Research Associate (0.4FTE) for the Digital Education Futures Initiative (DEFI)

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<th><strong>Job Title</strong></th>
<th>DEFI Research Associate</th>
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| **Location**  | Digital Education Futures Initiative (DEFI)  
The Bridge, Hughes Hall, Cambridge CB1 2EW |
| **Reporting to** | DEFI Director - Professor Rupert Wegerif |
| **Contract Type** | From September 2021 – March 2024 (in the first instance) |
| **Probation Period** | 6 months |
| **Remuneration** | 0.4 FTE Spine point 39-45  (£12,377 - £14,766 (i.e., Grade 7 on the University of Cambridge Salary Scale [equivalent to £30,942 - £36,914 FTE], pro rata for part-time at 0.4FTE).  
N.b. There may be potential to increase contracted hours depending on the success of (e.g.) future funding proposals. |
| **Hours of Work** | 15 hours per week Monday to Friday. Your times of work would be agreed between you and the Director of DEFI. Flexible working arrangements including a blended approach of onsite and remote working will be available. |
| **Annual Leave** | Annual paid leave of 25 days plus public holidays. Pro rata for part time members of staff. |
| **Pension Eligibility** | The College offers membership of a contributory pension scheme. Subject to your age and earnings level, you may be eligible for auto-enrolment into the scheme and you have the right to opt out at any time. USS pension scheme membership is also a possibility. |

**Job Purpose**
This is an exciting opportunity to play a key role in developing and supporting research and other activities related to the recently established Digital Education Futures Initiative (DEFI) in Cambridge. Building on the rich heritage of Hughes Hall as a centre for educational excellence, DEFI is an exciting new Bridge centre that explores the field of possibilities that digital technology opens for education. Working with partners in industry, policy, and practice as part of Hughes Hall’s ‘Research Bridge’, DEFI is both a centre for close-to-practice
research and also an initiative to create a new Institute at Cambridge to serve as a global hub and thought-leader. Further information is available at: [www.deficambridge.org](http://www.deficambridge.org).

As a result of early successes, DEFI is now able to recruit a Research Associate to support and drive forward DEFI’s research activities. This is a growing role requiring experience of using and applying knowledge of educational research and its potential impact in a dynamic new way.

**Main Duties and key responsibilities**

The appointed researcher will work closely with Professor Rupert Wegerif and other colleagues to develop DEFI’s research activities. This could include supervising a small team of early career researchers and budgetary responsibilities. They will have a strong interest in digital technology’s role in the future of education and in advancing the aims of DEFI (see [www.deficambridge.org](http://www.deficambridge.org)). A key part of the work will involve pro-actively seeking funded research opportunities, writing high-impact research articles and reports (e.g., for policymakers), leading a portfolio of research initiatives, and working with colleagues to animate a research community which is both local and international.

This role is central to the aims of DEFI. The post-holder will have a background in digital education and experience managing and leading a range of research projects and initiatives. Working closely with academic and support staff, the position will also include planning and day-to-day management of DEFI’s research strategy and related activities.

**Main Duties**

We are looking for an independent and highly motivated individual to join the DEFI team. If appointed, you will:

- Proactively take day-to-day responsibility for undertaking and driving forwards research, under the guidance of Professor Rupert Wegerif;
- Contribute to the drafting of bids for funding, and articles for research publications;
- Liaise with other researchers locally and internationally;
- Manage complex projects involving a number of stakeholders and/or team members;
- Review relevant literature, and report on that review;
- Collect and analyse quantitative and qualitative data;
- Carry out any additional duties as may reasonably be required within the general scope and level of the post, including involvement in DEFI seminars, conferences and dissemination activities.

**Person Specification**

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<th>Essential</th>
<th>Desirable</th>
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<td>A PhD in Educational technology, education, technology, or a cognate area;</td>
<td>Experience in cutting edge technology including VR, AR, AI and its potential for use in education;</td>
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● Managing projects involving a number of stakeholders and/or team members;
● Experience of managing own workload;
● Experience of undertaking rigorous research in educational settings;
● Excellent interpersonal skills and the ability to liaise with a range of education stakeholders;
● A developing track record of academic publications and/or reports;
● Excellent attention to detail, organisational skills, oral and written presentation skills;
● Ability to work independently and as part of a team.

● Previous postdoctoral research experience (including supervising and overseeing the work of others);
● Evidence of successful bidding for significant research funding;
● Demonstrable potential to be a research leader who seeks high standards and performance from self and team;
● Flexibility concerning working hours.

**Hours of work**
The hours for the post are 0.4FTE. Note, there may be future potential to increase these contracted hours depending on the success of (e.g.) funding proposals.

**Place of work**
Due to COVID restrictions, the postholder will be working from home, with the hope of eventually being able to work at least part time on-site at Hughes Hall (Wollaston Road, Cambridge, CB1 2EW).

To facilitate this, support from Hughes IT, the Bridge Centre and Development Office is available.

**Further requirements**
All staff at Hughes Hall are expected to engage in continuing professional development, to comply with the data protection legislation and to comply with College’s Staff Handbook, Health & Safety Policy and all relevant procedures.

**Screening Check Requirements**
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.

Right to work checks for EU, EEA or Swiss citizens changed from 1 July. Further guidance can be found at: [Right to work checks: employing EU, EEA and Swiss citizens - GOV.UK](www.gov.uk)
Application Process
To submit an application for this vacancy, please complete the job application form and include a covering letter outlining how you meet the job description and person specification.

Diversity

You are also encouraged to complete the College’s Equality and Diversity Form.

As part of our genuine, wider commitment to greater equality and diversity, Hughes Hall has resolved that it will proactively seek increased representation of staff from the following groups who are currently under-represented in our community: women, those with a Black, Asian and Minority Ethnic (BAME) background and those with disabilities and/or from socioeconomically disadvantaged backgrounds. We are confident that the College will benefit from the advantages that diversity offers, including higher innovation and creativity, employee engagement and wellbeing, and a wide range of skills, talents and life experiences, bringing fresh perspectives. Therefore, we strongly welcome expressions of interest and applications from candidates from all communities and a diversity of backgrounds.

All documentation should be emailed to hr@hughes.cam.ac.uk

The closing date for applications is Friday 1st October at midday. Virtual interviews will be held in the week beginning 11th October. with an intended start date of 1st November or as soon as possible thereafter, subject to prior commitments.

Any information given will be processed for employment selection and statistical purposes. You will find all the relevant Data protection Statements on our website at https://www.hughes.cam.ac.uk/about/official-documents/ and also on page 7 of the application form.

For an informal discussion about the post, please contact Rupert Wegerif on rw583@cam.ac.uk. If you have any questions about the application process, please contact the HR Manager on hr@hughes.cam.ac.uk.