a full or part-time (minimum of 80% FTE) basis. CISL's available funding is primarily intended to cover the Fellow's salary. Candidates are welcome to supplement the available funding with additional sources. Such arrangements would be subject to agreement between the Fellow and CISL.

Alternative forms of appointment

CISL is open to secondments or similar arrangements that accommodate existing commitments. For a secondment, CISL could pay the Fellow's home institution for a replacement that covers the Fellow's duties at a rate no higher than the appointment of the Fellowship. Alternatively, if the Fellow joined CISL during a period of unpaid leave, CISL could compensate the Fellow with a grant up to a level commensurate with the salary of this advertised role. Candidates will be required to provide approval from their Head of Department (or equivalent) as part of their application. Further, candidates will only be eligible for this agreement if they hold a permanent academic post at a research institution or if their fixed term contract does not end during the three-year course of the Fellowship (the Fellowship may be terminated if the holder leaves employment at their home institution).

Profile and eligibility

Successful candidates will hold a PhD and have substantial postdoctoral experience, with a proven track record of research excellence in a field of relevance to one of the research topics (see table above and Supporting Document). The Fellows will be expected to make significant contributions to the overall aims and success of CISL's research programme, and to its transdisciplinary ethos.

More specifically, Fellows will be expected to possess:

- Sufficient breadth and depth of specialist knowledge to design and execute research of a high standard;
- The skills and experience to work independently and manage own workload with limited oversight, while also seeking to foster fruitful collaborations;
- The ability to continually update knowledge in the specialist area and engage in continuous professional development;
- Sufficient project management skills and experience to oversee a substantial research project, including financial management, establishing and maintaining relationships with key stakeholders, reporting and overseeing more junior staff, as required;
- The creativity and initiative to develop a new project and the intellectual energy and independent thinking necessary to deliver the research;
- Clear enthusiasm for engaging flexibly and responsively to opportunities for impact.

How to apply

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.

Please upload the following documents to the University's Recruitment System:

1. Cover letter
2. Full CV
3. Completed research proposal template containing a 1,000 – 2,000-description with a 100-word summary intended for a general audience. (The template is also available for download at <https://www.cisl.cam.ac.uk/research/prince-wales-global-sustainability-fellowship-programme>). The template requires the following to be included:
 - i. *Research theme and topic being addressed*
 - ii. *Justification and overview of the proposed research:*
 1. *The problem focus*
 2. *Clear aims and objectives*
 3. *Novelty and/or relevance*
 4. *Proposed research approach and methods*
 5. *Expected deliverables and contribution*
 - iii. *Indicative timeline/ schedule with milestones*
 - iv. *Proposed impact strategy for planned outputs.*
4. Proof of home institution support. (Only applicable in the event you wish to be considered for this opportunity on the basis of a secondment.)

If you have any questions about this vacancy or the application process, please contact the CISL Research Team research@cisl.cam.ac.uk.

Shortlisted applicants may be asked to provide a more detailed research proposal and strategy before the interview stage. The interview schedule is provided in the summary table above and we ask candidates to ensure their availability.

Screening 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 obtaining 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.

Key responsibilities

This section details, but is not an exhaustive list, of the specific activities or obligations for which we require and hold the role accountable.

Research and scholarship

- Develop research objectives, projects and proposals.
- Act as principal investigator on research projects.
- Conduct individual or collaborative research projects.
- Identify sources of funding and contribute to the process of securing funds.
- Extend, transform and apply knowledge acquired from scholarship to research and appropriate external activities.
- Write or contribute to publications or disseminate research findings using other appropriate media.
- Assess, interpret and evaluate outcomes of research.
- Make presentations at conferences or exhibit work in other appropriate events.
- Routinely communicate complex and conceptual ideas to those with limited knowledge and understanding as well as to peers using high-level skills and a range of media.
- Responsible for the delivery of own research programmes.

Teaching and learning support

- Contribute to the teaching and learning programmes in the department.
- Supervise postgraduate research students.

Liaison and networking

- Collaborate actively within and outside the Institution to complete research projects and advance thinking.
- Develop links with external contacts, such as other educational and research bodies.
- Originate and develop external networks, for example to identify sources of funding, generate income, obtain consultancy projects, or build relationships for future activities.

Planning and organising

- Plan, co-ordinate and implement research programme/s.
 - Manage the use of research resources and ensure that effective use is made of them.
 - Manage/monitor research budgets.
 - Help to plan and implement commercial and consultancy activities.
-

Managing people

- Mentor colleagues with less experience and advise on personal development.
 - Coach and support colleagues in developing their research techniques.
 - Carry out appraisals.
 - Supervise other researchers.
-

Person profile

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

Education and qualifications	<ul style="list-style-type: none"> • PhD or equivalent in a relevant area.
Specialist knowledge and skills	<ul style="list-style-type: none"> • Sufficient breadth/depth of specialist knowledge in the discipline and of research methods and techniques to develop research objectives, projects and proposals. • Will continually update knowledge in the specialist area and engage in continuing professional development. • Sufficient administrative skills to manage project/s including financial management. • Significant experience, results, and recognition in cutting-edge research. • Proven skills in working independently to solve research-related problems. <p>Desirable</p> <ul style="list-style-type: none"> • Ability to marshal (and synthesise) different forms of evidence within a real-world, problem-solving context. • Fluency in the key sustainability concepts, methods and debates relevant to the proposed research.
Relevant experience	<ul style="list-style-type: none"> • Significant postdoctoral research experience at the level of Research Associate, or equivalent experience in a relevant area. • Experience of managing own workload. • Evidence of planning own work and determining research questions independently. • Experience in planning, implementing and managing research projects. • Experience of primary data collection, data management and cleaning. • Experience of designing and running quantitative and qualitative analyses. • Experience in line management and supervision of pre- and post-doctoral researchers and their analyses, including significant experience of training others 'on the job'. <p>Desirable</p> <ul style="list-style-type: none"> • Setting up and running evaluations, research studies and/or trials. • Translating research into solutions for business practitioners and policymakers. • Generating novel ideas based on knowledge from different areas and disciplines. • Participation in multi- and/or inter-disciplinary research.
Interpersonal and communication skills	<ul style="list-style-type: none"> • Well-developed communication skills. • Ability to discuss and present research findings orally and in writing to a wide range of audiences. • Strong skills and experience in working collaboratively as a member of a team.
Additional requirements	<ul style="list-style-type: none"> • Strong publication record in major international journals, including first-author publication in a relevant area. • Demonstrable interest in sustainability and commitment to the values underpinning CISL's work.

Terms and conditions

Location	CISL, Cambridge, 1 Trumpington Street, Cambridge, CB2 1QA, UK (from Autumn 2020, 1 Regent Street, Cambridge).
Working pattern	Full time or part-time (minimum 80 per cent).
Hours of work	There are no formal conditions relating to hours and times of work but are expected to work such hours and day 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.
Length of appointment	3 years
Probation period	6 months
Annual leave	Full time employees are entitled to annual paid leave of 33 days, plus public holidays. 3 days exclusive of public holidays must be taken during the period when CISL closes over Christmas to New Year.
Pension eligibility	You will automatically be enrolled to become a member of the Universities Superannuation Scheme (USS). For further information please visit: www.pensions.admin.cam.ac.uk/
Retirement age	The University does not operate a retirement age for Unestablished Research staff

General information

The University of Cambridge Institute for Sustainability Leadership

The University of Cambridge Institute for Sustainability Leadership (CISL) is a globally influential Institute developing leadership and solutions for a sustainable economy.

Our Rewiring the Economy framework shows how the economy can be ‘rewired’, through focused collaboration between business, government and finance institutions, to deliver positive outcomes for people and environment in pursuit of the UN Sustainable Development Goals (SDGs).

For over three decades we have built individual and organisational leadership capacity and capabilities, and created industry-leading collaborations, to catalyse change and accelerate the path to a sustainable economy. Our Rewiring Leadership framework sets out our model for the leadership needed to achieve this.

Our interdisciplinary research engagement builds the evidence base for practical action, through a focus on six cross-cutting themes critical to the delivery of the SDGs: sustainable finance, industrial transformation, inclusive development, natural capital, future cities and leadership.

What we do

- Build the leadership capacity of individuals to create the [future we want](#) through [executive](#) and [graduate](#) education.
- Develop the capability of organisations and regions to lead this transition through our advisory services and [customised programmes](#).
- Our work is underpinned by multidisciplinary [research](#) and grounded in practitioner insights from exceptional people from business, policy, civil society and academia.
- Catalyse innovation and solutions through our [business and policy leaders groups](#), and working with individual organisations.
- Facilitate collaboration and dialogue across conventional boundaries through our [business and policy leaders groups](#).

Who we work with

Each year we work with business, government and finance leaders in over 250 organisations including consumer brands, global banks and national governments, attracting more than 1,200 delegates into our programmes. The [Unilever Young Entrepreneurs Awards](#), delivered by Unilever and CISL, help young sustainability entrepreneurs achieve scale for impact.

Our core activities are supported by our [Strategic Partners](#), a small group of leading businesses who commit funds and advice to ensure our work is focused on the most material challenges and on the areas of greatest potential impact.

A global Network for change

We have a leadership Network of over 8,000 senior leaders and practitioners from business, government and civil society who have an impact in every sector and on every continent.

Our work also draws upon an expert group of Fellows and Senior Associates, comprised of business leaders, academics and other influential thinkers who have direct experience of working to address sustainability challenges.

HRH The Prince of Wales is our Royal Founding Patron and has inspired and supported many of our initiatives including The Prince of Wales Global Sustainability Fellowship Programme, The Prince of Wales's Business & Sustainability Programme, and The Prince of Wales's Corporate Leaders Group.

Where we work

We operate in countries across six global regions – UK and Europe, sub-Saharan Africa, Latin America, Asia and the Middle East. We have offices in Cambridge, Brussels and Cape Town, with delivery partners in Beijing, Chile, Melbourne and the UAE.

The University of Cambridge

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 an excellent 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 £1.66 billion. Research income, won competitively from the UK Research Councils, the European Union (EU), major charities and industry, exceeds £400 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 in both widening access and financial support.

The 31 Colleges are self-governing, separate legal entities that appoint their own staff. Many academic staff are invited to join a College as a Teaching Fellow, which provides a further social and intellectual dimension. The Colleges admit students, provide student accommodation and deliver small group teaching. The University awards degrees and its faculties and departments provide lectures and seminars for students and determine the syllabi for teaching and conducting research.

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.

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.

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

What the University can offer you

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.

CAMBens employee benefits

We offer a CAMBens scheme for University employees, providing access to online and in-store shopping discounts and cashback. With more than 2,000 participating retailers, employees can save money on a wide range of household expenses, from groceries and clothes, to holidays and insurance and much more. A range of local discounts are also available, helping employees to save money whilst also supporting local Cambridge businesses. CAMBens Cars and CAMBens Cycle to Work salary sacrifice schemes are also available, which enable employees to save money on transport costs. A 10% discount rate on the purchase of train season tickets, bulk buy tickets and an interest free travel to work loan are also available for staff of the University of Cambridge.

Family-friendly policies

The University recognises the importance of supporting its staff. We have a range of family-friendly policies to aid employees' work-life balance including a generous maternity, adoption and shared parental leave entitlement of 18 weeks full pay and emergency family care support via My Family Care. In addition, our Ofsted rated 'outstanding' workplace nurseries, childcare vouchers, a childcare salary sacrifice scheme and a high quality holiday play scheme are available to help support University employees with caring responsibilities. The Newcomers and Visiting Scholars Group is an organisation within the University run by volunteers whose aim is to help newly arrived wives, husbands, partners and families of Visiting Scholars and members of the University to settle in Cambridge and give them an opportunity to meet local people.

Your wellbeing

The University's Sport Centre, Counselling Services and Occupational Health are just some of the support services available to University employees to promote their physical and mental wellbeing. There are many societies in Cambridge catering for almost every taste and interest. Whether you want to take part in a sport, participate in music or drama, pursue a hobby, or join a political group, you will almost certainly find that a society exists for this purpose.

The University also hosts the Cambridge Science Festival and Cambridge Festival of Ideas, as well as Open Cambridge weekend, which together attract over 50,000 visitors per year. The festivals are a great opportunity to get your first taste of public engagement, through volunteering, supporting hands-on activities or proposing a talk.

Pay and benefits

The University salary structure includes automatic service-related pay progression in many of its grades and an annual cost of living increase. In addition to this, employees are rewarded for outstanding contribution through a number of regular pay progression schemes. The University offers attractive pensions schemes for employees, with an additional benefit of a salary exchange arrangement providing tax and national insurance savings. Payroll giving is also a simple, tax-efficient way for employees to donate to charity.

Relocating to Cambridge

The University Accommodation Service exists to help employees in their search for a rental home in Cambridge. A new University development at North West Cambridge called Eddington offers subsidised rented accommodation to University staff. The development consists of high quality furnished one and two bedroom apartments. For more information about the development and how to apply please visit the website <https://www.hr.admin.cam.ac.uk/hr-staff/information-new-starters/accommodation-service>

Equality & diversity

The University has a vibrant and varied community. We support and encourage under-represented groups and we value diversity. We welcome applications from individuals with disabilities. Our recruitment and selection procedures follow best practice. We have an Equal Opportunities Policy, along with a range of diversity networks for women, black and minority ethnic and lesbian, gay, bisexual and transgender staff. More details are available here: <http://www.equality.admin.cam.ac.uk/>

Development opportunities

We support new employees to settle in through various activities. The encouragement of career development for all staff is one of the University's values and we put this into practice through various services and initiatives. Our Personal and Professional Development Department provides development opportunities and courses for all University employees. These include face-to-face sessions, online learning CISL Further Information, Prince of Wales Global Sustainability Fellowship

modules and webinars. Employees may also apply for financial support to undertake training that will lead to a qualification. We offer reduced staff fees for University of Cambridge graduate courses and the opportunity to attend lectures and seminars held by University departments and institutions. The CareerStart@Cam programme also supports employees in assistant staff roles who do not hold higher education qualifications to develop their skills, experience and qualifications.

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 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.

We are supportive of staff with caring responsibilities, such as through our flexible working, career break and returning carer's schemes. We encourage individuals to include details of any breaks in employment due to caring responsibilities in applications for employment so that these can be taken into consideration in assessments made, where appropriate.

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 the CISL Human Resources team, who are responsible for recruitment to this position, on +44 12237 68814 or by email human.resources@cisl.cam.ac.uk.