JOB TITLE: CEAM RESEARCH ASSOCIATE IN FINANCE
REPORTS TO: DR ÖĞUZHAN KARAKAŞ, CEAM CO-DIRECTOR

Background
The Centre for Endowment Asset Management (CEAM) is a research and education centre based within Cambridge Judge Business School (CJBS), University of Cambridge. CEAM is dedicated to furthering research and understanding of investment management with a particular focus on responsible investing; corporate governance/voting; long-run risk and return in traditional and alternative asset classes; factor investing and asset allocation; and financial market history.

The role
This role is designed for a post-doctoral researcher, who has been awarded their PhD or has recently submitted their thesis with defence scheduled. The role will sit within the Centre for Endowment Asset Management. The role holder will become a member of the CJBS’ Finance Subject Group and will work closely with the research faculty leading CEAM (Dr Öğuzhan Karakaş, Professor David Chambers, and Professor Elroy Dimson), developing, conducting, and supporting research and data analysis of on-going and/or new research projects.

The role is ideally suited for those wishing to work in empirical finance, particularly in the area of sustainable and responsible investing (SRI), environmental, social and governance (ESG), and corporate voting. The responsibilities of the role will also include presenting research in seminars and workshops, producing working papers to be distributed via SSRN.com and developing research for publication in journals of the highest international standard. There are no teaching obligations for this position, and the candidate will have the opportunity to consolidate their research record. A generous research budget will be provided.

The ideal candidate will be able to demonstrate good technical skills including quantitative empirical finance and financial econometrics, and a strong commitment to research and publications in top refereed academic journals. Good time management and planning skills with a commitment to delivery are a pre-requisite of this role. In addition, the candidate should be an enthusiastic team member who is driven and committed. The role holder is also expected to liaise with colleagues across the Cambridge Finance community, attend regular seminars and build a network of contacts. The role holder may be required to give occasional talks to practitioners on topics relevant to asset management, however, this time commitment is expected to be minimal.

Main responsibilities
Research
• Develop research objectives and proposals for joint and own research.
• Support research projects, from conceptualisation through to publication, including:
Collecting, cleaning and processing data.
Conducting literature review.
Formulating and running econometric analyses.
Suggesting options for improving quality.
Identifying potential problems.
Recommendating and implementing solutions.
Collaborating in the development of new techniques.

- Write up research work for presentation and publication.
- Translate knowledge of advances in the subject areas into research activity.
- Manage own research and administrative activities.
- Assist in the preparation of proposals and applications to external bodies (e.g., for funding or contractual purposes).

**Teaching and Learning support**

- May assist in developing a case study for use with graduate students and executives.
- May plan and deliver teaching seminars relating to research area.

The person

The ideal candidate should have the following qualities, skills and attributes:

- A PhD in finance or have recently submitted their thesis with the defence scheduled.
- Able to demonstrate good technical skills including quantitative empirical finance and financial econometrics.
- Ability to collect and process large datasets efficiently (e.g., technical knowledge and expertise in dealing with big data, and parsing information from various non-standard (web-based) sources).
- An interest to pursue research in one or more of the following core areas: empirical finance, corporate governance, sustainable finance, corporate social responsibility.
- Research experience in one or more of the above-mentioned areas and be able demonstrate sufficient knowledge of the relevant discipline and of research methods and techniques.
- Driven and committed to a career in academia, and the ability to demonstrate initiative, self-motivation and discipline required to achieve this.
- Good time management and planning skills with a commitment to delivery.

Applicants are asked to provide:

- Curriculum vitae.
- Covering letter (the candidate’s covering letter should demonstrate how their own experience meets these requirements, and explain the reason for nominating the two referees the candidate proposes for this application).
- Job market paper (the candidate’s job market paper should preferably be sole-authored – if it is co-authored, this should be explained in the covering letter).
- Two reference letters.
Incomplete applications will not be considered further.

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.

This is a fixed term appointment for two years.

Successful candidates who have not been awarded their PhD by the appointment date will be under-appointed at Research Assistant level (Grade 5, salary range: £27,116 - £31,406). Upon award of the PhD the individual will be promoted to Research Associate (Grade 7, salary range: £33,309 - £40,927).

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. You will need to upload a curriculum vitae, a covering letter explaining your interest in the post, a job market paper and two reference letters.

The closing date for applications is midnight (GMT) on 6 March 2022. Interviews are expected to take place in the week commencing 14 March 2022 (subject to change) and will be carried out virtually in the first instance.

Applicants are required to provide details of two referees. The referees can be contacted any time in the application and recruitment process.

This is a fixed-term appointment for two years. The starting date for the appointment is 11 April 2022, or as soon as practicable thereafter.
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.