

**JOB TITLE: RESEARCH ASSOCIATE FOR THE CENTRE FOR ALTERNATIVE FINANCE  
(FIXED TERM, PART TIME)**

**REPORTS TO: LEAD IN GLOBAL BENCHMARKING**

#### Background

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Cambridge Judge Business School (CJBS) is a world-class business school at the heart of the University of Cambridge. The Business School offers predominantly postgraduate degrees in management, finance, technology policy, and its full-time MBA programme is highly ranked in the world by the *Financial Times*.

Established in January 2015, the Cambridge Centre for Alternative Finance (CCAF) is an international and interdisciplinary research centre dedicated 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 (eg block chain) as well as related regulations and regulatory innovations (eg sandbox and regtech).

The purpose of the CCAF is to provide academic thought leadership, evidence-based policy output and industry practice insights to improve global business practice in all aspects of finance. In addition to the focus on research and its dissemination to academics, businesses and policymakers, the Centre has a teaching agenda, delivering executive education courses, developing teaching material, both traditional and online, and developing lecture courses for the MBA and other Business School programmes, as well as for programmes elsewhere in the University.

#### The role

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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 in the support provided in the delivery of the Centre's flagship Global Alternative Finance Benchmarking Research programme. The benchmarking agenda includes close and large-scale collaboration with over 30 academic partners and institutions around the world. The role holder will be carrying out research under the direction of a principle investigator and the Lead in Global Benchmarking to include data stream aggregation, analysis, interpretation, and outreach. Additionally, the role holder will participate in the overall contribution of the Centre as appropriate.

#### **Main responsibilities**

##### Research

- Develop and implement CCAF's Global Alternative Finance Benchmark programme, in particular region specific (ie Regional Deep-dive studies) or vertical specific (ie small and medium sized

enterprises (SME) Access to Finance) research programmes run adjacent to the Benchmarking module.

- Contribute to the development of a global alternative finance industry database, identifying appropriate fintech firms for inclusion in research and qualifying their appropriateness for inclusion in the research programme.
- Manage and conduct field research and data collection, in particular survey-based panel data. Work alongside the project lead (PL) to create question-set and test appropriateness of survey.
- Develop a sound and transparent methodology to process, standardise and analyse data.
- Contribute and lead on analysis to sanitise and validate data collected, and contribute to the analytic plan and assist in identifying new streams of analysis. Role holder will have opportunity to take lead on key longitudinal analysis protocols based on existing and tested CCAF methodologies, and will have opportunity to introduce new lines of analysis or thinking, if applicable.
- Stay abreast of current events as related to alternative finance practitioners, to apply towards analysis or research streams. Critically evaluate and synthesise relevant studies on alternative finance.
- Assist in the preparation of proposals and applications to external bodies eg for funding or contractual purposes.
- Develop research objectives and proposals for own or joint research.
- Conduct individual and collaborative research projects.
- Write up research work for presentation at conferences or exhibiting work in other appropriate events.
- Continually update knowledge and understanding in field or specialism.
- Manage own research and administrative activities.
- Write and produce analyses which advance the world's understanding of how to develop and manage technology-enabled financial innovation.

#### Teaching and learning support

- 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.
- Deliver workshops and teaching on the subject of technology-enabled financial innovation.
- May assist with teaching and supporting the CCAF's capacity building and education programmes.

#### Liaising and networking

- Liaise with colleagues and students.
- Collaborate actively within and outside the Institution to complete research projects and advance thinking.
- Build internal and external contacts and participate in networks for the exchange of information and the forming of relationships for future collaboration.

- Publicly represent CCAF in international forum 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.
- Play an active role in disseminating project findings to government/regulators/policy-makers, corporates, multi-national institutions, academic partners and industry partners at a global level.
- 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 and manage own research activity in collaboration with others.
- Financial planning and forecast in the context of early-stage product development.
- Contributing to the planning and execution of related research projects.
- Co-ordinate own work with that of others to avoid conflict or duplication of effort.
- Brief other CCAF staff on innovation issues in relation to fintech and financial inclusion.

### The person

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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:

- Masters or doctoral degree in economics, finance, engineering, political science, public policy, management, or fintech related field strongly preferred.
- Breadth/depth of specialist knowledge in several alternative finance verticals, such as digital capital raising (equity crowdfunding), digital lending (peer-to-peer (P2P)/marketplace lending), digital payments, cryptocurrencies/distributed ledger technology (DLT), and/or regtech.
- Proven track-record of research experience in both qualitative and quantitative research methods and techniques.
- Strong comprehension of innovation in financial services markets globally.
- Knowledge of statistical software (eg SPSS, SASS).
- Driven and committed, demonstrating initiative and self-motivation.
- Good time management and planning skills with a commitment to delivery.
- 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.
- Outstanding leadership skills and proven experience of working in a team.
- Ability to build rapport, trust and quickly establish credibility with external stakeholders.
- Ability to analyse complex issues and deliver solutions.
- Strong English writing and communications.

## Benefits

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This is a part time position working 18.5 hours per week. There will be a three-month probationary period. Holiday entitlement is 33 days per annum plus eight days of public holidays for full time employees. The salary will be in the range £32,816-£40,322 per annum for full time employees.

This is a fixed term appointment until 3 March 2022 in the first instance.

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](http://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](http://www.jobs.cam.ac.uk).

## Application arrangements

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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](http://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 27 April 2021.**

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

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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

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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](mailto: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](mailto:hrenquiries@admin.cam.ac.uk).