Post-Doctoral Position in Climate Law and Governance at Hughes Hall

Company Law

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Post-Doctoral Associate in Climate Law and Governance</th>
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<tbody>
<tr>
<td>Location</td>
<td>Hughes Hall, Cambridge CB1 2EW</td>
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<tr>
<td>Reporting to</td>
<td>Director of Studies in Law</td>
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<tr>
<td>Contract Type</td>
<td>Fixed term (4 years)</td>
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<tr>
<td>Probation Period</td>
<td>One Year</td>
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<tr>
<td>Salary Range</td>
<td>Starting salary: £29,760 (University spine point 37)</td>
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<tr>
<td>Working Pattern</td>
<td>Full Time</td>
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<tr>
<td>Annual Leave</td>
<td>Annual paid leave of 25 days plus public holidays. Pro rata for part time members of staff.</td>
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<tr>
<td>Pension Eligibility</td>
<td>The College offers membership to a contributory pension scheme. The postholder may (subject to age and earnings level) be eligible for auto-enrolment into the scheme. This is optional and one has the right to opt out at any time.</td>
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</table>

Summary

Hughes Hall, a College within the University of Cambridge, intends to establish a major new research initiative in Climate Law and Governance in conjunction with its Centre for Climate Change Engagement (HHCCCE). This will include two stipendiary post-doctoral positions to pursue research on law and climate change: the first position will focus on UK company and private law and will start in 2020; the second position will focus on public and administrative law and will start in 2021. Both positions can extend up to four years, subject to successful probation of twelve months. It is anticipated that there will also be funding for two PHD studentships which will be tenable in either the Faculty of Law or the Department of Land Economy.

This role for the post-doctoral position focuses on company law and climate change, with a start date in 2020.
The primary obligation of the postholder is to engage full-time in research and its dissemination and to engage in the academic life of Hughes Hall and its Centre for Climate Change Engagement. The postholder will also be required to devote one day per week to the work of the Centre. The exact nature of this work will be subject to agreement between the postholder, the Centre and the Law team at the College. Ability to supervise Hughes Hall Tripos students would be an asset.

Hughes Hall

Hughes Hall is one of the 31 Colleges of the 800-year-old University of Cambridge, with over 800 students and 250 senior members. It is one of just four Colleges dedicated to undergraduates aged 21 and over and to postgraduates. A mission of the College is to use academic learning to bring about real change and growth in the world. It is one of the largest colleges for Law, which is a focus area of the College. The College is also non-hierarchical and works hard to ensure that its Research Fellows and Associates are integrated in the college community. It has recently launched a new initiative, The Bridge, which seeks to connect academics with leaders in policy, practice and commerce, in order to turn ideas and expertise into lasting change for the benefit of society. The Bridge supports its doctoral and post-doctoral researchers through its Impact Leadership Programme.

Hughes Hall Centre for Climate Change Engagement

The Centre for Climate Change Engagement (HHCCCE) was established in 2019 to engage with the corporate and financial sectors at the highest level (e.g., chairs of boards, non-executive directors and senior executives), bringing them together with government, academics and others within civil society. The Centre also aims to encourage scholarship on the legal, regulatory, financial and other levers that will enable the scaling up of action across the corporate sector. It has recently received new funding which will allow it, among other activities, to establish an academic work programme in law, regulation and governance. The Centre works closely with Chapter Zero, a wholly owned subsidiary of the College, which aims to help non-executive directors engage with the potential business risks and opportunities associated with climate change and take this discussion into their boardrooms. It also works closely with Cambridge Zero, the University's climate change initiative, and other relevant centres such as the Cambridge Institute for Sustainability Leadership and the Centre for Science and Policy.
The Proposed Climate Law and Governance Programme

The Climate Law and Governance Programme of the Centre will focus on the legal, regulatory and governance aspects of climate change. The postholder will be expected to produce legal scholarship on company law and its implications for climate change. One might work, for example, on the fiduciary duties of directors and investors; regulations that govern the financial reports of companies; or incentive structures for corporate boards. Aspects of adjacent areas of law, such as finance and investment law, consumer protection law, competition law and insurance law could also be included.

The postholder will also be expected to provide legal input and expertise to the HHCCCE, which seek to be an independent and trusted intermediary between academia, the corporate and financial communities and the government.

Main Duties

The core obligation of the post-doctoral associate is to propose, plan and manage a high-quality programme of original research; publicise the outcomes of that research through presentations and publications; and engage in the academic life of Hughes Hall, the HHCCCE and the College’s Law programme. The postholder will also be required to devote one day per week to the work of the Centre; the exact nature of this work will be subject to agreement between the postholder, the Centre and the Law team at the College. The postholder will be elected to a research associateship at Hughes Hall and will be required to reside in or nearby Cambridge.

Stipend and benefits

The stipend for the post will be fixed at spine point 37 on the University’s salary scale (which is £29,760 in 2020 and will increase in each subsequent year). The stipend is pensionable within the Universities Superannuation Scheme (USS), in which the post-doc will be enrolled. The postholder will also be appointed as Research Associates in Hughes Hall (subject to approval by the relevant committees) and enjoy other benefits including meals allowance; grants for travel and other research expenses; an office in College; use of College rooms and other facilities.
Selection Criteria

Applications will be judged on the basis of the candidate’s potential to undertake a significant, exciting and feasible programme of research on the law’s intersection with corporate law and climate change as evidenced by their research proposal, publication record and academic references. Willingness and potential to contribute to the collegiate academic community will also be taken into account. The position is intended to support someone at an early stage in their academic career.

Essential Knowledge, Skills and Experience

1. A degree in law.

2. A higher degree assessed in full or in part by dissertation, or equivalent experience, demonstrating exceptional research ability.

3. A proposed programme of research for the duration of the Fellowship that will make a valuable contribution to the candidate’s field of the study.

4. Excellent writing and verbal communication skills, including the ability to present research findings effectively to fellow professionals at conferences and workshops and to audiences not familiar with the subject area.

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.

Application Process

Applications should be sent by email to Suzanne Bedford hr@hughes.cam.ac.uk whilst any questions about the post or the application process should be sent by email to Dr Markus Gehring mwg24@cam.ac.uk. Please include “Hatton Climate Post-Doc” in the subject line. All application materials must be in the English language.
The application deadline is midnight (GMT) on Friday 9th October 2020.

Candidates should provide:

1. The **Application Cover Sheet**. It is the candidate’s responsibility to ask their referees to send their letters in confidence to Dr Gehring by the application deadline. Referees should include “Hatton Post-Doc” in the subject line, and they should be asked to advise the College about the candidate’s achievements to date and their potential to make significant future research contributions. If the applicant is currently working on but has not completed a dissertation, one of the referees must be the applicant’s supervisor and attest to the expected submission date. Both references should be on institutional notepaper, signed and sent electronically.

2. **Academic transcripts** for all university degrees.

3. A **curriculum vitae**, including details of higher education, degrees awarded, positions held, language abilities, and publications.

4. A **statement** (of no more than 1000 words in length) containing descriptions of your current research and the research you propose to undertake during the Fellowship. The research proposal should include: a summary, an explanation of the specific research questions, and an explanation of the project’s originality compared with current literature.

5. Up to **three writing samples**. An applicant could provide chapters of a research dissertation, published work or a combination of the two. The work need not be in its final form, but it should provide evidence of outstanding originality and research potential. Please include a declaration of contribution if the work has multiple authors.

Interviews will be held at Hughes Hall or by Skype/Zoom during October. Final confirmation of election will be made by the Governing Body of Hughes Hall on 28th October 2020.
Right to Work in the UK

The appointment will be subject to satisfactory provision of proof of the right to work in the UK. Applicants who are not permanent residents entitled to work without restriction in the UK, will require a UK work permit; the College can provide some assistance with the necessary application, but final appointment is contingent upon this application being successful.

Equal Opportunity

The policy and practice of Hughes College require that all staff are afforded equal opportunities within employment. Entry into employment with the College and progression within employment will be determined only by personal merit and the application of criteria which are related to the duties of each particular post and the relevant salary structure. In all cases, ability to perform the job will be the primary consideration. Subject to statutory provisions, no applicant or member of staff will be treated less favourably than another because of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.