Two Assistant/Associate Professorships in Evolutionary Biology and Evolutionary Ecology

Department of Zoology

Closing date: 13 March 2022
Job Reference: PF29922
Assistant/Associate Professorships in Evolutionary Biology

Salary:
£42,149-£53,348 or £56,587-£60,022

Contract: Permanent

Location: Cambridge

Department: Zoology

Responsible to: Head of Department

Working Pattern: Full Time
Flexible working arrangements will be considered

We are seeking two evolutionary biologists to join our thriving and welcoming academic community.

One appointment will be in evolutionary ecology, the other in any area of evolutionary biology.

Your research will be motivated by questions in evolutionary biology relevant to animals or humans. This may include (but is not limited to) questions in evolutionary ecology, evolution and behaviour, evolutionary developmental biology (evo-devo), eco-evo-devo, evolutionary genetics and genomics, behavioural ecology, deep time evolution and palaeobiology or the evolution of infectious diseases.

Research in evolutionary ecology will integrate the fields of ecology and evolution to address key questions in either field.

Research that addresses adaption to global change is particularly welcome.

You will combine a passion for research with dedication and commitment to teaching. You will contribute to the design and delivery of undergraduate courses and the supervision of postgraduate students. Our students are engaged and enthusiastic whilst teaching commitments are relatively light. Administration, examining and assessment are supported by professional services staff.

You will be collegial and proactive in making a broad contribution to our Department and School and to your field of research.

The Department has an active equality and wellbeing agenda and holds an Athena SWAN Silver Award for our work improving our working environment, inclusiveness, equality and diversity.

We particularly encourage applications from women and/or candidates from a Black, Asian or Minority Ethnic background, as they are currently under-represented at this level in our University.

Applicants who hold or are applying for fellowship funding may wish to explore, with the Head of Department, the possibility of combining positions.
## Person Specification

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<th>Criteria</th>
<th>Essential</th>
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<tr>
<td>Will hold a PhD or equivalent degree in a relevant subject.</td>
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<td>Will be able to lead an innovative and fundable research programme in evolutionary biology.</td>
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<td>Will have evidence of excellence in research, documented by research publications and/or other outputs.</td>
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<td>Will have the ability to attract research funding.</td>
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<td>Will be committed to undergraduate teaching and able to contribute to teaching in subjects taught by the Department.</td>
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<td>Will be able to train postgraduate students.</td>
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<td>Will be willing and able to contribute to administration and governance within the Department.</td>
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<td>Will have demonstrated engagement with addressing gender and/or BAME imbalances in a current or previous institution or to the promotion of the progression of women and/or black and minority ethnic people in STEMM subjects.</td>
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<td>Will have a track record of an effective contribution to the wider academic community.</td>
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The Department of Zoology

The Department of Zoology provides an exciting research and teaching environment with a strong sense of cooperation and community. The Department has about 250 members who share a fascination with animal biology. Our community includes 23 University faculty, a further 16 principal investigators, around 80 postgraduate students, a lively post-doc community and a committed team of professional service staff.

Research

Our mission is to define and answer the most important and exciting questions in animal biology thus delivering an outstanding contribution to knowledge and real-world benefits. Our research ranges from cell biology to conservation policy. It is organized into six themes, but in practice often thrives at the boundaries between disciplines. We have strengths in a wide range of areas including evolutionary biology, ecology, behavioral ecology, developmental biology, evolutionary genetics and conservation science. Our research often has a distinctive approach within a field reflecting our particular interests in the functioning of whole organisms, and in questions relating to evolution, adaptation and biodiversity. Members of the Department belong to a range of the School’s research themes including “Organisms, Evolution and Ecology”, “Functional and Evolutionary Genomics”, “Reproduction, Development and Lifelong Health” and “Neuroscience, Psychology and Behaviour”. The Department contributes to five cross school Interdisciplinary Research Centres; Conservation, Global Food Security, Cancer, Infectious Diseases and Neuroscience and an exciting new Collections-Connections-Communities strategic research initiative.

The Department has an outstanding Museum of Zoology that holds internationally renowned collections that provide excellent research and teaching resources. The Museum attracts over 150,000 visitors per year. It has a lively and innovative science outreach programme and hosts hundreds of visits by educational groups each year.

Teaching

We teach a range of courses in the Natural Sciences Tripos, working closely with other Departments in the School. These include first and second year courses in “Evolution and Behavior”, “Evolution and Animal Diversity”, “Ecology Evolution and Conservation”, “Cell and Developmental Biology” and “Neurobiology”.

Our final year “Part II Zoology” course is a modular course that reflects the interests of the department and is delivered in close cooperation with other Departments. This allows our students to combine the study of evolutionary biology, ecology, conservation, behaviour, genomics, cell and developmental biology and a range of other options. Students can focus on specific areas of Zoology or explore the diversity of the subject and the interface between disciplines and levels of analysis. Our teaching is rated very highly, by both external assessors and undergraduates.

Location and Facilities

The Department is based in the historic city centre of Cambridge, with a field station in the nearby village of Madingley. The Department has very close links with the Cambridge Conservation Initiative in which some members of the Department are based.

The Cambridge Conservation Initiative

The Department is a member of the Cambridge Conservation Initiative. The CCI is a unique and highly successful collaboration between conservation organisations and academic departments. It brings together people from across the University and more than 400 staff from NGO organisations involved in conservation research and practice and attracts visitors from across the world. The CCI and Zoology Department, share the David Attenborough Building, which adjoins the main Zoology building.
The Department of Zoology

Working Environment
The Department of Zoology offers a stimulating, supportive and friendly work environment in a successful academic community.

We have exceptional strengths in both field and laboratory based experimental work in addition to theoretical approaches. The Department and School have excellent research facilities.

The Department provides a lively and successful research environment. We have a range of regular seminar series (e.g. Behavioural Ecology and Evolution, Evo Devo and Museum Research Talks) and an Annual Departmental Seminar Day. There is a wide range of seminars in the School and in Cambridge.

The Department has a proactive mentoring programme and provides annual staff development reviews. Probation includes regular meetings with a mentor and the Head of Department. We have an active induction programme and ongoing training in a wide range of topics.

Social life in the Department includes, when possible, various get-togethers throughout the year, happy hour, sporting and other wellbeing activities.

The Department values interactions with the wider community and there are opportunities to contribute to outreach through, for example, Museum activities, the Cambridge Festival, interactions with local schools and many others.

Equality Diversity and Inclusion
We embrace the immense benefits of a diverse and inclusive community. We are committed to fostering equality and inclusion, valuing diversity and promoting wellbeing all built on a foundation of mutual respect in our community.

We expect all members of our community to be actively involved in providing a stimulating, inclusive, respectful, and supportive work and study environment.

We fully and actively subscribe to both the University’s Equal Opportunities Policy, the University’s Dignity@Work Policy, as well as promoting a wide range of diversity networks for women, black, Asian and minority ethnic, and lesbian, gay, bisexual, and transgender (LGBT+) staff and students.

We have an enthusiastic and effective Equalities and Wellbeing Committee and Race Equality sub-group, with members drawn from all sections of the department’s staff and students.

The committee works hard to lead the department in implementing best practices in equality, diversity, inclusion, and wellbeing. This includes:

- Actively promoted and encouraged current staff to undertake equality and diversity training throughout their time in the department.
- Introduction and active promotion of Wellbeing Advocates in the Department.

The Department is pleased to hold a silver Athena Swan awarded in 2016.
The School of the Biological Sciences

The Department of Zoology is part of the School of the Biological Sciences. The goal of the School of the Biological Sciences is to deliver education, learning and research at the highest international levels of excellence. Building on our record as a world class University for Biological Sciences we aim to work in innovative ways to achieve ongoing excellence in a supportive and collaborative research and teaching environment.

Research in the School is organised in six major Themes, designed to provide integration across the School, encourage new conversations and enhance interdisciplinary networking critical for major innovation:

- Organisms, Evolution and Ecology
- Functional and Evolutionary Genomics
- Infection and Immunity
- Neuroscience, Psychology and Behaviour
- Reproduction, Development and Lifelong Health
- Molecules and Cells: The Building Blocks of Life.

The school has teaching responsibilities in four undergraduates triposes: Natural Sciences, Medical Sciences, Veterinary Sciences and Psychological and Behavioural Sciences. It is part of the Graduate School of Life Sciences, which organizes and manages the graduate training and monitoring for Masters and PhD students, along with the Degree Committee.

The research and teaching carried out in the School is diverse and covers animal, human, plant and microbial science from the atomic, molecular and cellular levels through to tissues, organs, whole organisms, populations, ecosystems, biodiversity, and human behaviour. This research has impacts on health and disease across species, agriculture, conservation and the environment as well as on the pharmaceutical and biotechnology industries, with direct translational relevance to the clinic, public services and social policy, and the bio-economy.

The School of the Biological Sciences employs around 2000 staff teaching over 4000 students (split roughly evenly between undergraduates and postgraduates). It consists of nine Departments (Biochemistry; Genetics; Pathology; Pharmacology; Physiology, Development and Neuroscience; Plant Sciences; Psychology; Veterinary Medicine; Zoology) and four research institutes (Gurdon Institute, Cambridge Stem Cell Institute, Sainsbury Laboratory and the MRC Toxicology Unit) all of which are involved in fundamental biological research alongside undergraduate and postgraduate teaching.
Terms of Appointment

Tenure and probation
Appointments are to the retiring age for established academic positions. For University Assistant/Associate Professors the appointment is subject to satisfactory completion of a five-year probationary period.

Working Pattern
The appointment is full-time.

Pension
You will automatically be enrolled to become a member of USS (Universities Superannuation Scheme) – a defined benefits pension scheme. If you are already a member of the NHS Pension scheme, you may be eligible to continue in the scheme and should consult the University Pensions website.

Annual leave
Subject to compliance with the Statutes and Ordinances relating to leave, full time officers are entitled in any holiday year to take a minimum of 28 days annual paid holiday. These periods are inclusive of public holidays that fall outside Full Term.

Sabbatical leave
Cambridge is generous in having statutory provision for leave of absence of one term for every six terms of service. Academic staff use this opportunity for study and research.

Residence
It is a requirement of the role that you are resident in the University during term-time. Further information can be found in Chapter XI, section 1 of the Statutes and Ordinances.

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 will be conditional upon you gaining it.

Screening Checks
This role requires a basic disclosure and a security check. Any offer of employment we make to you will be conditional upon the satisfactory completion of these checks; whether an outcome is satisfactory will be determined by the University.

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

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

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.

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 on the support services section on the HR website.

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, Louise Balshaw, Departmental Administrator, who is responsible for recruitment to this position via: da@zoo.cam.ac.uk.

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 first-class 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 the West Cambridge site, the North West Cambridge development and the growth of the Biomedical Campus in the south of the city. The North West Cambridge development includes the opening of a primary school – the first in the UK to be managed by a University. We are 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 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.

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 18,000 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 networks for women, black and minority ethnic and lesbian, gay, bisexual and transgender staff. More details are available on Equality and Diversity webpages.

The University has a bronze Race Equality Charter aware, with framework for improving the representation, progression and success of minority ethnic staff and students within higher education. Furthermore, the University’s Athena SWAN award recognises and celebrates good practice in recruiting, retaining and promoting women.
College Membership

Membership of a College adds an important social and intellectual dimension which many of the University's academic community find attractive.

The University, the Faculties and Departments, and the Colleges are linked in a mutually beneficial but complicated relationship. Students (both graduate and undergraduate) are admitted by one of the 31 Colleges, although in the case of graduate students 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 colleges expect their fellows to take part in undergraduate supervision and College administration.

Appointment to a College fellowship is a separate matter from a University appointment, for which the College provides modest remuneration additional to University salary. It is not compulsory for academic staff to be a member of a College.

Further advice can be obtained from the Head of Department or senior colleagues.

The Scheme for newly-appointed University Officers seeking a College Fellowship is set out at the Office of Intercollegiate Services.
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 the Relocation Service - Accommodation Service.

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 the Accommodation Service website.
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. Payroll giving is also a simple, tax-efficient way for employees to make monthly donations to charity.

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. A CAMbens Cycle to Work salary sacrifice scheme is also available, which enables employees to save money on transport costs. An interest free travel to work loan is also available for staff of the University.
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 emergency family care support.

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 on the [Childcare Office](#) website.

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.

**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 interdisciplinary [Cambridge Festival](#), 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.

**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 postgraduate 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.
How to apply

Applications should be submitted online via the University of Cambridge jobs page by clicking “Apply online” in the job advert. You will need an email address to register for our online system.

Please ensure that in the Upload section of the online application you provide:

• A full CV, including a full list of publications and a brief narrative (300 words maximum per output) on each of the three outputs you consider most significant. The Department is committed to the responsible use of bibliometrics and applicants are asked not to include raw citation counts, Journal Impact Factors or H-index metrics in their applications.

• A description of current and future research plans and how these relate to the Department’s research strengths. No longer than two pages.

• A covering letter setting out why you are applying and how your experience and plans address the person specification in the further particulars (1000 words maximum).

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 Howard Baylis (Head of Department)
Tel: 01223 336601
Email: hod@zoo.cam.ac.uk

If you have any queries regarding the application process please contact the PA to the HoD at (admin@zoo.cam.ac.uk)

The closing date for applications is: 13 March 2022
The selection panel will meet soon after the closing date in order to produce a short-list; references will then be solicited. Short-listed candidates will be invited to visit the Department, give a seminar/lecture and attend a formal interview which is expected to take place in person in May 2022. We expect both positions to be filled by 1st October 2022.