



Research Associate in Company Law (Post1) or Administrative Law and Governance (Post2) with relevance to Climate Change at Hughes Hall

Private Law and Administrative Law

Job Title	Research Associate in Private Law or Administrative Law respectively
Location	Hughes Hall, Cambridge CB1 2EW
Reporting to	Dr Markus Gehring, Hughes Hall Director of Studies in Law
Contract Type	Fixed term (3 years)
Probation Period	One Year
Salary Range	£31,406 - £38,587 (Spine Point 39-Spine Point 46)
Working Pattern	Full Time (37.5 hours per week)
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 to a contributory pension scheme. The postholder (subject to age and earnings level) may be eligible for auto-enrolment into the scheme. This is optional and one has the right to opt out at any time.

Summary

Hughes Hall intends to establish a major new research initiative in Climate Law and Governance in conjunction with its Centre for Climate Engagement. This includes two stipendiary senior research or post-doctoral positions to pursue research on law and climate change. The first position will have a focus on UK company law and other relevant private law disciplines. This second position will focus on public and administrative law. Both positions will be expected to focus on the application of the specialist legal discipline to climate change. Both positions can extend up to three years, subject to successful probation of twelve months. The applicants will have expertise in their respective fields of law and an enthusiasm for their application to climate law, but need not have detailed knowledge of climate law itself.

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 aspects of UK Company and private law (Post1) OR of administrative and public law (Post2) and their application to climate change. For Post 1 the applicant might, for



example, work on how the provisions of the Companies Act might be used to require Directors to pay special regard to climate change risks. For Post 2 the focus might, for example, be on how climate change risks and opportunities should be addressed by local authorities in relation to their planning or transport responsibilities; to climate change mitigation; to the scope of their powers in relation to climate change; to implications for public law; to the obligations of public authorities, or to their implementation of the Paris Agreement.

The post holders will demonstrate excellence in their respective fields of expertise and an enthusiasm for their application to climate change and of how law may be used to further the mitigation of or adaptation to climate change. A working knowledge of climate and environmental law would be an advantage but is not an essential requirement for application for the post.

The Centre for Climate Engagement will seek to act as an independent and trusted intermediary between Cambridge academia, the corporate and financial communities and government, and the postholder will be expected to provide legal input into the Centre.

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. A recent initiative launched by the College, The Bridge, 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 Engagement 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.

Main Duties

The core obligation of the senior researcher or post-doctoral researcher 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 Centre for Climate Engagement and the College's Law programme. The postholder will be expected to contribute four hours of undergraduate teaching to the College 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. However, this would be directed towards supporting the work of the Centre in engaging non-executive directors (or equivalent) within public sector organisations in relation to their duties to address climate change risks and opportunities. The postholder with a PhD may 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 the appropriate spine point on the University's salary scale and will increase in each subsequent years and is pensionable within the Universities Superannuation Scheme (USS). The postholder may be appointed to senior membership of Hughes Hall (subject to approval by its Fellowships Committee) and enjoy a package of benefits.

Selection Criteria

Applications will be judged on the basis of the candidate's potential to undertake a significant, exciting and feasible program of research on the law's intersection with administrative/public 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 PhD degree, demonstrating exceptional research ability, or equivalent legal practice (no less than 5 years post-qualification experience),



3. A proposed programme of research for the duration of the position 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.

Application Process

Applications should be sent by email to the HR Manager at hr@hughes.cam.ac.uk. Any questions about the application process or role should be directed to the HR Manager as above. All application materials must be in the English language.

The application deadline is midnight (GMT) on 10 January 2022. Interviews will take place in early January.

Candidates should provide a completed application cover sheet in addition to:

1. Contact details of **two Academic or Professional Reference**. It is the candidate's responsibility to ensure their referees ability to send letters in confidence to the HR Manager when requested for shortlisted candidates. Referees should include "Law Senior Researcher/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 academic and on institutional notepaper, signed and sent electronically.
2. A **curriculum vitae**, including details of higher education, degrees awarded, positions held, language abilities, and publications.
3. 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.
4. 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.



Screening Check Requirements / 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.

Further guidance on right to work checks for EU, EEA or Swiss citizens can be found at: [Right to work checks: employing EU, EEA and Swiss citizens - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/right-to-work-checks-employing-eu-eea-and-swiss-citizens)

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. You are encouraged to complete the College's Equality and Diversity Form which should be emailed to hr@hughes.cam.ac.uk.

Any information given will be processed for employment selection and statistical purposes. You will find all of the relevant Data protection Statements on our website at: <https://www.hughes.cam.ac.uk/wp-content/uploads/2021/06/Hughes-Hall-Data-Protection-Policy1.pdf>