1 The Professorship

Background

This new Professorship is one of the outcomes of a major strategic review of Digital Humanities at the University of Cambridge, which was commissioned by the General Board and conducted by an international review panel in 2016. Noting Cambridge’s distinctive research excellence in Digital Humanities – manifested in world-class projects that together had generated research grant income exceeding that of most UK DH centres from 2005 to 2015 – the review panel recommended the framing of a comprehensive strategic vision for the University, greater consolidation of the University’s Digital Humanities community (which spans four of the six Schools, as well as the University Library, Fitzwilliam Museum, and Museum of Archaeology and Anthropology), and an ambitious programme of dissemination and promotion to increase internal and external awareness of Cambridge’s research in this area. To these ends, it also recommended the establishment of both this Professorship and a Digital Humanities ‘institute’ at the University.

Accordingly, Cambridge Digital Humanities (CDH; www.cdh.cam.ac.uk) was launched in October 2017 under the initial direction of Professor John Rink. Over the past eighteen months, CDH has made significant progress in pursuing the goals defined by the review panel, further to the achievements of the Digital Humanities Network funded from 2011 to 2019 under the University’s Strategic Research Networks scheme. An unprecedented level of funding has been secured for CDH’s work from diverse sources in the University for deployment in 2017–19 and beyond, with new recurrent funding to be used in part for the appointment in 2019 of this substantive full-time Chair.

Description of the Post

The Professor of Digital Humanities will provide academic and intellectual leadership for and high-level strategic input into the University’s work in the field of Digital Humanities. By directing CDH, the Professor will be responsible for the ongoing definition and implementation of an overall vision for Cambridge Digital Humanities and for oversight of the work of its constituent divisions. As a key part of their role, the Professor will carry out original scholarly research at the highest level, a significant proportion of which will be relevant to the Digital Humanities. The Professor will also have the opportunity to contribute to the work of a relevant Faculty or Department in the University. The Professor will thrive on and be able to master the unique challenges of the Cambridge environment, while fully exploiting the manifold opportunities that arise from working in one of the world’s most eminent research universities.
Summary of Duties

The Professor’s duties will evolve over time but will include the following:

- Conduct, pursue and support individual and collaborative research at the highest levels of excellence through publication in the form of books, high-quality peer-reviewed journal articles and other media, and through presentations at high-profile national and international conferences and other meetings.

- Provide leadership for CDH and for the Digital Humanities at the University of Cambridge and on an international plane, working with members of the University’s senior management team and with other institutional heads (including the University Librarian, Director of CRASSH, etc.) to define and deliver a strategic agenda in the field of DH.

- Work with members of CDH and with its associates/affiliates at the University (e.g. in the University Library) in managing the structure and functions of CDH.

- Oversee the recruitment and professional development of research and administrative staff in CDH, and engage in the mentoring of early career researchers in or attached to CDH.

- Undertake performance management of CDH’s research and other programmes in accordance with its own strategic objectives and those of the University more generally, in part by contributing to and working within the performance and development review processes established by the University.

- Identify relevant funding opportunities; lead or delegate as appropriate the preparation, submission and subsequent administration of large-scale research grants based in or attached to CDH, in addition to advising on and supporting colleagues in developing relevant projects and grants located elsewhere in the University.

- Engage in fundraising activities in collaboration with CUDAR, CAm and other bodies, and seek additional funding as required for the work of CDH.

- Be responsible for the effective and efficient use of allocated resources to maximise CDH’s contribution to the University’s strategy.

- Ensure that the outputs of relevant research are disseminated and promoted, and develop, pursue and oversee the implementation of an effective research impact strategy.

- Support and, as appropriate, engage in the dissemination of advanced research through Knowledge Exchange, public engagement activities, outreach, short course/continuing professional development, etc.

- Liaise with partner organisations in respect of CDH’s programmes and activities to support a collaborative culture within the University and with external stakeholders.

- Locate and develop opportunities for innovation/commercialisation, in part by fostering close relations with business and industry.
• Be responsible for effective communication with and engagement of relevant members of the University community, including awareness and application of University policies and procedures.

• Conform to, contribute to and, where relevant, oversee CDH governance processes and structures, including adherence to prevailing academic and research standards in accordance with recognised good managerial, IT and other practice.

• Represent CDH at appropriate bodies both within and outside the University, including national and international organisations such as ADHO, in order to raise CDH’s national and international profile.

In addition to their activities within CDH, the Professor will have the opportunity to contribute to the work of one or more relevant Faculties or Departments in the University (whether in the School of Arts of Humanities, the School of Humanities and Social Sciences, or another School as relevant). This contribution will include the provision of excellent teaching through lectures and seminars at undergraduate and/or postgraduate levels (as well as supervisions by arrangement), featuring leadership and innovation in the design and delivery of high-quality learning environments. The Professor will also provide supervision to research students based in relevant Faculties or Departments, possibly with a connection to CDH as well. It is expected that the postholder’s research will be returned in the Research Excellence Framework (REF) submission of the Faculties or Departments in question.

Selection Criteria

The successful candidate will have an international reputation in the Digital Humanities and relevant cognate fields, a well established research record and agenda, and exceptional leadership and interpersonal skills and experience.

Candidates will be considered for the Professorship on the basis of the following selection criteria, which they should address in their application:

• An outstanding research record of international stature in the field of Digital Humanities and relevant cognate fields.

• The vision, senior leadership experience and enthusiasm to maintain and enhance the leading research presence, academic planning and strategic development of Digital Humanities at the University.

• Demonstrable track record in strategic and operational management and planning, in financial planning, and in resource allocation.

• An established record in attracting research grant support and other types of funding, coupled with a well-developed understanding of the priorities, operation and strategy of relevant funding bodies.

• Experience in cross-/interdisciplinary research initiatives and collaboration.

• The ability to manage and interact effectively with staff and students at all levels, and to build and support diverse teams.
- Experience of leading and successfully initiating and implementing change.

- An enthusiastic commitment to and experience in the recruitment, training and mentoring of the next generation of researchers, including undergraduates, Master’s and doctoral students, postdoctoral research fellows and other early-career researchers.

- Experience in engaging in, encouraging and supporting entrepreneurial activity, Knowledge Exchange activity, and other public-facing research-related activities.

- A thorough awareness of research ethics and governance issues.

Candidates will hold a PhD or equivalent postgraduate qualification.

2 Cambridge Digital Humanities

Cambridge Digital Humanities is administratively hosted by the School of Arts and Humanities, and is supported by a large team drawn from a range of institutions within the University. The Inaugural Director is Professor John Rink (whose two-year appointment will run to September 2019), working in collaboration with Professors Lauren Kassell and Andrew Webber (Co-Directors, CDH Research), Dr Anne Alexander (Director, CDH Learning), and Lesley Gray and James Hargrave (Co-Directors, CDH Lab). CDH has a part-time Communications and Liaison Coordinator (Mrs Sarah Williams) and a part-time Events and Projects Coordinator (Mrs Tatiana Verdon). There is a robust governance structure consisting of the CDH Steering Committee, steering groups for each of the main divisions, and an International Advisory Panel.

CDH has four main divisions:

- CDH Research
- CDH Lab
- CDH Learning
- CDH Network

CDH Research forms the bedrock and focal point of CDH’s work. It supports, promotes, enables and spearheads the research of international distinction in DH being undertaken at Cambridge, achieving greater consolidation and critical mass while fostering external collaborative relationships. CDH Research has enormous potential to contribute to the discovery process in which the Digital Humanities as a whole are engaged, extending beyond the four main thematic clusters that recently emerged within the broad landscape of DH research activity at the University:

Digital editing
Cambridge is internationally renowned for its work in digital editing, with a long track record of prestigious initiatives including the Casebooks Project, Arthur Schnitzler Digital, Darwin Correspondence Project, and Online Chopin Variorum Edition. These and other digital editing projects at the University are actively exploring the possibilities of new digital methods for their work and for those using the emergent
editions. The nature of these advances contributes to ever more sustainable tools and outputs that have a potentially global scale. The networked digital age has also opened the door to experimenting with crowdsourcing as a public engagement tool and to using network analysis and other approaches to data visualisation to understand relationships between people and places within texts.

Data and society
Another cluster of research projects is exploring the ethical, political and social implications of the expansion of social media data in particular, and the creation of Big Data more generally. This cluster complements the work of researchers in the Psychometrics Laboratory and the Computer Laboratory, but it brings a distinctively social science/humanities-based approach to bear on social media and Big Data research problems. Recent initiatives include the Conspiracy and Democracy project; the Technology, Democracy and Digital Society strands at the Centre for Digital Knowledge (CCDK); the Africa’s Voices project at the Centre of Governance and Human Rights; and the interdisciplinary Ethics of Big Data research group. The Centre for the Future of Intelligence, which is led by Cambridge, marks an important change in the landscape of DH research: it aims to create a new community of researchers in Artificial Intelligence, drawing on the intellectual resources of disciplines from engineering and computer science to the humanities and social sciences.

Theories and practices for the humanities at scale
The Concept Lab within the CCDK has played a key role in encouraging the development of research in digital epistemology. It endeavoured to generate and deploy computational methods and worked with large datasets in order to describe and analyse the functioning and historical development of conceptual forms. Other Cambridge projects in this area seek to utilise data science infrastructure and expertise from the Cambridge Computer Lab, Research Computing Services, Cambridge Big Data and the Alan Turing Institute in order to explore and analyse the rich collections of the University Library and Cambridge University Press in collaboration with humanities scholars, librarians and archivists.

Visual culture in the digital age
From the twentieth century onward, the production and consumption of visual material has become central to our understanding of society, history and culture. Much of this material is now digital, through the proliferation of born-digital visual content or through the digitisation of historic media. Cambridge has a well-established presence in the field of visual culture research and teaching through the Cambridge Centre for Film and Screen and select research projects. Visual Representations of the Third Plague Pandemic, which is building a comprehensive database of images of the bubonic plague pandemic, is one of a cluster of projects focusing on visual culture research. Making Visible explores the visual and graphic practices of the early Royal Society, while Seeing Things aims to create an interdisciplinary research environment for scholars of the early modern period to debate methodologies for the study of material and visual culture.

The CDH Lab – based in the University Library, with input from University Information Services (UIS) – offers project incubation advice and a central technical support service. The CDH Lab offers guidance on all aspects of project development from initial concept through incubation and start-up to implementation and sustainability. There is a wealth of specialist Digital Humanities skills and resources in Cambridge, and the CDH Lab steers researchers towards the best tools and advice in order to
create strong funding applications and excellent scholarship and research. In addition, the Lab provides longer-term developer support for some DH projects by allocating time from a technical team based in CDH, the University Library and University Information Services. High Performance Computing Services are available in collaboration with UIS for projects requiring additional processing power (see below).

The CDH Lab is also supporting pilot projects in areas such as text encoding and analysis, specialist imaging, materials analysis, and automated image analysis with a view to building skills and infrastructure, forming partnerships, and generating innovative and interdisciplinary research. The CDH Lab's experience on these projects will inform further developments in the CDH Research programme, potentially serving as a springboard for large-scale investment that would establish Cambridge as a centre of expertise and infrastructure in one or more of these key areas.

Building on the DHN’s previous training programme, **CDH Learning** delivers entry-level and advanced training in research methods and transferable skills to enable researchers at Cambridge to create and exploit new practices of scholarship and to carry on delivering world-class and world-changing research and teaching. Professional development opportunities are also on offer. By working with Faculties and Departments across the University, CDH Learning aims to embed DH methods and approaches into academic practice. During its first year of operation, over 500 people registered for over thirty events in the programme, including researchers from postdoctoral stage to principal investigators on major projects, PhD students, librarians, archivists, and communications professionals.

This year's CDH Learning programme is organised around four themes:

- **Machine Reading the Archive** helps participants develop a deeper understanding of the challenges and possibilities of working with archival data in the digital age, drawing on theory, methods and practice from the humanities, computer science and the archival profession.

- In a world where massive, networked and distributed datasets play an essential role in communication, social interactions and the economy, **Ethics of Big Data** explores the practical and ethical challenges of researching with big data. The programme for this theme is developed in collaboration with the Ethics of Big Data research group.

- Building on the success of previous collaborative workshops, **Ways of Machine Seeing** draws on insights from art history, film studies, artificial intelligence, human-computer interaction and machine vision to examine the interactions between art, culture and technology through a series of workshops and courses.

- **Digital Media in Practice** brings together elements of the Social Media Knowledge Exchange programme run by the Digital Humanities Network for early-career researchers, focusing on skills development in research dissemination and communication using social media, with sessions addressing a wider set of issues related to the practice of scholarship, including Open Access, digital collaboration tools, public engagement and impact.
CDH Learning also organises many standalone events which are unrelated to one specific theme or which cut across several. Many events are co-hosted and organised with particular research projects, Faculties or Departments. CDH Learning’s first Digital Data Open School will take place in Cambridge in June 2019. Its aim will be to democratise access to tools and methods for digital data collection, analysis and reporting; foster the development of ethical practices in digital research; and encourage engagement in public debate about the social, ethical and policy implications of digital research methods. Participants from civil society, industry and the media as well as academia will be invited.

The CDH Network endeavours to build a sense of community and identity across the large and diverse body of DH researchers at the University, in addition to providing a public face for their work. These functions are partly being fulfilled by running events for internal and external audiences, including the Distinguished Lecturer Series to be launched in May 2019 and CDH’s ‘Searching Questions’ symposia, the first of which was held in July 2018.

The Network is also a catalyst and focal point for the collaborative links that CDH is pursuing both within and outside the University. For example, CDH has a partnership with Paris Sciences et Lettres Research University, as a result of which joint workshops have taken place. CDH also works closely with DH centres at other leading UK universities in London, Oxford, Edinburgh, Glasgow, Exeter and elsewhere. Other external partners have contributed to CDH Learning, including the Transkribus project, The National Archives and Cambridgeshire County Council Archives, all of which have been involved in Machine Reading the Archive. These partners have helped to design and deliver sessions in the programme and will continue to work with CDH in developing future Learning curricula. Alongside these and other institutional affiliations such as those with Malmö University and the National Library of Science in Beijing are innumerable project-specific collaborations, for example with King’s Digital Laboratory at KCL, Bodleian Library in Oxford, and HUMlab at Umeå University, and with the John Stevens Henslow Project, Joseph Dalton Hooker Correspondence Project at Kew, Correspondence of Michael Faraday, and Correspondence of John Tyndall, among others.

Finally, CDH is actively pursuing Knowledge Transfer opportunities by developing plans for Incubation Awards for initiatives with links to business/industry or with impact beyond academe, a CDH Knowledge Exchange programme through which CDH is helping to model solutions to designated industry problems, a workshop/conference competition focusing on business/industry learning events, and training sessions for representatives from business and industry, focusing on ethics, social media, data mining, etc.

An unprecedented level of funding has been secured for the work of CDH from diverse sources within the University for expenditure in 2017–18 (£217,932) and 2018–19 (£471,057), with new recurrent funding from the University’s central budget (‘the Chest’) to cover the cost of the advertised post as well as other salary and programme elements. Funds have also been raised within the University from the Technology Development Fund and the Researcher Development Fund, through the HEIF programme, and from the Isaac Newton Trust and Cambridge University Press. A Phase 2 application to the Isaac Newton Trust for c.£500,000 to appoint four postdoctoral fellows in Digital Humanities is currently under review. Considerable
support (both financial and in-kind) has been provided by the University Library, which houses the CDH Office on the South Front of the UL and supports CDH through its own extensive digital personnel and facilities, described below.

3 CDH’s Partners at the University

Cambridge University Library (UL)

Cambridge University Library is one of the world’s great research libraries. The Library is a major scholarly resource not only for the University’s academic community, but also for researchers nationally and internationally. The UL has been collecting books and manuscripts since the fourteenth century and now has one of the greatest and most accessible collections of books and manuscripts in the world. As a legal deposit library for over 300 years, the UL also has comprehensive holdings of UK publications, as well as extensive special collections built up over several centuries. As well as being central to the support of research and teaching in Cambridge, the UL has a wider role as a research and copyright library with collections of global significance.

The Library supports a wide range of content-driven Digital Humanities projects, mainly based around its own special collections, but increasingly acting as a centre of expertise in the production, hosting and analysis of digital content. Current and past projects cover the creation and display of specialist images (multispectral and 3D), text mining, digital editions and transcription, linked data, video and outreach activities. Digital Humanities activities are centred on the internal teams detailed below, working closely with researchers in Cambridge and beyond, and with other specialist staff in the Library.

Software Development Team
This team of expert software developers is at the leading edge of cultural heritage and Digital Humanities research. They offer a broad range of services including digital problem-solving, interface development, data visualisation, linked data, image and data analysis. In recent years the Software Development Team has invested in building the Cambridge Digital Library platform, with IIIF support, and is now focusing on major enhancements.

Digital Library Unit
The Unit is responsible for Cambridge Digital Library, a combined platform for the Digital Humanities and currently home to over 30,000 digital objects. The Digital Library provides support and training for data sustainability, research impact, rights management, metadata standards and data transformation. It specialises in content-driven research projects; recently completed examples include the Papers of Joseph Needham and Landscapes and Monuments.

Digital Content Unit (DCU)
The DCU team works with specialised equipment and innovative techniques to create digital reproductions and representations in a variety of formats. They provide high-quality archival images of special collections material in a conservation environment, and guidance on use of imaging standards, techniques, software and equipment. They also support specialist imaging such as 3D (including 3D printing
options), production, editing and hosting of video, and multispectral imaging, including infra-red, UV and X-Ray imaging.

University Information Services (UIS)

UIS provides University-wide information services to enable the success of the collegiate University in fulfilling its mission of excellence in research and education, and by supporting world-class administration. It works collaboratively with colleagues in Faculties and Departments, Colleges, and other institutions to provide a range of IT services to support the needs of all users at the University.

UIS provides the critical core IT infrastructure that keeps the collegiate University working, with wi-fi and a high-speed fibre optic network across the city, telephony and central email services, and managed desktop and printing systems. Student learning is supported via a virtual learning environment, with their course administration handled in the student information system.

The administrative offices of the University rely on the corporate systems that UIS operates for them, for student administration, human resources, finance, and research grant costing. UIS supports the increasing use of computing across Cambridge's diverse research fields and provide a range of computing services, including large-scale supercomputing, data storage and visualisation, hosted in a highly energy efficient data centre.

The primary mission of the High Performance Computing Service (HPCS) is the delivery and support of a large HPC resource for use by the University of Cambridge research community. The principal facilities consist of a large CPU compute cluster (Darwin) and a world-leading energy efficient GPU compute cluster (Wilkes). HPCS welcomes users from all disciplines within the University and of all levels of experience. The HPCS also provides one component of the DiRAC distributed supercomputer facility funded by the STFC.

Cambridge Service for Data Driven Discovery (CSD3) is a multi-institution service underpinned by an innovative, petascale, data-centric HPC platform, designed specifically to drive data-intensive simulation and high-performance data analysis. The new service constitutes a major addition to the UK national e-infrastructure, which will enable large scale simulation and next generation data analytics capability for researchers across a broad range of disciplines. The CSD3 platform has been co-designed with DELL EMC, Intel and NVIDIA.

A non-exhaustive list of research areas expected to benefit from CSD3 includes:

- Turbulence simulations (relevant to the aeronautical industry)
- Combustion simulations (relevant to the automotive industry)
- Analysis of large data sets from the Internet of Things (relevant to smart cities research)
- Materials modelling research
- Medical applications, including:
  - Analysis of large medical image data sets.
  - Population-scale gene variant analysis.
  - Real-time medical analytics for use in hospital decision support systems.
Other Partnerships

Cambridge Digital Humanities also works closely with colleagues in the Centre for Research in the Social Sciences and the Humanities (CRASSH), the Fitzwilliam Museum, and Cambridge University Press, all of which are represented on the Steering Committee. There are additional affiliations with other Cambridge-based museums such as the Museum of Archaeology and Anthropology and Kettle’s Yard.

4 The Colleges

The University, the Faculties and Departments, and the Colleges are linked in a complicated historical relationship that is mutually beneficial but not simple. Students (both graduate and undergraduate) are admitted by one of the 31 Colleges, although in the case of graduate students the Faculties and Departments determine admissions before the Colleges are involved. Almost all undergraduates, and many graduate students, live in a College. The teaching of undergraduate students is shared between the Colleges and the Faculties and Departments, with the Colleges typically arranging small-group teaching (‘supervision’) and the Faculties and Departments providing lecturing, laboratory classes and advanced supervisions. Most academic staff will also be invited to join a College as a teaching or professorial Fellow. College teaching is remunerated separately from the University teaching, and election to a College Fellowship is a separate matter from a University appointment. Membership of a College adds an important social and intellectual dimension for many of the academic staff. The current Director of Cambridge Digital Humanities or other senior colleagues can give more advice.

The Scheme for newly appointed University Officers seeking a College Fellowship is set out at: www.ois.cam.ac.uk/uto-scheme/guidance-for-applicants/view.

5 Procedure for Appointment

The appointment will be made by a Board of Electors, chaired by the Vice-Chancellor or his Deputy, with a membership which includes members of CDH, members of cognate Faculties/Departments, and external experts.

All applications will be acknowledged. The Board of Electors will decide how they wish to proceed towards making an election, which may include interviews and/or presentations. Short-listed candidates may be invited to visit the University to give a seminar on their work and meet prospective colleagues in the course of the process.

Candidates will be informed of the progress of their applications as agreed by the Electors.

It is anticipated that the successful candidate will take up the appointment on 1 September 2019 or as soon as possible thereafter.
6 Enquiries and Applications

Informal enquiries about this Professorship may be directed to Professor John Rink, Director of CDH and Convenor of Board of Electors: telephone +44 (0)1223 746413 or email: jsr50@cam.ac.uk.

Further information on the University is available at the following address: www.cam.ac.uk.

Applications consisting of a letter of application, a statement outlining leadership experience in the Digital Humanities as well as current and future individual research activities and plans, a curriculum vitae and a publications list, along with details of three referees, should be made online no later than 5 March 2019.

If you are unable to apply online, please contact the Human Resources, University Offices, The Old Schools, Cambridge CB2 1TT (email ibise@admin.cam.ac.uk).
GENERAL INFORMATION

All appointments to University Offices are subject to the Statutes and Ordinances of the University.

A Salary

Salary on appointment will be determined by the Vice-Chancellor at the appropriate point on the University’s salary spine for grade 12, taking account of the criteria for the respective contribution band. Professorial salaries are reviewed periodically, on the basis of research, teaching and general contribution, by the Vice-Chancellor with the assistance of a small Advisory Committee.

There is a normal sabbatical entitlement of one term in seven on full pay, subject to the University regulations.

B Headship of the Department

Should a Professor be appointed to the Headship of a Department, a pensionable payment in addition to salary is made.

C Recruitment Incentive

The University has a scheme whereby a single recruitment incentive payment may be made on appointment at the Vice-Chancellor’s discretion.

D Removal Expenses

If the person appointed is not currently resident in Cambridge, a contribution from University funds towards expenditure incurred in removal to Cambridge to take up a University office will be made.

E Consultancy Work

The University’s policy on consultancy work is that consultancy arrangements must be entered into privately between the employee and the organisation concerned. The consultancy work must not interfere with the duties required of the officer under the officer’s contract of employment with the University. Consultancy work is not covered by the University’s insurances, even when the University has knowledge that such work is being done. The University must not be regarded as being directly or indirectly involved in any consultancy arrangement through the use of University letterheads, advice given or work done in the individual’s capacity as an employee of the University. Individuals undertaking private or consultancy work are advised to take out personal insurance.

Alternatively, professional indemnity cover may be obtained by channelling private work through the University company Cambridge Enterprise Ltd. Anyone wishing to do so should, in the first instance, contact Cambridge Enterprise at www.enterprise.cam.ac.uk.
F Professorial Fellowships

The great majority of Professors at Cambridge hold a professorial Fellowship of a College. Although election to a Fellowship is a matter for an individual College, the University takes active steps to draw to the attention of Heads of House the names of those Professors eligible for election. The Scheme for newly appointed University Officers seeking a College Fellowship is set out at www.ois.cam.ac.uk/uto-scheme/guidance-for-applicants/view.

In seeking the views of referees, their permission will be sought for the release of their comments on the successful candidate if this was to be requested by the professorial Fellowship electors of a College.

G Health screening on appointment to University Office and in the case of University Officers undertaking a change of duties

Offers of appointment made to prospective University officers whose work will fall within certain categories are conditional on the completion of a medical questionnaire and, if necessary, on a satisfactory health check by the Occupational Health Service.

Only the person elected will be asked to complete the questionnaire at the time of election.

H Family-friendly policies and benefits

The University has a range of family-friendly policies to aid employee’s work–life balance including maternity, paternity and parental leave, flexible working and career break schemes. In addition, childcare vouchers, access to two nurseries and a holiday play scheme are available through the Childcare Office to help support University employees with childcare responsibilities. Further information can be found at www.admin.cam.ac.uk/offices/hr/staff/benefits/family.html.

I Eligibility to work and reside in the UK

UK immigration procedures stipulate that an employer may not consider the appointment of any person unless they have seen evidence of their immigration status. Accordingly, shortlisted candidates, whatever their nationality, will be asked to provide such evidence at an appropriate stage in the recruitment procedure.

J Equal Opportunities Information

The University of Cambridge appoints solely on merit. No applicant for an appointment in the University, or member of staff once appointed, will be treated less favourably than 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.
K Information if you have a Disability

The University welcomes applications from individuals with disabilities. Our recruitment and selection procedures follow best practice and comply with disability legislation.

The University is committed to ensuring that applicants with disabilities receive fair treatment throughout the recruitment process. Adjustments will be made, wherever reasonable to do so, to enable applicants to compete to the best of their ability and, if successful, to assist them during their employment. We encourage applicants to declare their disabilities in order that any special arrangements, particularly for the selection process, can be accommodated. Applicants or employees can declare a disability at any time.

Applicants wishing to discuss with or inform the University of any special arrangements connected with their disability can, at any point in the recruitment process, contact Dr Gosia Wloszycka, who is responsible for the administration of the recruitment process for this position, by email on mw425@admin.cam.ac.uk.