

EARLY CAREER FELLOWSHIP IN ENGINEERING 2027

Application Information Document

Applications are invited from outstanding women with doctorates from any university for a stipendiary Early Career Fellowship in Engineering at Newnham College. Applications will be accepted from candidates who have not yet been awarded their doctoral degree, providing they have submitted their PhD thesis by 31 August 2026. Those submitting their thesis later than this date will not be considered.

The Fellowship is intended to provide an opportunity for someone relatively early in their academic career to continue to develop teaching skills whilst pursuing academic research. The successful candidate will be put forward for election to a Fellowship (Category B) of Newnham College and be a member of Newnham's Governing Body for the duration of their Fellowship.

Newnham College aims to attract, recruit, retain and develop talent from the widest possible pool. We positively encourage applications from suitably qualified and eligible candidates, regardless of race, disability, age, sexual orientation, religion or belief, marital status, or pregnancy and maternity status.

The College welcomes applications from women of diverse nationalities and socio-economic backgrounds. Applications are particularly welcomed from those who identify as being from Black, Asian or other minority ethnic groups.

Candidates whose subject renders them eligible to apply for both this Fellowship and the Newnham College Research Fellowship in Science, Mathematics, Engineering or Psychology need complete one application only. They should indicate on this single application that they are applying for both positions and must include both parts of the statement required on research and teaching.

ELIGIBILITY CRITERIA

1. There is no age limit, but the Early Career Fellowship is intended to support a woman with high potential, at an early stage of their academic career. The fellowship will be given to a candidate who has recently been awarded their PhD, or who has recently submitted their PhD thesis, or who has no more than a few years of full-time postdoctoral research experience, and who will expect to go on to hold posts in institutions of international standing. Candidates who have taken time out of research for professional or family reasons will not be at a disadvantage.
2. This appointment complies with legislation on sex discrimination, relying on the Equality Act 2010, Schedule 22, and Article 3 of the College Charter. Following the Supreme Court's decision in *For Women Scotland Ltd v The Scottish Ministers* [2025], when we refer to "women" we mean those assigned female at birth.
3. The Early Career Fellowship is open to women of any nationality, but where a candidate is appointed who requires a visa in order to work in the UK, the appointment will be conditional upon the candidate successfully obtaining the necessary visa covering the entire duration of the appointment.
4. The successful candidate will be asked to produce identification documentation (e.g. passport or full birth certificate). It is expected that this documentation will be in the female gender.
5. By submitting an application, a candidate is confirming that they meet all the eligibility criteria listed above. If you have a query about your eligibility, please contact the Competition Administrator using the following email address: jrf-admin@newn.cam.ac.uk.

APPLICATION INFORMATION

6. The Early Career Fellowship is tenable for three years with effect from 1 October 2027 and is not renewable or extendable. The successful candidate will be expected to commit to starting their Fellowship on 1 October 2027. Any requests to defer the start date will only be granted for a maximum of three months. The appointment is subject to a probationary period of six months.
7. The Early Career Fellow will have the freedom to develop their own research but such Fellows normally choose to work within the Engineering Department of the University of Cambridge (or in an associated local research institute) where they would usually be welcomed by a named individual or research group; candidates should make such arrangements themselves. They should also establish whether research facilities and expenses would be provided as we will ask the department or local research institute to confirm the arrangements, including any necessary risk assessment or ethics approval, in a letter of support at the shortlisting stage.
8. The stipend for those without financial support from other sources is Point 42 on the University Scale - £38,784 for 2025-26 (pay award pending). The stipend is on a three-point scale and rises each year to the next point on that scale. Stipends may be adjusted for an Early Career Fellow who has financial support from other sources. However, this fellowship is not available to be held on a fully non-stipendiary basis.
9. The Early Career Fellow is eligible to join the Universities Superannuation Scheme.
10. The Early Career Fellow is expected to be resident in Cambridge during Full Term unless (with leave from the Council) they are undertaking fieldwork or other work away from Cambridge.
They are entitled to
 - apply to rent College accommodation, if available.
 - seven free meals per week regardless of whether they live in College accommodation or not. Such meals are available only when the College kitchens are open, and this does not include the Iris Café.
 - apply to the Senior Members' Research Support Committee for additional support towards certain research, training or conference expenses.
 - IT equipment - this would typically be a laptop (with a choice of Mac or Windows), which will remain the property of the College.
 - the free use of, or share in the use of, a study in College.
11. An award of £10,000 will be made available to the Early Career Fellow during the tenure of their Fellowship to host an approved "event" or series of "events" (e.g. conference, seminar) to promote their research.
12. The Early Career Fellow will be expected to undertake around 30 supervisions (small group teaching) in each academic year for Newnham students in Part 1 Engineering (the first two years of the course) where supervisions may be required in Mathematics, Mechanics, Thermodynamics, Structural Mechanics, Materials, Electrical and Electronic Engineering, Information and Control. They will also be required to assist with Undergraduate Engineering admissions interviews which takes up several days in December. They may be asked to direct studies for Newnham students for one or more years of the Engineering Tripos. This work will be remunerated on top of the stipend at the normal rate for a new Fellow of the College for supervisions, admissions interviewing and directing studies. The 2025-26 rates are £62.24 per supervision (assumes 2 supervisees), £39.21 per hour of UG admissions interviewing and £312 per student per annum for directing studies.
13. If the Early Career Fellow is offered the opportunity to undertake University teaching, they should negotiate remuneration for that work separately with the University.

14. The Early Career Fellow must comply with College policies on risk assessment. No travel for work purposes can be authorised to areas where there is an FCDO (UK Foreign, Commonwealth and Development Office) advisory against travel. Early Career Fellows must also comply with College policies on research ethics, and the application form asks whether research proposals involve any research ethics considerations.

15. Applications should be made on-line at: https://app.casc.cam.ac.uk/fas_live/scijrfnewn/ no later than 23:59 UK local time on Thursday 3 September 2026.

The application will comprise:

1. A system-generated application form to be completed on-line,
2. A CV
3. A two-part statement submitted as a single document
 - The first part should be a research statement of no more than 1,000 words in all, outlining the work the candidate would wish to submit in support of their application (see 17 below) and the research they propose to do if elected. The Fellowships Panel will attach considerable importance to the organisation and style of this statement. **In particular, both parts of this statement should avoid technical language and be accessible to a general scientific audience.** It should also include an assurance that, where necessary, appropriate research arrangements with the Cambridge Engineering Department or local research institute have been made. Candidates who are shortlisted will need to provide that assurance in writing from a suitable person in the Department or research institute. It is usual for Fellows in the Engineering Department to be associated with a specific research group, and for the head of that group to confirm that adequate access to space, research funding and facilities will be provided.
 - The second part should be a statement of no more than 1,000 words detailing how the candidate meets the teaching and listening and interpersonal skills elements of the person specification at the end of the Application Information Document. This should focus in particular on their experience of small group teaching of undergraduates, and in which areas of engineering they would expect to be able to teach such groups.
4. The names and addresses (postal and email) of two referees familiar with the candidate's work, including at least one familiar with their teaching experience.

(NB - Items 2 & 3 must be uploaded to the on-line application system as pdf documents)

16. Once the candidate has completed their on-line application an email will be sent to each referee specified requesting a reference. Candidates should inform their referees that they will be unable to submit their references until this email has been received, and that both references MUST be submitted by 23:59 UK local time on Thursday 10 September 2026 or they will be too late for consideration. Referees will be expected to address the candidate's suitability for this appointment. Generic dossier references are not acceptable. Candidates should make sure that their referees are aware that this post is the equivalent of a junior faculty position; they will be disadvantaged in this competition if their referees do not address their suitability for a post at this level. Applications with fewer than two submitted references will not be considered.

17. Selected candidates will be invited to submit three pieces of written work, which must be in English, in support of their application. The preference is for work that has been published or accepted for publication in peer-reviewed journals or conference proceedings, but candidates may submit unpublished work such as a part of their PhD thesis. If the submitted work has been produced in collaboration with others (e.g. joint publications) it should be accompanied by statements from both the applicant and the most senior co-author(s) giving details, for each paper, of the contribution of the applicant to both the research and the writing. They will receive a request for this work by Friday 30 October 2026 and the closing date for submission will be Friday 6 November 2026. The written work will be submitted online, as a single pdf document.

18. It is expected that short-listed candidates will be interviewed during the week commencing 11 January 2027. Interviews may be via Zoom. If candidates are also applying for the separate Newnham College Research Fellowship in Science, Mathematics, Engineering or Psychology and are short-listed for interview for both, they will be interviewed once, and the interview will cover both posts.
19. The data supplied by you and your referees is used by us in the first instance solely for the purposes of considering your suitability for appointment and for us to manage our recruitment processes, including our monitoring of equality and diversity within the College. The legal basis for processing your personal data is that it is necessary in order for you to enter into an employment contract with us, where you will be subject to the College's governing documents. If you are successful in your application, your data will be held as part of your employment record with us. If you are unsuccessful in your application, we retain all data and information for no more than twelve months after the closing date of the application process, though the names of those who apply for College Fellowships may be retained permanently.

The College's full Privacy Notice for job applicants and candidates for election to College memberships may be accessed [here](#). The person who is responsible for monitoring compliance with relevant legislation in relation to the protection of personal information is the Bursar, data-protection@newn.cam.ac.uk, and any queries relating to the management of your personal data should be directed to the Bursar in the first instance.

Person specification

	Essential	Desirable
Education and Qualifications		
A PhD in Engineering	✓	
Specialist knowledge and skills		
Evidence of ability to engage in high-level research in Engineering, with publications and research activity commensurate with stage of career.	✓	
Teaching skills		
Evidence of ability to teach effectively in one or more of the following engineering subjects: Mechanics, Structures, Materials, Thermofluid Mechanics, Electrical Engineering, Information Engineering.	✓	
Evidence of ability to teach in other areas of Engineering.		✓
Interpersonal and Communication Skills		
Evidence of ability to work together with colleagues in a collegial and collaborative manner.	✓	
Evidence of ability to take an inclusive approach to teaching.	✓	