WELCOME

Hughes Hall has enabled non-traditional students to access a Cambridge education for over a hundred years.

Hughes Hall was founded in 1885 to bring about positive change in society through teaching and scholarship. As we approach our 150th anniversary, that remains at the heart of our college. It is the basis of our 2030 Vision: a community of learning, education and research rooted in values of innovation, impact and inclusion.

Through the education, research and wider work that our people do, we aim to make a positive difference to the big challenges that people and societies face around the world in the 21st century. We are looking for someone with vision and drive to help us achieve these aims, and to join our inspirational, international and vibrant community at a time of transformation and growth.

The Impact Director is a key strategic role within the College, responsible for developing initiatives and relationships that will help Hughes Hall define and deliver the Impact Pillar of its ‘2030 Vision’. The role reports into College Council and carries a Fellowship of the College, and membership of Governing Body, reflecting the seniority and significance of the post.

Our College is one of the larger colleges that make up Cambridge University, one of the world’s top universities. Our students and senior members come from all over the world, from a wide range of backgrounds, and work in and across an extraordinary range of disciplines.

Most of our students are postgraduates, though we also admit undergraduates over 21. That mix is what makes our college a lively and welcoming place. We have an informal and egalitarian atmosphere where we want everyone to feel at home and to have the space to do their best work.

Our 2030 Vision is about transforming our unique college and, in doing so, enabling it to transform the lives of others. If that excites you, we would like to hear from you.

We would also like to build further on the extraordinary diversity of our membership and so we particularly welcome approaches from people who are committed to helping us do so.

SIR LAURIE BRISTOW, PRESIDENT
Hughes Hall is one of the largest constituent colleges of the University of Cambridge and is the oldest graduate college.

The College’s culture is egalitarian, and it is commonly described as friendly, open, progressive, inclusive and dynamic. It is characterised by its focus on academic excellence and its genuine commitment to increasing the diversity of its community. The Fellowship and student body are highly international and forward-thinking.

Hughes Hall has enabled non-traditional students to access a Cambridge education for over a hundred years. The College has over 750 postgraduates and around 180 mature undergraduates across a broad range of subjects.

Hughes Hall is currently in the midst of a major capital expansion project which shall enable the College to grow substantially in size and impact.

Hughes Hall provides an effective interface between the wider world and the academic excellence of Cambridge. Its ‘Bridge’ initiative facilitates interactions between researchers and policymakers, practitioners and industry leaders, to promote understanding, impact and innovation.

The College is committed to translating research into solutions for real world problems. As a reflection of this commitment, the Fellowship is made up of both academics and professionals.

There is a palpable sense of momentum within the College. Hughes Hall is a dynamic and driven environment which seeks to challenge and redefine academia for the twenty-first century.

An oasis of calm and quiet near the busy city centre, we provide a relaxing yet stimulating environment for study and research. Hughes Hall is situated alongside Fenner’s Cricket Ground, just off the cosmopolitan Mill Road.

Hughes Hall was established in 1885 as a women-only teaching College and now accepts postgraduate students and mature undergraduates in all areas of study and research, offering scholarships and bursaries targeted at new and continuing students. Our primary mission is to provide world-leading education to our students and to provide a supportive and enabling academic environment to our Fellows.
IMPACT AND INNOVATION

Our aim is to change the world for the better and, in doing so, to earn a reputation as a dynamic institution which has a direct impact on our people, our partners, and our society – locally, nationally, and globally.

The College is one of the most international in Cambridge, bridging the academic and external worlds, with an open and informal atmosphere.

A distinctive aspect of college life at Hughes Hall is a non-hierarchical culture where interaction and engagement between the senior membership and students is open, and everyone is allowed to walk on the grass!

The international, mature and diverse nature of our community is incredibly important. Our students and Fellows come to Cambridge with an extraordinary wealth and breadth of prior experience. The non-traditional nature of these routes provides diversity of thought and fosters innovation.

A determination to change the world for the better is realised through our Bridge initiative which leverages the College’s multidisciplinary perspective, international nature, and external focus to help turn brilliant ideas into lasting change.

The Bridge helps researchers build relevant and transferable skills and enables networking and matchmaking between our academic community and external partners.

It is structured around four themes, in different stages of development, through which we aspire to have impact on societies and engage our students: Global Health; The Future of Education; Environment and Energy; and Digital Innovation.

The Bridge also supports our centres: the Centre for Climate Change Engagement (which works to engage Corporate Boards in the practical and regulatory issues they will face), Digital Education Futures Initiative, Oracy Cambridge (the Hughes Hall Centre for Effective Spoken Communication), the Cambridge Centre for Digital Innovation.

These hubs of academic and professional innovation are having a wide-reaching influence, drawing global attention to Hughes Hall, and are one aspect of a large, vibrant, friendly and ambitious community dedicated to supporting one another in the pursuit of excellence, using academic learning to bring about real change and growth in the world.
JOB DESCRIPTION

JOB TITLE
Impact Director

DEPARTMENT
The Bridge

REPORTS TO
Council

ACCOUNTABLE TO
The Governing Body

RESPONSIBLE FOR
To lead on delivery of the Impact pillar of Hughes Hall’s 2030 Vision.

JOB PURPOSE
The Impact Director is responsible for building on existing opportunities for collaboration to deliver impact, and identifying new opportunities, working closely with members of college engaged in research and translation.

They will lead on strategic development, turning ideas into deliverable objectives, coordinating teams within the College to manage and deliver projects which support the Impact pillar and enhance the College’s reputation.

The Impact Director is expected to be an active and engaged member of the College community and as a voting, ex-officio member of Council, a member of the senior operational leadership of the College.

MAIN RESPONSIBILITIES
The Impact Director, working closely with the President, Bursar, Development Director, Council and Fellows will:

SET THE VISION FOR THE IMPACT PILLAR OF HUGHES HALL’S ‘2030 VISION’
• Shape and support the research translation activities in the College.
• Define the future direction of the Bridge in accordance with the guidance and level of ambition agreed by the Governing Body.
• Be a super-connector across multiple disciplines and identify areas where our research can make a positive difference to people and the public.

DELIVER THE VISION
• Promote and support mutually beneficial relationships between knowledge creators and implementers of change.
• Actively engage with researchers in the Hughes community to identify and pursue opportunities and contribute to an intellectually dynamic, outward looking environment that encourages members of the college to participate.
• Drive the strategic planning, resource allocation and capabilities required to deliver.
• Analyse and model proposals and options for possible implementation. Identify and address the main risks and blockages.
• Develop clear processes and guidelines to encourage and support new initiatives.
• Build and lead the delivery team.

BUILD OUR INFLUENCE AND REPUTATION
• Build relevant external relationships, working closely with the President and Development Director and wider Fellowship.
• Oversee communications, develop and use our convening power (e.g. themed dinners, Cambridge Dialogues) to deliver impact.
• Grow our reach and impact within Cambridge and beyond. Navigate the Cambridge (and wider) innovation and research translation landscape to secure the best opportunities for the college and its members. Develop and use our convening power to get the right people in the right discussions at the right time.
• Develop mechanisms for evaluation and reporting, capturing and propagating learning.
• Engage with students and alumni/ae, for whom impact is a key element of the college’s values.
PERSON SPECIFICATION

CORE ATTRIBUTES AND SKILLS

Evidence of personal impact beyond their own immediate academic environment e.g. by contributing to reviews, membership of external committees, providing advice to stakeholders, building partnerships with non-research organisations, etc.

Ability to work in multidisciplinary environments, and with people whose understanding of research translation, and the opportunities and benefits it brings, are at times limited.

Understanding of how research can have impact in a variety of external environments, beyond the academic community.

Good analytical skills, combined with ability to develop coherent arguments.

Excellent capacity for self-expression both orally and in writing.

Excellent networking skills.

Strategic perspective and ability to develop and work to high-level vision.

Credible and confident in dealing with researchers at all stages in their career, ranging from PhD students to professorial fellows, both in College and beyond.

Interpersonal skills of a high order, at all levels.

Ability to work independently, within an agreed timeframe, while demonstrating a high level of organisation.

A values-driven approach, grounded in strong ethical principles and commitment to the purpose, goals and ethos of Hughes Hall

DESIRABLE

Experience or in-depth understanding of collegiate universities and/or higher education.

Experience working in environments that fund or utilise university-based research in their operations.

Experience in design/development of databases.

Experience or knowledge related to intellectual property.

Good bachelor’s degree minimum; further post-graduate education preferred.

In addition to all the above, the person appointed will be able to demonstrate energy, drive, enthusiasm, optimism, persistence, determination, agility, good judgement and tact.
LOCATION
Hughes Hall
Wollaston Road, Cambridge, CB1 2EW.

FELLOWSHIP
The Impact Director will be elected to a Fellowship of the College and will be a member of the Governing Body and therefore a trustee of the College, which is a charitable foundation.

In accordance with the College’s Statues any Fellow who is a member of the Governing Body shall vacate their Fellowship and shall retire from any employment with the College at the end of the academic year (30 September) in which they reach the age of 67.

SALARY
Highly competitive.

PROBATION PERIOD
This full-time post is subject to a probationary period of 12 months.

PENSION
This post is eligible for the Universities Superannuation Scheme (USS).

ANNUAL LEAVE
25 days’ annual leave plus public holidays.

FURTHER BENEFITS
Details can be found here.

EQUALITY
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.

In particular, the following groups are currently under-represented in our community: women, those with a Black, Asian and Minority Ethnic background, and those with disabilities.

HOW TO APPLY
For further information, please click here (www.hughes.cam.ac.uk/about/vacancies).

To apply, please send a CV and cover letter to hr@hughes.cam.ac.uk.

For a confidential discussion about this role, please contact the HR manager (hr.manager@hughes.cam.ac.uk) who will facilitate a call.

For a taste of life at Hughes Hall, watch our recent College video here (www.hughes.cam.ac.uk/applying/life-at-hughes).