Job title | University Lecturer in the Eastern Islamic World and Persian-speaking Lands  
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Grade | Grade 9  
Salary range | £39,992 - £50,618  
Staff Group | Academic  
Department / Institution | Faculty of Asian and Middle Eastern Studies  

Role Summary

The Department of Middle Eastern Studies wishes to appoint to a University Lectureship in the Eastern Islamic World and Persian-speaking Lands from 1 September 2018. We are seeking an individual with a rising academic trajectory and a record of research publications commensurate with their level of experience who will become a key player in the consolidation of our Persian and Middle Eastern Studies research clusters.

The post-holder will specialise in an aspect of the history of the eastern Islamic lands, medieval or modern, or in a related field, including but not limited to political or social science. The appointee will be expected to teach and examine undergraduate students and be able to contribute to a broad chronological range of papers looking at the Persianate world up to the modern era. They will further be expected to supervise and examine MPhil and PhD students in areas related to their research. The person appointed will be required to take on administrative duties within the Department and the Faculty of Asian and Middle Eastern Studies.

Applicants should hold a PhD degree.

Further information about the Department is available on our website: [http://www.ames.cam.ac.uk](http://www.ames.cam.ac.uk).

Key Responsibilities

1. **Research.** To contribute to the outstanding research culture of the Department with scholarship on the eastern Islamic lands and the Persianate world, in the form of publications, and the development of collaborative research projects and applications for external funding, working with colleagues in FAMES, the broader university, and externally.

2. **Graduate Teaching.** To attract and supervise high quality doctoral students, and act as advisor to PhD students in the Department who are working with other supervisors. To participate annually in the development, administration, teaching and examining of the Middle Eastern Studies MPhil programme. (This may include setting and marking written exercises, taken in Lent Term, as well as assessing MPhil dissertations in September). The successful candidate will supervise MPhil students as required.

3. **Undergraduate Teaching.** To teach and contribute to relevant papers in the undergraduate Tripos. This may include sections on the Persianate lands in first year survey papers, sections in second year papers on the Formation of Islam and the Formation of the Middle East, sections in Persian literature papers in the second and fourth year, and the offer of a special subject option in the fourth year. In any given year, there will usually be an additional requirement to provide supervision for undergraduate dissertations on topics in the postholder’s area.
4. **Tripos Examining.** To take part in Tripos examining at all levels, including the setting and marking of papers, and the marking of undergraduate dissertations. Tripos examinations are double-marked, and it would therefore be highly desirable for the appointee to be able to contribute to marking in another Middle Eastern Studies subject area, if possible.

5. To attend and participate in Departmental and Faculty meetings and to be involved in departmental administration at a level commensurate with career stage.

6. Other duties as required by the Head of Department.

7. The successful candidate may also be asked to offer college supervisions (one-to-one teaching) of students on their courses, for additional remuneration, in addition to their University duties.

**Person Profile**

We are seeking individuals of outstanding academic potential who have shown originality in their research, have a publication record commensurate with their level of experience, and can demonstrate their commitment to teaching at all levels and their ability to participate in and contribute to faculty and department life.

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<tr>
<th>Education &amp; qualifications</th>
<th>Essential</th>
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<tr>
<td>A good first degree and a doctorate in a relevant subject area.</td>
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<tr>
<th>Specialist knowledge &amp; skills</th>
<th>Essential</th>
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<tr>
<td>Developing record of research publications such as peer-reviewed journal contributions, books, and participation in scholarly activity commensurate with stage of career.</td>
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<td>Excellent command of Persian and of the source material in the relevant languages.</td>
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<td>Evidence of the ability or potential to teach effectively at undergraduate and graduate level, and to play an effective role in the life and work of the Faculty as a whole.</td>
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<td><strong>Desirable</strong></td>
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<td>Knowledge of Arabic or another regional language would be an advantage.</td>
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<td>Evidence of potential to attract external research funding</td>
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<th>Interpersonal &amp; communication skills</th>
<th>Essential</th>
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<tr>
<td>The ability to work as part of a team.</td>
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<td><strong>Desirable</strong></td>
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<td>An interest in public engagement and outreach.</td>
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<th>Relevant experience</th>
<th>Desirable</th>
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<td>Experience of, and/or aptitude for organising and participating in collaborative teaching and research.</td>
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Terms and Conditions

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<tr>
<th>Location</th>
<th>Faculty of Asian and Middle Eastern Studies</th>
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<tr>
<td>Working pattern</td>
<td>Full-Time</td>
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<tr>
<td>Hours of work</td>
<td>There are no formal conditions relating to hours and times of work but you are expected to work such hours and days as are reasonably necessary for the proper performance of your duties. Your times of work should be agreed between you and your head of institution.</td>
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<tr>
<td>Length of appointment</td>
<td>Permanent</td>
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<tr>
<td>Probation period</td>
<td>5 years</td>
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<tr>
<td>Annual leave</td>
<td>Subject to compliance with the Statutes and Ordinances relating to leave, full time officers are entitled in any holiday year to take a maximum of 5.6 weeks annual paid holiday. These periods are inclusive of public holidays that fall outside Full Term.</td>
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<tr>
<td>Pension eligibility</td>
<td>Universities Superannuation Scheme (USS) Pension scheme details, including 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: <a href="http://www.pensions.admin.cam.ac.uk/">http://www.pensions.admin.cam.ac.uk/</a></td>
</tr>
<tr>
<td>Retirement age</td>
<td>For established academic and academic-related staff, the University operates a retirement age which is at the end of the academical year in which the University officer reaches the age of 67.</td>
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Screening 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/).
Application Process

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 the following documents to your online application:

- a covering letter;
- your Curriculum Vitae, including a full list of publications;
- a document describing your main teaching and research interests, an indication of future research plans and the teaching you would hope to offer if appointed to the post.

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 **midnight GMT on 17 December 2017**. Two references are required. Referees will be contacted directly.

Enquiries concerning academic matters may be made to Professor Amira K. Bennison (amira.bennison@ames.cam.ac.uk) Enquiries concerning the appointments procedure and related matters may be made to the Faculty Administrator at administrator@ames.cam.ac.uk (01223 335107).

Selection Procedure

Shortlisting will take place in December and the interviews will be held on 31 January and 1 February 2018.

The interview process will be conducted over two days and will include the following elements.

(i) candidates will be invited to an informal meeting of no more than 30 minutes duration with Professor Bennison, the Head of Department and another senior member of staff.
(ii) Candidates will be asked to deliver a sample class of no more than 30 minutes duration to a group of undergraduates.
(iii) Candidates will be asked to give a 30-minute presentation on their research to members of the Appointments Committee and other senior and junior members of the Department and Faculty; 
(iv) Candidates will be given a formal interview with the Faculty Appointments Committee.

Full details of this part of the selection process will be sent to short-listed candidates.

General Information

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 [http://www.cam.ac.uk/univ/works/index.html](http://www.cam.ac.uk/univ/works/index.html) which we hope you will find helpful.

**Department of Middle Eastern Studies**

The Department of Middle Eastern Studies offers teaching in Arabic, Persian, Hebrew. Students may combine one of these languages with Hindi (Year 1 and 4) or Sanskrit (Year 4). The Department currently includes the following posts in the field of Middle Eastern History and culture. The His Majesty the Sultan Qaboos bin Sa’id Professorship of Modern Arabic Studies, a Professorship in the History and Culture of the Maghrib, a Readership in Classical Arabic Studies, and a Lecturer in Middle Eastern Anthropology. History and culture courses may be taken by all students in the Department regardless of their language choices. In the field of Persian there is currently a Professorship in Persian History, whose holder is due to retire and whom the new post-holder will replace, the Soudavar Senior Lecturer in Persian Literature and a Teaching Associate in Persian language. The Department also has postholders in modern Arabic literature, modern Hebrew literature, medieval and biblical Hebrew and a Regius Professor of Hebrew who specialises in Semitic Linguistics. In addition, the Department has a number of post-doctoral fellows including one specialising in the Persianate world with a focus on north India. In the wider university, there is a Lecturer in Modern Middle Eastern History and a Lecturer in Ottoman Studies in the History Faculty with whom the Department has good links, as well as connections to the Islamic Studies team in Divinity and Middle Eastern specialists in Anthropology and Political Science.

The Department currently admits about 25 students per year to study Arabic, Hebrew or Persian, often in combination with a modern European language. The Cambridge Middle Eastern Studies course is based on the principles that students must acquire a good knowledge of a Middle Eastern language to fully engage with the region’s history and culture and also that understanding the present requires engagement with the region’s history. The AMES course (Tripos) is spread over four years, with the third year spent abroad in the country or countries of the language(s) being studied. During the first year, Part IA, students engage in intensive language learning and take 1 or 2 papers introducing them to the pre-modern and modern Middle East respectively. In their second year, Part IB, students take 1 core paper in their chosen language(s) and choose from a selection of other papers in the literature, history and anthropology of the region. During their Year Abroad they enhance their spoken language skills and commence research for their final year dissertation. In their final year, Part II, students take 1 core paper in their chosen language(s) and then select from a range of more thematic papers informed by the research specialisms of academic staff.

The Department also admits some 5 to 10 graduates students each year for study on its MPhil and PhD programmes and envisages expansion in this area. It is part of the Department’s strategic plan to consolidate its research clusters in Persian Studies and Middle Eastern history and the appointee will have an important role to play in this.

Further information on the Department is available on the Department’s website: [http://www.ames.cam.ac.uk/undergraduate/middle-east](http://www.ames.cam.ac.uk/undergraduate/middle-east) and [http://www.ames.cam.ac.uk/postgraduate/mes](http://www.ames.cam.ac.uk/postgraduate/mes).

**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. If you will be relocating to Cambridge on a centrally funded appointment of two years or more, you may be eligible for our relocation expenses scheme. The University Accommodation Service (http://www.accommodation.cam.ac.uk/) will also be available to help you find suitable rented accommodation and to provide advice on renting arrangements and local facilities, if required. In addition, certain academic and academic-related appointments are eligible for the Shared Equity Scheme which offers financial assistance with the purchase of living accommodation.

- **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](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/](http://www.jobs.cam.ac.uk/) and [http://www.hr.admin.cam.ac.uk/hr-staff-information-staff](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 prefer to discuss any special arrangements connected with a disability, please contact Mrs Nadya Mullen, who is responsible for recruitment to this position, on 01223 335107 or by email on administrator@ames.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.