JOB TITLE: SENIOR RESEARCH ASSOCIATE X TWO (FIXED TERM)

REPORTS TO: PRINCIPAL INVESTIGATOR

Background

The Cambridge Centre for Alternative Finance (CCAF) is an international and interdisciplinary research Centre based at the 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, distributed ledger technology (e.g., blockchain) as well as related regulations and regulatory innovations (e.g., sandbox and regtech).

In addition to its research, the Centre has developed leading initiatives in the regulation of alternative finance, including digital tools and capacity building and education programmes. These focus on providing an evidence-base for policymakers and regulators in order to make more informed decisions on alternative finance/fintech. The Centre works in collaboration with over 150 regulators, central banks, international standard-setting bodies, and other development partners. This includes the UK Financial Conduct Authority, the Inter-American Development Bank, the OECD, the Asian Development Bank Institute, the UK Foreign, Commonwealth and Development Office (FCDO), and the World Bank.

The role

The purpose of this role is to support the University and CCAF’s globally renowned regulatory research agenda on the alternative finance/fintech space, with a particular focus on emerging markets and developing economies. While contribution to excellence in research is a core theme, the role holder will also lead on, contribute to, and support the CCAF’s cross-cutting regulatory initiatives, including digital tools, and capacity building and education programmes. In addition to regulation, these initiatives include the prominent themes of digital financial market infrastructure and regtech and suptech.

The role holder will also have significant managerial responsibility and will lead the Centre’s dedicated regulatory teams and ensure coordination and alignment across its regulatory initiatives.

Main responsibilities

Research

- Develop research objectives, projects and proposals.
- Conduct individual or collaborative research projects which advances global understanding of how to design and regulate alternative finance/technology-enabled financial innovation.
- Identify sources of funding and contribute to the process of securing funds.
• Assist in the preparation of proposals and applications to external bodies eg for funding or contractual purposes.

• Publish externally on select regulatory topics to inform the global regulatory community, and our overall learning agenda. This includes on the CCAF website and through our global network of dissemination channels including knowledge partners such as multilateral development banks.

• Write and produce analyses which advance understanding of how to design and regulate technology-enabled financial innovation.

• Identify, assess and evaluate research outcomes and how data can be leveraged to shape policies and regulations for technology-enabled financial innovation.

Regulatory innovation and learning

• Examine the appropriateness and effectiveness of global regulatory innovation initiatives, such as regulatory sandboxes, innovation offices and regtech/suptech initiatives.

• Provide evidence-based recommendations for policymakers and regulators seeking to develop an appropriate and fit-for-purpose regulatory framework for fintech.

• Provide input on the regulatory barriers to fintech in specific markets.

• Design and deliver capacity building and education programmes on the subject of the regulation of technology-enabled financial innovation.

• Support the development of digital tools which enable the evidence base for regulatory authorities.

Teaching and learning support

• Contribute to the teaching and learning programmes in the department.

Management and stakeholder relations

• Manage the CCAF’s portfolio of regulation related activities, and the teams which sit under this.

• 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 maximize the impact of projects and ensure optimal learning.

• Partner with external stakeholders to develop and promote frontier ideas on policy and regulatory topics.

• Act as a global thought leader on the intersection of regulation and alternative finance.

Planning and organising

• Plan, co-ordinate and implement research programme/s.
• Manage the use of research resources and ensure that effective use is made of them.
• Manage/monitor research budgets.
• Help to plan and implement commercial and consultancy activities.

Managing people

• Manage and mentor colleagues with less experience and advise on personal development.
• Coach and support colleagues in developing their research techniques.
• Carry out appraisals.
• Supervise other researchers.

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:

• Masters or Doctoral degree in economics, finance, engineering, political science, public policy, management, or fintech-related field strongly preferred, or relevant industry experience.
• Significant research experience with sufficient knowledge in the discipline and of research methods and techniques including survey design, quantitative and qualitative analysis and writing for a specialist and general audience.
• Demonstrable 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.
• Demonstrable track record of managing small but dynamic teams across programmatic initiatives.
• 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 authorities a strong advantage.
• Significant experience and track record with regulatory authorities, decision makers and/or private sector strongly preferred.
• Knowledge and understanding of financial innovation and regulation: Excellent understanding of the interplay between financial regulation, innovation, competition and consumer protection.
• Driven and committed, demonstrating initiative and self-motivation.
• Good time management and planning skills with a commitment to delivery.
• Ability to organise and prioritise work and meet deadlines within a fast-paced environment with multiple and competing demands.
• Ability to develop strong links with relevant stakeholders including regulatory authorities, standard-setting bodies, development partners, and other relevant governmental and international bodies.
• Excellent communication and presentation skills, including English language. Additional languages are an advantage.
• Outstanding leadership skills and an ability to flex style to deliver results.
• Prior experience of digital tool development a strong advantage.
Benefits

This is a full-time position working 37 hours per week. There will be a six-month probationary period. Holiday entitlement is 33 days per annum plus eight days of public holidays. The salary will be in the range £42,149 - £53,348 per annum.

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.

This is a fixed term appointment until 31 July 2022 in the first instance.

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 3 November 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

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) 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.