

## **THE PROFESSORSHIP OF EDUCATION**

### **FACULTY OF EDUCATION**

#### **1 The Professorship**

##### **Background**

The Faculty of Education seeks to appoint to an established Professorship of Education. Applications are particularly welcomed from those working in the field of children's literature and literacies in education. This Professorship has arisen because of the retirement of the current Professor.

##### **Selection Criteria**

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 education.
- A record of research that is not only published in world leading journals but also has an impact upon public policy in the educational arena and among the educational practitioner community.
- The ability to manage and interact with staff and students at all levels, and to contribute to the strategic development of the Faculty.
- An awareness of the importance of, and a willingness to be involved in, the training of the next generation of researchers, including undergraduates, masters, research students, and postdoctoral research fellows, and the ability to attract and develop talented researchers into the field.
- The ability to provide strategic academic leadership in the Faculty and in the field of Education generally.
- The ability to lecture, to teach and to offer supervision where appropriate, the ability to undertake original work and the general supervision of research and advanced work in his/her subject, and the ability to assist students in their studies by supervision or informal instruction.

Candidates will hold a PhD or equivalent postgraduate qualification.

## **2 The Faculty of Education**

### **2.1 Background**

The Faculty of Education is a member of the School of Humanities and Social Sciences (SHSS) at the University of Cambridge. It is one of the largest groups of educational researchers and teacher educators in the country. Currently, the Faculty has an academic staff of 9 professors, 8 readers, approximately 40 lecturers/senior lecturers and over 40 research and teaching staff. There are approximately 50 assistant staff in support of teaching, research, outreach projects, finance, library, IT, audio-visual, buildings, etc.

The wide range of academic expertise covers all stages of formal education from the early years to the primary and secondary stages of schooling. We are therefore well placed to make major contributions both to the advancement of knowledge and practice about issues of contemporary significance and to the development of individuals and educational institutions.

The Faculty occupies modern, purpose-built accommodation on a single site at Hills Road. It offers excellent facilities to support teaching and research, including a library service offering one of the best education collections in the UK, an extensive Learning Resource Centre, teaching rooms, offices and social facilities.

### **2.2 Research at the Faculty**

The policy of the Faculty, and of the University, is that all University Teaching Officers (UTOs i.e. Lecturers) should be active researchers. The Faculty has a diverse research profile with annual grant expenditure from a range of sponsors including Charities, Research Councils and a wide range of government departments and national and international agencies active in Education. Sponsors of externally-funded research projects currently include the Economic and Social Research Council, government departments, and a range of charitable trusts as well as other educational organisations. Recent major successful bids include: "Learning outcomes and teacher effectiveness for children facing multiple disadvantages, including those with disabilities: India and Pakistan" (ESRC-DFID); "Exploring the malleability of executive control" (US Department of Education); and the centre for psychological and cross-disciplinary research into the role of play in young children's learning and development (Lego Foundation).

A flexible approach to forming research teams is encouraged, with colleagues working together as appropriate within the Faculty, within the School of Humanities and Social Sciences and indeed at institutional level.

The University of Cambridge performed strongly in REF2014. The Faculty of Education ranked third in terms of the proportion of its research submission rated at 4\*, with a GPA score of 3.3 and 54% of research submitted being ranked at 4\*.

Information about the Faculty's research is available at <http://www.educ.cam.ac.uk/research/>

## **2.3 Teaching and Learning at the Faculty**

The Faculty's focus on its research profile is complemented by its commitment to excellence in all aspects of teaching and learning. The Faculty currently offers a portfolio of Masters and Research degrees and attracts very able students from both the UK and overseas. It is recognised by the ESRC as providing one of the highest quality educational research training programmes available anywhere in the UK and has been highly successful in obtaining studentships from the ESRC and other funding bodies.

The Faculty also offers a PGCE programme and has a close working relationship with some 250 schools in the region, enabling about 300 students to prepare for careers in primary, middle or secondary schools each year. These partnerships also support the Faculty's research activities. In September 2015, the University of Cambridge opened a new primary school with strong links to the Faculty.

The Faculty also offers a three year BA degree in Education studies which combines study of core Education papers with one of three distinct tracks: Education, Policy and International Development; Education, Psychology and Learning; and Education, English Drama and the Arts.

Information about the Faculty's teaching is available at [www.educ.cam.ac.uk](http://www.educ.cam.ac.uk)

## **3 Standard Duties**

### **Teaching and research**

The Professor will be required to make an outstanding contribution to the research of the Faculty and to provide a significant contribution to teaching as required, including delivering lectures and giving instruction in his/her field of education. He / she will undertake original work and the general supervision of research and advanced work in his/her subject and to assist students in their studies by supervision or informal instruction.

### **Examining**

The Professor will be required to undertake such University examining as may be required by the Faculty Board.

### **Supervision**

The Professor will be required to act as the supervisor of graduate students as and when requested.

### **Administration**

Administrative duties are shared equitably among the teaching members of the Faculty. The Professors are expected to play significant roles in the governance and academic administration of the Faculty, for example on the Faculty Board, the Faculty Strategic Planning Committee and Faculty Committees dealing with such

matters as academic and other appointments, admission of graduate students, research and teaching assessments, the libraries and computing arrangements. They are also encouraged to accept appointment to University Committees.

#### **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 arranging small group teaching ("supervision") and the 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 appointment to a College is a separate matter from a University appointment. Membership of a College adds an important social and intellectual dimension for many of the academic staff. The Chair of the Faculty/Head of Department or senior colleagues can give more advice.

The Scheme for newly-appointed University Officers seeking a College Fellowship is set out at:

<https://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 the Faculty, members of cognate 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 Faculty / Department 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 October 2019 or as soon as possible thereafter.

#### **6 Enquiries and Applications**

Informal enquiries about this Professorship may be directed to Professor Susan Robertson, Convenor of the Board of Electors: telephone +44 (0)1223 767574 or email [slr69@cam.ac.uk](mailto:slr69@cam.ac.uk).

Further information on the University is available at the following address:  
[www.cam.ac.uk](http://www.cam.ac.uk).

Applications, consisting of a letter of application together with a statement of current and future research plans, a curriculum vitae and a publications list, should be made online no later than **26 October 2018**.

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](mailto: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 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](http://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: <https://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 it were 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:

<http://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](mailto:mw425@admin.cam.ac.uk)