

# The John Lambton Professorship of Autism Research

Department of Psychiatry

Closing date: 15 July 2021

Job Reference: RN27002



# John Lambton Professorship of Autism Research

## The Professorship

This is a new post to expand the senior leadership in the Autism Research Centre (ARC) in the Department of Psychiatry at the University of Cambridge. This will be the second senior PI in the ARC, the other post being held by Professor Simon Baron-Cohen. This new post is the result of fundraising by the Autism Research Trust (see [www.autismresearchtrust.org](http://www.autismresearchtrust.org)), a charity that has supported the work of the ARC for 10 years, and which is merging with a new charity called the Cambridge Autism Centre of Excellence (ACE). The ARC is the research arm of ACE, and ACE will also deliver support via partners to autistic people and their families.

## The Autism Research Centre (ARC)

The ARC's mission is to understand the causes of autism and to establish which interventions for autistic people are helpful and for whom. The ARC is a research group that was created 26 years ago and comprises about 30 scientists working across 8 research programs (see below and [www.autismresearchcentre.com](http://www.autismresearchcentre.com)). The ARC's values centre on inclusion for autistic people and maximising their wellbeing. The ARC consults with the autism community on every research project it undertakes.

For ethical reasons, the ARC does not conduct animal research, and is opposed to both a 'cure' for autism per se and to eugenics. The ARC does support research aimed at alleviating specific symptoms that cause suffering. The ARC views autism as both a disability and an example of neurodiversity.

The research interests of the Department include a major focus on autism. Simon Baron-Cohen was appointed as Lecturer in the Department in 1994 and by 1995 had established the Autism Research Centre (ARC), with funding from the MRC. In the subsequent 26 years, the ARC has grown to its current size of about 30 staff (including postdocs, PhD students, research assistants, academic related staff, and administrators), currently based in Douglas House on Trumpington Road.

It has 8 programs: neuroscience, genetics, endocrinology, perception and cognition, diagnosis and screening, intervention, vulnerability, and synaesthesia. See [www.autismresearchcentre.com](http://www.autismresearchcentre.com). Each of these programs includes 4 or 5 projects at any one time, resulting in up to 40 projects, each funded by a grant. These range from small (£100K) to substantial (£5M) awards. The ARC has close links with the charity ART, of which Baron-Cohen is a founder Trustee, its new sister charity ACE, and with ARC's other funders including the Wellcome Trust, the Templeton World Charitable Foundation, the Simons Foundation Autism Research Initiative (SFARI), and the Rosetrees Charitable Trust.

Research techniques used within the ARC include MRI, EEG, induced pluripotent stem cell (iPSC) neural modelling, whole genome and exome sequencing, genome wide association studies, molecular biological experiments, clinical biochemistry, ultrasound and amniocentesis, experimental psychology including gaze tracking, epidemiology and screening studies, and randomised control trials.

The ARC collaborates closely with the Wellcome Trust Sanger Centre for Human Genetics (Matt Hurles), and Departments across the University (e.g., David Rowitch in Pediatrics, Madeline Lancaster in the MRC LMB, Mark Johnson in Psychology, Graham Burton in PDN, Mark Kotter in Clinical Neurosciences) as well as across groups within the Department of Psychiatry (Ed Bullmore, Carol Brayne and John Suckling in Psychiatry). The ARC also collaborates across the UK (Declan Murphy at KCL, Sarah Cassidy at Nottingham, Jon Mill in Exeter, Alex Heazell in Manchester, among others) and has international collaborations in the US (e.g., Dan Geschwind in UCLA), France (Thomas Bourgeron in Paris), Norway (MoBA), Denmark (the State Serum Institute), Israel (Lidia Gabis at Sheba Hospital, and David Greenberg and Ofer Golan in Bar Ilan). The ARC leads a consortium of autism geneticists (Spectrum 10K, Wellcome Trust funded), a consortium of those working on autism prenatal biology (APEX, SFARI funded), and leads the Cambridge hub of AIMS2TRIALS, an EU-funded program across 12 European countries.

The ARC has an international profile as a leading autism research centre worldwide. Baron-Cohen was President of the Internal Society for Autism Research (INSAR) and was Chair of the NICE Guidelines for autism in adults. The ARC publishes approximately 40 peer-reviewed articles per year, and Baron-Cohen's H index is among the highest in the world of all autism researchers. He is a Fellow of the British Academy, where he was Chair of the Psychology Section, and of the Academy of Medical Sciences, as well as in Trinity College, Cambridge.

Notable scientific contributions the ARC has made include the discovery of elevated prenatal sex steroid hormones in pregnancies that later result in autism, the discovery that those who work in STEM have an elevated number of autistic traits, and that the common genetic variants associated with good pattern recognition ("systemizing") overlap with the common genetic variants associated with autism. The ARC was the first to demonstrate functional amygdala abnormalities in the autistic brain that rates of synaesthesia (mixing of the senses) and polycystic ovary syndrome are elevated in autism, and that autism can be detected at 18 months of age.

The ARC curates the Cambridge Autism Research Database (CARD) which contains data on 10,000 autistic people and 20,000 parents and family members of autistic people, who have registered to participate in research. Baron-Cohen created the first clinic for adults with suspected autism in the UK, originally with philanthropy from one of the Sainsbury Family Trusts, which was taken over by the NHS (CPFT) after 10 years.

Baron-Cohen has recently created a new charity, ACE, which will replace the ART and which has a mission to fund excellent basic and applied autism research and to translate the latter into support services for autistic people of all ages, via delivery partners. ACE and ARC will be located in the new Cambridge Children's Hospital and the Cambridge Children's Research Institute there. This new Chair is intended to provide a long-term legacy of senior scientific leadership for autism research in Cambridge.

## **Standard Duties**

### **Teaching and research**

Teaching, training, mentoring and capacity-building will be an important part of the role. The University of Cambridge is exceptionally fortunate in the quality of the students and early career researchers who come from all over the UK and the world to study, train and develop independence here.

The Department of Psychiatry has a successful post-graduate training programme and is actively supportive of early career development (post- PhD) for non-clinical scientists and clinical research career development for young psychiatrists.

The post-holder will be expected to contribute to the direct supervision of post-graduate students, and the training and career support of post- doctoral scientists, with the specific goal of building a stronger influx of students and early-career scientists.

### **Examining**

The Professor will be required to undertake such university examining as may be required by the relevant Faculty Board or comparable body.

### **Administration**

Administrative duties are shared equitably among the teaching members of the Faculty. The Professors are expected to play significant roles from time to time on the Faculty Board and Faculty Committees dealing with such matters as academic and other appointments, admission of graduate students, research

and teaching assessments, the libraries and computing arrangements. They are also encouraged to accept appointment to University Committees.



# Person Specification

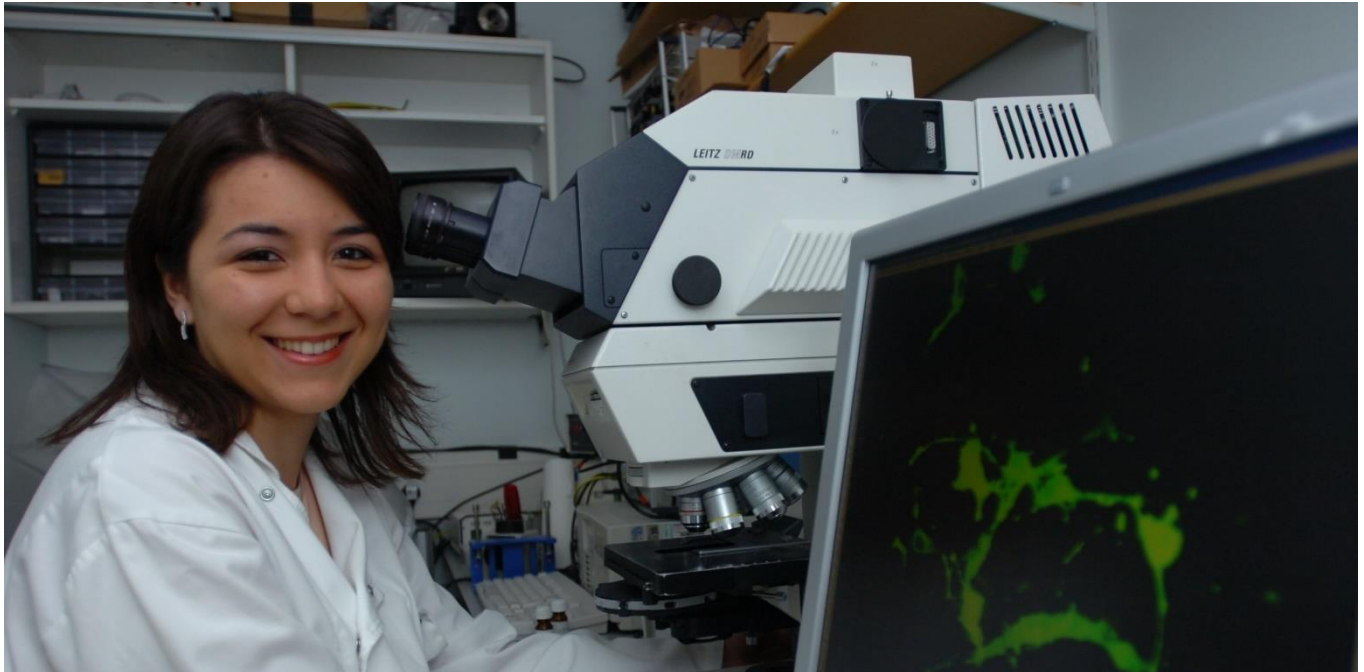
We welcome applications from scientists at any stage of their career who have completed a PhD and have held a postdoc or a faculty position.

Candidates will be considered for the Professorship on the basis of the following selection criteria, which you should address in your application.

Criteria	Essential	Desirable
<b>Education</b>		
The postholder's work should fall within one or more of the subspecialty fields of autism research that are priorities of the ARC. These include genetics, neuroscience, endocrinology, psychology, clinical research, education, and vulnerability, as related to autism.	✓	
The postholder's research interests should be relevant to autism across the lifespan and across the breadth of the autism spectrum.	✓	
The postholder should have an outstanding research record of international stature in any branch of autism research.	✓	
The postholder should include a research plan that can be in basic or applied autism research, and indicating if and how this could be translated into policy to improve the lives of autistic people and their families.	✓	
The postholder should show vision, leadership experience and enthusiasm to build on current strengths in maintaining and developing the ARC as a leading research presence, and have an established record in attracting research grant support to further this development.	✓	
The postholder should show the ability to further the academic planning and strategic development of the ARC and ACE, where appropriate, to facilitate their development of these nationally and internationally.	✓	
The postholder should have the ability to manage and interact effectively with staff and graduate students at all levels within the ARC and the Department of Psychiatry.	✓	
The postholder should have an enthusiastic commitment to the recruitment, training and mentoring of the next generation of researchers, including research students, research assistants, and postdoctoral research fellows.	✓	
Will hold a PhD or equivalent postgraduate qualification.	✓	

*If the candidate is clinically qualified there may be scope for the person to contribute to clinical service delivery for a session per week, but this is primarily a research post, so this would need to be negotiated separately.*

# The Department of Psychiatry



**The Department of Psychiatry comprises 186 staff, currently including 10 professors, 9 lecturers or senior lecturers, 81 research staff, 47 postgraduate staff, 16 academic-related and 23 administrative staff. The Department has an annual research grant income of approximately £7M, which has been growing with a trend rate of about 4% per annum over the last 5 years, with £8.7M of new grants awarded since 2019.**

The Department of Psychiatry promotes the mission of the University of Cambridge to contribute to society through the pursuit of education, learning, and research at the highest international levels of excellence. Our particular focus is on the determinants of mental health conditions, their treatments and the promotion of mental health through innovative translational research.

The Department has wide ranging collaborations within Cambridge Neuroscience, the broader University and

beyond into the international scientific and policy communities.

We also enjoy strong links with industry, social care and the voluntary sector and the NHS, particularly with the Cambridgeshire & Peterborough Foundation Trust to which many of our staff contribute clinical services.

We are an internationally leading centre for research, teaching and clinical practice in psychiatry. The Department's senior staff support several research groups, covering various aspects of mental health and disorder throughout the life course.

Professor Tamsin Ford, Head of Department.



# School of Clinical Medicine

**Doing great work in a great place to work**

## **About the School**

The School of Clinical Medicine currently employs nearly 3,000 people, spanning all varieties of staff type from Academic Professors to administrative support.

In 1976 in response to the recommendation of the Royal Commission on Medical Education in the late 1960's, a complete medical course was re-established in Cambridge with the opening of the School of Clinical Medicine at the new Addenbrooke's Hospital site.

On 21st November 1980, HRH The Duke of Edinburgh, the Chancellor of the University of Cambridge, officially opened the Clinical School Building which presently accommodates the medical library, lecture theatres and seminar rooms.

The University of Cambridge School of Clinical Medicine aspires to change the practice of medicine and improve biological understanding in a wide range of clinical specialties and scientific disciplines. Collaborative research, both within biomedicine and crossing the boundaries to the mathematical, physical and social sciences, is key to our approach. The School also supports key enabling technologies and facilities in imaging, bioinformatics and biological systems. The main areas of research interest are:

- Cancer research
- Cardio-Respiratory Medicine
- Cellular mechanisms of disease
- Diabetes, Endocrinology and Metabolism
- Epidemiology, Public Health and Primary Care
- Genetics and Genetic Medicine
- Haematological and Transplantation Medicine
- Infection and Immunity
- Neurosciences and Mental Health
- Stems Cells and Regenerative Medicine.



**Professor Patrick Maxwell, Regius Professor of Physic and Head of the School of Clinical Medicine**

The School aims to provide leadership in education, discovery and healthcare. It will achieve this through; inspirational teaching and training, outstanding basic and clinical research and integration of these to improve medical practice for both individual patients and the population.

## **The School will:**

Through inspirational teaching and training, educate individuals who:

- will become exceptional doctors or biomedical scientists
- combine a depth of scientific understanding with outstanding clinical and communication skills demonstrate a caring, compassionate and professional approach to patients and the public and
- are equipped to become future international leaders of their profession.

Through its commitment to the pursuit of excellence, support scientists of international standing in basic and clinical research aiming to:

- understand fundamental biology and thereby the mechanisms underlying disease integrate basic and clinical research
- apply a rigorous mechanism-based approach to clinical problems and
- innovate to solve the health challenges of our society.



# Terms of Appointment

All appointments to University Offices are subject to the Statutes and Ordinances of the University.

## Salary

Salary on appointment will be determined by the Vice-Chancellor at an appropriate point on the University's salary spine for grade 12, taking into account the criteria for the respective contribution band.

Professorial salaries are reviewed periodically, on the basis of research, teaching and general contribution, by the Vice-Chancellor with the assistance of a small Advisory Committee.

## Headship of the Department

Should a Professor be appointed to the Headship of a Department, a pensionable payment is made in addition to salary.

## Recruitment Incentive

The University has a scheme whereby a single recruitment incentive payment may be made on appointment at the Vice-Chancellor's discretion.

## Tenure

Appointments are to the retiring age for established academic positions.

## Working Pattern

The appointment is full-time.

## 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 has a generous statutory provision for leave of absence of one term for every six terms of service. Academic staff use this opportunity for study and research.

## 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 contact the Pensions section of the University:

[www.pensions.admin.cam.ac.uk/](http://www.pensions.admin.cam.ac.uk/)

## College membership

Membership of a College adds an important social and intellectual dimension which many of the University's academic community find attractive. Further details about a Professorial Fellowship are set out below and more details about college membership are provided in a separate section of this document.

The Scheme for newly-appointed University Officers seeking a College Fellowship is set out at: <https://www.ois.cam.ac.uk/uto-scheme>

## Residence

It is a requirement of the role that you are resident in the University during term-time. Further information can be found here, p. 679: <https://www.admin.cam.ac.uk/univ/so/pdfs/2020/ordinance11.pdf>





### Removal Expenses

If the person appointed is not resident in Cambridge, a contribution from University funds will be made towards expenditure incurred in removal to Cambridge to take up a University office.

### Consultancy Work

The University's policy on consultancy work is that consultancy arrangements must be entered into privately between the employee and the organisation concerned. The consultancy work must not interfere with the duties required of the officer under the officer's contract of employment with the University. Consultancy work is not covered by the University's insurances, even when the University has knowledge that such work is being done. The University must not be regarded as being directly or indirectly involved in any consultancy arrangement through the use of University letterheads, advice given or work done in the individual's capacity as an employee of the University. Individuals undertaking private or consultancy work are advised to take out personal insurance.

Alternatively, professional indemnity cover may be obtained by channelling private work through the University company Cambridge Enterprise Ltd. Anyone wishing to do so should, in the first instance, contact them at [www.enterprise.cam.ac.uk](http://www.enterprise.cam.ac.uk).

### Professorial Fellowships

The great majority of Professors at Cambridge hold a professorial fellowship of a college. Although election to a fellowship is a matter for an individual college, the University takes active steps to draw the attention of Heads of House to the names of

those Professors eligible for election. The Scheme for newly-appointed University Officers seeking a College Fellowship is set out at: <https://www.ois.cam.ac.uk/system/files/documents/guidance-for-applicants.pdf>

### 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. Accordingly, shortlisted candidates, whatever their nationality, will be asked to provide such evidence at an appropriate stage in the recruitment procedure. 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.

**Health Declaration** - Offers of appointment made to prospective University officers whose work will fall within certain categories are conditional on the completion of a medical questionnaire and, if necessary, on a satisfactory health check by the Occupational Health Service. Only the person elected will be asked to complete the questionnaire, at the time of election.

**References** – References will be requested prior to the final meeting of the Board of Electors.

*Please note:* references are not required from



**Equal Opportunities**

The University of Cambridge appoints solely on merit. No applicant for an appointment in the University, or member of staff once appointed, will be treated less favourably than another on the grounds of sex (including gender reassignment), marital or parental status, race, ethnic or national origin, colour, disability (including HIV status), sexual orientation, religion, age or socio-economic factors.

**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:

<https://www.hr.admin.cam.ac.uk/policies-procedures/disabled-applicants-and-members-staff>

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.

Applicants wishing to discuss with or inform the University of any special arrangements connected with their disability can, at any



point in the recruitment process, contact Dr Gosia Wloszycka, who is responsible for the administration of the recruitment process for this position, by email on: [mw425@admin.cam.ac.uk](mailto:mw425@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. So 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 here: <http://www.equality.admin.cam.ac.uk/>

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.

# 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/relocation>. 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. 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 and a CAMbens Cycle to Work salary sacrifice scheme is also available, which enables 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.



# 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. 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.

## 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.





# College Membership

The University, the Faculties and Departments, and the Colleges are linked in a complicated historical relationship that is mutually beneficial but not simple. Students (both graduate and undergraduate) are admitted by one of the 31 Colleges, although in the case of graduate students the Faculties and Departments determine admissions before the Colleges are involved. Almost all undergraduates, and many graduate students, live in a College.

The teaching of undergraduate students is shared between the Colleges and the Faculties and Departments, with the Colleges arranging small group teaching ("supervision") and the Departments providing lecturing, laboratory classes, and advanced supervisions. Most academic staff will also be invited to join a College as a teaching or professorial fellow.

Membership of a College adds an important social and intellectual dimension which many of the University's academic community find attractive. 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 Chair of the Faculty/Head of Department or senior colleagues.

The Scheme for newly-appointed University Officers seeking a College Fellowship is set out at:

<https://www.ois.cam.ac.uk/utoscheme/guidance-for-applicants/view>





# How to Apply

**Applications, consisting of a letter of application together with a statement of current and future research plans, a curriculum vitae and a publications list, should be made online no later than: 15 July 2021.**

Applications should be submitted online via the University of Cambridge jobs page [www.jobs.cam.ac.uk](http://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.

If you have any queries regarding the application process please contact: Dr Gosia Wloszycka at:  
[professorships@admin.cam.ac.uk](mailto:professorships@admin.cam.ac.uk) and/or  
[mw425@admin.cam.ac.uk](mailto:mw425@admin.cam.ac.uk)

## Appointment Procedure

The appointment will be made by a Board of Electors, chaired by the Vice-Chancellor or Deputy, with a membership which includes members of the Department, members of cognate Departments and external experts.

All applications will be acknowledged. The Board of Electors will decide how they wish to proceed towards making an election, which may include interviews and/or presentations. Short-listed candidates may be invited to visit the Department to give a seminar on their work and meet prospective colleagues in the course of the process.

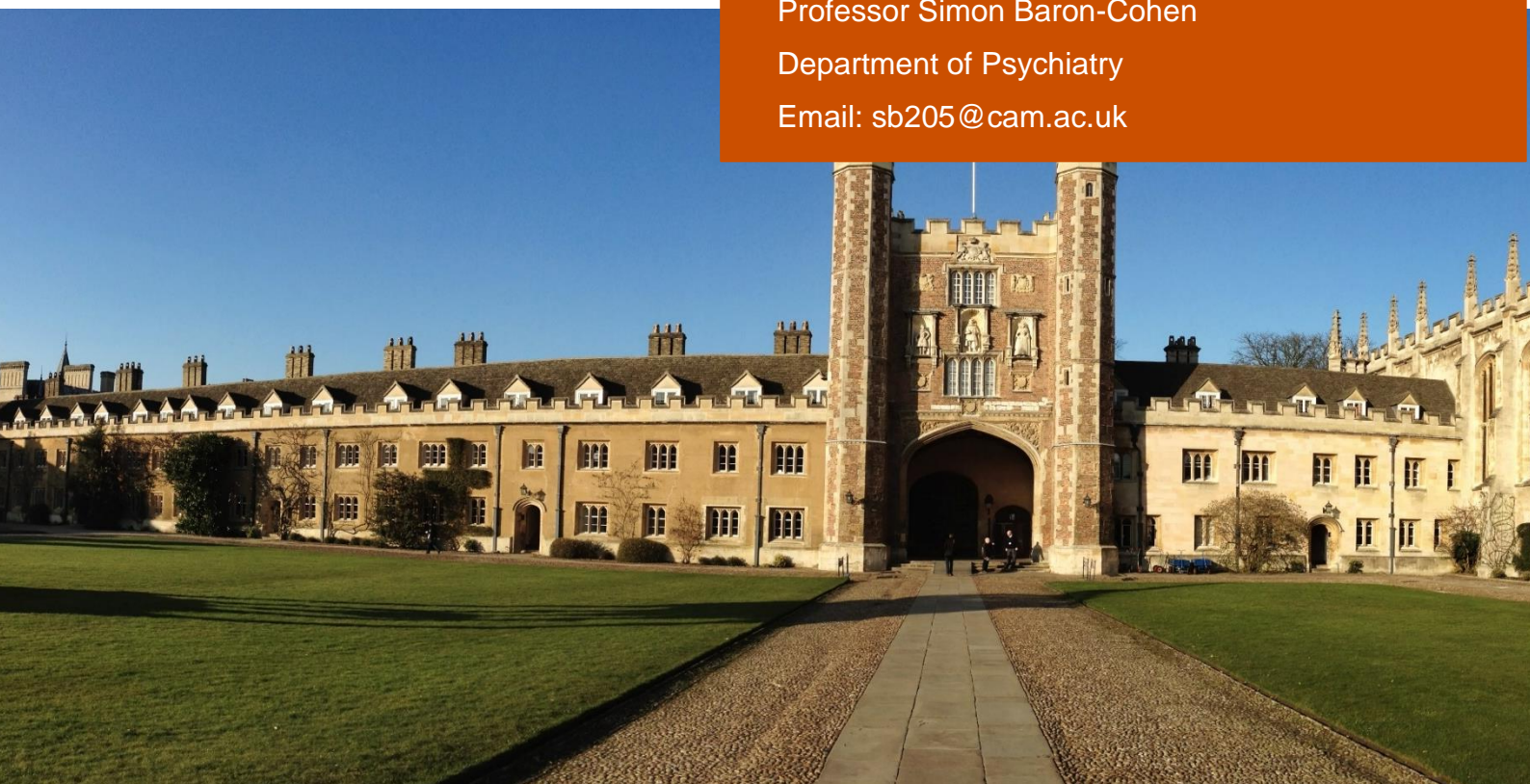
Candidates will be informed of the progress of their applications as agreed by the Electors.

It is anticipated that the successful candidate will take up the appointment as soon as possible after the interview.

## Informal Enquiries

Informal enquiries about this Professorship are welcomed and should be directed to:

Professor Simon Baron-Cohen  
Department of Psychiatry  
Email: [sb205@cam.ac.uk](mailto:sb205@cam.ac.uk)







UNIVERSITY OF  
CAMBRIDGE