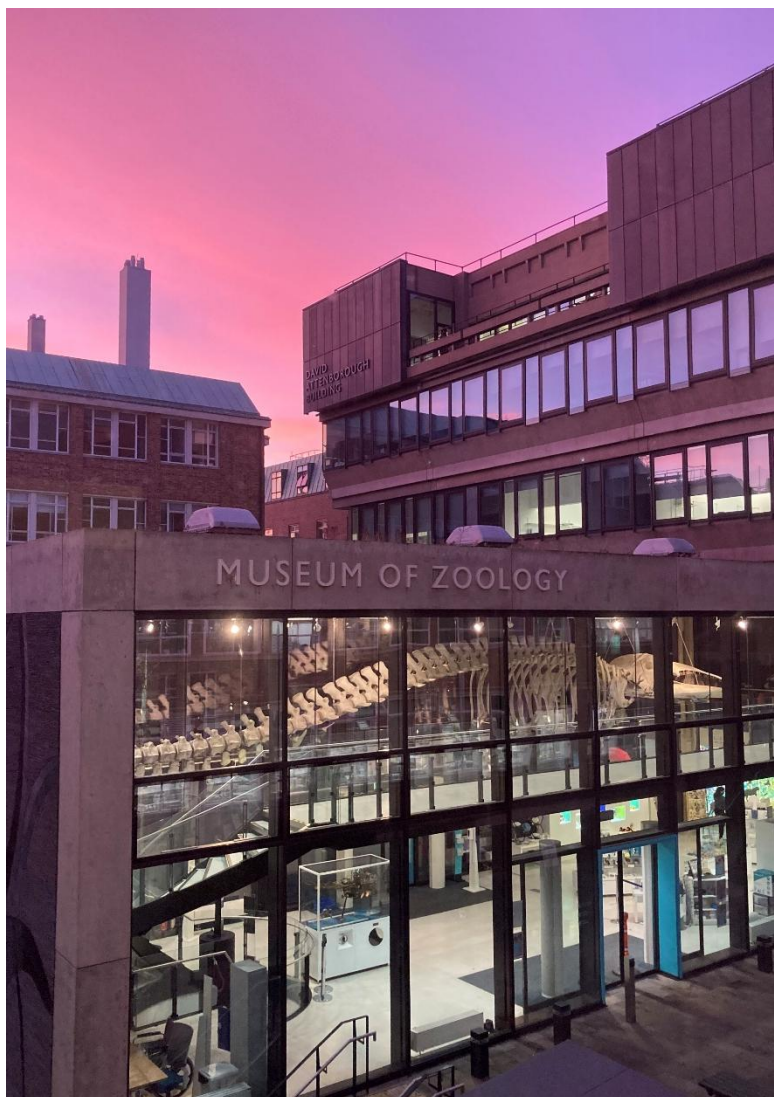


# Research Associate

Department of Zoology

Closing Date: 14 September 2026

Job Reference: PF50636



# Research Associate

**Salary:**

£37,694 - £46,049

**Contract:**

Fixed-Term: for up to 36 months (3 years).

Preferred start date between November 2026 and January 2027

**Location:**

Cambridge

**Faculty / Department:**

Zoology

**Responsible to:**

Professor Matthias Landgraf

**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.*

**Purpose of the role**

The post-holder will work on a BBSRC-funded project to investigate the molecular and developmental mechanisms that direct and shape critical periods of nervous system development. This project is inherently cross-disciplinary and collaborative, notably with the research team led by Dr Marco Sciacovelli at the University of Liverpool.

The role combines working with *Drosophila melanogaster*, the experimental model system, with transcriptomic and metabolomic approaches, while utilising state-of-the-art genetic tools to manipulate and visualise (by fluorescence imaging) a range of metabolites in identified nerve cells and muscles. By combining multi-omics analysis, genetic manipulations and metabolite imaging, the aim is to study how metabolism, at the cellular and organismal levels, directs critical period plasticity during normal development; and, conversely, how neuronal metabolism might be changed long-term by perturbations, when those occur during the critical period. This role offers opportunity for, and will benefit from, collaboration within an inclusive, team-oriented research environment.



# Main Duties and Responsibilities

## Research and Scholarship

- To design, set up and carry out experiments in consultation with the Principal Investigator.
- To record, analyse and write up results of experiments, maintaining a permanent record of the methodologies, the experiment and data, while ensuring quality control.
- To prepare and present findings to the Principal Investigator and colleagues on a regular basis.
- To keep up to date with relevant literature.
- To contribute to the writing, submission and revision of papers submitted to peer-reviewed journals, collaborating with others as appropriate.
- To contribute to reviewing and determining the direction of the project, in consultation with the Principal Investigator.
- To prepare progress reports on research for funding bodies as required.

## Teaching and Learning Support

- Assist in the supervision of student projects.
- To train and supervise other team members as required.
- Provide limited supervision/instruction to classes.
- May plan and deliver seminars relating to the research area.

## Liaison and Networking

- To collaborate with other members of the team and the broader community, as well as support other team members as required.
- To build internal and external contacts and participate in networks for the exchange of information and to form relationships for future collaboration.

## Planning and Organising

- Plan the use of research resources, laboratories and workshops as appropriate.
- Plan and manage own research activity in collaboration with others.
- To contribute to the overall activities of the research team and the department as appropriate.
- To contribute to the preparation and drafting of research bids and proposals.



# The Project: Background and Aim

The aim of this BBSRC-funded, collaborative project is to challenge our perspective of Critical Periods of nervous system development, informed by our recent discoveries that conserved metabolic signals and resultant long-term changes of neuronal metabolism might lie at the heart of critical period plasticity. Critical periods are windows of brain development with increased plasticity, to achieve appropriate network tuning. This comes with an increased vulnerability, such that perturbations during this period can cause errors that permanently leave networks maladjusted. In humans, some neuro-developmental psychiatric conditions, including Schizophrenia and forms of epilepsy, are thought to result from suboptimal critical period experiences (e.g. during adolescence).

The specific objectives are to investigate three fundamental knowledge gaps: 1) The fundamental mechanisms by which external stimuli direct neurons to acquire appropriate properties, and 2) the perplexing aspect of why errors introduced during the critical period, but not outside, (e.g. through changes in neuronal activity or heat stress) cannot be corrected later on. 3) To understand what determines the developmental timing of these plasticity windows. The successful candidate will build on the laboratory's recent publications and work with the powerful experimental model system that we have established for studying critical periods: the locomotor network of the fruit fly (*Drosophila*) embryo and larva. This system, which is easy to learn, has allowed us to manipulate single nerve cells with temporal control (during vs after the critical period window), and thus led to our discovery of highly conserved, cell autonomous signalling pathways.

Regarding techniques, to identify and characterise the metabolic changes that occur during the embryonic critical period we will use a combination of imaging (of genetically encoded, fluorescent metabolite sensors), transcriptomics and metabolomics (targeted LC-MS and isotope tracing). To explore the underlying mechanisms, we will harness cell-specific genetic manipulations, including optogenetics, and a range of metabolic, anatomical and behavioural assays. To probe the developmental timing of the critical period, pharmacological manipulations, which change the timing of critical periods relative to general developmental progression, will be combined with multi-omics approaches. *In situ* hybridisation paired with confocal imaging and quantitative analysis will substantiate 'omics analyses and phenotypic outcomes at the level of identified nerve cells.

The successful candidate will be part of a wider, inclusive and collaborative network, working closely with the group of Dr Marco Sciacovelli at the University of Liverpool, e.g. to realise metabolomics protocols for this model system and multi-omics data analysis. Dr Sciacovelli is expert in metabolic reprogramming, analysis and modelling of multi-omics data. This is an interdisciplinary position offering substantial opportunities to develop expertise across multiple areas including genetics, molecular biology, behaviour, imaging, metabolomics and bioinformatics. This position offers the opportunity to work with a fascinating biological system and, by challenging the *status quo*, to contribute to our understanding of this fundamental developmental transition of the developing brain.

The successful candidate will be highly motivated and possess strong problem-solving abilities, to work independently, drive the project in innovative directions, and manage complex experiments. The successful candidate is expected to have strong verbal and communication skills, to work productively with wet and dry researchers in an interdisciplinary research environment.

## 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. [Click here for full details.](#)

# Person Specification

| Criteria                                                                                                                                  | Essential | Desirable |
|-------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----------|
| <b>Education and Qualifications</b>                                                                                                       |           |           |
| Holds a PhD in a relevant subject (e.g. biological sciences, biochemistry, genetics, neuroscience, physiology, or similar)                | ✓         |           |
| <b>Specialist Knowledge and Skills</b>                                                                                                    |           |           |
| Experience with proteomics, transcriptomics, or metabolomics (targeted LC-MS and isotope tracing) - sample preparation and data analysis  | ✓         |           |
| Competence in basic bioinformatics programming skills in R or Python (sequence analysis, data visualization, working with omics datasets) | ✓         |           |
| More advanced programming skills (Python, R, or similar)                                                                                  |           | ✓         |
| Experience with microscopy techniques or image analysis                                                                                   | ✓         |           |
| Experience with <i>in situ</i> hybridisation (e.g. smFISH, HCR, or similar)                                                               |           | ✓         |
| Experience of working with insect model organisms                                                                                         |           | ✓         |
| <b>Relevant Experience</b>                                                                                                                |           |           |
| Experience in experimental design, data collection, analysis, and interpretation                                                          | ✓         |           |
| Presenting research findings orally and in writing                                                                                        | ✓         |           |
| Experience of working as part of an interdisciplinary team                                                                                |           | ✓         |
| <b>Interpersonal &amp; Communication Skills</b>                                                                                           |           |           |
| Ability to work independently and as part of a collaborative team                                                                         | ✓         |           |
| Initiative to drive project forward and manage complex experiments                                                                        | ✓         |           |
| Ability to troubleshoot experimental protocols and adapt them to new systems                                                              |           | ✓         |
| <b>Additional Requirements</b>                                                                                                            |           |           |
| Excellent organisational and time management skills                                                                                       | ✓         |           |
| Enthusiasm for open science practices and collaborative research                                                                          |           | ✓         |
| Strong publication record relative to career stage                                                                                        |           | ✓         |

# Terms of Appointment

**Tenure and probation:** Appointments will be made on a fixed-term basis for up to 36 months (3 years). Appointments will be subject to satisfactory completion of a 6-month probationary period. Preferred start date between November 2026 and January 2027.

**Salary:** The full incremental salary range for the position is advertised in order to demonstrate the progression for the Grade. In the majority of cases, appointments will be made at the Grade minimum; only in very specific, exceptional circumstances can a higher salary be offered.

In addition to the base salary, the successful candidate for this post will receive an additional 2.5% supplement to their pay. Until the conclusion of the Cambridge Pay Review Project, or upon reaching spine point 49 on the Cambridge pay spine (whichever is the sooner).

Those who have submitted but have not yet received their PhD will be appointed at the Research Assistant level (Grade 5), which will be amended to Research Associate (Grade 7) once the PhD has been awarded.

**Hours of Work and Working Pattern:** Full-Time. There are no formal 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 Line Manager.

Due to the nature of this role, it is based primarily on-site.

Flexible working requests (such as part-time) will be considered.

**Pension:** You will automatically be enrolled to become a member of USS (Universities Superannuation Scheme) – a hybrid pension scheme. [Click here for further information.](#)

**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.

## 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 your 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 for these qualifications.

**References:** Offers of appointment will be subject to the receipt of satisfactory references.

# Terms of Appointment (cont.)

The nature of this role means that the successful candidate will also need to undergo a health assessment.

**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.

[Click here for information for disabled applicants.](#)

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 [HR Office](#), which is responsible for recruitment to this position.

Alternatively, you may contact the [HR Business Manager](#) responsible for the department you are applying to.

# How to apply

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

**Please ensure that you upload a CV and Cover Letter in the ‘Upload’ section of the online application. The Cover Letter should outline why you are interested in the post and how you meet the essential criteria, using specific examples (maximum two A4 pages).**

For practical guidance and insights to help you understand the University and navigate the application process, please visit the [Considering Cambridge website](#).

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 the interview if your application is successful.

Informal enquiries are welcome and should be directed to:

**Prof Matthias Landgraf**

Email: [ml10006@cam.ac.uk](mailto:ml10006@cam.ac.uk)

If you have any queries regarding the application process, please contact:

**Zoology HR Office**

Email: [hr@zoo.cam.ac.uk](mailto:hr@zoo.cam.ac.uk)

The closing date for applications is midnight (GMT) on **14 September 2026**

The interview for this role is expected to take place during the week **commencing Monday, 5 October 2026** (*subject to change*) and may be conducted remotely in exceptional circumstances.





# Department of Zoology

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

**The Department comprises around 250 people. Our community includes 24 University academics, around 10 principal investigators, roughly 100 postgraduate students, a vibrant post-doc community and a committed team of professional service staff.**

**The Department is a member of the Cambridge Conservation Initiative (CCI), a unique partnership between conservation organisations and academic departments.**

## Research

Our mission is to define and answer the most important and exciting questions in animal biology thus delivering an outstanding contribution to knowledge with real-world benefits. We have particular research strengths in conservation science, evolutionary biology, ecology, behavioural ecology and developmental biology. Members of the Department belong to a range of the School's research themes, including "Organisms, Evolution and Ecology", "Functional and Evolutionary Genomics", "Reproduction, Development and Lifelong Health" and "Neuroscience, Psychology and Behaviour".

The Department contributes to five cross School Interdisciplinary Research Centres: Conservation, Global Food Security, Cancer, Infectious Diseases and Neuroscience and an exciting new Collections-Connections-Communities strategic research initiative. The Department has an outstanding [Museum of Zoology](#) that holds internationally renowned collections that provide excellent research and teaching resources, and has its own strengths in collections-based conservation work. The Museum attracts over 150,000 visitors per year. It has a lively and innovative science outreach programme and hosts hundreds of visits by educational groups each year.

## Teaching

We teach a range of courses in the Natural Sciences Tripos, working closely with other Departments in the School. These include first- and second-year courses in "Evolution and Behaviour", "Evolution and Animal Diversity", "Ecology, Evolution and Conservation", "Cell and Developmental Biology" and "Neurobiology". Our final year "Part II Zoology" course is a modular course that reflects the research interests of the department and is delivered in close cooperation with other Departments.

This allows our students to combine the study of evolutionary biology, ecology, conservation and behaviour, with genomics, cell and developmental biology and a range of other options. Students can focus on specific areas of Zoology or explore the diversity of the subject and the interface between disciplines and levels of analysis. Our teaching is rated very highly, by both external assessors and the undergraduates themselves.

# Department of Zoology (cont.)

## Location and Facilities

The Department is based in the historic city centre of Cambridge and has very close links with the Cambridge Conservation Initiative, in which some members of the Department are based.

## Working Environment

The Department of Zoology offers a stimulating, supportive and friendly work environment in a successful academic community.

We have exceptional strengths in both field and laboratory-based experimental work, in addition to theoretical approaches. The Department and School have excellent research facilities.

The Department provides a lively and successful research environment. We have a range of regular seminar series and an Annual Departmental Seminar Day. There is a wide range of seminars in the School and in Cambridge.

The Department is committed to supporting our staff at every stage of their career. We offer a proactive mentoring program and annual staff development reviews. Continuous training across a wide range of topics ensures professional growth, while a variety of initiatives promote career development, staff wellbeing, and a vibrant, positive research culture.

Social life in the Department includes, when possible, various get-togethers throughout the year, happy hour, sporting and other well-being activities. The Department values interactions with the wider community and there are opportunities to contribute to outreach through, for example, Museum activities, the Cambridge Festival, interactions with local schools and many others.

## Equality, Inclusion and Wellbeing

The Department welcomes staff and students from all over the world. We are as proud of the diversity of our cultures and backgrounds as we are of our scientific expertise.

We expect all members of our community to treat each other with respect, courtesy and consideration at all times.

We aim to be a stimulating, inclusive, respectful, and supportive environment in which to work and study. We actively subscribe to the University's [Code of Behaviour](#), [Equal Opportunities Policy](#) and the [Dignity at Work Policy](#), as well as promoting a wide range of diversity networks for women, black, Asian and minority ethnic, and lesbian, gay, bisexual, and transgender (LGBT+) staff and students. The Dignity at Work policy statement explains this commitment and what action can be taken if its principles are not observed.

Please contact us via [admin@zoo.cam.ac.uk](mailto:admin@zoo.cam.ac.uk) if you have any questions or comments.



# The University Museum of Zoology

**The [University Museum of Zoology](#) is one of the UK's largest natural history collections, caring for over two million specimens from across the globe, amassed over the course of more than two centuries.**

The Museum is one of Cambridge's primary cultural assets, welcoming well over 150,000 visitors each year, with award-winning public programmes dedicated to engaging communities with the natural world. In this way, the Museum acts as a key gateway between researchers at the University and public audiences. In common with other natural history museums, the Museum of Zoology is a place where learning and academic discussion intersect with community to drive environmental and societal change.

Staff of the Museum includes the Director and five academic curators, all of whom combine research, teaching and curatorial responsibilities. The academic staff work closely with the Museum's professional staff in the Collections Team, the Public Engagement Team, and the Operations & Visitor Services Team, which includes a large and active team of volunteers. The work of the Museum contributes to developing the broader museums sector, with staff participating closely in several local, national and international sector-bodies.

The Museum is an embedded part of the Department of Zoology and shares a building with the Cambridge Conservation Initiative (CCI). It is also part of the University of Cambridge Museums consortium, and the wider collections community that incorporates the University Library and Botanic Garden.

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It plays a key role in the University's Collections-Connections-Communities Strategic Research Initiative, and the AHRC-funded CC-EE Collaborative Doctoral Partnership. These programmes use the University's collections, and their audiences, to convene new research addressing key societal issues of our time, relating to Environment and Sustainability; Public Health and Wellbeing; and Society and Identity.

Ongoing work within the Museum of Zoology already falls within each of these themes. Evolutionary research in the Museum explores how life on earth evolved; ecological research examines how it functions today; and conservation research uses the collections to document the decline of biodiversity and to deduce new techniques for conserving and rebuilding it. In addition, there is work targeted towards improving the health and wellbeing of its audiences and uncovering the hidden histories behind the collections.

The Museum has associated molecular laboratories, and a high-resolution micro-tomography centre.





# CambridgeConservationInitiative



The Cambridge Conservation Initiative (CCI) is a unique collaboration between the University of Cambridge and nine leading internationally-focused biodiversity conservation organisations based in and around Cambridge.



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

This position will be based in CCI's hub in the David Attenborough Building – right at the centre of the largest cluster of conservation organisations in the world, and a place where leaders in academia, business, government and non-governmental organisations interact and work together on a daily basis.

**Our city-centre location and strong convening power allow us to directly engage with a wide audience globally, from leaders in government, business, academic and NGO communities to the general public.**





# The School of the Biological Sciences

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

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

The School of the Biological Sciences employs around 2000 staff teaching over 4000 students (split roughly evenly between undergraduates and postgraduates). It consists of nine Departments (Biochemistry; Genetics; Pathology; Pharmacology; Physiology, Development and Neuroscience; Plant Sciences; Psychology; Veterinary Medicine; Zoology) and four research institutes

(Gurdon Institute, Cambridge Stem Cell Institute, Sainsbury Laboratory and the MRC Toxicology Unit) all of which are involved in fundamental biological research alongside undergraduate and postgraduate teaching.

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

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

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



# 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 research at the highest international levels of excellence” – has never been more relevant.





# 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.

The University offers 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 and Inclusion

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. [Click here for more details.](#)

The University's estate is undergoing the most significant transformation in its history. Cambridge has been able to create a science and technology campus to the west of the city centre, and is expanding further to the north west of Cambridge including investing in affordable homes for University key workers and community facilities. Even with their 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 continues to redevelop its historic city centre sites demonstrating a clear 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.

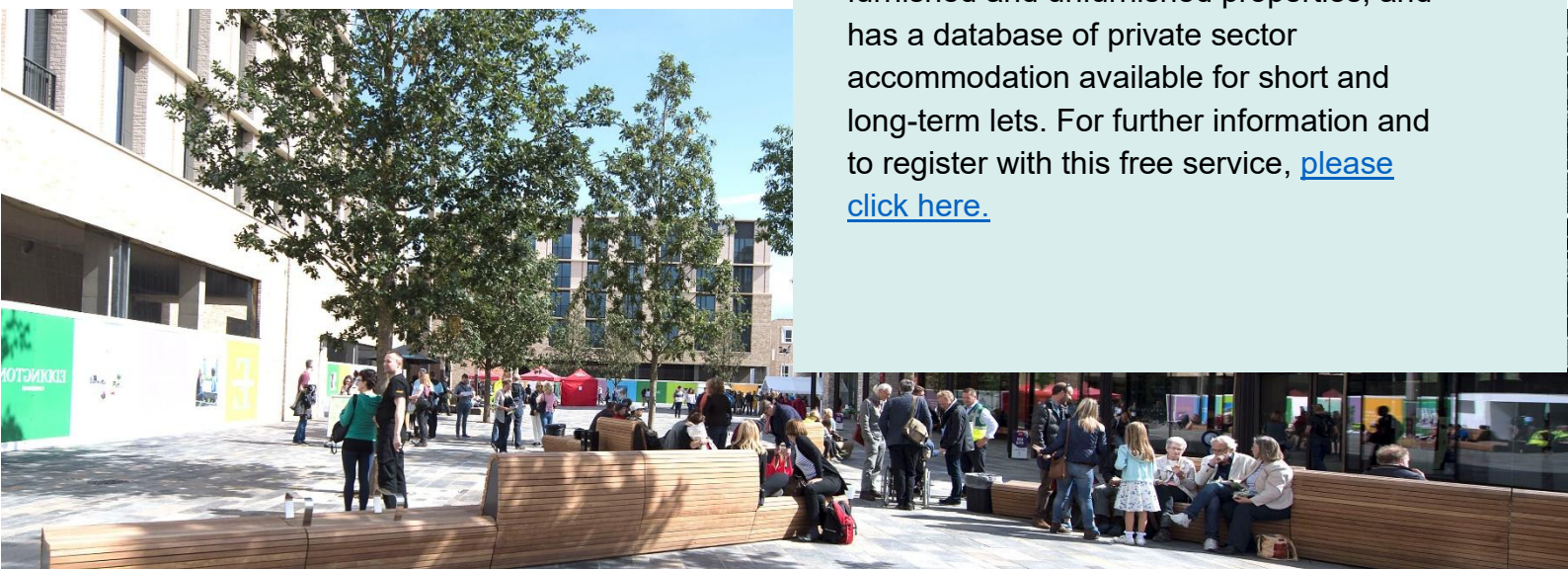
If you prefer the faster pace of life, London is a 45-minute train journey away. For those travelling from overseas, Stansted Airport is just 45 minutes away and Heathrow Airport under 2 hours away. The University is a short distance from a host of other attractions such as Ely Cathedral, Newmarket Races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





# 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 (cont.)

## 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.](#)

[The Newcomers and Visiting Scholars Group](#) 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.

