

University Assistant Professorship in Glaciology

Department of Geography

Closing Date: Tuesday 25 April 2023

Job Reference: LC35967



University Assistant Professorship in Glaciology

Salary:

£43,414 - £54,949

Contract:

Permanent

Location:

Cambridge

Faculty / Department:

Department of Geography

Responsible to:

The Head of Department

Working Pattern:

Full Time

Purpose of the role

The Department of Geography wishes to appoint a University Assistant Professor in Glaciology. The post is available from 1 October 2023, or as soon as possible thereafter.

The successful candidate will be based in the Scott Polar Research Institute (SPRI), a sub-department of Geography, and will hold teaching and administrative duties at SPRI and in the Department. The role-holder will be expected to contribute to the national and international reputation for excellence that the Department and the Institute hold for teaching and research in geography. In particular, the role-holder will undertake cutting-edge research that builds on the current interests of SPRI staff in glaciology and contemporary and future studies of the cryosphere.

Candidates should hold a PhD in a relevant discipline and will have an academic record appropriate for their career stage, including high-quality research

publications, have a proven record of winning research grants and/or the ability to formulate research projects such as will attract funding from research councils, educational charities, or other grant-awarding organisations, and a growing international research reputation.

Candidates should regard themselves as either being, or having the strong potential to be, enthusiastic and effective educators, willing and able to teach introductory and integrative courses to first- and second-year undergraduates, as well as more specialist topics at final-year undergraduate and Masters levels, in particular to the MPhil in Polar Studies. They will also be able to contribute to methods teaching (e.g., field, modelling, computational, laboratory) and to recruit and supervise postgraduate students and contribute, as appropriate, to the academic administration of SPRI, the Department and the University.



Key responsibilities

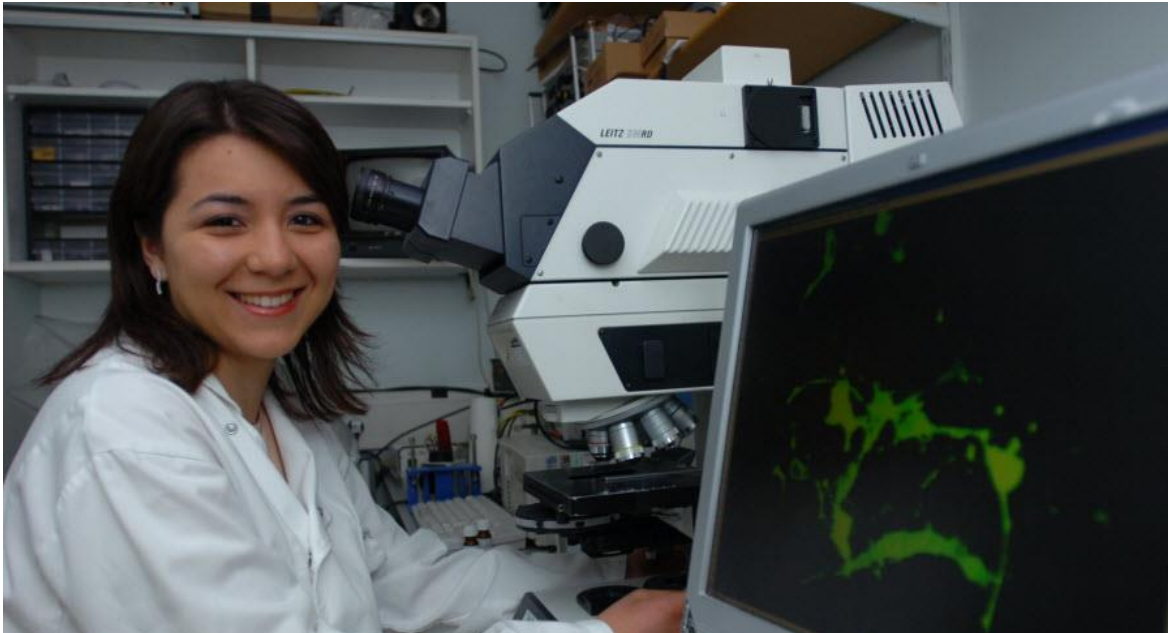
The role holder will:

- Undertake cutting-edge research in glaciology, and publish in appropriate, leading journals, using field-based studies, remote sensing and/or numerical modelling. Such research will likely focus on contemporary and/or future changes in the cryosphere. Research should also have a primary focus on high latitudes.
- Develop research leadership by attracting external funding from UK research councils and other funding bodies, and by fostering high quality research across the Institute and Department.
- Provide at least 30 hours of lectures, practicals and/or seminars annually, with commensurate marking and assessment, as well as contributing to fieldcourse teaching, and supervising undergraduate and Master's dissertations. The appointee will be encouraged to undertake small group undergraduate tutorials ('supervisions') for Colleges, which are separately remunerated.
- Actively engage in curriculum development and teaching innovation, at both undergraduate and postgraduate levels.
- Proactively recruit, supervise and mentor postgraduate students and post-doctoral researchers from all backgrounds.
- Engage with relevant communities of scholars in glaciology and polar studies and beyond, **extending their existing international academic profile.**
- Actively participate in SPRI's and the Department's collegiate, collaborative and inclusive research culture.
- Contribute, as appropriate, to SPRI's, the Department's and the University's administration, including examining and policy development.

Person Specification

Criteria	Essential	Desirable
Education		
A PhD in glaciology, environmental science, or cognate field	✓	
Specialism in one or more fields of glaciology, using field-based studies, remote sensing and/or numerical modelling.	✓	
Academic		
Strong interests in glaciological research and teaching physical geography, including ability and willingness to contribute to laboratory and/or field-based teaching and training	✓	
A record, appropriate for the individual's career stage, of novel, rigorous and significant research publications	✓	
Being able to, or having the strong potential to, inspire and educate a diverse range of students at all levels of the undergraduate degree and at Masters level.	✓	
Willingness to take a leading role in the recruitment and supervision of postgraduate students and postdoctoral researchers	✓	
Experience of multidisciplinary research working across the sciences and humanities, and an interest in contributing proactively to the Institute's strong engagement with the public and policymakers		✓
Experience of obtaining research grants through competition		✓
A collaborative research approach		✓
An interest in public engagement, outreach and widening participation		✓
Leadership experience and achievements		
Willingness to undertake management and administrative duties	✓	
A collegiate mindset and ability to work collaboratively within the Department; to develop and maintain networks across the University and in the wider academic community; demonstrable commitment to promoting a positive and inclusive institutional culture	✓	
Ability to be a role model, to lead and inspire a team and to work with vision and foresight		✓

The Department of Geography



The Department of Geography at the University of Cambridge has a long-established international reputation as one of the leading centres of innovative geographical thought and education and celebrated one hundred years of teaching Geography in Cambridge in 2019.

The Department is a friendly and inclusive scholastic community with wide-ranging research interests spanning the natural and social sciences and the humanities. The University of Cambridge values diversity and is committed to equality of opportunity, and the Department would particularly welcome applications from members of under-represented groups. Geography received an Athena SWAN Bronze award in 2019.

The Department is housed on the University's Downing Site in central Cambridge, with the Scott Polar Research Institute (a sub-Department of Geography) a short distance away.

The last UK Research Excellence Framework exercise (2021), based on a metric measuring the quality of our research publications and the strength of our research environment ranked the Department fourth in the country.

Visit our website at
<http://www.geog.cam.ac.uk>.

Research

Our research strengths include atmospheric science, climatology, dendroecology, geochronology, glaciology, Quaternary studies, plant sciences, and volcanology. Our collaborative approach promotes methodological innovation and integration (observational, computational, experimental, theoretical, etc). For further information see:

<http://www.geog.cam.ac.uk/research/> and individual academic staff profiles:
<https://www.geog.cam.ac.uk/people/>

Our research is aided by well-resourced laboratories, field equipment and high performance computing services, supporting a combination of fieldwork, laboratory analysis and experiments, remote sensing, and computational modelling. We strive to go beyond publishing research in academic journals, proactively seeking avenues to leverage policy formulation and build public engagement and knowledge exchange. The Department commands a high level of externally-generated grant income and attaches considerable importance to maintaining and enhancing such support for its research.

Researchers will be expected to develop strong research links with other academic staff in the Department but equally encouraged to build wider collaborations within and beyond the University. The Department collaborates closely with several interdisciplinary centres and initiatives including the University of Cambridge Conservation Research Institute (UCCRI), Cambridge Zero, and the University's Centre for Science and Policy (CSaP) as our research relates closely to the fields of conservation, climate change, hazards, political ecology and sustainability.

One of the greatest opportunities for a member of academic staff in the Department of Geography, in a large collegiate University with many centres of excellence, is our currency of cross-disciplinary conversation. It is such encounters across epistemologies that often lead to novel lines of research and great intellectual friendships.

Undergraduate teaching

For further information see:

<http://www.geog.cam.ac.uk/undergraduate/>.

The Department has around 300 full-time undergraduate students. In the Geographical Tripos (the undergraduate degree) all papers are compulsory in the first year, but thereafter an increasing degree of specialisation is possible. Final-year students are required to submit a dissertation. Skills teaching and field classes are an integral part of the programme and all students attend a residential field class in the second year. Supervisions (teaching in small groups of two to four students) are an important part of the teaching model in Cambridge and although these are primarily a College responsibility (<http://www.cam.ac.uk/colleges-and-departments>), supervisions relating to particular undergraduate papers are often centrally co-ordinated in the Department, and most academic staff make a contribution to supervision teaching. Undergraduate examinations are held in May and June each year.

Postgraduate School

For further information see:

<http://www.geog.cam.ac.uk/graduate/>.

The Department has an outstanding, large (~120 students) Postgraduate School, international in composition, with typically around half of its students coming from outside the UK. There is a vibrant PhD community of ~80 students. The Department runs five Masters (MPhil) programmes in *Geography*, *Conservation Leadership*, *Polar Studies*, *Anthropocene Studies* and *Holocene Climates*. Postgraduate students are encouraged to participate in, and often lead, thematic research seminars, reading groups and forums.

The Scott Polar Research Institute

The Scott Polar Research Institute was established in 1920, to encourage polar science and exploration. A unique feature of the Institute is that the range of expertise of its researchers includes and bridges the human and natural sciences.

Teaching

The Scott Polar Research Institute offers an MPhil in Polar Studies, which is a full-time, one year Masters course. It is primarily a research degree, where students are expected to undertake independent, original research. The Institute also runs a three-year PhD programme.

Research

The research undertaken in the Scott Polar Research Institute is of a wide-ranging nature, due to the range of expertise of its researchers. The research of the Institute is described in more detail at www.spri.cam.ac.uk/research/.

The Polar Museum

The Museum holds an important collection of artefacts, paintings, drawings, photographs and other material relating to the history, exploration and science of the Arctic and Antarctic, with particular emphasis on Britain's polar heritage. After an extensive programme of renovation, part-funded by the Heritage Lottery Fund, it reopened to the public in June 2010. As well as the permanent exhibits, the Museum regularly arranges special exhibitions and is committed to public outreach. The Museum also operates a small shop. The Museum receives over 50,000 visitors annually and hosts 200 school visits a year.

The Library and Archives

The Scott Polar Research Institute has the world's most comprehensive polar Library and Archives. The Archives contain an unparalleled collection of manuscript material relating to the polar regions, research and exploration. For scientists and scholars, the Library offers a collection developed since the 1920s, covering all subjects relating to the Arctic, the Antarctic, and to ice and snow wherever found. For industry, it is a prime information source on such subjects as exploration and exploitation of natural resources and on the environmental implications of such activities in the polar regions; on the design of ice strengthened shipping and selection of sea routes; and on problems of construction and transportation in cold environments. For government users, the Library offers an unrivalled resource for the needs of international relations and strategic defence.

The Picture Library contains a photograph collection from both the Arctic and Antarctic, mainly depicting the history of exploration in the polar regions, including much material from the expeditions of Scott and Shackleton.

For further information about the Institute, visit <https://www.spri.cam.ac.uk/>

The School of the Physical Sciences

The School of the Physical Sciences is one of the six Schools making up the academic work of the University. It comprises the following Departments:

[Applied Mathematics and Theoretical Physics \(DAMTP\)](#)
[Chemistry](#)
[Earth Sciences](#)
[Geography \(including the Scott Polar Research Institute\)](#)
[Institute of Astronomy](#)
[Isaac Newton Institute of Mathematical Sciences](#)
[Materials Science and Metallurgy](#)
[Physics \(Cavendish Laboratory\)](#)
[Pure Mathematics and Mathematical Statistics \(DPMMS\)](#)

The School's aim is to contribute to our understanding of the physical world through excellence in observational, theoretical and experimental science and to extend quantitative, qualitative and combined methodologies to address problems in the fields of biology, technology, medicine, social science and the humanities. In pursuit of these goals, the School coordinates objectives in research, teaching, and infrastructure.

The School is responsible for allocating core funds to departments and provides broad strategic focus across its constituent departments in a number of areas including; research activity, undergraduate and graduate education, estate needs, fundraising and human resources. As part of the University's planning process, the School prepares a financial and academic plan which sets out strategic objectives, determines budgets as well as the flow of resources to departments.

The School manages a wide range of administrative activities and projects across its departments and works alongside other Schools to further interdisciplinary research. It has over 1500 members of staff, over 3000 students and an annual budget of over £100 million.



Terms of Appointment

Tenure and probation

Appointment is to the retiring age for established academic positions. For University Assistant 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 contact the Pensions section of the University:
www.pensions.admin.cam.ac.uk/.

Annual leave

Academics 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.

College membership

Membership of a College adds an important social and intellectual dimension that many of the University's academic community find attractive. Appointment to a College fellowship is a separate matter from a University appointment. Colleges expect all their fellows to take part in undergraduate supervision and College administration, for which the College provides modest remuneration additional to University salary.

Many academic staff will be invited to join a College as a teaching fellow, but it is not compulsory for academic staff to be a member of a College. The Head of Institution or senior colleagues can offer more advice.

Residence

It is a requirement of the role that you are resident in the University during term-time. Further information can be found here:

<https://www.admin.cam.ac.uk/univ/so/2019/chapter11-section1.html#indexterm-d358e257>

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.

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.

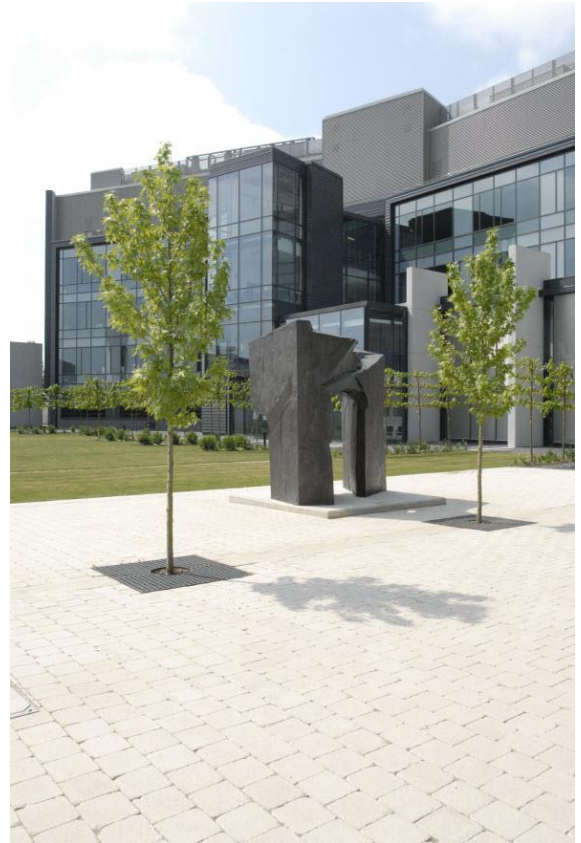
Equality and Diversity

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 at <http://www.admin.cam.ac.uk/offices/hr/staff/disabled/>

We encourage you to declare any disability that you may have, and any reasonable adjustments that you may require, in the section provided for this purpose in the application form. This will enable us to accommodate your needs throughout the process as required. However, applicants and employees may declare a disability at any time. If you prefer to discuss any special arrangements connected with a disability, please contact, the Department Administrator, who is responsible for recruitment to this position. Alternatively, you may contact the HR Business Manager responsible for the department you are applying to via hrenquiries@admin.cam.ac.uk.



The University

The University of Cambridge is one of the world's oldest and most successful universities. We are a renowned centre for research, education, and scholarship that makes a significant contribution to society. The University is consistently ranked amongst the top universities in the world. Our affiliates have won more Nobel Prizes than any other University.

Our sustained pursuit of academic excellence is built on a long history of 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



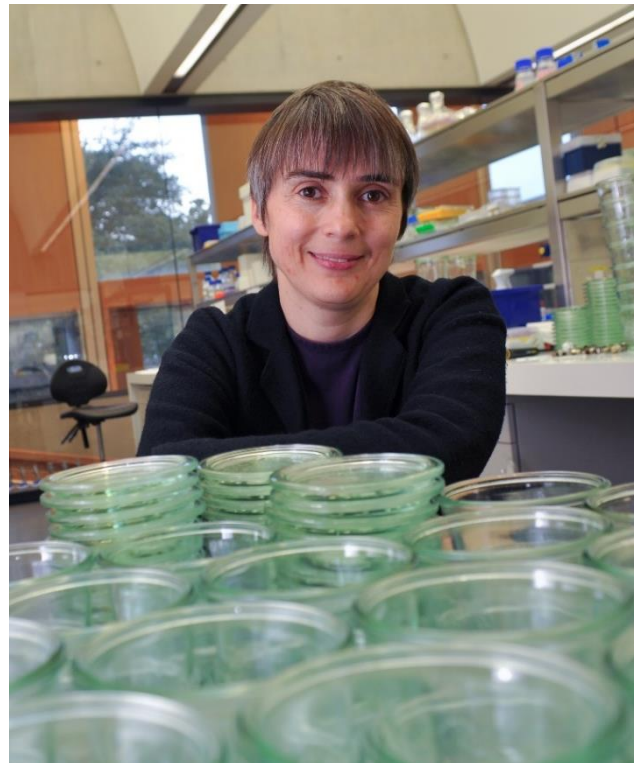
Working at the University

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/>. 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 emergency family care support via My Family Care.

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 Office of Postdoctoral Affairs supports the postdoctoral community within Cambridge. Further details are available here: <https://www.opda.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.



How to apply

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

Please upload a curriculum vitae (with information on research interests, publications, research funding obtained, and relevant teaching and other experience) and a covering letter in the ‘Upload’ section of the online application. In the covering letter, applicants are encouraged to explain how they match the person specification provided in this document and how they see their research and teaching interests contributing to the Department’s existing activities. We require full contact details of three referees, at least two of whom we may contact if you are shortlisted for interview. If you upload any additional documents which have not been requested, we will not be able to consider these as part of your application.

Informal enquiries should be directed in the first instance to the Head of Department, Professor Mike Hulme (HoD@geog.cam.ac.uk) or Director of SPRI, Professor Neil Arnold (nsa12@cam.ac.uk)

The closing date for applications is **Tuesday 25 April 2023**.

Interviews for shortlisted candidates are expected to take place in Cambridge on 14 and 15 June 2023.



UNIVERSITY OF
CAMBRIDGE