JOB TITLE: RESEARCH ASSISTANT/ASSOCIATE IN THE ORGANISATIONAL IMPLICATIONS OF NEW TECHNOLOGY, CIHRM (FIXED TERM)

REPORTS TO: PRINCIPAL INVESTIGATOR

Background

The Centre for International Human Resource Management (CIHRM) at Cambridge Judge Business School, University of Cambridge, acts as a platform for research and engagement with organisations, academia and policy in the UK and across the world. Its primary focus is to understand, promote, and engage with people who are focused on improving the effectiveness of their organisation, their team, or themselves.

The Research Associate will play a key role in the Next Generation Converged Digital Infrastructure project funded by the Engineering and Physical Sciences Research Council (EPSRC) and BT, and is a collaborative partnership with the Universities of Lancaster, Bristol, Surrey and Cambridge.

Organisations are undergoing a radical transformation as new technologies, particularly the development of genuine autonomic networks, shift the nature of work and of workers and pose major questions for the sustainability of the infrastructure, the management of change in the service offering and the importance of the human-cognitive element in sustainability.

The Research Associate will focus on three cardinal capabilities that provide the fundamental architecture for sustainability within organisations.

These are:

- to determine how the autonomic system interacts with human decision-making in governance and risk management to ensure the sustainability of the organisation and its ecosystem
- to determine how the autonomic system influences, and is influenced by, the service offering of the organisation
- to determine how the cognitive and motivational processes of employees influence their interaction with the autonomic system to deliver sustainable operations
- to show how changes in policies on governance/risk and service offering result in appropriate autonomic adaption which delivers these policies, and is able to model/predict any limitations present in the infrastructure
- to show how the autonomic system can inform the human world so that decisions on governance, risk management, and service offerings can be supported
- to show how the autonomic system and the workforce interact, particularly regarding the cognitive and motivational aspects of employee behaviour.
The role

**Main responsibilities**

**Research**

- Working with BT and other industry partners to define use cases and requirements for autonomies and asset management.
- Showing how changes in policies on governance/risk and service offering result in appropriate autonomic adaption which delivers these policies, and is able to model/predict any limitations present in the infrastructure.
- Showing how the autonomic system can inform the human world so that decisions on governance, risk management, and service offerings can be supported.
- Showing how the autonomic system and the workforce interact, particularly regarding the cognitive and motivational aspects of employee behaviour.
- Working on publications and presentations.

**Liaison and networking**

- Liaising with colleagues and funding sponsors on routine matters.
- Making internal and external contacts to develop knowledge and understanding and to form relationships for future collaboration.
- Building internal and external contacts and participate in networks for the exchange of information and to form relationships for future collaboration.

**Planning and organising**

- Contributing to project management and associated tasks.
- Planning own day-to-day research activity within the framework of the agreed programme.
- Co-ordinating own work with that of others to avoid conflict or duplication of effort.
- Contributing to the planning of research projects.

**The person**

The ideal candidate should have the following qualities, skills and attributes. You are asked to provide a CV and a covering letter demonstrating how your own experience meets these requirements. In addition, you are encouraged to explain your own research interests.

- Applicants must have (or be close to obtaining) a PhD in organisational behaviour, psychology, engineering, computer science, or relevant discipline.
- The researcher’s expertise includes knowledge of organisational design, culture, employee cognition and motivation, and new technology. Appreciation and knowledge of the challenges in telecommunication networks is desirable.
- Applicants must have very good communication and writing skills.
• Experience relevant to developing case material, qualitative analysis, work in AI and machine learning and their organisational implications is also a requirement for this post.

Benefits

The salary will be in the range £29,515-£39,609 per annum. Our preference is to appoint someone with a PhD in hand, but successful candidates at Research Associate level who have not been awarded their PhD by the appointment date will be under-appointed as a Research Assistant (Grade 5) employed on a salary of £29,515 per annum. Upon award of the PhD the individual will be promoted to Research Associate (Grade 7).

This is a fixed term appointment for two years in the first instance, which will include a six-month probationary period. Holiday entitlement is 33 days per annum plus eight days of public holidays.

The full incremental salary range for the position is advertised in order to demonstrate the progression for the Grade. In the majority of cases appointments will be made at the Grade minimum; only in very specific exceptional circumstances can a higher salary be offered.

The University of Cambridge comprises more than 150 departments, faculties, schools and other institutions, plus a central administration and 31 independent and autonomous Colleges. It is one of the world’s oldest and most successful Universities, with an outstanding reputation for academic achievement and research.

With excellent benefits, extensive learning opportunities and a stimulating and attractive environment, the University of Cambridge is a great place to work. Our employees are eligible for a wide range of competitive benefits and services. We give them access to numerous discounts on shopping, health care, financial services and public transport. We also offer final salary pensions and tax-efficient bicycle and car lease schemes.

We have two nurseries and a holiday play scheme to help support those with childcare responsibilities and we offer various types of family-friendly leave to aid employees’ work-life balance. In addition we operate a number of initiatives to promote career development, health and well-being.

Further details can be found at www.admin.cam.ac.uk/offices/hr/staff/benefits. There is also a range of information about living and working in Cambridge at www.jobs.cam.ac.uk.

Application arrangements

To submit an application for this vacancy, please search for this position on the University's Job Opportunities website at www.jobs.cam.ac.uk and click on the "Apply online" button at the bottom of the relevant job description. 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.

The closing date for applications is 22 January 2019. We anticipate that interviews will be held in late January or early February, and can confirm closer to the time.

Applicants are required to provide details of two referees. These will not be contacted unless the applicant is shortlisted.
Applicants who do not hear from us within six weeks of the above date should assume they have not been shortlisted.

Equality of opportunity at the University

The University of Cambridge is committed to a proactive approach to equality, which supports and encourages all under-represented groups, promotes an inclusive culture and values diversity. Entry into employment with the University is determined by personal merit and by the application of criteria required for the post. No applicant for an appointment or member of staff will be treated less favourably than 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.

The University has various diversity networks which help it to 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, the University was ranked in the top 100 employers for lesbian, gay and bisexual (LGB) staff in Stonewall’s Workplace Equality Index 2011.

Information if you have a disability

The University welcomes applications from individuals with disabilities and is committed to ensuring fair treatment throughout the recruitment process. Adjustments will be made, wherever reasonable to do so, to enable applicants to compete to the best of their ability and, if successful, to assist them during their employment.

We encourage applicants to declare their disabilities in order that any special arrangements, particularly for the selection process, can be accommodated. Applicants or employees can declare a disability at any time.

Applicants wishing to discuss any special arrangements connected with their disability can, at any point in the recruitment process, contact, a member of Cambridge Judge Business School’s HR team who are responsible for recruitment to this position, on (01223) 768497 or by email on hr@jbs.cam.ac.uk. Alternatively, applicants can contact the HR Business Manager responsible for the department they are applying to via hrenquiries@admin.cam.ac.uk.