

Job title	University Lectureship in Technology and Innovation Management
Grade	9
Salary range	£37,756 - £47,787
Staff Group	Academic
Department / Institution	Department of Engineering

Role-specific information

The role is assigned to the Manufacturing and Management Division (Institute for Manufacturing (IfM)) in the Department of Engineering. The successful candidate will have knowledge of technology and innovation management in the context of manufacturing industry. This includes development of technology strategy, management of R&D and innovation (in particular technological innovation) and the start-up and growth of technology-based enterprises. The role requires the ability to teach within these areas in the Department of Engineering, and to supervise student projects in the Manufacturing Engineering Tripos. Research interests that complement or align with the established research activities of the Centre for Technology Management, including industrial engagement, and the wider research interests in Manufacturing and Management Division (Division E), will be particularly welcome. The role mainly concerns research and teaching, and research activity is expected to account for 50% whereas teaching and administration is expected to account for 50% of the activities of the role-holder. For teaching, responsibilities will include contributing to undergraduate and graduate courses, supervising student projects (including industrial placements), examining, and supervising post-graduate research students.

The department needs to ensure that the current high level of industrial, EPSRC and EU funding is maintained. The role-holder will be expected to apply for research grants and collaborate as co-investigator in other applications. Building the research strength of the Department will have more general potential for income generation, as will maintaining the teaching strength which is essential to the sustainable support of current undergraduate and masters' level student numbers. In addition, training and dissemination activities in collaboration with the Institute for Manufacturing Education and Consultancy Services (IfM-ECS) will contribute a significant funding stream.

Key Responsibilities

Research

The Institute for Manufacturing (IfM) takes a distinctive, cross-disciplinary approach, bringing together expertise in management, technology and policy to address the full spectrum of industrial issues. It integrates research and education with practical application in industry. Further information about current research at the IfM is available at <http://www.ifm.eng.cam.ac.uk>.

Research in the IfM is usually undertaken in close collaboration with companies, ensuring its relevance to industrial needs and the rapid dissemination of new ideas and approaches. It aims to develop practical solutions to current industrial issues and covers all areas from understanding markets and technologies, through product and process design to operations, distribution and related services.

The person appointed would be expected to develop their own research portfolio, including winning research grants and recruiting research students. They should establish an independent theme within the broad area technology and innovation management in the context of manufacturing industry. This includes development of technology strategy, management of R&D and innovation (in particular technological innovation) and the start-up and growth of technology-based enterprises.

Teaching

Almost all undergraduates in Engineering take a 4-year course leading to the MEng degree. The Engineering Tripos (course) at Cambridge consists of four parts. Part IA and Part IB examinations are taken by all students at the end of the first and second years respectively. Part IIA and Part IIB examinations, taken by about 80% of students, are taken at the end of the third and fourth years respectively. The remainder of students take the Manufacturing Engineering Tripos, Management Studies Tripos or the Chemical Engineering Tripos.

The teaching responsibilities associated with the new post lie mainly in the Manufacturing Engineering Tripos (MET) and the Engineering Tripos. Further details of the courses are available at <http://www-mmd.eng.cam.ac.uk/met/> and <http://teaching.eng.cam.ac.uk/>. The successful candidate is likely to contribute to teaching in MET Part IIA, MET Part IIB, Engineering Part IB and Engineering Part IIB, and like other teaching staff, supervise projects and company visits. Teaching duties are reviewed annually to ensure a fair allocation of load.

Person Profile

Education, qualifications and Suitability	Educated to degree level, normally with a PhD in relevant specialist subject area Relevant Experience or potential since completion of degree and/or PhD
Specialist knowledge & skills	Compatibility with existing research activities within the Institute for Manufacturing Evidence of high quality research outputs Evidence of collaborations or potential for collaborations if an Early Career Researcher Evidence of funding or potential to obtain funding if an Early Career Researcher
Interpersonal & communication skills	Evidence of high quality talks and presentations (invited and conference) Evidence of teaching capability
Relevant experience	Teaching experience at undergraduate, graduate and post-experience levels Graduate student supervision and assessment (as appropriate for career stage)
Additional requirements	Desirable characteristics would include: <ul style="list-style-type: none"> • Willingness to lead research collaborations • Membership of relevant professional bodies • Experience of administrative roles/duties • Evidence of industrial collaboration

Terms and Conditions

Location	Institute for Manufacturing, West Cambridge
Working pattern	Full-time

Hours of work	There are no 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	The appointment will be for a probationary period of five years and, subject to satisfactory performance, with appointment to the retiring age thereafter.
Probation period	Five Years The details of the Department's probationary scheme are made available on appointment.
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 5.6 weeks annual paid holiday. These periods are inclusive of public holidays that fall outside Full Term.
Pension eligibility	Universities Superannuation Scheme (USS) Pension scheme details are available on our web pages at: http://www.admin.cam.ac.uk/offices/pensions/schemes.html . 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.admin.cam.ac.uk/offices/pensions/autoenrolment/ .
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.

Pre-employment 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. In addition to this, please ensure that you upload the application documentation as follows:

- Curriculum Vitae (CV)
- A publications list
- Statement (no more than two A4 pages) of professional, teaching and research experience and describe your future research plans

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 24 April 2014. If you have any questions about this vacancy or the application process, please contact the HR Office (hr-office@eng.cam.ac.uk, +44 (0) 1223 332615).

The interviewing panel will meet soon after the closing date in order to produce a short-list; references may be solicited. Short-listed candidates will be invited to visit the Department, give a short seminar/lecture and attend a formal interview. This process will take place on 29 and 30 May 2014.

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.

The Department of Engineering

The Department of Engineering at the University of Cambridge is a vibrant and leading international centre for research. The two best regarded world rankings* place Cambridge as number 1 outside the USA for technology. The UK Research Assessment Exercise 2008 not only placed the Department top in General Engineering but with a score that would have placed it at the top in any other scientific or engineering area. Ninety percent of the research submission was judged to be either world-leading or internationally excellent in terms of originality, significance and rigour. These results reflect the excellence of individuals comprising the Department's 136-strong faculty and also show the power of uniting these academics in a single integrated department. The Department spans a wide range of engineering disciplines and, within this one department, staff can easily team up to work collaboratively to address the world's most pressing challenges.

The Head of Department is Professor Dame Ann Dowling. The academic staff of the Department consists of: 51 Professors, 27 Readers, 58 Senior Lecturers and Lecturers as well as about 250 contract research staff. There are also 31 academic-related staff (Design Engineers, Administrators, Computer Officers, the Librarian etc.) and 250 technical and administrative support staff.

The Department has six academic divisions and the successful candidate will be assigned to Division E and the Head of Division is Professor Sir Mike Gregory. Collaborations within and across divisions are encouraged which gives the Department greater flexibility in responding to new initiatives:

Division A: acoustics, energy, fluid mechanics and turbomachinery

Division B: electrical engineering

Division C: mechanics, materials and design

Division D: civil engineering

Division E: manufacturing and management

Division F: information engineering

More information on the Department can be found at www.eng.cam.ac.uk.

What the University can offer you

* QS University Rankings 2013 and THES World University Rankings 2013

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 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 one other people new to the area.

We welcome and support individuals from under-represented groups, as set out in the Equality of Opportunity section below.

- **Extensive development opportunities** - The encouragement of career development for all staff is one of the University's core values. You will find that we put this into practice through various services and initiatives, which include:
 - 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.admin.cam.ac.uk/offices/hr/staff/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.admin.cam.ac.uk/offices/hr/staff/>.

Other Benefits

Sabbatical Leave

Cambridge is unusual in having statutory provision for leave of absence of one term for every six terms of service. The privilege must be applied for but is not unreasonably withheld. Teaching staff use this opportunity for study and research. A maximum of 18 terms may be accumulated at a time, to give one year of leave for six years of service.

College Membership

Most Lecturers are Fellows of a College. College fellows are usually required to enter into a teaching commitment for the college, in return for which they are typically paid an additional salary of £4000 - £5000. Additional college benefits usually include free meals, travel grants and assistance with accommodation or home loans. Lecturers may also retain external income which they receive from book royalties, consultancies, etc.

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 2011 and we hold an Athena SWAN bronze award for promoting women in Science, Technology, Engineering and Medicine.

Information if you have a Disability

We welcome applications from individuals with disabilities and 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.

We encourage applicants to declare their disabilities in order that any special arrangements, particularly for the selection process, can be accommodated. Applicants or employees can declare a disability at any time.

If you wish to discuss any special arrangements connected with a disability, please contact the Secretary of Department (Admin & HR) who is responsible for recruitment to this position, on 01223 332615 or by email on hr-office@eng.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.