

Job title	University Lecturer in Palaeolithic Archaeology
Grade	9
Salary range	£41,526 - £52,559 per annum
Staff Group	Academic
Department / Institution	Department of Archaeology

Role-specific information

Role Summary

Applications are invited for a Lectureship in Palaeolithic Archaeology, from 1 September 2021, or as soon as possible thereafter. The appointment made will be permanent, subject to a probationary period of five years.

The successful candidate will be active in research and committed to teach in Palaeolithic Archaeology, and will initiate an ambitious new phase in Cambridge's long-term prominence in this field. Preference may be given to those whose research experience, expertise and/or future vision combine regional engagement with comparative and global perspectives, and who engage and pursue synergies with broader social /cultural archaeology, archaeological science and modelling, and/or human evolutionary studies. The successful candidate will play a key role in an exciting, newly enlarged Department that incorporates broad-spectrum archaeology, human evolutionary studies, the archaeology and languages of the ancient Near East and Egypt, and heritage studies, and that is deeply committed to integrated interdisciplinary approaches in its teaching and research. The successful candidate is expected to contribute actively to the University's aim of developing wider strategic international connections and initiatives.

The successful applicant will benefit from the outstanding facilities offered by the University and the generous support for research and teaching provided by the Department and McDonald Institute for Archaeological Research. The post-holder will take a full share of teaching within the range of core and thematic papers and modules taught within the Department at all levels, from first year undergraduate to doctoral research. Duties of the role will also include examination, assessment, administration, and outreach.

Applications should include a covering letter indicating the nature of the contribution you would make to teaching and research (current and future), a curriculum vitae, including an up-to-date list of publications, and the names and contact details of THREE referees who can be contacted to provide a reference. Referees will be contacted by the University as soon as possible after submission of an application.

Shortlisted applicants will be asked to nominate three of their publications or extracts of published work, as representative of their best work to date, totalling no more than 20,000 words in length, in advance of the interview process. Short-listed applications will be invited to make a presentation of their work to the Department and give a short sample teaching lecture, meet staff and students individually and in groups, and will have an interview with the Appointments Committee.

Informal enquiries may be addressed to Professor Cyprian Broodbank, Head of Department, cb122@cam.ac.uk For any queries about the application process or online system please contact hr@hspc.cam.ac.uk

Please quote reference **JD25641** on your application and in any correspondence about this vacancy.

Closing date: 16th April 2021.

The University values diversity and is committed to equality of opportunity.
The University has a responsibility to ensure that all employees are eligible to live and work in the UK.

Key Responsibilities

Candidates must be able to demonstrate a willingness and ability to contribute to the growth of Palaeolithic Archaeology in the Department and more broadly across the University, to actively engage in international level research, to be responsible for organising and delivering teaching in Palaeolithic Archaeology, and to contribute to other teaching, examining and administrative duties Department.

Candidates should have a strong track record in research. Experience in teaching at an undergraduate and graduate level in Palaeolithic Archaeology will be an advantage.

Person Profile

Candidates must be able to show evidence of research of international standing, demonstrate a willingness and ability to contribute to the continued growth of the Department, and possess a flexible approach to teaching and administrative duties. Applicants will be assessed on the quality and potential of their research, and on their ability to contribute to both our undergraduate and postgraduate teaching programmes in Palaeolithic Archaeology.

Education & qualifications	Excellent first degree and a doctorate (or clear evidence that completion of such a doctorate is imminent) in Palaeolithic Archaeology.
Specialist knowledge & skills	Evidence of ability to engage in internationally outstanding research. Publications and participation in scholarly activity commensurate with career stage. Evidence of the ability to initiate and engage in international collaborations, including grant acquisition. Evidence of ability to teach core Palaeolithic Archaeology, and to develop and teach specialist courses at undergraduate and graduate level in their fields of expertise. Evidence of ability to teach and research across disciplinary boundaries relevant to the context of Palaeolithic archaeology in Cambridge (e.g. in relation to human evolutionary studies, environmental and material sciences, computer modelling, etc.). Experience of small group teaching.
Interpersonal & communication skills	Ability to work cooperatively with academic colleagues and professional staff.
Relevant experience	Experience of research and the publication of research outcomes at an internationally recognised level. Experience of teaching at University level Experience of administrative activity in an academic environment, with evidence of administrative efficiency. A proven record of success in attracting external funding.
Additional requirements	Willingness to play an effective role in the life and work of the Department and University as a whole. Willingness to contribute effectively to Departmental, Faculty and University committees and work groups.

Terms and Conditions

Location	Department of Archaeology, Downing Site and Fitzwilliam Street
Working pattern	Full time
Hours of work	Your appointment is full time. There are no formal conditions relating to hours and times of work but you are expected to work such hours and days as are reasonably necessary for the proper performance of your duties. Your times of work should be agreed between you and your head of institution.
Length of appointment	From 1 September 2021 (or as soon as possible thereafter); the appointment made will be permanent to retirement age, subject to a successful probationary period of five years.
Probation period	5 years
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. This entitlement is pro rata in the holiday year of commencement of employment and in the year your employment terminates and for part time employment.
Pension eligibility	Universities Superannuation Scheme (USS). Pension scheme details, including information about the legal requirement for the University to automatically enrol its eligible jobholders into a qualifying workplace pension scheme from 1 March 2013, is available at: http://www.pensions.admin.cam.ac.uk/
Retirement age	For established academic staff, the University operates a retirement age which is at the end of the academical year in which the University officer reaches the age of 67.

Screening Check Requirements

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 to you will be conditional upon you gaining it. If you need further information, you may find the Right to Work page within the 'Applying for a job' section of the University's Job Opportunities pages helpful (please see <http://www.jobs.cam.ac.uk/right/have/>).

Application Process

To submit an application for this vacancy, please click on the link in the 'Apply online' section of the advert published on the University's Job Opportunities pages. This will take you to the University's Web Recruitment System, where you will need to register an account (if you have not already) and log in before completing the online application form.

Please ensure that you upload your Curriculum Vitae (CV), including a full list of all publications, and a personal statement, which should include information on teaching experience, in the Upload section of the online application. If you upload any additional documents which have not been requested, we will not be able to consider these as part of your application.

Candidates should submit the names and contact details of three referees who can be contacted to provide a reference. Referees will be contacted by the University as soon as possible after submission of an application.

The closing date for applications is 16 April 2021. Any queries about the application process or online system please contact hr@hsps.cam.ac.uk. Informal enquiries about the post can be made to Professor Cyprian Broodbank (Head of Department; cb122@cam.ac.uk)

Shortlisted applicants will be informed as soon as possible following the application deadline.

General Information

The University of Cambridge

The University of Cambridge is one of the world's oldest and most successful Universities, with an outstanding reputation for academic achievement and research. Its graduates have won more Nobel Prizes than any other university in the world. The University comprises more than 150 departments, faculties, schools and other institutions, plus a central administration and 31 independent and autonomous colleges.

The University and the Colleges are linked in a complex historical relationship. The Colleges are self-governing, separate legal entities which appoint their own staff. They admit students, provide student accommodation and deliver small group teaching (supervisions). The University awards degrees and its faculties and departments provide lectures and seminars for students, determine the syllabi for teaching and conduct research.

There is more information about the University at <http://www.cam.ac.uk/univ/works/index.html> which we hope you will find helpful.

The Department of Archaeology

The Department of Archaeology has over thirty long-term academic staff with interests in Archaeology, Biological Anthropology, Assyriology, Egyptology and Heritage Studies, as well as a large body of postdoctoral research associates. The Department of Archaeology includes the McDonald Institute for Archaeological Research, the Duckworth Laboratory and Cambridge Archaeological Unit. It also enjoys very close links with the Cambridge Heritage Research Centre and Museum of Archaeology and Anthropology. Along with Social Anthropology, Sociology, and Politics and International Relations, the Department forms the Faculty of Human, Social and Political Sciences, within the School of Humanities and Social Sciences.

The Department has a wide range of excellently equipped laboratories, which offer state-of-the-art resources for integrated analytical study of inorganic and organic materials, to reconstruct landscapes, technology, culture, mobility, domestication and diet, as well as for the study of modern and ancient molecules (genetics, genomics and palaeoproteomics), human osteology (including micro-CT scanning and 3D techniques), and human biology. The collection resources of the Department, Museum of Archaeology and Anthropology and the Duckworth Laboratory provide scope for first-rate hands-on training in stone tools and skeletal morphology, while our state of the art computational facilities offer opportunities to learn key analytical techniques (e.g. morphometrics) as well as modelling approaches.

There is a large and strong graduate body in the Department. The MPhil cohort is between 70-80, while the PhD body comprises more than 80 research students. MPhil and PhD students are admitted by the Department, which arranges all their teaching and supervision. Lectures are open, so that students can take advantage of courses offered at several levels. The size of lecture classes varies from 10-55 (first year undergraduates). Second and third year specialist undergraduates can number between 5 and 50.

The Department is regularly ranked first or second nationally and internationally in leading league tables.

What the University can offer you

One of our core values at the University of Cambridge is to recognise and reward our staff as our greatest asset. We realise that it's our people who have built our outstanding reputation and that we will only

maintain our leading position in the academic world by continuing to attract and retain talented and motivated people. If you choose to come and work with us, you will find that we offer:

- **Excellent benefits** – You will be eligible for a wide range of competitive benefits and services, including numerous discounts on shopping, health care, financial services and public transport. We also offer defined benefits pension schemes and tax-efficient bicycle, car lease and charity-giving schemes.

We will help you balance your home and work life by providing you with generous annual leave entitlement and procedures for requesting a career break or flexible working arrangements if you need them. You will also have access to a range of well-being support services, including in-house Occupational Health and Counselling services. If you have childcare responsibilities, you may also benefit from the enhanced maternity/adoption pay, two nurseries and a holiday play scheme that we provide.

We are keen to welcome new employees from other parts of the UK and other countries to Cambridge. If you will be relocating to Cambridge on a centrally funded appointment of two years or more, you may be eligible for our relocation expenses scheme. The University Accommodation Service (<http://www.accommodation.cam.ac.uk/>) will also be available to help you find suitable rented accommodation and to provide advice on renting arrangements and local facilities, if required. In addition, certain academic and academic-related appointments are eligible for the Shared Equity Scheme which offers financial assistance with the purchase of living accommodation.

- **A welcoming and inclusive environment** - We will help you settle into your new role and working environment through a central University induction event, local induction activities and our online induction package. Where appropriate to your role, you will have a probation period to provide a supportive framework for reviewing your progress and discussing your training and development needs.

If you are relocating to Cambridge, you and your family will be welcome to attend the Newcomers and Visiting Scholars Group, which provides an opportunity to find out more about Cambridge and meet other people new to the area.

- **Extensive development opportunities** - The encouragement of career development for staff is one of the University's core values. We put this into practice through various services and initiatives, including:
 - A wide-range of training courses and online learning packages.
 - The Staff Review and Development (SRD) Scheme, which is designed to enhance work effectiveness and facilitate career development post-probation.
 - Leave for career and personal development, including long-term study leave for assistant staff and sabbatical leave for academic staff.
 - The CareerStart@Cam programme, which supports assistant staff roles without higher education qualifications to develop their skills, experience and qualifications. Assistant staff may also apply for financial assistance for study which results in a qualification.
 - Reduced staff fees for University of Cambridge graduate courses.
 - The opportunity to attend lectures and seminars held by University departments and institutions.
 - Policies and processes dedicated to the career development of researchers and the implementation of the principles of the Concordat, which have led to the University being recognised with an HR Excellence in Research Award by the European Commission.

You can find further details of the benefits, services and opportunities we offer can be found in our CAMBens Employee Benefits web pages at <http://www.hr.admin.cam.ac.uk/pay-benefits/cambens-employee-benefits>. A range of information about living and working in Cambridge is also available to you within the University's web pages at <http://www.jobs.cam.ac.uk/> and <http://www.hr.admin.cam.ac.uk/hr-staff/information-staff>.

Equality of Opportunity at the University

We are committed to a proactive approach to equality, which includes supporting and encouraging all under-represented groups, promoting an inclusive culture and valuing diversity. We make selection decisions based on personal merit and an objective assessment against the criteria required for the post. We do not treat job applicants or members of staff less favourably than one 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.

We have various diversity networks to help us progress equality; these include the Women's Staff Network, the Disabled Staff Network, the Black and Minority Ethnic Staff Network and the Lesbian, Gay, Bisexual and Transgender Staff Network. In addition, we were ranked in the top 100 employers for lesbian, gay and bisexual (LGB) staff in Stonewall's Workplace Equality Index 2013 and we hold an Athena SWAN silver award at organisation level for promoting women in Science, Technology, Engineering and Medicine.

We are supportive of staff with caring responsibilities, such as through our flexible working, career break and returning carers schemes. We encourage individuals to include details of any breaks in employment due to caring responsibilities in applications for employment so that these can be taken into consideration in assessments made, where appropriate.

Information if you have a Disability

The University welcomes applications from individuals with disabilities and 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 hr@hsps.cam.ac.uk Alternatively, you may contact the HR Business Manager responsible for the department you are applying to via hrenquiries@admin.cam.ac.uk.