Isaac Newton Trust Academic Career Development Fellowship

Department of Land Economy

Closing Date: 30th June 2024

Job Reference: JP41863
Isaac Newton Trust Academic Career Development Fellowship

Salary:
£36,024 - £44,263

Contract:
Fixed term for 3 years

Location:
Central Cambridge

Department:
Land Economy

Responsible to:
Head of Department

Working pattern:
Full time (across the University and Colleges)

The Department of Land Economy and Queens' College wish to appoint a Isaac Newton Trust Academic Career Development Fellow in Urban and Regional Economics with effect from 1 September 2024, for a period of three years. The Academic Career Development Fellow will carry out research in the Department of Land Economy and will teach and contribute to the administration and other activities of the Department and of Queens' College. They will be elected to a Bye-Fellowship at Queens' College.

The Academic Career Development Fellow will have teaching strengths in one or more central areas of urban and regional economics, with a preference for experience of using quantitative methods in research or teaching, including econometric methods, machine learning methods, geocomputational methods, and/or advanced survey methods. Candidates should draw attention in their application to the full range of their teaching abilities.

The post is intended to provide an opportunity for someone at a relatively early stage in their academic career to develop teaching and administrative skills while also pursuing academic research. This will assist the Fellow to apply for future academic vacancies, and so develop an academic career.

The post is offered for a term of three years. The successful applicant will hold the degree of PhD or about to be awarded their PhD by the beginning of the appointment. The Career Development Fellow is likely to be in the early stages of their career, with (if applicable) typically less than three years experience post PhD/equivalent, exclusive of any career breaks.

The Academic Career Development Fellow will be expected to pursue a research project that can be completed within the three year period of the Fellowship. The Academic Career Development Fellow will be expected to publish, or have published, in their specialist field, to teach and examine undergraduates, and to supervise and examine MPhil postgraduate work.

The Fellow will be assigned a mentor by the Department of Land Economy, who will support the Fellow’s development in terms of research and teaching, as well administrative service to the Department and/or University. The Fellow will have access to training resources provided by the University's Personal and Professional Development programme.

This training programme will allow the Fellow to develop a portfolio of skills in teaching at undergraduate and taught postgraduate levels, including a mix of supervisions, seminars and lectures as part of their overall contribution to the Department.
Key Responsibilities

The purpose of the Fellowship is to support and maintain the University’s national and international reputation for excellence in teaching and research. The Fellow will develop an independent research profile, carrying out research at a similar level to that undertaken by lecturing staff and will provide substantial scope for originality, interpretation and presentation of results. This training programme will allow the Fellow to develop a portfolio of skills in teaching at undergraduate and taught postgraduate levels, including a mix of supervisions, seminars and lectures as part of their overall contribution to the Department. Through this, the Fellow contributes to the strength of research in relevant subject areas, and the delivery of teaching excellence in both Department and College settings.

1. Research

The Academic Career Development Fellow will devote approximately 50% of their time to research and this will centre on the research project detailed in their application. This research element is funded by the Isaac Newton Triust. The Fellow will also contribute to the research culture of the Department and of Queens’ College through participation in their research activities. The Fellow is expected to:

- continually update knowledge and understanding in field or specialism;
- manage own research and administrative activities, with guidance if required;
- write up research work for presentation and publication.

2. Undergraduate teaching

The Academic Career Development Fellow will contribute to undergraduate teaching in the Department of Land Economy and Queens’ College. The commitment to the Department will be 30% of a standard teaching load and will consist of lecturing (13-16 hours per annum) and may include some small group teaching and assisting in the development of student research skills. The commitment to the College is explained below.

3. Postgraduate teaching and supervision

The Academic Career Development Fellow will contribute to admissions, supervision, and examining of MPhil students, and to other postgraduate activities of the Department of Land Economy, providing the total time commitment to the Department is no more than 30% of a standard load.

4. Administration

The Academic Career Development Fellow may be asked to participate in some aspects of the organisational and administrative functions of the Department and of the College, as appropriate to their position. The Department's normal practice is not to ask academic members of staff to participate in the administrative functions of the Department in their first year of appointment.

5. College responsibilities

- At Queens’, the appointee will be expected to participate fully in admissions and outreach activities, and to undertake small group teaching (supervisions) for undergraduate students of Land Economy. The expectation is that the appointee will supervise for a total of up to 80 hours per year, calculated in the normal way. The person appointed will be appointed to a Bye-Fellowship and will be expected to participate in the social, administrative, and ceremonial life of the College. They may at some point during their tenure be asked to assist in the Direction of Studies of Land Economy students.
Person specification

We are seeking individuals with an outstanding academic record and the potential to make a significant contribution to the teaching and research of the Department of Land Economy and Queens' College.

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<th>Education</th>
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<th>Desirable</th>
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<td>A PhD in a relevant or cognate area of urban and regional economics (broadly defined), or about to be awarded their PhD by the beginning of the appointment</td>
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<th>Specialist knowledge and skills</th>
<th>Essential</th>
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<td>Evidence of ability to engage in high-level research in urban and regional economics (broadly defined), with publications or planned publications and research activity commensurate with stage of career.</td>
<td>✓</td>
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<td>Evidence of ability to plan and undertake a significant research project that can be completed within the three years of the Fellowship</td>
<td>✓</td>
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<td>Evidence of ability to teach effectively in the designated areas of urban and regional economics</td>
<td>✓</td>
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<td>Evidence of ability to engage with colleagues in a multidisciplinary Department.</td>
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<th>Interpersonal and Communication skills</th>
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<td>Evidence of ability to work together with colleagues in a collegial and collaborative manner</td>
<td>✓</td>
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<td>Evidence of willingness to contribute equitably to administrative tasks of the Department and College.</td>
<td>✓</td>
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<td>Evidence of ability to take an inclusive approach to teaching and to complete the University's course for supervisors, if not already completed.</td>
<td>✓</td>
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The Department of Land Economy

We interpret Land Economy broadly, as the multidisciplinary study of how society interacts with the environment, both natural and built. The core disciplines are law, economics, finance and their relationship to the environment. The Department includes lawyers, economists, planners, engineers and public policy, finance and real estate specialists. The Department encourages engagement with public policy and professional practice and thus with the resolution of contemporary problems alongside more fundamental analysis.

As currently constituted, the Department of Land Economy dates back to 1961. It is a self-governing academic department within the University’s School of the Humanities and Social Sciences. It currently employs around 50 academic staff, including 14 full professors. It teaches approximately 200 undergraduates, 140 masters students and 70 PhD students, although its numbers are continuously growing.

Research centres within the Department include the Centre for Environment, Energy and Natural Resource Governance, the Centre for Housing and Planning Policy Research and the Centre for Real Estate Research all of which contributed to the Department’s highly successful REF-21 submission, in which it was ranked first in the country for research quality (both GPA and proportion of 4*).

The undergraduate teaching programme builds on the multi-disciplinary character of the Department. Students receive a grounding in both law and economics, In law they study public law, environmental law, private law (tort and contract) and land law. In economics, after an introduction to both macro and micro-economics they study environmental economics, urban economics, regional economics, finance and investment analysis.

Advanced papers combine these approaches, including those on law and economics, urban and environmental planning, and land policy and development economics.

All students are required to write a dissertation in their third year on a topic covered by one or more of the papers taught in the undergraduate course.

At the postgraduate level there are three taught MPhil degrees plus an MPhil by taught MPhil degrees within the Department.

The Department is also launching in 2024 a part-time MSt programme in Climate, Environmental and Urban Policy, to match its existing MSt in Real Estate.
The School of the Humanities and Social Sciences includes a wide range of disciplines with differing methodologies, from highly quantitative analysis of ‘big data’ to ethnography and the analysis of the material culture and thought of past societies. The geographical range is equally broad, with Centres of African, Latin American and South Asian Studies, and specialists within each Department or Faculty. Each institution has its own well developed research profile, but increasingly we are working across disciplinary boundaries within the School and with colleagues in other Schools. The School is participating in university-wide Strategic Research Initiatives such as public health, global food security, energy and conservation which bring the insights of social sciences to bear on some of the major issues facing the world today; Cambridge is one of the world’s leading centres for science, technology and medicine, and the social sciences are now playing an increasingly important role in understanding the social, political and economic contexts. We are fortunate in the provision of research funds from the Philomathia Foundation for the Social Science Research Programme. The School is, in terms of student numbers, the largest of the six Schools in the university.
Queens' College

Queens' College is one of 31 Colleges in the University of Cambridge. Situated directly on the River Cam with buildings on either side of its banks, Queens’ College is right in the heart of the city. The College is characterised by its diverse architecture, with a building having been added every century since our founding in 1448. We are one of the largest Colleges in Cambridge, but that does not stop us from placing each individual student’s needs at the centre of everything we do.

The College exists to provide and promote undergraduate and postgraduate education within the University of Cambridge, as well as academic research. In support of these objectives, the College has various permanently endowed trust funds held for scholarships and bursaries, and other educational purposes.

Queens’ Health and Wellbeing Team is renowned across the University for developing a pioneering programme of care and support for our students. We are committed to enabling the widest possible participation, and we especially welcome students from non-traditional backgrounds to join our academic community. The College is home to a community of approximately 100 Fellows, 543 undergraduate and 545 postgraduates.

Further information is available from the College’s website https://www.queens.cam.ac.uk/

The Isaac Newton Trust

The Isaac Newton Trust is a charity established in 1988 by Trinity College. The Trust promotes learning, research and education in the University of Cambridge, primarily by providing support to early career researchers and by making research grants to departments and programmes within the University and its constituent Colleges. INT current supports about 60 Early Career Fellows, including seven Academic Career Development Fellows, in Cambridge. The Trust’s Annual Report for 2023-24 can be found here.
Tenure and probation
This is a fixed term appointment for three years only from 1 September 2024 until it terminates on 31 August 2027, which is the date of expiry of your fixed term contract, unless previously terminated in accordance with your contract of employment. The end date is because you have been appointed to a traineeship.

The role of Academic Career Development Fellowship at the University of Cambridge is co-terminous between Land Economy and Queen's College, which is to say that if the employment in one position is terminated by either party for any reason, employment in the other position will automatically terminate on the same date, and notice by either party to terminate one position shall be deemed to be notice to terminate both positions.

Appointments will be subject to satisfactory completion of a six month probation period.

Hours of Work and Working Pattern
The hours of work for the position is full-time. Your contract is offered through three co-terminous appointments: a Faculty appointment at 70% FTE including the research component, and an appointment at Queens at 30% FTE.

Pension
You will automatically be enrolled to become a member of USS (Universities Superannuation Scheme) – a defined benefits pension scheme. For further information please visit: www.pensions.admin.cam.ac.uk

Annual leave
Full time employees are entitled to annual paid leave of 41 days inclusive of public holidays. For new part-time employees, annual leave will be pro rata’d based on days worked.

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. If you do not have the right to work in the UK already, any offer of employment we make to you will be conditional upon you gaining it.

Health declaration
Once an offer of employment has been made the successful candidate will be required to complete a work health declaration form.

Qualifications
The person specification for this position lists qualifications that are essential and/or desirable. Please note that if you are offered the post you will be asked to provide your relevant original certificates of these qualifications.

References
Offers of appointment will be subject to the receipt of satisfactory references.

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

Information if you have a disability
The University welcomes applications from individuals with disabilities. We are committed to ensuring fair treatment throughout the recruitment process. We will make adjustments to enable applicants to compete to the best of their ability wherever it is reasonable to do so and, if successful, to assist them during their employment. Information for disabled applicants is available at http://www.admin.cam.ac.uk/offices/hr/staff/disabled/

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.

If you prefer to discuss any special arrangements connected with a disability, please contact, the Department Administrator, who is responsible for recruitment to this position.
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 world-leading 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 academic and commercial growth at both the West Cambridge Innovation District, and the Biomedical Campus in the south of the city. Eddington, in North West Cambridge, is a mixed-use development including key worker housing for staff, a community centre and a new primary school, managed by the University. Through these projects, the University is 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:

- freedom of thought and expression; and
- freedom from discrimination.
About us

The University is one of the world’s leading academic centres. It comprises 150 faculties and departments, together with a central administration and other institutions. Our institutions, museums and collections are a world-class resource for researchers, students and members of the public representing one of the country’s highest concentrations of internationally important collections.

The University has an annual income of £2 billion. Research income, won competitively from the UK Research Councils, the European Union (EU), major charities and industry, exceeds £500 million per annum and continues to grow.

The Colleges and the University remain committed to admitting the best students regardless of their background and to investing considerable resources both in widening access and financial support. The 31 Colleges are self-governing, separate legal entities which appoint their own staff. Many academic staff are invited to join a College as a Teaching Fellow, which provides a further social and intellectual dimension. The Colleges admit undergraduate students, provide student accommodation and pastoral support and deliver small group teaching for undergraduates.

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

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.

“Cambridge graduates and researchers have made – and continue to make – a colossal contribution to human knowledge and the understanding of the world around us. Their work touches on the lives and livelihoods of everyone from patients diagnosed with life-threatening diseases, to residents of areas critically affected by climate change, to children growing up in conflict zones. It has a lasting impact on our society, our economy and our culture: the world is truly a better place thanks to their efforts.”

Stephen Toope, Vice Chancellor 2019
Working at the University

Working at Cambridge you will join a diverse, talented and innovative community, with more than 23,000 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 groups, including the Women’s Staff Network, Race Equality Network and LGBT+ Staff Network. More details are available here: http://www.equality.admin.cam.ac.uk/

The University has a bronze Race Equality Charter award, with a framework for improving the representation, progression and success of minority ethnic staff and students within higher education. Furthermore, the University’s silver Athena swan award recognises and celebrates good practice in recruiting, retaining and promoting gender equality.
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/RelocationService/. 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. For staff who require a Skilled Worker Visa, Global Talent Visa or Settlement (known as indefinite leave to remain) to take up employment with the University, we offer an interest free visa loan scheme for current and prospective staff (and their dependants), to help meeting the cost of obtaining a visa.

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.

CAMbens employee benefits
The University offers employees a wide range of competitive benefits, known as CAMbens. CAMbens offers something for everyone across a range of categories, including:

- Financial Benefits, including shopping discounts (both local and national) and a Payroll Giving scheme;
- Relocation and Accommodation Benefits, including relocation assistance and interest-free Rental Deposit Loans;
- Travel Benefits, including Cycle to Work, discounts on train season tickets and interest-free Travel to Work loans;
- Family Friendly and Lifestyle Benefits, including support with childcare and family friendly policies;
- Health and Wellbeing Benefits, including a University Staff Counselling Service, discounts at the University Sports Centre, and other local gyms, and healthcare schemes.
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. The University delivers The Festival of Wellbeing annually, which is a programme of stimulating talks and activities, which aim to promote wellbeing and good mental and physical health. The University also hosts the Cambridge Festival, which is 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 as well as supporting their professional and career development on an ongoing basis. Our Personal and Professional Development (PPD) team provide development opportunities for all University employees, including face-to-face sessions, online learning modules and webinars. All employees also have unlimited access to LinkedIn Learning to support their development. Both new and existing employees can undertake funded Apprenticeships, which lead to a range of vocational and professional qualifications. 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. A range of University training providers also offer specialist learning and development in their own areas e.g. teaching and learning, digital literacy, finance, health and wellbeing, safety.
How to apply

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.

Please ensure that you upload the following documents:

- A covering letter
- Curriculum vitae, and your areas of teaching competence;
- A statement of the research project that you intend to pursue during the Fellowship;
- A sample of recent work (not exceeding 10,000 words).

Candidates are required to give contact details for three referees. We shall request references at the short-listing stage. (Candidates who wish to submit a dossier of references may do so putting the dossier service name and contact details in the ‘department name’ field. If more than three references are included in the dossier, candidates should specify in their letter of application which three they wish to be considered.)

Informal enquiries are welcomed and should be directed to Professor Martin Dixon, Head of Department, Department of Land Economy, on hod@landecon.cam.ac.uk

If you have any queries regarding the application process please contact the Schools HR Team on hr@hspscam.ac.uk

The closing date for applications is midnight (GMT) on 30th June 2024. Interviews for the role will take place shortly after the application closing date.