UNIVERSITY OF CAMBRIDGE

Assistant Professor (x2 positions)

Institute of Criminology

CLOSING DATE Sunday 3rd January
Job Reference: JL51517









Race Equality Charter Bronze Award

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Athena SWAN Silver Award

Assistant Professor

Salary:
£48,337 - £61,165

Contract:
Permanent

Location:
Cambridge

Faculty / Department:
Institute of Criminology

Responsible to:
Professor Leo Zaibert, Director of the Institute of Criminology

Working Pattern:
Full Time

The University of Cambridge has a Hybrid Working Policy that aims to enable as many staff as possible to work in a hybrid way if they so wish, whilst recognising that some roles will include tasks that can only be performed on University premises.



Purpose of the role

The Institute of Criminology is seeking to appoint two Assistant Professors from 1 June 2027, or as soon as possible thereafter. The posts offer the opportunity to join a vibrant community of criminologists in a world-leading department, and to contribute to our teaching and research portfolio.

We are seeking applicants who can demonstrate the capacity to conduct innovative research of international stature and contribute to teaching in the two areas described below. One candidate will have specific research and teaching strengths in Interventions and Evaluations, broadly defined; the other in Crime and Criminal Justice Policy, also broadly defined.

Post 1 : Interventions and Evaluations

We welcome applicants with expertise and research experience relevant to the development, implementation and evaluation of interventions to prevent and respond to crime and related behaviours, including:

- Intervention development and implementation, including the translation of evidence into practice, intervention fidelity and adaptation across contexts, and alignment across services.
- Innovative approaches to evaluation, including experimental, quasi-experimental, realist and economic evaluation, and research on why, for whom and how interventions work.
- Next-generation prevention science, including approaches addressing social, psychological or moral development, social contexts and institutions.
- Innovative criminal justice interventions relating to policing, courts, sentencing, probation, prisons, parole or reintegration.
- Behavioural, social and therapeutic interventions, drawing on psychology, psychiatry, behavioural science and desistance research.
- Technology-enabled interventions, including digital and online prevention, electronic monitoring, and algorithmic or AI-supported decision-making.

Post 2: Crime and Criminal Justice Policy

We welcome applicants with expertise and research experience relevant to crime and criminal justice policy, including:

- National and international policies relating to crime, harm and social change, including changing patterns of crime and victimisation.
- Criminal justice governance, including accountability, legitimacy, discretion and surveillance.

Continued….

- Punishment, sentencing and penal policy, including imprisonment, community sanctions and rehabilitation.
- Technology, crime and the digital transformation of criminal justice, including policy responses to cybercrime, AI, algorithmic decision-making, data and privacy.
- Specific criminal justice policy domains such as drugs, gender-based and domestic violence, corporate and financial crime, and youth crime.
- Global and critical perspectives on criminal justice policies covering topics including human rights, environmental crime, and human movement.

Please note that these lists are not exhaustive. We welcome applications from those whose work falls under the general headings for these positions even if not expressly mentioned in these lists. More broadly, we welcome applications from scholars in criminology and relevant disciplines including, but not limited to, psychology, psychiatry, sociology, anthropology, political science, economics, law, philosophy, and related social and behavioural sciences. We are particularly interested in applicants who can demonstrate the ability to develop and apply innovative theoretical perspectives and methodological approaches.

We are not committed to any particular methodological perspective for either post, and welcome high-quality research drawing on quantitative, qualitative, experimental, comparative, computational, ethnographic, digital, mixed methodologies, and other approaches appropriate to the research topic.

Candidates are asked to indicate at the start of their covering letter whether they wish to be considered for the 'Interventions and Evaluations' or the 'Crime and Criminal Justice Policy' position, detailing their expertise in the chosen specialism within their application. We also encourage applications from candidates with expertise across both domains, who should feel free to apply either for the position that better fits them, or for both positions.

Key responsibilities

The successful applicants will be expected to develop their own research portfolio, including winning research grants and recruiting research students, to participate in the teaching mission of the Institute of Criminology, and to contribute to the administration of the Institute. Specific key responsibilities include the following…

Research

- Identify and develop areas of innovative research
- Actively seek funding opportunities through grant applications (when applicable to the area of research)
- Publish the results of research in international peer-reviewed journals or monographs
- Communicate and disseminate research through speaking at and participating in relevant academic symposia
- Engage with stakeholders and the general public in knowledge transfer, impact, and public engagement activities

Continued….

Teaching

- Undertake teaching at undergraduate and graduate level as required. The standard expectation is on average 40 hours of lectures/seminars per year
- Mark examination units including essays, research exercises, and dissertations
- Supervise undergraduate and postgraduate students
- Participate in other assessment tasks such as progress evaluations of dissertations
- Contribute to the development of innovative teaching and use feedback to improve teaching

Leadership and Administration

- Work with colleagues in an inclusive, collegial and collaborative manner
- Willingness to contribute equitably to administrative tasks of the Institute, including directing graduate programmes

Person Specification

Criteria	Essential	Desirable
Education		
Doctorate or equivalent postgraduate qualification in criminology or a cognate discipline (or clear evidence that completion of such a doctorate is imminent)	✓	
Specialist Skills and Knowledge		
Evidence of high quality research outputs	✓	
Ability to generate and publish research within their subject area that is internationally recognised as world-leading	✓	
Evidence of funding obtained to conduct innovative research (where applicable to area of research)		✓
Potential to formulate research projects that will attract research funding sufficient to sustain an innovative research programme (where applicable to area of research)	✓	
Clear evidence of research interests that align with post 1 or post 2 as outlined above and that fit within, complement, and potentially expand the research activities of the Institute	✓	
An interdisciplinary and collaborative research approach		✓
Commitment to research ethics and open science principles	✓	
Evidence of ability to contribute to the advancement of research methodologies in criminology	✓	
Teaching		
Evidence of ability to teach undergraduate and postgraduate students to high standards	✓	
Evidence of ability to supervise students and their research projects	✓	
Firm commitment to teach at undergraduate and postgraduate levels	✓	
Commitment to engage in the development, management and delivery of courses/programmes.	✓	
Leadership and Service	✓	
Willingness to engage in a multidisciplinary and cross-cutting research and teaching environment.	✓	
Commitment to promoting inclusion and diversity	✓	
Ability to work with colleagues in an inclusive collegial and collaborative manner	✓	
Willingness to contribute equitably to the management and administrative tasks of the Institute of Criminology	✓	

Declaration on Research Assessment

The University of Cambridge is a signatory to the San-Francisco Declaration on Research Assessment (DORA), and in recruitment or promotion evaluations will assess research on the basis of its merits rather than the journal or venue in which it is published. Applicants should not include Journal Impact Factors or uncontextualized metrics in their applications. Full details are at: https://www.research-strategy.admin.cam.ac.uk/research-policy/DORA

The Institute of Criminology

The Institute of Criminology at the University of Cambridge, UK, has a worldwide reputation for excellence in both research and teaching.

Originally founded by Sir Leon Radzinowicz in 1959, was one of the first criminological institutes in Europe and has exerted a strong influence on the development of the discipline. Many of the academic staff are international leaders in their fields. Staff hail from multidisciplinary international backgrounds and their interests cover a broad range of topics. In recognition of their outstanding research, Cambridge criminologists have been awarded numerous prestigious international awards.

The Institute is a thriving research and teaching department of around 50 members of staff (academic, research and administrative staff). The teaching carried out by the Institute is primarily postgraduate, although undergraduate courses are taught across the Faculty of Law, Human, Social, and Political Sciences, and Psychology and Behavioural Sciences.

Information about our teaching and research can be found here on our courses and research pages.

The Institute is one of the leading criminology departments in the world with a strong reputation in both basic and applied research. The Institute runs an MPhil in Criminology and a PhD programme. In addition to these full-time courses, the Institute runs two part-time MSt programmes for senior criminal justice practitioners.

The Institute is also home to the Radzinowicz Library, which houses the most comprehensive criminology collection in the United Kingdom.

The Institute of Criminology, as with the University of Cambridge as a whole, is committed in its pursuit of academic excellence to equality of opportunity and to a proactive and inclusive approach to equality, which supports and encourages all under-represented groups, promotes an inclusive culture, and values diversity.



The School of Humanities and Social Sciences

The Institute of Criminology is within the School of the Humanities and Social Sciences.

About the School

The School of Humanities and Social Sciences is, in terms of student numbers, the largest of the six Schools in the University and is currently comprised of:

- Faculty of History
- Faculty of Economics
- Faculty of Education
- Faculty of Law, which includes:
  - Institute of Criminology
  - Lauterpacht Centre for International Law
- Faculty of Human, Social and Political Science, which comprises:
  - Department of Archaeology
  - Department of Social Anthropology
  - Department of Sociology
  - Department of Politics and International Studies
- Department of History and Philosophy of Science
- Department of Land Economy

The School covers a wide range of disciplines with differing methodologies, from highly quantitative analysis of 'big data' to ethnography and the analysis of the material culture and thought of past societies. The geographical range is equally broad, with Centres of African, Latin American and South Asian Studies, and specialists within each Department or Faculty. Each institution has its own well developed research profile.

The School is participating in university-wide strategic Research Initiatives such as public health, global food security, energy and conservation which bring the insights of social sciences to bear on some of the major issues facing the world today; Cambridge is one of the world's leading centres for science, technology and medicine, and the social sciences are now playing an increasingly important role in understanding the social, political and economic context.

Full information regarding the School can be found at https://www.cshss.cam.ac.uk/



Terms of Appointment

Tenure and probation
Appointments are to the retiring age for established academic positions. For University Associate Professors and 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 hybrid 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
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.

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 many of the University's academic community find attractive. Appointment to a College fellowship is a separate matter from a University appointment. Most colleges expect 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.

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.







The University

The University of Cambridge is consistently ranked one of the best universities in the world, achieving academic excellence through its Faculties, Departments and other Institutions, together with the 31 Colleges.

The University is renowned for its record of discovery and innovation. It is one of the great institutions, with a regional, national and global reach, attracting the very best and brightest minds. Our staff and students shape the world around us for the better: we attract and partner with like-minded people.

Whether contributing to the development of new anti-cancer drugs, adding to the understanding of how black holes are formed, revolutionising the study of ancient settlements, convening academic expertise to offer solutions to the climate crisis, or analysing public attitudes towards democracy around the world, the University's research is remarkable in its breadth, quality and impact. The University also sits at the heart of Europe's largest technology cluster and has catalysed more than 1,500 high-tech companies. And yet what inspires our 24,000 students and 13,000 staff is not what has already been achieved, but what is possible in the future.

The education and experience of our students, based on a partnership between the University's academic Departments and Faculties and the 31 Colleges, is second to none. Every student is a member of one of the Colleges, each a community of students, academics and staff drawn from across the University's comprehensive range of subject areas.



The University is a self-governing community, with a system for decision-making that provides a high degree of accountability and transparency to its members. Each Department and Faculty is part of one of six academic Schools, but each of them, and each individual academic, has a great deal of autonomy. The Colleges are independent and self-governing, working in a symbiotic relationship with the University.

The University has a number of Institutions that are independent of any Faculty or Department and are not part of the academic Schools. These include the Institute of Continuing Education (which provides high-quality education to adults throughout their lives), the Fitzwilliam Museum, Kettle's Yard (an historic house and gallery that holds important collections of modern art) and the University Library. In addition to their diverse contributions to University and public life, these non-School Institutions are also important centres of teaching and research.

Cambridge University Press & Assessment provides academic publishing, examinations and learning materials worldwide, supporting the dissemination of research, academic development at school and in higher education, and international student mobility. Legally, the Press & Assessment is a department of the University. It provides very important funds to invest in the academic purposes of the University.

The University has made truly remarkable contributions to the sum of human understanding, with breakthrough ideas and discoveries that have changed the way we understand ourselves, our planet, and the universe around us. Yet the global and national contexts in which it operates are fast-changing and increasingly filled with uncertainty. In a world that is becoming - politically, economically, socially, and technologically – ever more interconnected but even less equal, the University's mission – "to contribute to society through the pursuit of education, learning and research at the highest international levels of excellence" – has never been more relevant.



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 undergraduate students, provide student accommodation and pastoral support and deliver small group teaching for undergraduates.

The University awards degrees and its faculties and departments provide lectures and seminars for students and determine the syllabi for teaching.

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.

"Through its outstanding education, research and innovation, the University of Cambridge has made – and continues to make – a lasting contribution to human knowledge and is flourishing. By working at the University of Cambridge, you will be joining a vibrant community of students, scholars and professional services staff committed to supporting and enhancing the University's mission to contribute to society."

Professor Deborah Prentice,

Vice Chancellor 2023



Working at the University

Working at Cambridge you will join a diverse, talented and innovative community, with more than 24,000 students and over 13,000 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.

The University offers 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 science and technology campus to the west of the city centre, and is expanding further to the north west of Cambridge including investing in affordable homes for University key workers and community facilities. Even with their 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 continues to redevelop its historic city centre sites demonstrating a clear determination to ensure that we can offer the best facilities and opportunities for our staff and students.



Equality, Diversity and Inclusion

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 groups, including the Women's Staff Network, Race Equality Network and LGBT+ Staff Network. More details are available here: http://www.equality.admin.cam.ac.uk/

The University has a bronze Race Equality Charter award, with a framework for improving the representation, progression and success of minority ethnic staff and students within higher education. Furthermore, the University's silver Athena swan award recognises and celebrates good practice in recruiting, retaining and promoting gender equality.

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.

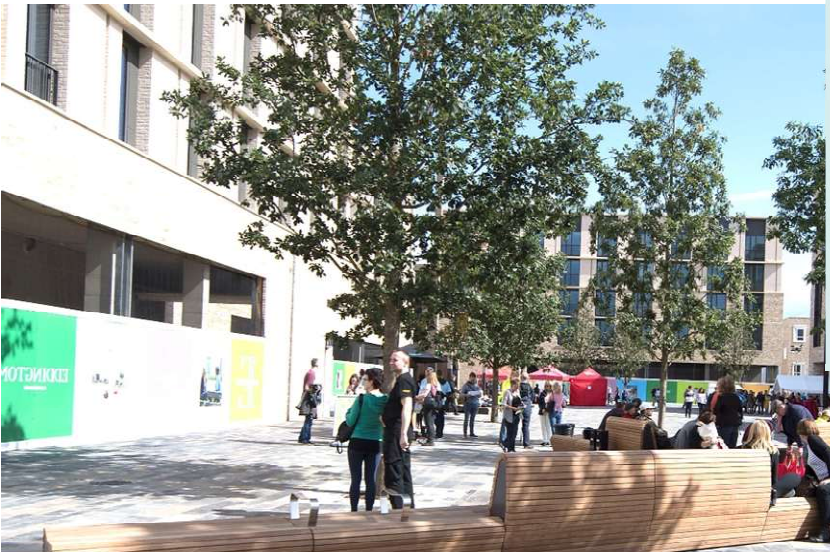
If you prefer the faster pace of life, London is a 45-minute train journey away. For those travelling from overseas, Stansted Airport is just 45 minutes away and Heathrow Airport under 2 hours away. The University is a short distance from a host of other attractions such as Ely Cathedral, Newmarket Races 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/RelocationService/. The Shared Equity Scheme and the Reimbursement of Relocation Expenses Scheme provide financial assistance to qualifying new members of

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.



CAMbens employee benefits

The University offers employees a wide range of competitive benefits, known as CAMbens. CAMbens offers something for everyone across a range of categories, including:

- Financial Benefits, including shopping discounts (both local and national) and a Payroll Giving scheme;
- Relocation and Accommodation Benefits, including relocation assistance and interest-free Rental Deposit Loans;
- Travel Benefits, including Cycle to Work, discounts on train season tickets and interest-free Travel to Work loans;
- Family Friendly and Lifestyle Benefits, including support with childcare and family friendly policies;
- Health and Wellbeing Benefits, including a University Staff Counselling Service, discounts at the University Sports Centre, and other local gyms, and healthcare schemes.

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 26 weeks' full pay, and paid emergency leave for parents and carers.

Other family-friendly support includes:

Our highly regarded workplace nurseries, a childcare salary exchange scheme and a high-quality holiday Playscheme are 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 (https://www.nvs.admin.cam.ac.uk/) is an organisation within the University that welcomes the partners and families of visiting scholars and new members of the University. Run by volunteers, the group offers opportunities to visit interesting Cambridge venues, learn about the community, take part in social events and gain local knowledge while developing a strong support network of both residents and other newcomers.



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. The University delivers The Festival of Wellbeing annually, which is a programme of stimulating talks and activities, which aim to promote wellbeing and good mental and physical health. The University also hosts the Cambridge Festival, which is 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 as well as supporting their professional and career development on an ongoing basis. Our Personal and Professional Development (PPD) team provide development opportunities for all University employees, including face-to-face sessions, online learning modules and webinars. All employees also have unlimited access to LinkedIn Learning to support their development. Both new and existing employees can undertake funded Apprenticeships, which lead to a range of vocational and professional qualifications. 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. A range of University training providers also offer specialist learning and development in their own areas e.g. teaching and learning, digital literacy, finance, health and wellbeing, safety.

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.

Conversations about flexible working are encouraged at the University of Cambridge. Please feel free to discuss flexibility prior to applying (using the contact information below) or at interview if your application is successful.

Applicants should submit:

a) A CV

b) Cover letter with;

I. An indication whether you wish to be considered for the 'Interventions and Evaluations' or the 'Crime and Criminal Justice Policy' position, detailing your expertise in the chosen specialism. We also encourage applications from candidates with expertise across both domains, who should feel free to apply either for the position that better fits them, or for both positions.

II. A statement covering your current and future aspirations for research and teaching, identifying, where possible, how these fit within the current research profile of the Institute (max 1000 words)

III. A brief summary of up to three outputs you consider the most significant (max 300 words per output)

IV. A list of publications

V. Contact details of three referees.

Informal enquiries are welcomed and should be directed to: **Professor Leo Zaibert** (Director@crim.cam.ac.uk)
If you have any queries regarding the application process, please contact: **Victoria Rees** HRadministrator@crim.cam.ac.uk

