



Research Associate

Camfed-REAL partnership: What works to promote girls' secondary education

The University of Cambridge

The University of Cambridge is one of the world's oldest and most successful Universities, with an outstanding reputation for academic achievement and research. It was ranked first in the 2011 QS World University Rankings and its graduates have won more Nobel Prizes than any other university in the world. The University comprises more than 150 departments, faculties, schools and other institutions, plus a central administration and 31 independent and autonomous colleges.

The University and the Colleges are linked in a complex historical relationship. The Colleges are self-governing, separate legal entities which appoint their own staff. They admit students, provide student accommodation and deliver small group teaching (supervisions). The University awards degrees and its faculties and departments provide lectures and seminars for students, determine the syllabi for teaching and conduct research.

There is much more information about the University at the following link, which we hope you will find helpful <http://www.cam.ac.uk/univ/works/index.html>

The Faculty of Education

The Faculty of Education is a member of the School of Humanities and Social Sciences (SHSS) at the University of Cambridge. It is one of the largest groups of educational researchers and teacher educators in the country. Currently, the Faculty has an academic staff of 11 professors, six readers, over 30 lecturers/senior lecturers and over 40 research and teaching staff. There are approximately 50 assistant staff in support of teaching, research, outreach projects, finance, library, IT, audio-visual, buildings, etc.

The wide range of academic expertise covers all stages of formal education from the early years to the primary and secondary stages of schooling. We are therefore well placed to make major contributions both to the advancement of knowledge and practice about issues of contemporary significance and to the development of individuals and educational institutions.

The Faculty occupies modern, purpose-built accommodation on a single site at Hills Road. It offers excellent facilities to support teaching and research, including a library service offering one of the best education collections in the UK, an extensive Learning Resource Centre, teaching rooms, offices and social facilities.

The Faculty currently offers a portfolio of Masters and Research degrees and attracts very able students from both the UK and overseas. It is recognised by the ESRC as providing one of the highest quality educational research training programmes available anywhere in the UK and has been highly successful in obtaining studentships from the ESRC and other funding bodies.

The Faculty also offers a PGCE programme which is consistently recognised by Ofsted as being of outstanding quality (grade 1). A close working relationship has been established over a number of years with some 250 schools in the region, enabling about 400 students to prepare for careers in primary, middle or secondary schools each year. These partnerships also support the Faculty's research activities. In September 2015, the University of Cambridge opened a new primary school with strong links to the Faculty including the appointment of a new Professor.

The Faculty also offers a three-year BA degree in Education Studies which combines the academic study of education with study in another academic discipline within the University.

Research for Equitable Access and Learning (REAL) Centre at the University of Cambridge

The Research for Equitable Access and Learning (REAL) Centre at the University of Cambridge aims to pioneer research into overcoming barriers to education, such as poverty, gender, ethnicity, language and disability, and promote education as an engine for inclusive growth and sustainable development. The Centre's research focuses on the poorest parts of the world, primarily countries in South Asia and sub-Saharan Africa, where many children and young people are deprived of access to good quality education and so denied the chance to learn and fulfil their potential. The Centre's work is underpinned by three key principles: adopting rigorous research methods; working in partnership with institutions and individuals in priority countries; and ensuring impact by linking evidence with policy. For further information, see: <https://www.educ.cam.ac.uk/centres/real/>

The Research Location

You will be based in the Research for Equitable Access and Learning (REAL) Centre at the Faculty of Education in Cambridge, and will be part of a team which will include Professor Pauline Rose, Dr Ben Alcott and Dr Ricardo Sabates.

The Role

The aim of the project is to provide an evidence-base on what works to support girls' secondary education, with a focus on Tanzania and Zimbabwe in particular. It will also identify the costs of providing good quality education to girls, and of scaling up such provision. Using quantitative surveys on baseline, midline and endline data collected from Camfed as well as data on costs, the postholder will provide quantitative analysis about the potential benefits of the Camfed intervention for participants including the role of attitudes and school factors in enabling learning benefits. The postholder will also write drafts of the analysis for both academic and policy audiences, and prepare powerpoint presentations for these audiences. You will also liaise with team members responsible for the qualitative analysis.

The Reporting Chain

The postholder will work with Professor Pauline Rose, Dr Ben Alcott and Dr Ricardo Sabates, under the direction of Professor Pauline Rose for a project funded by Campaign for Female Education (Camfed). Specific research tasks and their deadlines will be discussed at regular project meetings with the team. You will also participate in team meetings via skype with partners in Tanzania and Zimbabwe, as appropriate.

Responsibilities of the Posts

Subject to final confirmation, if appointed you will:

- Conduct research using quantitative methods using baseline, midline and endline data from Camfed on the following research questions that are likely to include: (i) Who benefits the most from Camfed support, and why? (ii) What is the relationship between 'attitudes' (e.g. self-efficacy, engagement) and learning outcomes for marginalised girls? (iii) Exploration of the association between intervention and contextual variables and the effect on learning outcomes, to include exploration of teacher quality;
- Undertake analysis of cost data from Camfed to estimate the cost-effectiveness, or Value for Money, of Camfed's programmes; and to assess the costs of scaling up provision within a government-led system.
- Support the preparation and writing of publications (including review of relevant literature and related data analysis), and of presentations of the work to academic and policy audiences;
- Liaise with Camfed and the research team in Tanzania who is undertaking qualitative research in collaborative activities;
- Carry out any additional duties as may reasonably be required within the general scope and level of the post.

Person Specification

Essential qualities include:

- a PhD in Education, Economics or other relevant discipline that uses quantitative methods;
- excellent skills in statistical data preparation and analysis including experience of software packages, with a strong understanding of statistical methods and modelling;
- ability to prepare graphs from this analysis;
- evidence of drafting reports and contributing to writing for publication;
- ability to write policy briefs and prepare Powerpoint presentations for wider audiences;
- evidence of interest in the research topic;
- good interpersonal skills and the ability to liaise with a range of professionals;
- the capacity to manage own workload and work independently within guidelines provided.

Desirable qualities include:

- broad-based understanding of educational research and research methods related to evaluation in developing country contexts;
- track record of academic or other types of publications.

Terms and Conditions

Salary

The salary will be £28,982 - £37,768 *per annum*.

Hours of work and length of appointment

The appointment is funded by non-central sources and is available for up to nine months from 1 September 2016.

Probation period

The appointment is subject to a probationary period of three months.

Pre-employment 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. If you need further information, you may find the Right to Work page within the 'Applying for a job' section of the University's Job Opportunities pages helpful (please see <http://www.jobs.cam.ac.uk/right/have/>).

Annual leave

Full time employees are entitled to annual paid leave of 6.6 weeks (or 33 days for those working full-time), plus public holidays. This will be *pro rata* for those working part-time, and for those joining part-way through the leave year.

Pension eligibility

Universities Superannuation Scheme.

Pension scheme details are available on our web pages at: <http://www.admin.cam.ac.uk/offices/pensions/schemes.html>. Information about the legal requirement for the University to automatically enrol its eligible jobholders into a qualifying workplace pension scheme from 1 March 2013 is available at: <http://www.admin.cam.ac.uk/offices/pensions/autoenrolment/>.

Retirement age

The University does not operate a retirement age for research staff.

Applications

To submit an application for this vacancy, please click on the link in the 'Apply online' section of the advert published on the University's Job Opportunities pages. This will route you to the University's Web Recruitment System, where you will need to register an account (if you have not already) and log in before completing the online application form.

Please ensure that you upload your *Curriculum Vitae* (CV), your publications list, and a covering letter in the Upload section of the online application. If you upload any additional documents which have not been requested, we will not be able to consider these as part of your application.

The closing date for applications is **13 July 2016**.

We hope to hold interviews in **late July**.

Informal enquiries can be addressed to Professor Pauline Rose (pmr43@cam.ac.uk)

What the University can offer you

One of our core values at the University of Cambridge is to recognise and reward our staff as our greatest asset. We realise that it's our people who have built our outstanding reputation and that we will only maintain our leading position in the academic world by continuing to attract and retain talented and motivated people. If you choose to come and work with us, you will find that we offer:

- **Excellent benefits** – You will be eligible for a wide range of competitive benefits and services, including numerous discounts on shopping, health care, financial services and public transport. We also offer defined benefits pension schemes and tax-efficient bicycle, car lease and charity-giving schemes.

We will help you balance your home and work life by providing you with generous annual leave entitlement and procedures for requesting a career break or flexible working arrangements if you need them. You will also have access to a range of well-being support services, including in-house Occupational Health and Counselling services. If you have childcare responsibilities, you may also benefit from the enhanced maternity/adoption pay, two nurseries and a holiday play scheme that we provide.

We are keen to welcome new employees from other parts of the UK and other countries to Cambridge. The University Accommodation Service will be available (<http://www.accommodation.cam.ac.uk/>) to help you find suitable rented accommodation and to provide advice on renting arrangements and local facilities, if required

- **A welcoming and inclusive environment** - We will help you settle into your new role and working environment through a central University induction event, local induction activities and our online induction package. Where appropriate to your role, you will have a probation period to provide a supportive framework for reviewing your progress and discussing your training and development needs.

If you are relocating to Cambridge, you and your family will be welcome to attend the Newcomers and Visiting Scholars Group, which provides an opportunity to find out more about Cambridge and meet other people new to the area.

- **Extensive development opportunities** - The encouragement of career development for staff is one of the University's core values. We put this into practice through various services and initiatives, including:
 - A wide-range of training courses and online learning packages.
 - The Staff Review and Development (SRD) Scheme, which is designed to enhance work effectiveness and facilitate career development post-probation.
 - Leave for career and personal development, including long-term study leave for assistant staff and sabbatical leave for academic staff.
 - The CareerStart@Cam programme, which supports assistant staff roles without higher education qualifications to develop their skills, experience and qualifications. Assistant staff may also apply for financial assistance for study which results in a qualification.
 - Reduced staff fees for University of Cambridge graduate courses.
 - The opportunity to attend lectures and seminars held by University departments and institutions.
 - Policies and processes dedicated to the career development of researchers and the implementation of the principles of the Concordat, which have led to the University being recognised with an HR Excellence in Research Award by the European Commission.

You can find further details of the benefits, services and opportunities we offer can be found in our CAMBens Employee Benefits web pages at <http://www.hr.admin.cam.ac.uk/pay-benefits/cambens-employee-benefits>. A range of information about living and working in Cambridge is also available to you within the University's web pages at <http://www.jobs.cam.ac.uk/> and <http://www.hr.admin.cam.ac.uk/hr-staff/information-staff>.

Equality of Opportunity at the University

We are committed to a proactive approach to equality, which includes supporting and encouraging all under-represented groups, promoting an inclusive culture and valuing diversity. We make selection decisions based on personal merit and an objective assessment against the criteria required for the post. We do not treat job applicants or members of staff less favourably than one another on the grounds of sex (including gender reassignment), marital or parental status, race, ethnic or national origin, colour, disability (including HIV status), sexual orientation, religion, age or socio-economic factors.

We have various diversity networks to help us progress equality; these include the Women's Staff Network, the Disabled Staff Network, the Black and Minority Ethnic Staff Network and the Lesbian, Gay, Bisexual and Transgender Staff Network. In addition, we were ranked in the top 100 employers for lesbian, gay and bisexual (LGB) staff in Stonewall's Workplace Equality Index 2013 and we hold an Athena SWAN silver award at organisation level for promoting women in Science, Technology, Engineering and Medicine.

We are supportive of staff with caring responsibilities, such as through our flexible working, career break and returning carers schemes. We encourage individuals to include details of any breaks in employment due to caring responsibilities in applications for employment so that these can be taken into consideration in assessments made, where appropriate.

Information if you have a Disability

The University welcomes applications from individuals with disabilities and we are committed to ensuring fair treatment throughout the recruitment process. We will make adjustments to enable applicants to compete to the best of their ability wherever it is reasonable to do so, and, if successful, to assist them during their employment. Information for disabled applicants is available at <http://www.admin.cam.ac.uk/offices/hr/staff/disabled/>.

We encourage you to declare any disability that you may have, and any reasonable adjustments that you may require, in the section provided for this purpose in the application form. This will enable us to accommodate your needs throughout the process as required. However, applicants and employees may declare a disability at any time.

If you wish to discuss any special arrangements connected with a disability, please contact, Pauline Mason, who is responsible for recruitment to this position, on 01223 767613 or by email on pam26@cam.ac.uk. Alternatively, you may contact the HR Business Manager responsible for the department you are applying to via hrenquiries@admin.cam.ac.uk.