Role-specific information

Role Summary
Applications are invited for two Research Associate positions in Gender and Technology. Applications from candidates with backgrounds in any field are welcome.

The posts will be located in the University of Cambridge Centre for Gender Studies, a University-wide initiative housed in the Department of Politics and International Studies and supported by the School of the Humanities and Social Sciences.

The Leverhulme Centre for the Future of Intelligence (CFI) is a highly interdisciplinary research centre addressing the challenges and opportunities posed by artificial intelligence (AI), in both the short and long term. Funded by the Leverhulme Trust for 10 years, CFI is based at the University of Cambridge, with partners in the University of Oxford, Imperial College, and UC Berkeley, and close links with industry and policymakers.

The post is to commence in September 2020 or as soon as possible thereafter.

Key Responsibilities
The post-holders will conduct research projects at the intersection of gender and technology, broadly understood. Research projects will be overseen and include collaborations with scholars from Gender Studies as well as technology innovators and scientists from the Centre for the Future of Intelligence. Other relevant fields include Engineering, Computer Science, Genetics, and Biochemistry. Successful candidates will also be expected to organise a series of high-level events on gender and technology including international keynote speaker events and expert workshops as well as engaging policy-makers and technology professionals in their research. The successful candidates may also be asked to contribute to teaching and supervision in the MPhil and PhD programmes in Multi-disciplinary Gender Studies where relevant.

Candidates will have a PhD and should provide evidence of potential for research and publication at the highest level. Candidates will have research interests in gender and technology, alongside excellent organisational skills and an interest in engaging with technological innovators and business. This position is open to candidates from any disciplinary background.
Research

- Develop research objectives and proposals for research;
- Conduct individual and collaborative research;
- Continually update knowledge and understanding in field or specialism;
- Translate knowledge of advances in the subject areas into research activity;
- Manage research and administrative activities with guidance from UCCGS and academic partners;
- Write up research for presentation and publication;
- Author or co-author at least 2 high quality research articles.

Project Management and Organisational Support

- Build internal and external contacts and participate in networks for the exchange of information and to form research relationships;
- Plan and manage research activity in collaboration with others;
- Contribute to planning of joint research projects with relevant collaborators at the University of Cambridge;
- With the support of UCCGS, organize events for public engagement such as workshops, conferences, and key-note lectures;
- Organise research dissemination.

Teaching and Learning Support

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

Person Profile

This section details the knowledge, skills and experience we require for the role.

**Education & qualifications**

- A PhD in a field relevant to gender and technology. (In exceptional circumstances candidates who can demonstrate senior level research experience need not possess a doctorate)

**Specialist knowledge & skills**

- Demonstrated ability to conduct research in disciplines relevant to gender and technology.
- Demonstrated potential (via publications, conference presentations, grants, professional and/or project experience) to develop independent research of a very high standard.
- Excellent analytical and methodological skills.
- Demonstrated ability to write to a very high standard.
### Interpersonal & communication skills
- Excellent interpersonal, oral and written communication skills.
- Relationship-building and ambassadorial skills.
- An ability to engage diverse external audiences and stakeholders.

### Relevant experience
- Demonstrated interest in and ability to work collaboratively.
- Demonstrated interest in engaging with researchers in different disciplinary areas.
- Demonstrated interest in engaging public audiences.

### Additional requirements
- Ability to manage time and work to strict deadlines

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### Terms and Conditions

<table>
<thead>
<tr>
<th>Location</th>
<th>Department of Politics and International Studies, Alison Richard Building, 7 West Road, Cambridge. CB3 9DT. These positions are suitable for homeworking.</th>
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<tbody>
<tr>
<td>Working pattern</td>
<td>Full-time, 37 hours per week</td>
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<tr>
<td>Hours of work</td>
<td>Monday-Friday. Exact hours of work should be agreed with the Director of UCCGS</td>
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<tr>
<td>Length of appointment</td>
<td>This is a fixed term appointment until September 2022.</td>
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<td>Probation period</td>
<td>6 months</td>
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<tr>
<td>Annual leave</td>
<td>Full time employees are entitled to annual paid leave of 41 days inclusive of public holidays.</td>
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<tr>
<td>Pension eligibility</td>
<td>Universities Superannuation Scheme (USS)</td>
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<td></td>
<td>Pension scheme details, including information about the legal requirement for the University to automatically enrol its eligible jobholders into a qualifying workplace pension scheme from 1 March 2013, is available at: <a href="http://www.pensions.admin.cam.ac.uk/">http://www.pensions.admin.cam.ac.uk/</a></td>
</tr>
<tr>
<td>Retirement age</td>
<td>The University does not operate a retirement age for research staff.</td>
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### Screening Check Requirements
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. If you need further information, you may find the Right to Work page within the ‘Applying for a job’ section of the University’s Job Opportunities pages helpful (please see http://www.jobs.cam.ac.uk/right/have/).

### Application Process
To submit an application for this vacancy, please click on the link in the ‘Apply online’ section of the advert published on the University’s Job Opportunities pages. This will route you to the University’s Web Recruitment System, where you will need to register an account (if you have not already) and log in before completing the online application form.

The final research project designs will be crafted by the successful candidates together with experts from Cambridge and specialist partners, however the Cambridge selection committee would like to see the sorts of expertise and ideas applicants have to contribute in the form of a gender and technology research proposal of no more than 2000 words. Whilst ‘gender and technology’ is the overall theme we would
particularly welcome applications on artificial intelligence (robotics, machine learning, deep learning, neural networks etc), bio-medical and genetic research, human enhancement, technology design and implementation, the social and political impact of technology and technology regulation.

Please ensure that you upload your Research Proposal, Curriculum Vitae (CV) and a covering letter (of no more than 800 words) in the Upload section of the online application. If you upload any additional documents which have not been requested, we will not be able to consider these as part of your application. For those shortlisted, where you have given permission, your two nominated referees will be asked to provide a reference via the on-line system by one week after the request.

The closing date for applications is 18 February 2020. If you have any questions about this vacancy or the application process, please contact Ms Joanna Bush jsb75@cam.ac.uk

General Information

The University of Cambridge

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 £1.66 billion. Research income, won competitively from the UK Research Councils, the European Union (EU), major charities and industry, exceeds £400 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.

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.

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.

There is much more information about the University at http://www.cam.ac.uk/univ/works/index.html which we hope you will find helpful.

University of Cambridge Centre for Gender Studies

The University of Cambridge Centre for Gender Studies is a globally oriented, multi-disciplinary centre that conducts outstanding research, teaching, and public engagement on a broad spectrum of approaches to understanding gender in relation to the human subject. Working together with over 20 departments within
the University and an international network of gender scholars beyond, the Centre is housed within the Department for Politics & International Studies.

The Department of Politics and International Studies

The establishment of the Department of Politics and International Studies (POLIS) in January 2009 provided a new institutional focus at Cambridge for teaching and research on politics in all its dimensions; international and comparative, theoretical and empirical, abstract and practical.

POLIS is a self-consciously pluralistic department. This is reflected in the disciplinary diversity of our members and their wide-ranging approaches to the study of politics, and is supplemented through our close links to a variety of area-specific and thematic research centres, as well as numerous other departments and faculties within Cambridge and beyond. POLIS has current and emerging research strengths in areas that include the historical and contemporary study of political thought, international relations, British and European politics, the study of the global South, political economy, public policy and gender.

The Department offers undergraduate programmes as part of Faculty of Human, Social and Political Science as well as a joint History & Politics programme. It offers MPhil degrees in Politics and International Studies and Public Policy. The Department includes many research centres, including the Area Centres of African Studies, Latin American Studies, South Asian Studies, Development Studies, Gender Studies and the Bennett Institute for Public Policy, which are housed together in the Alison Richard Building on the Sidgwick Site.

What the University can offer you

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.

CAMbens employee benefits

We offer a CAMbens scheme for University employees, providing access to online and in-store 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. CAMbens Cars and CAMbens Cycle to Work salary sacrifice schemes are also available, which enable 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 of Cambridge.

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 emergency family care support via My Family Care. In addition, our Ofsted rated ‘outstanding’ workplace nurseries, childcare vouchers, childcare salary sacrifice scheme and a high quality holiday play scheme are available to help support University employees with caring responsibilities. 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.

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.

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.

Relocating to Cambridge
The University Accommodation Service exists to help employees in their search for a rental home in Cambridge. A new University development at North West Cambridge called Eddington offers subsidised rented accommodation to University staff. The development consists of high quality furnished one and two bedroom apartments. For more information about the development and how to apply please visit the website www.nwcambridge.co.uk

The importance of helping individuals settle into a new area is also recognised by the University. The Shared Equity Scheme https://www.hr.admin.cam.ac.uk/pay-benefits/cambens-employee-benefits/financial/shared-equity-scheme provides financial assistance to qualifying new members of staff with the purchase of living accommodation, where they have to relocate to take up their appointment. Removal expenses are also available for qualifying new members of staff.

Equality & diversity
The University has a vibrant and varied community. We support and encourage under-represented groups and we value diversity. We welcome applications from individuals with disabilities. Our recruitment and selection procedures follow best practice. 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/

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-to-face 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.

Information if you have a Disability
The University welcomes applications from individuals with disabilities and 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.jobs.cam.ac.uk/applying/disability/.

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 Ms Joanna Bush who is responsible for recruitment to this position, by email on jsb75@cam.ac.uk. Alternatively, you may contact the HR Business Manager responsible for the department you are applying to via hspshr@hermes.cam.ac.uk.