Department of Computer Science and Technology

Prof Robert Watson
Chair, Equality, Diversity & Inclusion Committee

Prof Alastair Beresford
Head of Department

Dr Sue Sentance
Academic Chair, Women@CL
Wellbeing Advocate for Research Staff

Department of Computer Science and Technology (continued)

Alicja Zavros
HR Manager

Helen Francis
Research Strategy Manager

Caroline Stewart
Departmental Secretary

Yasir Khan
HR Coordinator

Celia Burns
Faculty Administrator and Coach

Department of Computer Science and Technology (continued)

Anoushka Harit
Chair, Women@CL

Dr Sue Sentance
Academic Chair, Women@CL
Wellbeing Advocate for Research Staff

Carrie Anne Philbin
Deputy Chair, Women@CL

Members of the Research Staff Forum

Sadiq Jaffer (Chair)
Senior Research Associate

Ajay Shankar
Research Associate

Andrew Caines
Senior Research Associate

Davi De Castro Silva
Research Associate

Irmak Dogan
Research Associate

James Sharkey
Senior Research Software Engineer

Cambridge Enterprise

Dr Nathalie Muller
Senior Commercialisation and Outreach Manager

Mahesh Santiapillai
Investment Manager
(Software &DeepTech)

Connor Farrell
Senior Associate

Dr Oleksandra Korychenska
Technology Development
&Project Manager

The Postdoc Academy

Hollie Godden
Community Manager

Shaun Ballisat
Senior Centres Coordinator

An Introduction to the Research Strategy Team

Helen Francis
Research Strategy Manager

UNIVERSITY OF CAMBRIDGE
Department of Computer Science and Technology

Research Strategy Team

Support all aspects of research lifecycle from idea to impact

Helen Francis

Research Strategy Manager
- Research funding
- Industry engagements
- Philanthropic funding
- Research impact
- ***CE Enterprise Champion***

Ben Karniely

Snr Research Strat Coord.
- Supporters' Club and Ring
- Donor Reporting
- Event Organization
- Partner Manager AI4ER

Katherine Leckie

Impact Facilitator
- Research Funding
- Impact
- REF preparation

Rachel Gardner

Communications Manager
- News articles
- Engagement & Outreach
- Social Media
- Website

JungHa Woodward

Kata Szabo

Research Strategy Coordinaors
- Project Coordination
- Event Organisation

Aga Niewiadomska

Outreach Administrator
- Engagement with schools
- Cambridge Festival

When to come and see us?

Here to support you in your research career

Cambridge Ring – Alumni Organisation

Open to anyone who has worked or studied in the Department

- Over 2,000 members on the mailing list
- An online discussion forum with over 1,000 members - The Ring Forum
- A LinkedIn group with 600 members - Cambridge Computer Lab Ring
- Over 365 Hall of Fame companies
- For more information, please visit www.cst.cam.ac.uk/ring

Supporters' Club

Mutually beneficial organisation for members and the Department

- Over 90 member companies ranging from huge multinationals to small start ups
- Small subscription fee
- For Companies
  - Ability to buy stand at Annual Recruitment Fair - **7th & 8th November 2024**
  - Give Tech talks to students
  - Collaborate with researchers
  - Student contact
- For the Department
  - Job opportunities and internships
  - **Collaborate with companies**
  - Events and competitions
  - Support Part 1B projects
- https://www.cst.cam.ac.uk/supporters-club

amazon

J.P.Morgan

NINJA THEORY

Gearset

Ofcom

ENTRUST

UNIVERSITY OF CAMBRIDGE
Department of Computer Science and Technology

Come and speak to us

It’s never too early to engage

- Offering a 15 minute chat for any postdoc this term to explore how we can help you.

- Please contact Katherine Leckie by emailing impact-facilitator@cst.cam.ac.uk to book a slot.

UNIVERSITY OF CAMBRIDGE | Postdoc Academy

Postdoc Academy

Hollie Godden
Community Manager

University of Cambridge Postdoc Academy

Information

Bringing postdocs the information they need, when they need it

Community

A sense of belonging for all postdocs

Professional Development

Helping postdocs to develop for their current role and beyond

Advocacy

Working with the community to solve issues

Information

Find out about events for postdocs, professional opportunities, support and initiatives, and social community activities

- Website and Postdoc Calendar
- Weekly Postdoc Bulletin
- LinkedIn
- Postdoc Information Events
- contact.pda@admin.cam.ac.uk

Community

Meet your peers and cultivate meaningful connections that can span your career

- Community building events and activities, themed on relevant topics
- Working with postdoc societies and groups to support social activities and community endeavours
- Offering hot-desking and event spaces at the Postdoc Centres

Postdoc Centres

Eddington

Hot-desking 7am – 11pm

Sanders Hall capacity 100

Multi-Function Space capacity 40

Mill Lane

Hot-desking 8am – 10pm

Eastwood Room capacity 50

Seminar Room capacity 25

Committee Room capacity 12

Biomedical Campus

Hot-desking 8am – 11pm

Newnham Library capacity 30

Seminar Room capacity 20

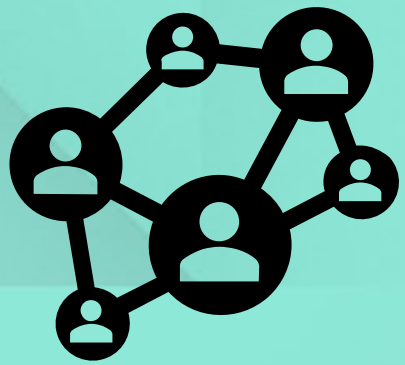
Committee Room capacity 6

Postdoc Academy Professional Development

Workshops & Courses

Leadership
Research project management
Writing fellowship grants
Teamwork and collaboration
Entrepreneurial skills for all

Postdocs 2 Innovators



UK/EU network
For all researchers
Online courses
P2i website and LinkedIn

Mentoring

9-month programme
3 rounds per year
Hand-matched

Advocacy

Understanding the lived experience and being representative of the whole postdoc community

- Working with individuals and groups to understand and address needs

- Representing postdoc voices within the University, nationally and internationally

- Aiming to improve the landscape for current and future postdocs

Quick-Start Guide

These are the best ways to get started and make the most of our services:

1. Register to use a Postdoc Centre
2. Subscribe to the Postdoc Bulletin
3. Check the Postdoc Calendar

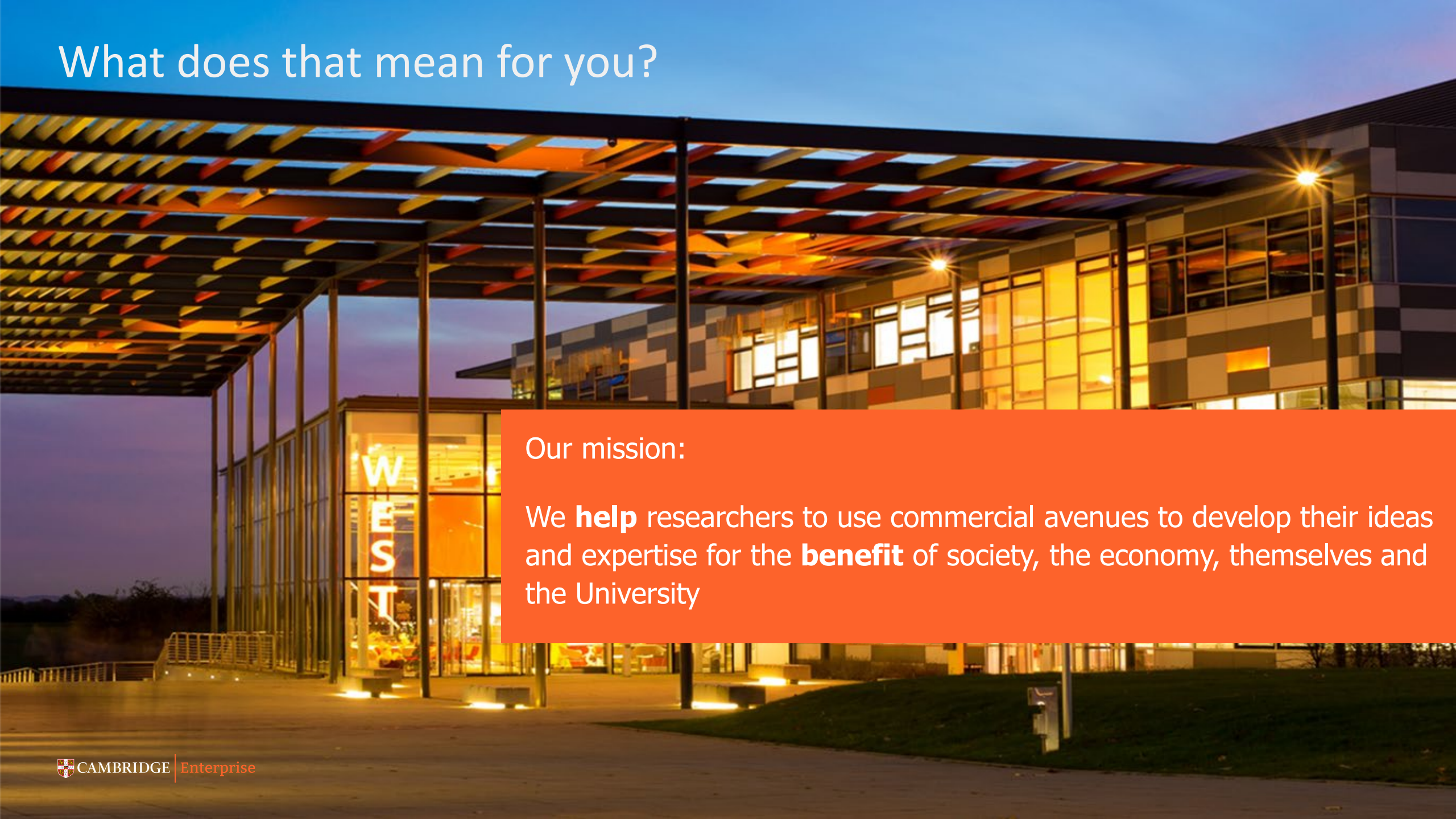
Find your next steps in the guide!

Cambridge Enterprise

Translating University research output into globally significant economic and social impact

CAMBRIDGE | Enterprise

What does that mean for you?



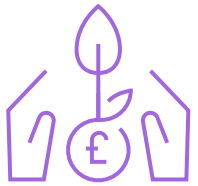
Our mission:

We **help** researchers to use commercial avenues to develop their ideas and expertise for the **benefit** of society, the economy, themselves and the University

CE Resources for researchers

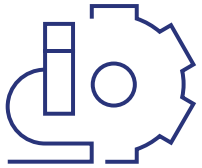
Consultancy services

Technology Development, Protection & Licensing

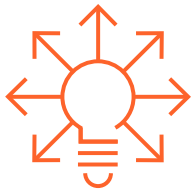


£10m Technology Investment Fund (TIF)

Industry engagement

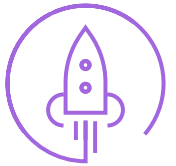


Research tools Licensing



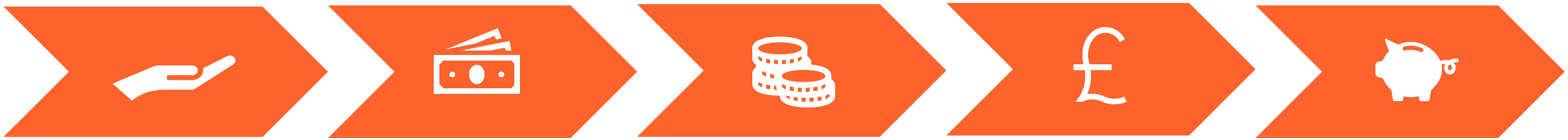
Entrepreneurial eco-system

Founders accelerator programmes & incubator space



Seed investment & support for new companies

Cambridge Enterprise puts effort and money into Cambridge ideas



TIF

University-backed translational grants

Only projects from TT portfolio
Proof-of-concept, market testing

Pathfinder

Up to **£20K** loan

Commercial Strategy, Customer Engagement

Software Prototyping, Field testing

Pre-seed / Founders

Up to **£150K** convertible or equity investment

Opportunity Validation

Matched by external investors

Seed / Follow

Up to **£1m** per investment round

Half available via UCEF (EIS Co-Investment Fund)

External matching funds required

Series A / Growth

CIC and network of co-investors to help raise follow-on growth funding

Ideas to Reality Programme:

A series of workshops designed to provide you with the guidance and tools to translate your ideas, research and expertise into real-world impact.

Find out more and join us there this Autumn.

Creating Impact through Commercialisation

24th September

online

IP & Commercialisation 101

20th October

Biomedical Campus

Venture Creation 101

11th November

Biomedical Campus

Consultancy 101

11th November

Biomedical Campus

Software & Data 101

3rd December

online

CAMBRIDGE | Enterprise

Get in touch!

oleksandra.korychenska@enterprise.cam.ac.uk

£10m TIF

connor.farrell@enterprise.cam.ac.uk

Founders

mahesh.santiapillai@enterprise.cam.ac.uk

Ventures

nathalie.muller@enterprise.cam.ac.uk

TD&L

UNIVERSITY OF CAMBRIDGE
Department of Computer Science and Technology

HR TEAM

Meet Your HR Team

Alicja Zavros
HR Manager

Kate Ellis
HR Coordinator

Helen Milton
HR Coordinator

Yasir Khan
HR Coordinator

HR Resources

Departmental HR Resources:

- Induction guidelines
- HR Policies
- Promotions
- Appraisal
- Conflicts of Interest
- Wellbeing

Website: https://www.cst.cam.ac.uk/local/personnel

University-wide HR Resources:

- University Induction, HR Policies and Benefits, Childcare Office
- Training and Development, Immigration Advice, Grading
- Pay and Benefits, Payslips and Employee Self Service
- Website: https://www.hr.admin.cam.ac.uk/

What the University has to offer

The University's employee benefits package includes:

CAMbens

Financial benefits- CAMbens Discounts, Totum Card, Pensions, Rental Deposit Scheme, Visa Loan Scheme

Travel benefits - CAMbens Cycle to Work, cycle shop discounts, Enterprise Card Car Club, travel to work loan, train and bus discounts.

Health benefits - Discounted private healthcare scheme, salary sacrifice gym membership scheme for gym on West Cambridge site.

Local Benefits - Available from a number of local retailers - just show your University card. Access to the University's Accommodation Office

Details of all staff benefits are listed on the CAMbens website at:

www.hr.admin.cam.ac.uk/pay-benefits/cambens-employee-benefits

Academic Career Pathway (Research) scheme

- Changes to current titles (Grades 9, 11,12) take effect from 1st October 2025
- New roles at Grades 6,8, and 10 will be introduced until 1 October 2026
- New promotion processes for Research staff planned for academic year 2026-27
- Existing promotion processes will remain in place for this academic year

Grade	Current title	New title
5	Research Assistant	Research Assistant (no change)
6	No role at this grade currently	Senior Research Assistant
7	Research Associate	Research Associate (no change)
8	No role at this grade currently	Senior Research Associate
9	Senior Research Associate	Assistant Research Professor
10	No role at this grade currently	Associate Research Professor
11♦	Principal Research Associate	Research Professor (Grade 11)*
12♦	Director of Research	Research Professor (Grade 12)**/***

More info: [Implementation ACP Research Changes]

New Pay Progression Scheme

- Contribution Reward Scheme
  - Annual scheme for Grades 5 to 11
  - Nominations for increment up to 3 spine points, or a single contribution payment up to 3% annual salary
  - Grade 12 staff eligible for Academic Career Pathways

- Launch Date: February 2026 | Effective: August 2026

Contribution Reward Scheme for Researchers

Questions