Director of the University Museum of Zoology and Professorship of Evolutionary Biology and Ecology

Department of Zoology
Closing date: 22 January 2024
Job Reference: PF39553
Director of the University Museum of Zoology and Professorship of Evolutionary Biology and Ecology

Background to the role

The University seeks to appoint a scientist of outstanding calibre, who is recognised internationally for the originality and impact of their research in evolution or ecology (or both). They will initiate and maintain a thriving research programme through successful grant applications to research councils and other funding sources. Their work will have synergies with research beyond the Museum: nationally and internationally as well as with the wider research community in Cambridge.

Importantly, our new colleague will provide effective and engaged leadership for the University’s Museum of Zoology, which is embedded within the Department of Zoology.

The Museum is an outstanding resource for research, teaching and public engagement, and attracts over 150,000 visitors each year. Since re-opening, it was nominated four years running by ‘Kids in Museums’ for different national awards.

The new Director will provide leadership for all the 20 or so staff in the Museum, who comprise museum professionals as well as academic curators. The Director will promote and enable work that realises the Museum’s current vision:

Around the world, and on our doorstep, societies are struggling with the legacies of our past: biodiversity loss, anthropogenic climate change and other environmental impacts, societal inequalities and other environmental impacts, societal inequalities, and declining public health. We will use the Museum’s collections to promote understanding of animal life in the past, present and future of our planet; and to engage its audiences in diverse interdisciplinary research and educational projects that together cause a fundamental shift in how we manage societal inequalities and public health. Our vision is to instil an appreciation for the natural world that will shape a more environmentally sustainable, just and inclusive future.

The Museum shares a building with the Cambridge Conservation Initiative (CCI), an exceptional collaboration between international and national NGOs and University academics working in all aspects of conservation. The new Director will capitalize on the opportunities this affords.
The Director will continue to develop the Museum’s highly successful programme of public engagement, and continue to position the Museum in the wider academic community as a key open resource for multidisciplinary research within Cambridge, nationally and internationally.

The Director will work closely with the Head of the Zoology Department, and join the Department’s Senior Leadership Team. They will have strengths and experience in strategic planning; in identifying broad institutional opportunities and external developments and in translating them into local strategies and action plans. They will have the interpersonal skills required to provide sustained, collaborative leadership in the complex institutional environment of the University. They will also be effective at identifying and engaging with external stakeholders, including opportunities for philanthropic giving and other forms of fund-raising for the Museum.

The new Professor will complement and broaden research by the world-class group of scientists in the Museum and develop collaborations with other members of the wider research community at Cambridge. Preference will be given to applicants whose work has synergies with research beyond the Museum, including with our colleagues working in conservation. For example, the successful candidate might carry out research in ecology that is linked to reversing biodiversity loss, or understanding adaptations to climate change. Or their research might develop links with colleagues in other Departments within the School of Biological Sciences by using eco-evo-devo approaches in evolutionary biology, or work in genomic evolution. Or their work could develop research in the ‘Environment and Sustainability’ theme of the University’s Strategic Research Initiative that is centred on its collections (https://www.ccc.cam.ac.uk/).
We welcome applications from people whose research builds and develops large genomic, phenotypic or environmental datasets, for use in addressing key environmental challenges with novel analytical techniques.

The Professor will play a leading role in undergraduate and postgraduate teaching in ecology or evolution (or both) by giving lectures, organising practicals or conducting field courses, supervising undergraduate and postgraduate research projects and organising discussion groups. There is scope for increasing the reach of the University’s training activities by developing a new Masters course in any aspect of ecology or evolution (or both). Undergraduate supervision in Cambridge is the responsibility of the Colleges of the University. A Professor may undertake such undergraduate supervision up to a maximum of six hours per week.

The appointment comes at an exciting time for the Department of Zoology and coincides with the recruitment of several senior research leaders within the Department and in related research groupings across the University.

We particularly encourage women, candidates from a Black, Asian and Minority Ethnic background or other under-represented groups to apply for this vacancy as they are currently under-represented at this level within our University.
## Person Specification

Candidates will be considered for the Professorship on the basis of the following selection criteria. You should explain how you meet each of them in your application.

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<th>Criteria</th>
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<td><strong>Essential</strong></td>
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<td>An outstanding research record of international stature in Evolution or Ecology (or both).</td>
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<td>A track record of effective and engaged leadership including experience in strategic planning, identifying internal and external opportunities and developing local strategies and action plans.</td>
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<td>The skills to lead effectively in a complex institutional environment. A track record of working in collaboration or partnership with members of other organisations or institutional groupings</td>
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<td>A commitment and enthusiasm for supporting and developing public engagement</td>
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<td>A track record of fostering and promoting an inclusive, diverse and supportive work environment and research culture.</td>
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<td>The interpersonal skills and ability to manage and interact effectively with staff and students at all levels, and over the longer-term.</td>
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<td>An established record in attracting external research grant support.</td>
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<td>A track record of enthusiastic commitment to the recruitment, training and mentoring of the next generation of researchers, including undergraduates, research students, and postdoctoral research fellows</td>
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<td>Candidates will hold a PhD or equivalent postgraduate qualification.</td>
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The Museum and Department of Zoology

The Museum is an integral part of the Department of Zoology, providing an outstanding resource for research and teaching as well as a gateway for engagement with non-academic communities. The whole Department comprises around 250 members who share a fascination with animal biology. Our community includes about 24 University faculty, about 15 principal investigators, roughly 80 postgraduate students, a vibrant post-doc community and a committed team of professional service staff. The Museum component comprises five academic curators and their research groups, and 15 or so Museum professionals with specific expertise in front of house activities, business administration, public engagement and collections curation and conservation.

The Museum has roughly two million specimens in its collections, amassed globally over the past two centuries, and attracts over 150,000 visitors each year. Its offices, stores and public galleries underwent significant refurbishment before re-opening in 2018. The School’s CT scanning facility is adjacent to the Museum’s five different stores, alongside laboratory space for prepping and analysing specimens and the Museum’s dark room facility.

The Museum is a member of the University Consortium of Museums, along with seven other University Museums (https://www.museums.cam.ac.uk/) and is part of the wider collections community which incorporates the University Library and Botanic Gardens. It plays a key role in the Collections-Connections-Communities Strategic Research Initiative (https://www.ccc.cam.ac.uk/) and is part of the AHRC funded CC-EE Collaborative Doctoral Training Partnership (https://www.ccc.cam.ac.uk/about/news/announcing-cc-ee/).

The Department

Our mission is to define and answer the most important and exciting questions in animal biology to deliver an outstanding contribution to knowledge with real-world benefits. We have particular strengths in evolutionary biology, ecology, behavioural ecology, conservation science 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 also contributes to five cross school Interdisciplinary Research Centres; Conservation, Global Food Security, Cancer, Infectious Diseases and Neuroscience.

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, behaviour and conservation, 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, both by external assessors and the undergraduates themselves.

Location and Facilities
The Museum and Department are based in the historic city centre of Cambridge.

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, as well as with in silico approaches, all supported by excellent research facilities.

As well as providing a proactive mentoring programme and annual staff development reviews, we have an active induction programme and facilitate training in a wide range of topics. The Department promotes staff wellbeing and happiness through diverse social events organised through the year.

We support a range of other activities to support career development and foster a healthy research culture.

Equality Diversity and Inclusion
We embrace and value the immense benefits of a diverse and inclusive community at work.

All members of the Department are expected to be actively involved in creating a stimulating, inclusive, respectful, and supportive work and study environment.

We fully and actively subscribe to both the University’s Equal Opportunities Policy, the University’s Dignity@Work Policy, and promote a wide range of diversity networks for women, black, Asian and minority ethnic, and lesbian, gay, bisexual, and transgender (LGBT+) staff and students.
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 conversation learning and leadership. Our work spans disciplines, organisations and continents, with a core mission of conserving and restoring life on Earth.

The 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 the 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.

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

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 has teaching responsibilities in four undergraduates 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 Masters and PhD students, along with the Degree Committee.

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.
Terms of Appointment

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

Salary
Salary on appointment will be determined by the Vice-Chancellor at an appropriate point on the University’s salary spine for grade 12, taking into account 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.

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

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

Tenure
Appointments are to the retiring age for established academic positions.

Working Pattern
The appointment is full-time.

Annual leave
Subject to compliance with the Statutes and Ordinances relating to leave, full time officers are entitled in any holiday year to take a minimum of 28 days annual paid holiday. These periods are inclusive of public holidays that fall outside Full Term.

Sabbatical leave
Cambridge has a generous statutory provision for leave of absence of one term for every six terms of service. Academic staff use this opportunity for study and research.

Pension
You will automatically be enrolled to become a member of USS (Universities Superannuation Scheme), a defined benefits pension scheme. If you are already a member of the NHS Pension scheme, you may be eligible to continue in the scheme and should contact the Pensions section of the University: www.pensions.admin.cam.ac.uk/

College membership
Membership of a College adds an important social and intellectual dimension which many of the University’s academic community find attractive. Further details about a Professorial Fellowship are set out below and more details about college membership are provided in a separate section of this document.

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

Residence
It is a requirement of the role that you are resident in the University during term-time. Further information can be found here, p. 679: https://www.admin.cam.ac.uk/univ/so/pdfs/2020/ordinance11.pdf
Removal Expenses
If the person appointed is not resident in Cambridge, a contribution from University funds will be made towards expenditure incurred in removal to Cambridge to take up a University office.

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 them at www.enterprise.cam.ac.uk.

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 the attention of Heads of House to 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

General information

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. Accordingly, shortlisted candidates, whatever their nationality, will be asked to provide such evidence at an appropriate stage in the recruitment procedure. If you do not have the right to work in the UK already, any offer of employment we make will be conditional upon you gaining it.

Screening Checks
This role requires a basic disclosure/ standard Disclosure and Barring Service (DBS) Check/an enhanced Disclosure and Barring Service (DBS) check/a security check. Any offer of employment we make to you will be conditional upon the satisfactory completion of this/these check(s); whether an outcome is satisfactory will be determined by the University.

Health Declaration - 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.
References – References will be requested prior to the final meeting of the Board of Electors. Please note: references are not required from your current employer.

Equal Opportunities
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.

Equality, Diversity and Inclusion
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. Information for disabled applicants is available at: https://www.hr.admin.cam.ac.uk/policies-procedures/disabled-applicants-and-members-staff

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.

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
The University

The University of Cambridge is one of the world's oldest and most successful universities. We are a renowned centre for research, education, and scholarship that makes a significant contribution to society. The University is consistently ranked amongst the top universities in the world. Our affiliates have won more Nobel Prizes than any other University.

Our sustained pursuit of academic excellence is built on a long history of first-class teaching and research within a distinctive collegiate system. For eight centuries our ideas and innovations have shaped the world. Our principal goal is to remain one of the world's leading universities in an increasingly competitive global higher education sector. Today the University of Cambridge is at the centre of a cluster of over 4,300 businesses employing 58,000 people.

Our mission is to contribute to society through the pursuit of education, learning, and research at the highest international levels of excellence. Our core values are:

- freedom of thought and expression; and
- freedom from discrimination.
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 students, provide student accommodation and deliver small group teaching.

The University awards degrees and its faculties and departments provide lectures and seminars for students and determine the syllabi for teaching and conducting research.

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.”

Prof Deborah Prentice, Vice Chancellor 2023
Working at the University

Working at Cambridge you will join a diverse, talented and innovative community, with more than 18,000 students and over 16,000 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.

We offer 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.

The University’s estate is undergoing the most significant transformation in its history. Cambridge has been able to create a new science and technology campus to the west of the city centre, and is now expanding further to the north west of Cambridge including investing in affordable homes for University key workers and community facilities. Even with our continued development, the University remains within walking or cycling distance across the campus. The University is a major partner on the Cambridge Biomedical Campus and we continue to redevelop our historic city centre sites demonstrating our determination to ensure that we can offer the best facilities and opportunities for our staff and students.

Equality & diversity
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 networks for women, black and minority ethnic and lesbian, gay, bisexual and transgender staff. More details are available here:  http://www.equality.admin.cam.ac.uk/

The University has a bronze Race Equality Charter aware, with framework for improving the representation, progression and success of minority ethnic staff and students within higher education. Furthermore, the University’s Athena SWAN award recognises and celebrates good practice in recruiting, retaining and promoting women.
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 visit https://www.accommodation.cam.ac.uk/relocation. 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 visit https://www.accommodation.cam.ac.uk/
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. Payroll giving is also a simple, tax-efficient way for employees to make monthly donations to charity.

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

Family-friendly policies
The University recognises the importance of supporting its staff. We have a range of family-friendly policies to aid employees' work-life balance including a generous maternity, adoption and shared parental leave entitlement of 18 weeks full pay, and 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 may be available to help support University employees with caring responsibilities (subject to demand and qualifying criteria). Further childcare information can be found here: https://www.childcare.admin.cam.ac.uk/

The Newcomers and Visiting Scholars Group is an organisation within the University run by volunteers whose aim is to help newly arrived wives, husbands, partners and families of Visiting Scholars and members of the University to settle in Cambridge and give them an opportunity to meet local people. The Postdoc Academy supports the postdoctoral community within Cambridge. Further details are available here: https://www.postdocacademy.cam.ac.uk/

Your wellbeing
The University’s Sport Centre, Counselling Services and Occupational Health are just some of the support services available to University employees to promote their physical and mental wellbeing. There are many societies in Cambridge catering for almost every taste and interest. Whether you want to take part in a sport, participate in music or drama, pursue a hobby, or join a political group, you will almost certainly find that a society exists for this purpose. The University also hosts the Cambridge Science Festival and Cambridge Festival of Ideas, as well as Open Cambridge weekend, which together attract over 50,000 visitors per year. The festivals are a great opportunity to get your first taste of public engagement, through volunteering, supporting hands-on activities or proposing a talk.

Development opportunities
We support new employees to settle in through various activities. The encouragement of career development for all staff is one of the University's values and we put this into practice through various services and initiatives. Our Personal and Professional Development Department provides development opportunities and courses for all University employees. These include face-to-face sessions, online learning modules and webinars. Employees may also apply for financial support to undertake training that will lead to a qualification. We offer reduced staff fees for University of Cambridge graduate courses and the opportunity to attend lectures and seminars held by University departments and institutions. The CareerStart@Cam programme also supports employees in assistant staff roles who do not hold higher education qualifications to develop their skills, experience and qualifications.
College Membership

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.

Membership of a College adds an important social and intellectual dimension which many of the University's academic community find attractive. Most colleges expect their fellows to take part in undergraduate supervision and College administration. Appointment to a College fellowship is a separate matter from a University appointment, for which the College provides modest remuneration additional to University salary. It is not compulsory for academic staff to be a member of a College.

Further advice can be obtained from The Chair of the Faculty/Head of Department or senior colleagues.

The Scheme for newly-appointed University Officers seeking a College Fellowship is set out at: [UTO Scheme | Office of Intercollegiate Services (cam.ac.uk)](http://cam.ac.uk)
How to Apply

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: 22 January 2024.

Applications should be submitted online via the University of Cambridge jobs page www.jobs.cam.ac.uk by clicking “Apply online” in the job advert. You will need an email address to register for our online system.
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 interview if your application is successful.

If you have any queries regarding the application process please contact: Dr Gosia Wloszycka at: professorships@admin.cam.ac.uk and/or mw425@admin.cam.ac.uk

Appointment Procedure

The appointment will be made by a Board of Electors, chaired by the Vice-Chancellor or Deputy, with a membership which includes members of the Department, 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 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 June 2024 or as soon as possible thereafter.

Informal Enquiries

Informal enquiries about this Professorship are welcomed and should be directed to:

Professor Rebecca Kilner
Department of Zoology
Email: hod@zoo.cam.ac.uk