

MONTAGUE BURTON PROFESSORSHIP OF INDUSTRIAL RELATIONS AND LABOUR ECONOMICS

FACULTY OF ECONOMICS

1 The Professorship

Background

The Professor of Economics (Montague Burton) was originally established in 1931 as the Montague Burton Professorship of Industrial Relations and was held from 1985 until 2012 by Professor Willy Brown and from 2012 to 2018 by Professor Coen Tuellings. In 2011 the Professorship was retitled as the Montague Burton Professorship of Industrial Relations and Labour Economics.

The Montague Burton Professorship of Industrial Relations and Labour Economics is part of the Faculty of Economics. The holder of the Professorship is expected to take on an academic leadership role in the Faculty's empirical microeconomics group. The group brings together University and College Teaching Officers, post-docs and PhD students in labour economics, development economics, public economics, political economics and other applied areas of economics and has its own weekly seminar series with external speakers.

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 labour economics and closely related areas.
- 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 research and teaching 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.
- 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 Faculty of Economics

The Faculty of Economics

The Faculty is one of the largest in the country, having in the region of 100 staff members, comprising 38 full-time teaching officers (including 12 Professors), 25 academic research staff, and 30 academic-related and support staff. There is a large and growing cohort of postdocs (approximately 12 at present) and at any given time there are usually around 6 Research Assistants and Research Associates.

Research

The Faculty has a vibrant research environment, with regular seminars in empirical microeconomics, economic theory, macroeconomics and econometrics, as well as a number of more specialized seminars reflecting the research interests of Faculty members.

The recent receipt of substantial funds has enabled the Faculty to establish the Cambridge-INET Institute. The purpose of the Institute is to act as a global centre of excellence for fundamental research in economics and as the hub of a global network which seeks to share best practice at the frontiers of research in economics. The Institute organizes numerous events throughout the year, bringing economists from all over the world to Cambridge.

The Keynes Fund for Applied Economics was launched in the Faculty in response to the world financial crisis of 2008 and its continuing economic consequences. The purpose of the Keynes Fund is to provide grants for research, fellowships, and teaching, on topics lying at the intersection of financial markets with the real economy.

Teaching

In the most recent HEFCE Quality Assurance Agency for Higher Education audit, the Faculty was awarded a total of 24 points out of 24, having been rated with full marks in all aspects of teaching provision.

Roughly 160 undergraduates are admitted each year to read for the three-year Economics Tripos. Competition for entry is stiff: only students with the highest grades in A-Level examinations are admitted.

The Faculty has an active graduate programme. There are MPhil programmes in Economics, in Economic Research, and in Finance and Economics. There is also a one-year Advanced Diploma in Economics which, together with the Faculty's one-year MPhil programmes, constitutes a two-year Master's programme.

Approximately 110 students are admitted annually to the MPhils in Economics and Economic Research combined, 40 to the MPhil in Finance and Economics, and 20 to the Diploma. MPhil students are drawn from a pool of more than 800 applicants from all over the world. Approximately 15 students are also admitted to the PhD programme each year.

3 Standard Duties

Teaching and research

The Professor will be required to deliver lectures in economics and in particular to perform the following duties:

- (i) to give lectures or classes at all teaching levels
- (ii) to undertake original work and the general supervision of research and advanced work in his/her subject and Faculty, 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 as and when requested.

Administration

Administrative duties are shared equitably among the teaching members of the Faculty. The Professors are expected to play significant roles 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 Chair of the Faculty/Head of Department or senior colleagues can give more advice.

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

<https://www.ois.cam.ac.uk/uto-scheme/guidance-for-applicants/view>

5 Procedure for Appointment

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

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

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

It is anticipated that the successful candidate will take up the appointment on 1 September 2020 or as soon as possible thereafter.

6 Enquiries and Applications

Professor Hamid Sabourian, Convenor of the Board of Electors, telephone +44 (0)1223 335204 or email hs102@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 **2 December 2019**.

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

GENERAL INFORMATION

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

A Salary

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

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

B Headship of the Department

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

C Recruitment Incentive

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

D Removal Expenses

If the person appointed is not 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 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