UNIVERSITY OF CAMBRIDGE

Athena SWAN Silver Award

THE PROFESSORSHIP OF GEOPHYSICS

DEPARTMENT OF EARTH SCIENCES

1 The Professorship

Background

The Professorship of Geophysics is one of the four established Professorships in this flourishing Department. The Professor will provide senior intellectual leadership to ensure that Cambridge retains its world-leading position in research and teaching in quantitative physical Earth Sciences. The person appointed will help provide leadership to the Department's multi-disciplinary research strategy, which seeks to place fundamental Earth science research at the heart of addressing current and future societal challenges. These include (but are not limited to): achieving the transition to a carbon-neutral future, delivering sustainable and responsible access to the Earth's natural resources, and providing the tools and understanding to deal with natural hazards in a changing world.

Previous holders of this Professorship have included Professors EC Bullard, Chris Chapman, Jack Jacobs and Bob White.

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 quantitative physical Earth Sciences, especially in the broad areas of geophysics, geodynamics or tectonics..
- The commitment to provide leadership to the Department's multi-disciplinary research in the fields of geophysics, geodynamics or tectonics.
- The vision, leadership experience and enthusiasm to build on current strengths in maintaining and developing a leading research presence, and an established record in attracting research grant support to further this development.
- The ability to further the academic planning and strategic development of geophysics, geodynamics or tectonics research in the University and, where appropriate, to facilitate its development within the UK.

- The ability to manage and interact effectively with staff and students at all levels, and to maintain and develop intellectual links between the two geographically separate sites occupied by the Department (at the Bullard Labs and in central Cambridge).

- An enthusiastic commitment to the recruitment, training and mentoring of the next generation of researchers, including undergraduates, research students, and postdoctoral research fellows

Candidates will hold a PhD or equivalent postgraduate qualification.

2 The Department of Earth Sciences

The Department has 33 academic staff, including 7 Fellows of the Royal Society, around 40 research fellows and postdocs, 10 Computer and Technical Officers and a range of support staff. There are over 75 graduate students. We have excellent computational and analytical facilities. Research grant expenditure by the Department for 2017/18 was £5.5M. Cambridge is listed 6th in the QS world rankings for Earth & Marine Science and we are the top listed Department in the Complete University Guide Ranking rankings for UK Geology.

Strategy: Our goal is to carry out fundamental innovative research to make major advances in the Earth Sciences and develop its impact for society. Our strategy is to promote a broad-ranging interdisciplinary approach across all aspects of the subject, with research extending from geophysics to palaeontology to mineral physics. We have an exceptional research environment with state-of-the-art analytical facilities. The research transcends traditional scientific boundaries by the combination of staff with backgrounds from quantum physics to zoology, and by strong collaboration within Cambridge, nationally and internationally. We attract a large group of research fellows and post-graduate students who make vital contributions to our vibrant research culture. Our position within the uniquely integrated Natural Science Tripos teaching structure in Cambridge enables us to attract a significant number of biologists, physicists, chemists and mathematicians into Earth Sciences as undergraduates and as PhD students. We also attract excellent research students from other UK departments and institutions worldwide. We have strong collaborative links with industry, which exploits our fundamental research advances and employs many of our students and young research workers. This collaboration provides us with access to important data and has facilitated the design and construction of novel instrumentation. We have been highly innovative in developing new initiatives through our flexible structure with a high degree of intra- and inter-departmental collaboration, and absence of rigid group boundaries.

Strong interdisciplinary collaboration: The Department sits within the School of the Physical Sciences (SPS), which encompasses the physical and mathematical sciences. Three of our academic staff are appointed jointly with other Departments within SPS (with the Institute of Astronomy, the Department of Applied Mathematics and Theoretical Physics, and with the Department of Materials Science). We have strong multidisciplinary collaborations in research particularly through the interdisciplinary research centres which we were instrumental in setting up, notably the BP Institute with the partner Departments of Applied Mathematics and Theoretical Physics (DAMTP), Chemistry, Engineering, and Chemical Engineering, and the Institute of Theoretical Geophysics (ITG) within DAMTP. Our graduate programmes (DTP and CDTs) span numerous Departments across the University.

Research

We recognize that many of the major advances in which we have been involved occurred at the boundaries between disciplines, such as marine geophysics and seismology (plate tectonics); earthquakes and stratigraphy (extensional basins); petrology, fluid mechanics and geochemistry (physical volcanology and melting); marine sedimentology and isotope geochemistry (climatic cycles); and solid-state physics, petrology and mineralogy (encapsulation of hazardous materials).

The following sections outline ongoing research in the Department in broad subject areas. We do not have research groups as such; many staff are involved in more than one subject area.

Geophysics, Geodynamics and Tectonics

Academic Staff: Dr David Al-Attar, Professor Mike Bickle, Dr Alex Copley, Dr Sanne Cottaar, Professor James Jackson, Dr Jerome Neufeld, Professor Nick Rawlinson, Dr John Rudge, Professor Nicky White, Professor Robert White, Professor Andy Woods

The distinctive feature of this grouping is the investigation of a very broad spectrum of structural, tectonic and geodynamical processes using quantitative physical models based on land-, marine- and space-based observations. Theoretical and geophysical analyses interface with advances in petrology, geochemistry and mineral sciences. Work at the BP institute and the Institute of Theoretical Geophysics is an integral part of this research and connects the Department closely with the Departments of Applied Mathematics and Theoretical Physics, Chemistry, Engineering, and Chemical Engineering. The COMET project on modelling and observation of earthquakes and tectonics has developed further our strong national and international collaboration in aspects of space-based observation combined with fieldwork. We have expanded our activities in marine seismology through collaboration with Schlumberger. We are developing research in normal-mode and body-wave earthquake seismology. An extensive array of seismometers and new computational facilities has strategically enhanced our research in all areas of seismology and geodynamic modelling.

Research is ongoing in:

- Melt generation, and especially the relationship between composition, isotopic ratios and mantle stirring. The distribution of alkali basalts and kimberlites, and their relationship to lithospheric thickness.
- The relationship between shear-wave velocity and temperature, and hence to lithospheric thickness of the continents. Control of continental tectonics, especially the geometry of fold-mountain belts and variations in elastic thickness, by the structure of the lithosphere.
- Short-wavelength variations of the gravity field of the Earth, Moon and Mars using Doppler frequency shifts, principally to map variations in elastic thickness. The rheology of planetary interiors.
- Investigations of active faulting in earthquakes, through combined use of seismology, GPS, InSAR, geomorphology and Quaternary geology, from details of individual earthquakes to regional investigations of large continental areas. This effort is coordinated within the COMET group (http://comet.nerc.ac.uk).

- The extent to which vertical motions of the continents are controlled by lithospheric stretching and/or by mantle circulation. This interest is pursued in close collaboration with the hydrocarbon industry who often fund projects and provide datasets.
- Field deployments of networks of seismometers to study tectonics and lithosphere structure, as well as magma chambers in active volcanic regions. Areas of current work include Iceland, Iran, India, New Zealand, Chile, Indonesia and the Himalaya-Tibet region.
- State-of-the-art marine seabed and conventional controlled-source seismic acquisition, data modelling and inversion to study large-scale crustal processes that occur when continents break apart, where plates collide, and in sedimentary basins.
- Use of innovative controlled-source seismic techniques to map and monitor fluid flow and cracking in the subsurface, including application to water movement, CO_2 sequestration and hydrocarbon reservoirs.
- The use of earthquake seismology, in association with mineral physics, to investigate the structure and composition of the Earth's deep interior.
- The development of innovative theoretical and computational methods for solid Earth geophysics, including work on geophysical inverse problems and seismic tomography.
- Understanding the relationship between mantle upwelling, lithospheric structure and plate motion, with a particular focus on plume melting, edge-driven convection and shear driven upwelling, and their implications for intra-plate volcanism.
- Continental growth and evolution, and the relationship between the crust and lithospheric mantle over time. The use of multiple geophysical datasets, which can jointly constrain crust and upper mantle structure, forms a crucial part of this work.
- The BP Institute is focusing on multiphase fluid flow through porous media and is located at the Bullard Laboratories.

Mineral Sciences

Academic Staff: Professor Michael Carpenter, Professor Ian Farnan, Professor Richard Harrison, Professor Simon Redfern, Dr Emilie Ringe

Mineral Sciences research seeks to understand the fundamental properties and behaviour of minerals in the natural environment, and apply this knowledge to answer important questions about the Earth and beyond. Our research focusses on the structure, dynamics and properties of crystalline solids from the Earth's core to the biosphere, and how these properties impact upon broader Earth and environmental processes. The Mineral Sciences group collaborates closely with colleagues from Geophysics, Paleobiology, Petrology, Geochemistry and Climate on a diverse range of topics, from the use of magnetic proxies to trace biogeochemical processes in modern and ancient sedimentary environments to the use of meteorites to understand the thermal evolution of small planetary bodies in the early Solar System.

We have a wide range of in-house experimental facilities for the study of minerals and their properties, including world-leading laboratories for microscopy, diffraction and spectroscopy. We use national and international facilities for neutron scattering, synchrotron X-ray diffraction and supercomputing, and collaborate extensively with the Departments of Physics, Materials Science, Chemistry and Mathematics in Cambridge. The group houses the NanoPaleoMagnetism and Elasticity laboratories for the study of magnetic and elastic properties over a wide range of temperatures, frequencies and applied magnetic/electric fields, the NMR laboratory for the study of

nuclear materials, and extensive facilities for the study of minerals and high temperatures and pressures.

Topics of current research include:

- Rock magnetism, paleomagnetism and environmental magnetism.
- Elasticity and anelasticity of minerals in Earth's crust, mantle and core.
- Advanced materials for nuclear waste encapsulation.
- Mineral-water interactions at extreme conditions.
- Synchrotron-based spectroscopy and magnetic imaging of minerals at the nanoscale.
- Multi-scale, multi-dimensional and multi-modal imaging of minerals using X-ray and electron tomography.
- Biomineralisation and paleoclimate proxies.
- Nonlinear mechanical properties of mixed-phase systems.
- Phase transitions in multiferroic materials, metal organic framework structures and unconventional superconductors.
- Properties and dynamics of transformation microstructures for potential device materials.
- Neutron, infrared and Raman spectroscopy of molecular processes in minerals.

Petrology: Igneous, Metamorphic and Volcanic Studies

Academic Staff: Professor Mike Bickle, Dr Marie Edmonds, Professor Sally Gibson, Professor Tim Holland, Professor Marian Holness, Dr John Maclennan, Dr Jerome Neufeld, Dr John Rudge, Dr Oli Shorttle Dr Ed Tipper, Dr Helen Williams, Professor Andy Woods

This grouping combines research into igneous, metamorphic and volcanic processes to enhance understanding of global tectonics as well as their more immediate impacts on our surficial environment. Our strategy is to integrate geological observational studies (field work, petrology, geochemical and isotopic analyses) with interdisciplinary work on multiphase flow in deformable media and the properties of the materials involved.

Current research includes:

- Mantle heterogeneity and melt transport: Isotope geochemistry, microanalysis and thermodynamics are used to characterise compositional heterogeneity in the convecting mantle. These observations constrain our statistical and computational models of the long-term evolution of Earth’s geochemical structure and now highlight the relationship between heterogeneity and melt transport.
- Mantle convection and lithospheric structure: The study of mafic and ultramafic rocks from ocean islands, mid-ocean ridges, large igneous provinces and the continental interiors is used to probe mantle thermal structure and flow field and test models of mantle convection and lithospheric stability.
- Magma chambers: Observations of rock textures and compositional microanalyses are coupled with theoretical models and the results of laboratory experiments to understand magma chamber processes, including evolution of crystal mushes at chamber margins and mixing in the chamber interior.
- Volcanic processes: The establishment of remote, high-resolution measurements of volcanic gases in conjunction with analyses of melt inclusions to model the physical processes occurring during volcanic eruptions.

- Thermodynamics, Mountain Building and Crustal Evolution: Quantitative estimates of changes in pressure and temperature are being made using mineral compositional zonation and thermodynamic databases. The complexity of zoning can be linked to tectonic movements in the Earth's crust.

Climate Change and Earth-Ocean-Atmosphere Systems

Academic Staff: Professor Mike Bickle, Dr Neil Davies, Professor David Hodell, Dr Alex Piotrowski, Dr Luke Skinner, Dr Ed Tipper, Dr Alexandra Turchyn, Professor Eric Wolff

The climate group uses a range of archives and proxies to document past climate change. The aim is to elucidate the processes governing climate change, providing empirical evidence to test theories and models, including those used to predict future climate change. Our evidence comes from archives including marine and lake sediments and ice cores. We have developed a range of chemical, isotopic and sedimentary proxies of the critical parameters needed to describe past climatic states and the processes that force change. Among other topics we use these tools to look at climate change, ocean circulation, biogeochemical cycles and ice sheet changes, with a strong emphasis on glacial cycles and rapid climate change within the last glacial cycle. However, we also study earlier periods of Earth History, and more recent climate change and its impact on societies. We have increased the links between workers on marine, ice-core and terrestrial records and promoted collaboration with the climate modelling community. Our isotope-geochemistry laboratories, known collectively as the Godwin Laboratory (link), and facilities are state of the art.

Current research includes:

- Understanding astronomical forcing of climate change records as recorded in oceanic sediments.
- Multi-proxy studies of abrupt climate change in the oceans, and its impacts recorded in ice.
- Sedimentological and geochemical tracers of past deep-sea circulation vigour and its role for changing atmospheric CO_2:
- Use of foraminiferal metal chemistry and the stable isotopic composition of biogenic sediments in palaeochemical studies of ocean temperature and nutrient variations.
- The stability of the Greenland and West Antarctic ice sheets, particularly during past warm periods
- Processes and geochemical fluxes associated with earth-atmosphere interaction in chemical weathering.
- Interactions between geochemistry and microbiology and how these related to biogeochemical cycling.
- Biogeochemical cycling of stable isotopes and elements in marine and terrestrial systems, with particular focus on the carbon and sulphur cycle.
- The co-evolution of alluvial systems and land plants during the Palaeozoic.
- The sedimentary record of the terrestrialization process.
- Applying geochemical methods for conducting societally relevant research, such as effects of climate change on ancient civilizations and carbon sequestration.

Palaeobiology and Palaeoecology

Academic Staff: Professor Nicholas Butterfield, Dr Daniel Field, Dr Liz Harper, Dr Alex Liu, Dr David Norman

A focus of our research is the Cambrian "explosion," arguably the greatest transition in the history of life, a better appreciation of which will improve our understanding of the broader aspects of the evolutionary process. Our approach involves novel interrogation of the early fossil record combined with leading-edge phylogenetic and morphometric techniques, and recognition of the powerful interplay between biological and planetary evolution. We are also a major centre for vertebrate palaeontology, again integrating biology (e.g. functional biology) and geology (e.g. plate tectonics and palaeobiogeography).

There are also strong intra-departmental links, particularly with palaeoceanography (David Hodell), low temperature geochemistry (Sasha Turchyn) and sedimentology (Neil Davies). There are also long-standing connections with both vertebrate palaeontologists and evolutionary and developmental biologists in the Department of Zoology.

The Department hosts the Sedgwick Museum, a major national and international research and training facility with a prominent role in communication with the public.

Current research includes:

- Community Structure, Evolution and Organismal Interaction
- The early evolution of eukaryotes, multicellularity and heterotrophy, particularly as they relate to ecological expansion through the Proterozoic and early Cambrian
- ‘Ecosystem engineering’ feedback effects of biological evolution
- Ediacaran and Cambrian (especially Burgess Shale-type) faunas
- The evolution and palaeobiology of archosaurian reptiles
- Predator-prey interactions in marine communities
- Systematics and phylogeny of trilobites, early arthropods and ecdysozoans
- Recent and fossil bivalves with an eye to reconstructing their evolutionary history
- The mechanisms and palaeobiological implications of exceptional fossil preservation
- The development of combined phylogenetic and palaeobiogeographic techniques.
- Convergence and contingency in biological evolution.

We have well equipped laboratories with two multi-collector ICP mass-spectrometers, two solid-source and eight gas-source mass spectrometers, atomic-emission spectrometer, high-resolution ICP-MS, C-H-N analyzer, atomic absorption, Sedigraph, a coulter counter, magnetic susceptibility, X-radiography, cathodoluminescence. Our ice core studies are collaborative with the British Antarctic Survey, also in Cambridge. Thus, we offer topics which incorporate training in geochemical and sedimentological techniques, into research on major current problems in global change and global biogeochemical cycles.

We have well-equipped geochemical laboratories for the preparation and geochemical analysis of minerals and rocks. As well extensive mass-spectrometric capabilities (Neptune, Element, Triton) our micro-analytical facilities include EPMA, FEI-Qemscan, micro-Raman and laser-ablation ICPMS.

The Department has laboratories for high pressure and temperature experiments and also for fluid dynamical investigations.

The Sedgwick Museum

The Department hosts the Sedgwick Museum, a major national and international research and training facility with a prominent role in communication with the public. The museum's overall strategic leadership is provided by the Director, Dr Liz Hide.

The museum is open to the general public for 6 days/week and it receives up to 130,000 visitors per year. This includes many school and adult groups who, upon request, are provided with guided tours. The collections are used by researchers and students from a wide range of national and international HE institutions. In addition to about 100 research requests per annum, the museum hosts about 35 visits by researchers each year.

The collection encompasses more than 2 million fossils, minerals and rocks with an associated archive. These include Darwin's rocks from the HMS Beagle expedition but it is also one of the most important international repositories of 'type' specimens of described fossil species, with more than 10,000 documented to date and over 21,000 specimens that have been figured in the scientific literature. The world-renowned Harker petrology collection contains about 250,000 igneous and metamorphic rock thin sections and about 160,000 hand specimens (c. 25% of which have been referenced in the international scientific literature). There are also about 100,000 sedimentary rocks in the Black collection. The mineral collection comprises about 40,000-50,000 specimens including about 500 meteorites.

http://www.sedgwickmuseum.org/

Teaching

Teaching in the Department of Earth Sciences is an integral part of the Natural Sciences Tripos (NST). The Department teaches undergraduate courses in Earth Sciences (years 1-4) and Physics (year 4). Our students are scientifically skilled and numerate, which enables us to teach courses that explore fundamental, quantitative, interdisciplinary areas of the subject. It is in the latter context that we are unusual, even in terms of the NST, in having expertise ranging across physics, chemistry and biology. We are thus well equipped to introduce our students to current research frontiers. Our teaching staff enable students to acquire a broad scientific and geological training as well as specializing in areas ranging from hydrocarbon exploration to climate science and palaeobiology.

We aim to motivate our students' curiosity about the Earth Sciences and bring them to the intellectual level at which they can understand the controversies and apparent contradictions inherent in research. In the first and second year courses we also aim to give those NST students who ultimately specialise outside the Earth Sciences a rounded view of major topics and a lasting interest in the subject. This is of direct benefit to the Earth Sciences community, as some of these students return to the subject at postgraduate level, providing an essential transfer of science skills.

The quality of our courses is reflected in the numbers we attract to graduate with us; 80% originally intended to pursue other subjects. Our students are valued by

postgraduate schools, industry and government for their numeracy and command of fundamental scientific principles.

Further information about the Department is available at our website http://www.esc.cam.ac.uk

3 Standard Duties

Teaching and research

The Professor will be required to deliver lectures and give instruction both within the area of their own research and more broadly within related fields, and in particular to perform the following duties:

(i) to lecture, hold practical classes and participate in undergraduate field instruction at a level comparable with that of other academic staff in the Department.

(ii) to undertake original work and the general supervision of research and advanced work in his/her subject and within the Department of Earth Sciences,, 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 relevant Faculty Board or comparable body.

Supervision

The Professor will be required to act as the supervisor of graduate students, and be expected to contribute to our graduate mentoring scheme.

Administration

Administrative duties are shared equitably among the teaching members of the Faculty. The Professors are expected to play significant roles from time to time on the Faculty Board 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 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 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 in the academic year 2019/20, or as soon as possible thereafter.

6 Enquiries and Applications

Informal enquiries about this Professorship may be directed to Professor Harrison, Convenor of the Board of Electors, Cambridge, telephone +44 (0)1223 333380 or email rjh40@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 together with a statement of current and future research plans, a curriculum vitae and a publications list, should be made online no later than **30 July 2019**.

If you are unable to apply online, please contact the Human Resources, University Offices, The Old Schools, Cambridge, CB2 1TT (email professorships@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.

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 and the Department are committed to equality and diversity and inclusion and encourages applications from all sections of society. The University holds an institutional Athena-SWAN silver award and the Department is a bronze award holder.
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