

NEWNHAM COLLEGE
CAMBRIDGE

**RESEARCH FELLOWSHIP IN SCIENCE, MATHEMATICS,
ENGINEERING OR PSYCHOLOGY 2022**

Application Information

1. Applications are invited from outstanding women graduates of any university, whose doctoral degrees are complete or very near completion, for a stipendiary or non-stipendiary Research Fellowship in Science, Mathematics, Engineering or Psychology. The Research Fellowship may be held on either a stipendiary or non-stipendiary basis, and it is possible to move from one basis to the other during the Fellowship period. Applications are particularly welcomed from those who identify as from Black, Asian or other minority ethnic groups.
2. There is no age limit, but the Research Fellowship is intended to support a woman with high potential at an early stage of her academic career. It will normally be awarded to a candidate who has recently submitted or is very near to submitting her PhD or who has no more than a few years of full-time postdoctoral research experience, and who will expect to go on to hold a post in an institution of international standing. Applicants who have taken time out of research for professional or family reasons will not be at a disadvantage.
3. The Fellowship is open to a woman 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.
4. The Fellowship is tenable for three years, with effect from 1 October 2022 and is not renewable or extendable. In exceptional circumstances the College, at its absolute discretion, will consider and application to start a Fellowship earlier or later than 1 October (with consequent adjustment of the end date) if a good reason can be shown for so doing.
5. Research Fellows have freedom to develop their own research but normally choose to work within a department of the University of Cambridge (or in an associated local Research Institute), where they would usually be welcomed by a named individual or a research group; candidates should make such arrangements themselves. They should also establish whether research facilities and expenses would be provided, as we will request the department to confirm the arrangements in a letter of support.
6. Stipends, for those without financial support from other sources, are:
 - i) For post-PhD Research Fellows: Point 41 on the University Scale (currently £32,816 for 2020-21)
 - ii) For pre-PhD Research Fellows: Point 37 of the University Scale (currently £29,176 for 2020-21)

The stipends are on a three point scale and rise each year to the next point on that scale.

Stipendiary Research Fellows are eligible to join the Universities Superannuation Scheme.

If the salary of a non-stipendiary Fellow falls below that of a stipendiary Fellow, the College will underwrite the difference for the full 3-year period of the Fellowship.

Stipends will be adjusted for Research Fellows who have financial support from other sources.

7. Research Fellows are expected to be resident in Cambridge during Full Term, unless (with leave from the College Council) they are undertaking fieldwork or other work away from Cambridge.

- Research Fellows, stipendiary or non-stipendiary, can apply to rent College accommodation, if available.
 - Research Fellows, stipendiary or non-stipendiary, who live in College accommodation, are entitled to free meals. Such meals are available only when the College kitchens are open, and do not include the Iris Café. Research Fellows who do not live in College accommodation are entitled to 7 free meals per week.
 - Research Fellows, stipendiary or non-stipendiary, may apply to the Senior Members' Research Support committee for additional support towards certain research or conference expenses.
 - Research Fellows, stipendiary or non-stipendiary, are entitled to an allowance of up to £1500, for the provision of IT-related equipment, to be claimed within six months of appointment.
 - Research Fellows, stipendiary or non-stipendiary, are entitled to the use of, or share in the use of, free of charge, a study in College.
 - Research Fellows, stipendiary or non-stipendiary, are eligible for assistance with childcare costs.
8. An award of £10,000 will be made available to each Research Fellow during the tenure of their Fellowship to host an approved "event" or series of "events" (e.g. conference, seminar) to promote their research.
9. Research Fellows are not required to teach but, if they so wish, they are permitted to undertake up to 6 hours a week of teaching (normally in the form of individual or group supervisions arranged by the Cambridge Colleges) during Full Term. They are expected to offer Newnham College first refusal of any College teaching they choose to do; remuneration for teaching for the College is at standard supervision rates and is in addition to the stipend.
10. Applications should be made on-line at: https://app.casc.cam.ac.uk/fas_live/sci_newn.aspx no later than 23:59 UK local time on Friday 24 September 2021.

The application will comprise:

1. A system-generated application form to be completed on-line
 2. A CV, including a full list of publications
 3. A research statement of no more than 1,000 words in all, outlining the work the candidate would wish to submit in support of her application (see 12 below) and the research she proposes to do if elected. It should also include an assurance that, where necessary, appropriate research arrangements (for example with a laboratory) have been made. The Research 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.**
 4. The names and addresses (postal and email) of two referees familiar with the candidate's work.
- (NB - Items 2 & 3 should be uploaded to the on-line application system as pdf documents)**
11. Once the candidate has completed her on-line application an email will be sent to each referee specified. Candidates should inform their referees that they will be unable to submit their references until this email has been received, and that references **MUST** be submitted by 23:59 UK local time on Friday 1 October 2021 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.
12. 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 the 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 29 October 2021, and the closing date for submission will be Friday 5 November 2021. The written work will be submitted on-line, as a single pdf document.

13. It is expected that short-listed candidates will be interviewed during week commencing 10 January 2022.
14. Newnham College aims to attract, recruit, retain and develop talent from the widest possible talent 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.
15. This appointment complies with legislation on sex discrimination, relying on the Equality Act 2010, Schedule 22, and Article 3 of the College Charter. Newnham College admits only those who are formally recognised as female and are identified as such on a current passport, driving licence, birth certificate or gender recognition certificate. This means women graduates, including transwomen graduates, and Assigned Female At Birth non-binary graduates are eligible to apply for Newnham's Research Fellowships.
16. 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 via <https://www.newn.cam.ac.uk/about/governance-documents/>
 - 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.

August 2021