

The Regius Professorship of Hebrew

Department of Middle Eastern Studies Faculty of Asian and Middle Eastern Studies

Closing date: 11 November 2024

Job Reference: *GY43219*















The Regius Professorship of Hebrew

Background to the role

The Regius Professorship of Hebrew at Cambridge was established by Henry VIII in 1540. The holder of the Regius Chair is the senior academic within the Hebrew and Semitic Studies group, which covers classical, medieval and modern Hebrew in the Near and Middle East.

The purpose of the Professorial Chair is to foster and promote Hebrew and Semitic studies as an integral part of the research and teaching activity of the Department of Middle Eastern Studies.

The current holder of the Professorship is Professor Geoffrey Khan, a renowned expert in Hebrew and Semitic Studies, who has strategically developed the profile of Hebrew and Semitic Studies nationally and internationally.

We are now looking for a senior scholar with an established track record of research and leadership to further shape Hebrew and Semitic Studies at the University of Cambridge. The appointee will maintain the reputation of FAMES as an international centre of excellence in Hebrew and Semitic Studies through landmark research that has a major impact.

Standard Duties

1. Research and teaching

The Professor will undertake original research in Hebrew and Semitic Studies, publish their work and mentor others in the field. This will include support of post-doctoral researchers funded by external grants and Hebrew Trust Funds, and the training of PhD students.

The Professor will deliver, supervise and assess research-led instruction in Hebrew and Semitic Studies to students of all undergraduate and post-graduate levels in our team-taught teaching programme on the Middle East and North Africa.

2. Administration and management

The Professor will play a leadership role in the Department's Hebrew and Semitic Studies team, including the language teachers.

The expectation is that the appointee will take on the role of Head of the Department of Middle Eastern Studies and co-Chair of the Faculty for three years, possibly as early as in October 2025.

In addition, administrative duties and faculty roles are shared equitably among the teaching members of the Faculty. Professors are expected to play significant roles from time to time on the Faculty Board and Faculty Committees. They are also encouraged to accept appointment to University Committees.

3. Key aspects of the role include

- Working with colleagues in the
 Department to integrate the activities of
 the Hebrew and Semitic Studies team
 with those of colleagues in Arabic and
 Persian studies. Currently this involves
 research on endangered Semitic
 languages, and the Semitic languages
 as a group, a seminar on Middle
 Eastern Languages and Linguistics,
 the offering of courses including Arabic
 and Aramaic alongside Hebrew.
- The integration of Hebrew research and teaching on Classical, Medieval and Modern Hebrew Studies in a context.
- The fostering of complementary but distinctive approaches to the study of Hebrew and Jewish Studies in relation to posts in the Faculty of Divinity and other units, notably the Taylor-

- Schechter Genizah Research Unit, situated in the University Library, in conformity with the strategy of the School of Arts and Humanities 'to break down academic silos' This may entail collaborative research, teaching and supervision.
- The Department expects that the new Professor will continue the current postholder's success at grant capture from the major research councils and fundraising for research, and maintain impact on academic and non-academic communities through initiatives to disseminate research.



Person Specification

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

Criteria	Essential	Desirable
A PhD in a field related to Hebrew and Semitic Studies, using Hebrew language materials	✓	
An established word-class track record of research and publication in their academic field.	√	
An established world-class record of academic and researcher leadership within the University sector and a proven ability to develop and capture research grants, to recruit early career fellows and to lead research teams.	✓	
A vision for the strategic development and leadership of research in the study of Hebrew and Semitic Studies, at the University of Cambridge.	✓	
An established record of administrative leadership within academia, including the direction of departments and faculties, the management of academic and non-academic staff and effective guidance of an interaction with students at all levels.	✓	
Proven ability to recruit, train and mentor students at undergraduate and post-graduate levels, and a commitment to nurturing student talent.	✓	
Experience in fundraising and liaison with donors and potential donors from across the world.	✓	
Excellent knowledge of Classical Hebrew, as well as a good command of Modern Hebrew.	√	
Knowledge of another Middle Eastern language such as Arabic, Persian or Turkish.		√

Department of Middle Eastern Studies



The Department of Middle Eastern Studies (DMES) is located in the Faculty of Asian and Middle Eastern Studies (FAMES) together with the Department of East Asian Studies (DEAS).

The Department currently hosts the following posts in Hebrew Studies: the Kennedy Leigh Professor of Modern Hebrew Studies, the Associate Professor in Hebrew, the Assistant Professor in Hebrew and the Jews of the Medieval Middle East. The Department also houses posts in Arabic and Persian Studies, and in Indian languages. Colleagues co-teach general courses on the Middle East.

The Headship of the Department, which currently includes being co-Chair of the Faculty of Asian and Middle Eastern Studies, rotates on a triennial basis and it is expected that the new post-holder would take on this responsibility possibly as early as in October 2025.

The Department currently admits about 25 undergraduates per year to study Arabic, Hebrew or Persian, often in combination with each other or a modern European language (MML). Students may also take Sanskrit or Hindi as a second language option.

The Cambridge Middle Eastern Studies course is based on the principles that students must acquire a good knowledge of a Middle Eastern language to fully engage with the region's history and culture and that informed understanding of the present requires engagement with the region's history. We offer teaching in Arabic, Hebrew, Persian, and associated papers in the history, literatures and society of the Middle East.

Post holders in Hebrew therefore work closely and collaboratively with colleagues in Persian (3) and Arabic (5).

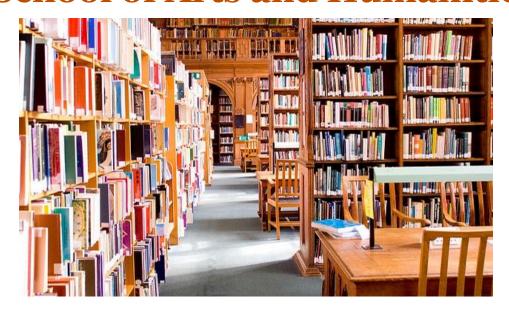
The course (Tripos) is spread over four years, with the third year spent abroad in the country or countries of the Middle Eastern language(s) being studied. During the first year, Part IA, students engage in intensive language learning and take 1 or 2 papers introducing them to the premodern and modern Middle East respectively. In their second year, Part IB, students take 1 core paper in their chosen language(s) and choose from a selection of other papers in the literature, history and anthropology of the region. During their Year Abroad they enhance their spoken language skills and commence research for their final year dissertation. In their final year, Part II, students take 1 core paper in their chosen language(s) and then select from a range of more thematic papers informed by the research specialisms of academic staff, and write a supervised dissertation.

The Department also admits some 10 to 20 postgraduate students each year for study on its MPhil (Masters) and PhD programmes. The MPhil has recently been rebranded and all academic staff are expected to actively recruit graduate students. The Department also has a thriving post-doctoral community that includes Leverhulme and British Academy early-career fellows in a variety of fields related to the specialisms of permanent staff.

Further information can be found at www.ames.cam.ac.uk.



The School of Arts and Humanities



The School of Arts and Humanities is one of six schools in the University and it is currently comprised of:

- Faculty of Asian and Middle Eastern Studies
- Faculty of Architecture and History of Art
- Faculty of Classics
- Faculty of Divinity
- Faculty of English
- Faculty of Modern and Medieval Languages
- Faculty of Music
- Faculty of Philosophy
- Centre for Research into the Arts, Social Sciences and Humanities
- University of Cambridge Language Centre
- Leverhulme Centre for the Future of Intelligence

Combined, these institutions have a total annual budget in excess of £35million, 650 staff and 3,500 students.

The School has recently agreed a new strategic plan, which sets out its overarching vision and objectives.

Vision

Our vision is to preserve the excellence of the School of Arts and Humanities in research, and undergraduate and postgraduate teaching and supervision, while enhancing our capacity to undertake world-leading and life-changing innovative, interdisciplinary research and teaching.

Strategic Objectives

- 1. To uphold the Cambridge tradition of undertaking research and teaching across a wide breadth and diversity of Arts and Humanities disciplines to the highest possible standard.
- 2. Relevant, problem-solving interdisciplinary work must be grounded in disciplinary excellence.
- 3. Enhance our research excellence across the disciplinary spectrum, underpinned by effective support.
- 4. Expand capacity in our academic disciplines in a way that is modest, selective and designed imaginatively to build incentives for innovative and cross-disciplinary work.
- 5. Improve the efficiency of our governance structures by streamlining and optimising operations and procedures.

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/202 0/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.

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.

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/policiesprocedures/disabled-applicants-andmembers-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 capital investment projects include the West Cambridge site, the North West Cambridge development and the growth of the Biomedical Campus in the south of the city. The North West Cambridge development includes the opening of a primary school – the first in the UK to be managed by a University. So we are deeply embedded in, and committed to serving, our local community. These are all conspicuous signs of a University that is not only adapting to new needs, but also anticipating the future.

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:





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/reloc ation. 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 instore 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-toface 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: <a href="https://www.uto.com/ut



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: 11 November 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:

<u>professorships@admin.cam.ac.uk</u> 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 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 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 October 2025 or as soon as possible thereafter.

Informal Enquiries

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



