

Job title	Research Fellow in Corporate Growth & Regional Development <i>or</i> Junior Research Fellow in Corporate Growth & Regional Development
Grade	7 (RF) <i>or</i> 5 (JRF)
Salary range	£31,604 - £38,833 (RF) <i>or</i> £25,728 - £29,799 (JRF)
Staff Group	Research
Department / Institution	Centre for Business Research

Role-specific information

Role Summary

Applications are invited for an enthusiastic quantitative researcher to work on an exciting new project studying the activities of companies in the local region and their impact on regional growth. The successful candidate will join a dynamic and interdisciplinary research environment, and collaborate with scholars in the fields of economics, architecture, town planning, geography and land economy. The project concerns the management and augmentation of a corporate database that currently covers 70,000 companies over a six year period; the analysis of the findings about special and sectoral strengths and their growth rates; and the provision of analysis for regional models forecasting growth and infrastructure needs. (<http://www.cbr.cam.ac.uk/research/research-projects/cambridge-ahead-the-cambridge-corporate-database-regional-growth/>)

The successful candidate will be responsible for conducting research under the guidance of the project leader, liaising with project partners in academia, business and local government, managing the project's website and social media accounts, and assisting in the organisation of workshops or conferences. The position requires attention to detail, and an ability to work within a team.

The successful candidate will be encouraged to participate in core discussions over the academic direction of this project, to expand their research agenda on related topics, and to develop collaborations with other scholars. This post will be based in the Centre for Business Research in central Cambridge.

Main Responsibilities

Key duties and responsibilities	Time spent
<p>1 Research and manuscript preparation</p> <p>The successful candidate is expected to augment and update a unique new company database already compiled by the research team, and to utilise these data to investigate the determinants and consequences of corporate growth and regional development.</p> <p>The successful candidate will be expected to initiate and lead further analyses and to actively contribute to discussions over the direction of the project. Additional opportunities will be presented to develop an independent research profile. The appointed individual will collaborate with other team members in expanding the remit of research to other organisations and will contribute to identifying further funding opportunities and to developing and drafting grant applications.</p>	80%
<p>2 Outreach & project management</p> <p>The successful candidate will have a prominent role in liaising with project partners in academia, business and local government, managing the project's website and social media accounts, and assisting in the organisation of workshops or conferences.</p>	20%

Person profile: knowledge, skills and experience required for role

<p>Education & qualifications</p>	<p><u>Essential</u></p> <ul style="list-style-type: none"> • Degree in a social science discipline, with evidence of high achievement (first class or upper second) and subsequent research experience (for a Junior Research Fellowship) • PhD in a social science discipline (for a Research Fellowship) • Experience of working independently within a research environment
<p>Specialist knowledge & skills</p>	<p><u>Essential</u></p> <ul style="list-style-type: none"> • Interest and background that is directly relevant to the study of company formation and growth • Advanced quantitative and analytical skills • Experience in dealing with large datasets, and in using software such as SPSS, or STATA. <p><u>Desirable</u></p> <ul style="list-style-type: none"> • Knowledge of regional economics and the factors determining the location and clustering of companies • Knowledge of local planning policies and the evaluation of policy scenarios.

Interpersonal skills	<u>Essential</u> <ul style="list-style-type: none"> • Strong collaborative skills, and enthusiasm and ability for teamwork
Relevant experience	<u>Desirable</u> <ul style="list-style-type: none"> • Research experience on the management and analysis of large datasets • Research experience on topics related to regional development experiences
Additional requirements	<u>Essential</u> <ul style="list-style-type: none"> • Submission of work that has been completed (papers employing advanced quantitative methods are strongly preferred). • The covering letter should mention the names and contact information of two or three scholars familiar with the applicant's work who have agreed to act as referees. Reference letters will be requested at the long-list stage.

Organisation chart



Line manager position title

Project Leader / Senior Research Associate

Terms and Conditions

Location	Centre for Business Research, Judge Business School, Trumpington Street, Cambridge
Working pattern	Full-time
Hours of work	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	Fixed term for 24 months
Probation period	6 months
Annual leave	33 days annual leave plus public holidays
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	The University does not operate a retirement age for research staff.

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 route 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), a covering letter, and two writing samples 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.

The closing date for applications is 17 November 2017 at 5pm United Kingdom time. If you have any questions about this vacancy or the application process, please contact Andy Cosh (adc1@cam.ac.uk).

Interviews are anticipated in the week commencing 27th November.

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. It was ranked first in the 2011 QS World University Rankings and 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 much more information about the University at <http://www.cam.ac.uk/univ/works/index.html> which we hope you will find helpful.

Centre for Business Research

The CBR at the University of Cambridge conducts interdisciplinary research on enterprise, innovation and governance in contemporary market economies. Established in 1994, it is now one of the leading centres for social science research on economics, law and business in Europe, and has a growing global reputation.

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 Stephanie Saunders who is responsible for recruitment to this position, on 01223 765322 or by email on ss491@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.