

**THE JENNIFER WARD OPPENHEIMER PROFESSORSHIP
OF THE DEEP HISTORY AND ARCHAEOLOGY OF AFRICA**

DEPARTMENT OF ARCHAEOLOGY AND ANTHROPOLOGY

1 The Professorship

Background

This recently generously endowed new Professorship marks the return of Cambridge to the international forefront of research, teaching and wider engagement in African archaeology, since the retirement in 2006 of David Phillipson. Equally, it signals a transformative new initiative aimed at fresh interdisciplinary approaches, structured around archaeology broadly construed, to the deep history of the African continent and its people. Cambridge has historically trained many of the experts in this field, and now seeks innovative new leadership to engage with and advance African research and teaching in this regard, further complementing the University's Centre of African Studies and Cambridge-Africa programme. The holder of the Jennifer Ward Oppenheimer Professorship will be based in the Department of Archaeology and Anthropology, be a member of the McDonald Institute for Archaeological Research, and also hold a Mandela Magdalene Memorial Professorial Fellowship at Magdalene College. Efforts are on-going to raise additional resources for a dedicated research and outreach fund, further to the range of internal sources already available within the University.

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 and teaching record of international stature in the archaeology and deep history of Africa, broadly construed as an interdisciplinary field; a continent-wide vision of this field and its major themes, and a broad chronological range of engagement; expertise in at least two of the major regions within Africa, necessarily including sub-Saharan Africa, and extensive African fieldwork experience.
- The vision, leadership experience and enthusiasm to build on current strengths in maintaining and developing a leading research presence within Cambridge and across Africa, and to forge new collaborations and encourage outreach and capacity-building; an established record in attracting research grant support to further such initiatives.

- A broad understanding of, and a serious engagement with, major cutting-edge interpretative issues in world archaeology, and the place of Africa within these.
- The ability to further the academic planning and strategic development of Archaeology and African studies more generally in the University and, where appropriate, to facilitate their development within the UK and internationally.
- 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 Department of Archaeology and Anthropology

The Department of Archaeology and Anthropology at Cambridge University is home to the Division of Archaeology and the McDonald Institute for Archaeological Research, both long world-renowned for the excellence of their teaching and research, and now in the midst of an exciting period of expansion and transformation. Cambridge archaeology is consistently ranked as among the very best in the world. A brand new undergraduate degree (Tripos) in Archaeology will receive its first intake of students at the start of the 2017-18 academic year, complemented by a large, thriving community of Masters and research students. The McDonald Institute hosts an exceptionally dynamic community of internationally leading postdoctoral and other researchers, resident and visiting. Laboratories, library and other resources are world-class in their quality and extent.

3 Standard Duties

Teaching and research

The Professor will be required to deliver lectures and give instruction in African Archaeology and deep history, and in particular to perform the following duties:

- (i) to lecture, or hold classes, and to teach a normal stint for the Division of Archaeology, on average of some 40 lectures or classes per year, primarily comprising introductory and advanced specialist teaching in African archaeology at undergraduate and graduate level, as well as African-oriented contributions to core teaching in Archaeology
- (ii) to undertake original work and the general supervision of research and advanced work in his/her subject and Department, and to assist students in their studies by supervision or informal instruction
- (iii) to provide world-class, wide-ranging research in African archaeology and associated long-term interdisciplinary approaches

- (iv) to build and lead a new hub of African archaeological activity at Cambridge and internationally, to coordinate existing initiatives and advance and develop transformative new projects
- (v) to engage with archaeologists in Africa to build research and educational collaborations, promote outreach and build capacity
- (vi) to contribute actively alongside other senior colleagues to the strategic advancement and leadership of Archaeology at Cambridge.

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 (though in this instance the attachment to Magdalene is established by prior agreement). 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.

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/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 Faculty / Department to give a seminar on their work and meet prospective colleagues in the course of the process.

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

It is anticipated that the successful candidate will take up the appointment on 1 January 2018 or as soon as possible thereafter.

6 Enquiries and Applications

Informal enquiries about this Professorship may be directed to Professor Cyprian Broodbank, Disney Professor of Archaeology, Cambridge, email cb122@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, along with details of three referees, should be made online no later than **26 September 2017**.

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.

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