JOB TITLE: REGULATORY RESEARCH ASSOCIATE, CAMBRIDGE CENTRE FOR ALTERNATIVE FINANCE (FIXED TERM)

REPORTS TO: EXECUTIVE DIRECTOR OF CAMBRIDGE CENTRE FOR ALTERNATIVE FINANCE

Background

The Cambridge Centre for Alternative Finance (CCAF) is an international and interdisciplinary research Centre based at Cambridge Judge Business School (CJBS), University of Cambridge. It is dedicated to the study of the innovative instruments, channels and systems emerging outside of the traditional finance. This includes, among others, crowdfunding, marketplace lending, alternative credit and investment analytics, alternative payment systems, cryptocurrencies, distribute ledger technology (e.g. blockchain) as well as related regulations and regulatory innovations (e.g. sandbox and regtech), collection, analysis and some interpretation.

The role

Main responsibilities

The purpose of this role is to support and maintain the University’s national and international reputation for excellence in teaching and research. Contribution to excellence in research will be as a member of the research team carrying out research under the direction of a principle investigator.

Research

• Undertake and publish research which advances global understanding of how to design and regulate alternative finance/technology-enabled financial innovation.
• Develop research objectives and proposals for own or joint research.
• Conduct individual and collaborative research projects.
• Assist in the preparation of proposals and applications to external bodies e.g. for funding or contractual purposes.
• Publish externally on select regulatory topics to inform the global regulatory community, and our overall learning agenda.
• Write and produce analyses which advance the world’s understanding of how to design and regulate technology-enabled financial innovation.
• Research areas include identifying regulatory interventions which mitigate the risk of consumer protection and fraud abuse while enabling technology-enabled financial innovation.
• Identify how rigorous data can be leveraged to shape policies and regulations for technology-enabled financial innovation.

Regulatory innovation and learning

• Examine the appropriateness and effectiveness of regulatory innovation initiatives in the region, such as regulatory sandboxes, innovation offices and regtech.
• Provide evidence-based recommendations for policymakers and regulators seeking to develop an appropriate and fit-for-purpose regulatory framework for fintech in the region.
• Provide input on the regulatory barriers to fintech in specific markets.

Teaching and learning support

• Develop and deliver training and education programmes, both online and offline, on the subject of the regulation of technology-enabled financial innovation, in order to support regulatory capacity building in this field.
• May assist in the supervision of student projects.
• May assist in the development of student research skills.
• May plan and deliver seminars relating to research area.
• Teach on the subject of financial innovation.
• Deliver workshops and teaching on the subject of the regulation of technology-enabled financial innovation.

Liaising and networking

• Build internal and external contacts and participate in networks for the exchange of information and to form relationships for future collaboration.
• Publicly represent CCAF in international fora and among key partners, including Central Bank officials, regulators, government departments domestically and internationally, universities, think tanks, grantees, donors, international standard setting bodies, and commercial providers.
• Support the development of the CCAF's programmes, networks and outputs. This includes developing strong stakeholder relationships and identifying and supporting the development of further funded initiatives.
• Consult with stakeholders to maximise the impact of projects and ensure optimal learning.
• Partner with external stakeholders to develop and promote frontier ideas on policy and regulatory topics.

Planning and organising

• Plan the use of research resources, laboratories and workshops as appropriate.
• Plan and manage own research activity in collaboration with others.
• Contribute to planning of joint research projects led by principle investigator.
• Brief other CCAF staff on innovation issues in relation to international engagement, fintech, financial regulation and financial inclusion.
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:

- Advanced degree in law, economics, political science, public policy, management, or related field 
  strongly preferred.
- Significant relevant work experience in public policy and/or regulatory affairs. Significant experience 
  and track record with regulatory authorities, decision makers and/or private sector strongly 
  preferred.
- Significant experience in finance, ideally in the context of policy or regulation.
- Deep expertise in regulatory and policy analysis.
- Research experience with sufficient knowledge in the discipline and of research methods and 
  techniques.
- Demonstratable track record in conducting and delivering regulatory research of interest to 
  regulators and policymakers, and in engaging with policymakers and regulators, ideally at the 
  international level
- Extensive experience in the regulation of alternative finance/fintech, with knowledge and skills 
  obtained through direct experience of working with/for a financial regulator, central bank or other 
  relevant authority in the region a strong advantage.
- Driven and committed, demonstrating initiative and self-motivation.
- Good time management and planning skills with a commitment to delivery.
- Knowledge and understanding of financial innovation and regulation: excellent understanding of 
  the interplay between financial regulation, innovation, competition and consumer protection.
- Ability to organise/prioritise work and meet deadlines within a fast paced environment with multiple 
  and competing demands.
- Proven ability to identify and manage stakeholders needs.
- Excellent communication and presentation skills.
- Ability to build rapport, trust and quickly establish credibility.
- Ability to flex style to deliver results.

Benefits

This is a full-time position working 37 hours per week. There will be a three-month probationary period.
Holiday entitlement is 33 days per annum plus eight days of public holidays. The salary will be in the 
range £32,816-£40,322 per annum.

This is a fixed term post for one year.

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 11 December 2020. The interviews are scheduled to take place on 17 and 18 December.

Applicants are required to provide details of two referees. These will not be contacted unless the applicant is 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 2013.

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) 339637 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.