



**Research Associate and Teaching Officer in Private Law (with a focus on climate and company law)**

<b>Job Title</b>	Research Associate and Teaching Officer in Private Law
<b>Location</b>	Hughes Hall, Cambridge CB1 2EW
<b>Reporting to</b>	Dr Markus Gehring, Hughes Hall
<b>Contract Type</b>	Fixed term (2 years)
<b>Probation Period</b>	One Year
<b>Salary Range</b>	£32,348 – 39,745 (Spine Point 39-Spine Point 46) (inclusive of teaching commitments)
<b>Working Pattern</b>	Full Time (37.5 hours per week)
<b>Annual Leave</b>	Annual paid leave of 25 days plus public holidays. Pro rata for part time members of staff.
<b>Pension Eligibility</b>	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.
<b>Mental Health Peer Support Programme</b>	All staff members have access to the College’s Mental Health Peer Support Programme, supporting <a href="#">Mind’s Mentally Healthy Universities initiative</a>
<b>Additional Benefits</b>	<ul style="list-style-type: none"> <li>• Mediacash healthcare plan (<a href="https://www.medicash.org/">https://www.medicash.org/</a>)</li> <li>• Free lunches on working days</li> <li>• Free Life Assurance cover</li> <li>• Enhanced sick pay</li> <li>• Cycle purchase scheme</li> <li>• Annual season ticket loan</li> </ul> Free on-site car parking (subject to availability)

## Summary

Hughes Hall is in the process of establishing a major new programme in ‘Law and Governance for Climate Action’. We now seek a stipendiary senior research or post-doctoral position in private law to pursue research on the applicant’s chosen field - as it relates to utilising the legal system for accelerating and strengthening corporate climate action - alongside providing supervisory and teaching support for law students at the college. This post complements a similar position which has recently been filled in the field of public and administrative law.



Preference will be given to applicants who work in company law. Applicants from other fields of private law are also encouraged to apply, especially those whose prime interest is in contract, tort, land law or equity. Those with expertise in other fields of law are also invited to apply provided are able to teach at least two of the courses within the Law Tripos for which regular supervisions are required. The post can extend up to three years, subject to successful probation of twelve months.

## 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 is developing a new 'law and governance for climate action' programme which focusses on the legal, regulatory and governance aspects of climate change and the application of private law to drive effective climate action – specifically as it relates to action within the corporate sector. 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. The Centre is also the secretariat for the Climate Governance Initiative which provides a global platform for non-executive director networks across the world. It 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 to support broader engagement with academia beyond the college community.



## Main Duties

The postholder will be expected to produce legal scholarship on aspects of their chosen field of private law. Applicants with expertise in company law are particularly welcomed but those with expertise in other fields of private law are encouraged to apply. Applicants 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.

### Principal responsibilities include:

#### Research:

- Propose, plan and manage a high-quality programme of original research;
- Publicise the outcomes of that research through publications and presentations;
- Provide one day per week to support 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.

#### Teaching:

- Provide supervisions (small-group teaching of 2-4 undergraduates) – for an average of 4 hours/week (excluding the time required for preparation and marking essays) during the 20 teaching weeks of the academic year;
- In addition, the post holder will spend an average of 8 hours per week on preparatory work, admissions, and law enriching activities such as:
  - Assessing candidates for admissions as undergraduates and postgraduates in Law;
  - Leading outreach activities for prospective undergraduate and postgraduate students in Law; and,
  - Contributing to enrichment activities for current students in Law.

Applicants should hold a PhD in Law or expect to complete all requirements for the PhD before the start date in September/October 2023.

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. As a research associate, the postholder will participate in the intellectual community and social life of the College in accord with the expectations for all College Fellows



## 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 will be required to reside in or nearby Cambridge.

## 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 private/company 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.

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.



## Application Process

Candidates should provide:

1. An **application cover sheet**
2. A **curriculum vitae** including details of higher education, degrees awarded, positions held, language abilities, and publications. **Degree certificates.**
3. A **statement** (of no more than 1000 words in length) containing descriptions of your current research or experience 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.
5. **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.

You are also encouraged to complete the College's Equality and Diversity Form. Hughes Hall values diversity and is committed to ensuring equality of opportunity. The College welcomes expressions of interest and applications from candidates from all communities and a diversity of backgrounds.

All documentation including the application cover sheet should be emailed to [hr@hughes.cam.ac.uk](mailto:hr@hughes.cam.ac.uk).

The closing date for the applications is **Monday 7 August 2023 at Midday GMT**.



Interviews will be held at Hughes Hall Cambridge.

## Screening Check Requirements

The College has a legal responsibility to ensure that all its employees have the legal right to live and work in the UK. Any offer of employment will be subject to the College verifying that you are eligible to work in the UK before you start work.

If you are invited to interview, you will be asked to bring original documents from List A or List B (below) and a copy will be taken; alternatively, if you hold a 'digital immigration status', your [Share Code](#) will be required to access this status online.

- [List A: Documents/statuses which denote an unrestricted and unlimited right to work in the UK](#)
- [List B: Documents/statuses which denote a temporary and/or restricted right to work in the UK](#)

## Data Protection

Any information given will be processed for employment selection and statistical purposes. To understand how your personal data will be processed during the application process, please see the Data Protection Statement for Job Applicants.

For an informal discussion about the post or the application process, please contact Emily Farnworth on [emily.farnworth@hughes.cam.ac.uk](mailto:emily.farnworth@hughes.cam.ac.uk). If you have any questions about the application process, please contact the HR Manager on [hr@hughes.cam.ac.uk](mailto:hr@hughes.cam.ac.uk).

## 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](mailto: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>