Research Associate
Department of Land Economy

Closing Date: Wednesday 19 June 2024
Job Reference: JP41758
Research Associate

Purpose of the role
Applications are invited for a postdoctoral Research Associate in Energy Innovation, Economics and Policy to support a research project funded by the Alfred P. Sloan Foundation (USA). The three-year project is entitled ‘Designing Public Institutions for Commercializing New Clean Energy Technologies’ and is focused on identifying and classifying institutional characteristics, or models, of public programs effective at clean energy technology commercialization in the United States.

This project is joint between the Center for Environment, Energy and Natural Resource Governance (C-EENRG) at the Department of Land Economy at the University of Cambridge, and the Energy & Environment Policy Lab at the University of Berkeley’s Department of Environmental Science, Policy and Management. The Cambridge PI is Professor Laura Diaz Anadon, Professor of Climate Change Policy at the University of Cambridge, Fellow at C-EENRG and Research Associate at the Belfer Center of Harvard University and the UC Berkeley PI is Professor Jonas Meckling, Director of the Policy Lab and Climate Fellow at Harvard Business School.

The overall objective of the project is to ask three main questions: 1) How does the institutional design of US programs for clean energy technology commercialization vary? 2) What are the commercialization outcomes across firms supported by different institutions, and how are institutional characteristics associated with these commercialization outcomes? 3) How do some institutional designs lead to greater commercialization success than others?

The Cambridge Research Associate will work with the other project members at Berkeley and will focus, with the Cambridge PI on gathering innovation outcomes and conducting econometric analysis, among other topics. Experience with building and analysing datasets and econometrics is essential. The Research Associate will be based at the David Attenborough Building as part of CEENRG, which is part of the Conservation Research Institute.

The Research Associate appointment is fixed-term for two years, with a 6-month probation period. Directed by Prof. Anadon, the Research Associate will take a central role in the analysis.

Candidates should have a PhD (submitted or nearly submitted at the time of application) in a field relevant to the interface of energy technology, economics, data science and public policy. Examples of relevant disciplines include (but are not limited to): any physical, mathematical, computer or engineering science, with a knowledge and/or some experience of energy policy; or quantitative analysis including econometrics, statistics and machine learning and related disciplines.

They should provide evidence of potential for research and publication at the highest level, as well as a strong interest in engagement in empirically-grounded, quantitative, and multi-disciplinary research. They should also demonstrate interest and experience working in an international research team.
Key responsibilities

Research:

- Conduct, coordinating with the project Principal Investigator, Prof. Laura Diaz Anadon, a portfolio of top international quality research at the interface between energy technology commercialization outcomes, institutional design, and econometric policy evaluation.

- Collect, classify, manage and analyse quantitative and qualitative information using appropriate tools and software, in particular statistics software.

- Develop research objectives and proposals for own or joint research.

- Write up research work for presentation and publication.

Project Management and Organisational Support.

- Engage and liaise with Project partners at UC Berkeley, under the direction of the PI, to successfully meet objectives.

- Help to update and maintain the Cambridge contributions to relevant websites.

- Help prepare project update reports for the funder or external actors.

- Support the PI in various administrative tasks needed to have a successful project, including contributing to planning joint research projects and events.

- Networks, Collaborations, Teaching and Research Dissemination.

- Engage with local, national or international academic and policy partners and stakeholders throughout the conception, design, execution, and dissemination of results from the project to ensure project results are not only well informed but also enjoy legitimacy.

- May assist in the supervision of student projects; provide limited supervision/instruction to classes; may assist in the development of student research skills; may plan and deliver seminars relating to research area.

- Present research at appropriate meetings, conferences, and events with policy and other stakeholders.
# Person Specification

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<th>Criteria</th>
<th>Essential</th>
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<td><strong>Education</strong></td>
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<tr>
<td>PhD (submitted or nearly submitted at the time of application) in a field relevant to the interface of energy technology, economics, statistics, computer science and public policy. Examples of relevant disciplines include (but are not limited to):</td>
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<td>Quantitative social sciences such as public policy, econometrics, and related disciplines with a focus on quantitative analysis.</td>
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<td>Any physical, natural, or engineering science, with a knowledge and/or experience of statistics, machine learning and/or econometrics.</td>
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<td><strong>Specialist Knowledge and Skills</strong></td>
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<td>Demonstrated ability to conduct research (formulating, structuring, conducting, contextualizing, presenting outputs), and/or equivalent contributions to advancing knowledge within professional practice, relevant to the interface of energy technologies, economics, and public policy.</td>
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<td>Demonstrated potential (via publications, conference presentations, grants, and/or other projects, activities or recognitions) to develop independent research at the intersection of energy technologies, economics and public policy.</td>
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<td>Demonstrated ability to collect, manage and analyse quantitative and qualitative data with appropriate software.</td>
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<td>Excellent analytical skills.</td>
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<td>Either demonstrated knowledge in or demonstrated ability to learn about program evaluation and econometric techniques</td>
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<td><strong>Interpersonal and Communication Skills</strong></td>
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<td>Excellent interpersonal, oral and written communication skills, necessary to interact with Project partners in the United States and Germany.</td>
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<td>Relationship-building and ambassadorial skills for engaging diverse external audiences and stakeholders.</td>
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<td><strong>Relevant Experience</strong></td>
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<td>Demonstrated interest in and ability to work collaboratively in highly interdisciplinary and intercultural teams and environments.</td>
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<td>Experience working in an interdisciplinary research environment and/or in collaborating with colleagues from considerably different disciplines (e.g. for physical scientists or engineers, experience collaborating or interacting with social scientists, and vice versa for social scientists).</td>
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<td>Experience organising events or conferences that creatively convene academic, practitioner and policy audiences, particularly at the international level.</td>
<td>✓</td>
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The Department of Land Economy is a leading international centre, providing a full programme of taught courses within an intensive, research-oriented environment. In the 2022 Research Excellence Framework assessment, the Department came out on top, with 67% of the Department’s research work was described as “World Leading” and a further 31% was “Internationally Excellent”.

About the Department

The Department currently has over 40 teaching and research staff and approximately 320 students. We have a three-year undergraduate course and a postgraduate programme that offers both instructional and research-based MPhils, two MSt, as well as a three-year PhD. Research within the Department falls into one of our two research groups, namely Real Estate and Urban Analysis and Environmental Economy and Policy.

The Department addresses contemporary problems as well as more fundamental analysis. This includes both the role of governments in establishing regulatory frameworks within which land and related markets operate and the role of private organisations in owning, managing and developing physical and financial assets within those markets. This combination gives the Department of Land Economy a unique and valuable perspective of critical public and private issues.

As a department, we actively encourage staff and students to go about their duties in a resource-efficient way and minimise impacts to the environment wherever possible.

Key information

Land Economy, as a subject, considers the role and use of land, real estate and environment within an economy. It applies particularly the disciplines of economics, law and planning for the analysis of the governance of land use, urban areas, and interactions with other environmental resources.
The School of the Humanities & Social Sciences is a diverse community of academics, students and staff from across all of our related subjects. Cambridge’s reputation for excellence rests upon our outstanding teaching and our world-class research. The Institutions of the School support scholars who are leading authorities in their fields, and are home to innovative and collaborative research projects which continue to push the boundaries of our knowledge and refine how we think and see the world.

About the School
The six Schools of the University are administrative groupings of related subjects. The Council of each School acts as a coordinating organisation for the group, managing and prioritising requests from Faculties and Departments for consideration by the General Board.

The following institutions are within the scope of the Council of the School of the Humanities and Social Sciences:

- Faculty of Economics
- Faculty of Education
- Faculty of History
- Faculty of Law
- Department of Archaeology
- Department of History & Philosophy of Science.
- Department of Land Economy
- Department of Politics and International Studies.
- Department of Social Anthropology
- Department of Sociology
- The Institute of Criminology

The School’s total annual expenditure from grants, fees, research grants and contracts and other sources is about £65m. The institutions in the School employ about 1000 staff (academic, assistant and contract). The School has more than 5,000 students, undergraduates and postgraduates, over a quarter of the University’s total student population. The post holder will be an integral member of the School Office team.

The Council of the School is chaired by the Head of School, fulfilled by an appointment of a senior academic and supported by a Deputy Head with an education portfolio. The School Office is currently based at 17 Mill Lane, in central Cambridge.
Terms of Appointment

Tenure and probation
Appointments will be made on a fixed-term basis for a period of 24 months/2 years.

Employment relies on the availability of finite funds for a specific purpose that are not part of the University’s general revenues.

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

Hours of Work and Working Pattern
The hours of work for the position are full-time 37 hours per week, working Monday – Friday.

Pension
You will automatically be enrolled to become a member of USS (Universities Superannuation Scheme) – a hybrid 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 2 satisfactory references.

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. Alternatively, you may contact the HR Business Manager responsible for the department you are applying to via hrenquiries@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 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 science and technology campus to the west of the city centre, and is 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.

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.

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.

Informal enquiries are welcomed and should be directed to:

Professor Laura Diaz Anadon
Email: lda24@cam.ac.uk

If you have any queries regarding the application process, please contact hr@hspscam.ac.uk

The closing date for applications is: Wednesday 19 June 2024

The interview date for the role is: TBC