

NEWNHAM COLLEGE
CAMBRIDGE

**RESEARCH FELLOWSHIP IN SCIENCE, MATHEMATICS,
ENGINEERING OR PSYCHOLOGY 2024**

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. 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.

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 (JRF) and the Newnham College Early Career Research Fellowship (ECF) in Engineering need only complete a single application but should indicate that they are applying for both positions and must include both parts of the statement required on research and teaching.

APPLICATION INFORMATION

1. There is no age limit, but the Research Fellowship is intended to support a woman with high potential at an early stage of their academic career. It will normally be awarded to a candidate who has recently submitted or is very near to submitting their 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.
2. 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 covering the entire duration of the appointment.
3. The Fellowship is tenable for three years, with effect from 1 October 2024 and is not renewable or extendable. In exceptional circumstances the College, at its absolute discretion, will consider an 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. The appointment is subject to a probationary period of six months.
4. 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, including any necessary risk assessment or ethics approval, in a letter of support at the shortlisting stage.
5. Stipends, for those without financial support from other sources, are:
 - i) For post-PhD Research Fellows: Point 41 on the University Scale - £36,024 for 2023-24
 - ii) For pre-PhD Research Fellows: Point 37 on the University Scale - £32,332 for 2023-24

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 three-year period of the Fellowship.

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

6. 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 can apply to rent College accommodation, if available.
 - Research Fellows 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 may apply to the Senior Members' Research Support committee for additional support towards certain research, training or conference expenses.
 - Research Fellows are eligible for the provision of IT equipment. This would typically be a laptop (with a choice of Mac or Windows), which will remain the property of the College.
 - Research Fellows are entitled to the free use of, or share in the use of, a study in College.
 - Research Fellows are eligible for assistance with childcare costs.
7. 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.
8. Research Fellows are encouraged to consider undertaking a small amount of College teaching (in the form of individual or group supervisions arranged by the Cambridge Colleges) or other activities such as mentoring Newnham postgraduates, assisting with Newnham admissions interviewing or pastoral tutoring of Newnham students, all of which are remunerated in addition to the stipend. This should not exceed 6 hours a week during Full Term. They are expected to offer Newnham College first refusal of any College teaching they choose to do.
9. If the Research Fellow is offered the opportunity to undertake University teaching, they should negotiate remuneration for that work separately with the University.
10. Research Fellows must comply with College policies on risk assessment. No travel for work purposes can be authorized to areas where there is an FCDO (UK Foreign, Commonwealth and Development Office) travel advisory against travel. Research Fellows must also comply with College policies on research ethics, and the application form asks whether research proposals involve any research ethics considerations.
11. 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 22 September 2023.

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)
12. Once the candidate has completed their 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 both references **MUST** be submitted by 23:59 UK local time on Friday 29 September 2023 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. Candidates applying for both this JRF and the Engineering ECF should ensure that their referees are aware of this, as their references will need to include an assessment of their teaching abilities as well as their academic achievements and research activities. Applications with fewer than two submitted references will not be considered.

13. 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 27 October 2023, and the closing date for submission will be Friday 3 November 2023. The written work will be submitted on-line, as a single pdf document.
14. It is expected that short-listed candidates will be interviewed during week commencing 8 January 2024. Interviews may be via Zoom. If candidates are also applying for the separate Newnham College Early Career Fellowship in Engineering and are short listed for interview for both the JRF and the ECF, they will be interviewed once, and the interview will cover both posts.
15. 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, gender reassignment, religion or belief, marital status, or pregnancy and maternity status.
16. 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.
17. 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://newn.cam.ac.uk/about/governance/governance-documents/data-protection-2/> 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.