

**TWO UNIVERSITY LECTURESHIPS IN  
SYNTHETIC ORGANIC CHEMISTRY**

**FURTHER PARTICULARS**

**1. The Positions**

The Yusuf Hamied Department of Chemistry seeks to appoint two talented and intellectually ambitious individuals to University Lectureships in synthetic organic chemistry, the appointments to be taken up in October 2021 or as soon as possible. These posts are equivalent to the rank of Assistant Professor in the USA and, subject to satisfactory completion of the probationary period, lead to tenured positions. The University has a merit-based promotions procedure leading to Reader (equivalent to Associate Professor) and Professor (equivalent to Full Professor).

We are looking for outstanding candidates whose research interests will complement or extend the current profile of synthetic organic chemistry research in the Department.

The successful applicants will have excellent records of research in synthetic organic chemistry, and will be expected to develop a dynamic, high quality and externally-funded research programme at an international level. Interdisciplinary and collaborative research is strongly encouraged across the university and its associated institutes.

Candidates must demonstrate a firm commitment to teaching at both undergraduate and postgraduate levels within the Department, and will be expected to contribute to and develop courses within the general area of organic chemistry, covering both specialized and core material.

Applicants must have a PhD degree in a relevant subject, significant post-doctoral experience, and strong evidence of research excellence. University Lecturers are expected to develop and lead their own research programmes, so must be able to demonstrate a significant degree of independence.

Candidates must demonstrate a commitment to activities aimed at promoting the participation and achievement of currently under-represented groups (including women) in chemistry, for example by establishing innovative programmes that will target such groups at all levels (school and college, University and beyond). In addition, the successful candidates will need to demonstrate the potential to be strong role models.

**2. The Department**

The Yusuf Hamied Department of Chemistry consists of a large number of strong individual research groups covering a wide spectrum of science, centred on chemistry, but ranging from molecular biology to geophysics. The Department consists of around 60 academic staff, 110 support staff, 280 postgraduate students and 200 postdoctoral research workers, who are supported from university funds or by grants from Research Councils, the European Commission, industry, charities or other external sources. Many

academic staff have been awarded medals or prizes. Our strength is recognised by the award of the highest rating of any UK Chemistry Department in the 2014 Research Excellence Framework.

The University of Cambridge thrives on the diversity of its staff and students and is committed to equality of opportunity. Applications from under-represented groups are particularly welcome. The Department holds a silver award from Athena SWAN charter and actively promotes inclusion and the welfare of all its staff. The University has a number of family-friendly policies and initiatives, including a returning carer scheme, childcare costs support, university workplace nurseries, university holiday play-schemes, and a shared parental leave policy.

Further details of all the Department's research and teaching activities can be obtained from the Department's website (<http://www.ch.cam.ac.uk>).

### **3. Research in Synthetic Organic Chemistry**

The Department has a strong international track record in synthetic chemistry. Research in this area focusses on developing start-of-the-art methods for the assembly of functional molecules that are important in medicine, crop science and materials, for example, the development of new catalytic processes for small molecule synthesis involving the invention of new strategies using C–H activation, photoredox chemistry, and enantioselective transformations. The synthesis of biologically active molecules exploits new advances in diversity-oriented synthesis as well as new strategies for protein functionalization. We also have strong research in the fields of supramolecular catalysis, physical organic chemistry and sequence polymers.

All of these areas link into the merger of synthetic chemistry with data sciences, such as machine learning, which is emerging as a key theme, and supports the recently established EPSRC Centre of Doctoral Training (SynTech) in this area. Advances in the development of flow reactors, high throughput synthesis and analytical platforms underpin much of this research, while there is an increasing emphasis on computational chemistry to provide understanding and predictive tools.

Our goal is to identify outstanding early-career scientists and provide them with a dynamic and supportive environment in which they can fulfil their research potential. The Department has a strong track record of supporting the development of new appointees, allowing them to flourish in their chosen areas. Three of our current senior professors joined the Department as research fellows or junior lecturers, and with sustained support from the Department their careers have taken steep trajectories.

### **4. Duties of the Lecturer**

#### Teaching

The successful applicants are expected to be involved with teaching within the field of synthetic chemistry (both specialised and core material), including giving lectures, demonstrating in undergraduate classes, and undergraduate examination duties. So far as formal lecturing is concerned, an average of 12 to 20 hours per year is expected. They will be expected to supervise final-year undergraduate research projects. In Cambridge,

the supervision (tutorial teaching) of undergraduates is the responsibility of the individual Colleges of the University (see below), although in practice this responsibility is devolved to the Department for many third- and fourth-year courses.

### Research

The successful applicants are expected to develop the subject of synthetic chemistry by research and other activities, and to enhance its growth as a field of scholarship. They are expected to develop independent research groups, and to attract external sponsorship for their research activities. The Department will provide support for the new appointees to establish their research groups in the form of high-quality research space, equipment, studentships and preferential access to analytical and other relevant facilities.

### Administration

Administrative duties are shared equitably among all teaching members of the Department. The successful applicants might be expected to play a significant role from time to time on Departmental and Faculty Committees dealing with such matters as admission of postgraduate students, undergraduate teaching, research, and teaching assessments, library and IT provision. They are also encouraged to accept nominations to serve on University Committees.

### Leave entitlement

There is a generous annual leave entitlement. There is also provision for sabbatical leave of one term in seven on full pay, subject to University regulations. This can be consolidated in order to take a sabbatical year every seventh year.

### Outreach activities

All members of the academic staff are expected to promote the University's and Department's aim to increase inclusion and diversity. Members of staff who are particularly active in this area can expect to have a proportionate reduction in their other duties.

## **5. Procedure for Appointment**

The selection of candidates for interview will be carried out by a Departmental panel of around seven academic staff, who will meet soon after the deadline for applications has passed. The panel will include members from other departments who are working in cognate areas, with the remainder of the members being drawn from the Department of Chemistry. Short-listed candidates will be invited to attend a formal interview, to give a presentation on their past and proposed future research, to discuss how this research will be funded, and how they can contribute to the intellectual and working culture of the Department.

We anticipate holding interviews in April or May 2021, and that the successful candidates will take up their appointments in October 2021 or as soon as possible thereafter. Depending on the prevailing COVID-19 restrictions at the time, it may not be possible for interviews to be in person and for candidates to visit the Department. If this is the case the selection process will be completed on-line, and there will be opportunities for short-listed candidates to have discussions with current academic and administrative staff so that they can develop a good understanding of the Department.

## 6. The Colleges

The University's Faculties and Departments, and the Colleges are linked through a complex, historical relationship that is mutually beneficial but not simple. All students (both graduate and undergraduate) are members of one of the 31 Colleges. Almost all undergraduates, and many graduate students, live in accommodation provided by their College. The teaching of undergraduate students is shared between the Colleges and the Departments: the Departments are responsible for providing lectures, laboratory classes, and examinations; the Colleges arrange additional small-group teaching (supervisions) which explores and develops the material presented in lectures.

University Lectureships do not carry with them an affiliation with any of the Cambridge Colleges. Appointment to a College fellowship is a completely separate matter from a University appointment. Most academic staff will be invited to join a College as a teaching fellow, but it is by no means compulsory for academic staff to be a member of a College. Colleges expect all their teaching fellows to take part in undergraduate supervision (which is paid at an hourly rate) and some College administration. Membership of a College adds an important social and intellectual dimension that many of the University's academic staff find attractive. It provides a natural way of engaging with colleagues in other disciplines, and of getting to know students through a range of social and other events. College Fellowships are not salaried posts, but carry with them a range of benefits such as a number of free meals, access to subsidised accommodation, and modest research expenses. The Head of Department or senior colleagues can offer more advice.

## 7. Enquiries and Applications

Applications should be submitted on the University's recruitment system via the link given in the advertisement. You should include a CV, publications list, contact details for three professional referees, and a statement (up to eight pages) covering your research experience to date and future research plans, including how this research will be funded. About two-thirds of your statement should be devoted to your future plans. Additionally you should include a statement of not more than one page describing how you would contribute to promoting the participation and achievement of currently under-represented groups (including women) in chemistry.

Informal enquiries about this position may be directed to:  
Professor Matthew Gaunt (email: [ct465@cam.ac.uk](mailto:ct465@cam.ac.uk))  
Dr James Keeler, Head of Department (email: [chemhod@hermes.cam.ac.uk](mailto:chemhod@hermes.cam.ac.uk))

All applications and enquiries should quote reference MA22158.

We particularly welcome applications from women and candidates from a BAME background for these vacancies as they are currently under-represented at this level in the University.

The closing date for submission of applications is **February 28th 2021**.

## **GENERAL INFORMATION**

General information about employment at the University of Cambridge is available at <http://www.jobs.cam.ac.uk/> All appointments to University Offices (which includes University Lectureships) are subject to the Statutes and Ordinances of the University.

### **A Salary Scale**

Appointment to a University Lectureship will be on Grade 9 of the University's salary scale. The starting salary will be on one of nine salary points within the range £41,526 to £52,559 p.a.. Salary rises annually by one salary point on the anniversary of appointment until the top point of the salary scale is reached.

### **B Period of Employment**

Appointment will be to the normal retiring age, subject to a probation period of five years. For established academic staff, the University operates a retirement age which is at the end of the academic year in which the University officer reaches the age of 67.

### **C Pension**

The position is pensionable. University Lecturers are entitled to join the Universities Superannuation Scheme (USS), a nationwide superannuation scheme for academic staff. Further details about pensions will be sent to the successful applicant.

### **D Promotion to higher grades**

All University Lecturers are eligible to take part in the annual Senior Academic Promotions scheme, whereby they can apply for promotion to University Senior Lecturer, Reader or Professor. Further details about promotion are available from the Head of Department.

### **E Eligibility to work and reside in the UK**

UK immigration regulations stipulate that an employer may not appoint any person unless they have seen evidence of their immigration status, and hence their eligibility to take up employment in the UK. Accordingly, short-listed candidates, whatever their nationality, will be asked to provide such evidence, e.g. their passport, at an appropriate stage in the recruitment procedure.

### **F Removal Expenses**

If the person appointed is not resident in Cambridge, a contribution from University funds towards expenditure incurred in removal to Cambridge may be made. Details of how to claim relocation expenses will be sent to the successful applicant.

## **G Consultancy Work**

The University's policy on consultancy work is that consultancy arrangements must be entered into privately between the employee and the organisation concerned. The consultancy work must not interfere with the duties required of the officer under the officer's contract of employment with the University. Consultancy work is not covered by the University's insurances, even when the University has knowledge that such work is being done. The University must not be regarded as being directly or indirectly involved in any consultancy arrangement through the use of University letterheads, advice given or work done in the individual's capacity as an employee of the University. Individuals undertaking private or consultancy work are advised to take out personal insurance.

Alternatively, professional indemnity cover may be obtained by channelling private work through the University's technology transfer company, CUTS Ltd. Anyone wishing to do so should, in the first instance, contact Cambridge Enterprise at [www.enterprise.cam.ac.uk](http://www.enterprise.cam.ac.uk).

## **H Health screening on appointment to University Office and in the case of University Officers undertaking a change of duties**

The University's General Board has agreed that offers of appointment made to prospective University officers whose work will fall within certain categories will be conditional on the completion of a medical questionnaire and, if necessary, on a satisfactory health check by the Occupational Health Service.

Only the person appointed will be asked to complete the questionnaire at the time of appointment.

## **I Equal Opportunities**

The University of Cambridge is committed to a proactive approach to equality and diversity, which includes supporting and encouraging all under-represented groups, promoting an inclusive culture and valuing diversity. Selection decisions are made solely on merit and an objective assessment of the applicants 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.

The University welcomes applications from individuals with disabilities. Our recruitment and selection procedures follow best practice and comply with disability legislation. The University is committed to ensuring that applicants with disabilities receive fair treatment throughout the recruitment process. Adjustments will be made, wherever reasonable to do so, to enable applicants to compete to the best of their ability 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.

We expect all staff to contribute, as appropriate, to the academic administration of the Departments and the University, and in particular to demonstrate commitment to the spirit of the Department's Athena SWAN aspirations with regard to the advancement of women's careers in science, and to the University's wider equality and diversity obligations.

## **J Employee Benefits**

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 is 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 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.

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 Equal Opportunities section above.

**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, such as sabbatical leave for academic staff.

Further information on employee benefits is available at the following addresses:

<http://www.jobs.cam.ac.uk/>

<https://www.hr.admin.cam.ac.uk/pay-benefits/cambens-employee-benefits>