



DARWIN COLLEGE
CAMBRIDGE

Master

Candidate Pack 2025





Introduction

Darwin is a diverse community of postgraduate students and academics. Our beautiful riverside location is centred around a house formerly owned by the Darwins, which retains the sense of a welcoming family home. It brings together in central Cambridge students from over 80 different countries, providing an informal collegiate environment which facilitates and celebrates research.

Founded in 1964, we were the first exclusively postgraduate College in Cambridge, and the first to admit both women and men. For over 60 years Darwin has offered an egalitarian, inclusive space within which research can flourish. Our members and alumni are at the forefront of innovative responses to global challenges, from the climate crisis to emerging viruses.

With more PhD students than any other Cambridge College, as well as a multidisciplinary community of Fellows and research associates, the College provides unique opportunities for cross-sector collaboration. This is encouraged and supported by a deliberate absence of hierarchy, with students, staff and

Fellows eating and socialising collectively, as well as through longstanding traditions such as lunchtime seminars, at which researchers of all levels have the opportunity to share work in progress in a supportive, informal context.

Darwin is also the home of the Darwin College Lecture Series, which for the past 40 years has been a highlight of the Cambridge intellectual calendar. Eight experts in their field address a shared topic from their differing perspectives over the course of an eight-week term, in a programme which since 1986 has brought Nobel and Booker Prize winners, Archbishops and Astronomers Royal, to a public audience.

Despite its central location and academic impact, Darwin retains a sense of itself as 'Cambridge's best-kept secret'. Its peaceful gardens and informal spaces are home to a College which is intellectually serious yet socially relaxed; which welcomes scholars of all backgrounds to pursue academic excellence and its impact on the wider world.

Our purpose, vision and values

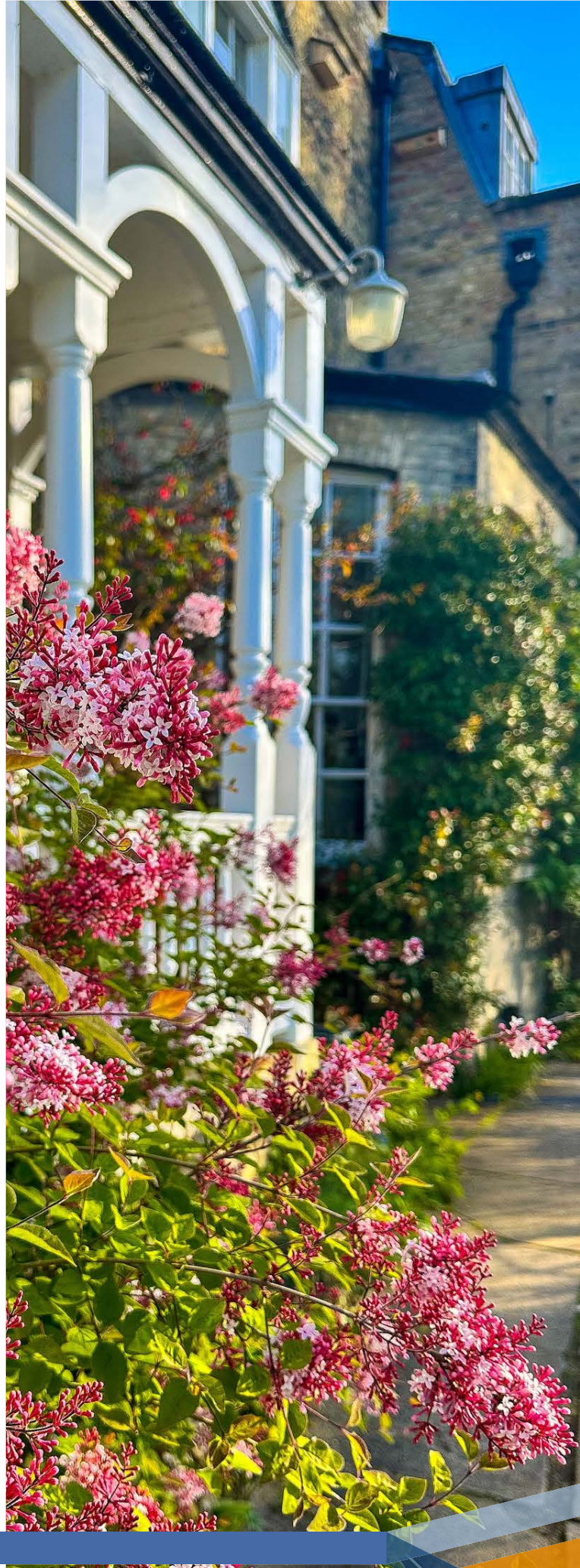
Our purpose is to advance education, learning and research in the University of Cambridge by:

- Promoting and fostering excellence in academic education and learning through providing a community of scholarship for its graduate students.
- Creating and nurturing a vibrant and supportive research community for its Fellows, graduate students, other members, and visitors.
- Maintaining and enhancing the endowment, benefactions, buildings, grounds, and facilities of the College for the continuing benefit of current and future generations of members.

We aspire to be the pre-eminent postgraduate and research-intensive College at the University of Cambridge and, through this, contribute to addressing environmental and societal challenges.

The delivery of this vision is supported by the College's core values:

- We value excellence and intellectual rigour in research, education and learning
- We value diversity and collaboration across academic disciplines, cultural perspectives and personal experiences
- We seek to welcome, inspire and empower all members of our community and those around us
- We are supportive, inclusive, respectful and open in our policies, practices and behaviours
- We are committed to a sustainable future and to contributing to solving global challenges.





What makes Darwin different?

Our community

We are international, interdisciplinary and diverse, with up to 800 postgraduate students in any one year. Our Fellowship numbers up to 70 Official Fellows spanning the arts and humanities, biomedical, physical, natural and social sciences, and technology; around 50 post-doctoral research associates; over 40 staff; and 9000+ alumni living in 127 countries.

Our scholarship

Darwin College is intellectually rigorous and research-intensive. Our Fellowship includes leaders from globally renowned research institutes based in Cambridge, including the British Antarctic Survey, Microsoft Research, Cambridge Zero, the Conservation Research Institute and the Medical Research Council's Laboratory of Molecular Biology.

Our culture

We are egalitarian, inclusive, informal and welcoming. We are a multi-generational extended family, sharing College spaces and facilities with the whole community and with no 'high table' where

Fellows would be segregated. We welcome families, and value the ongoing involvement of our alumni and Emeritus Fellows.

Our Darwin College Student Association (DCSA)

The vibrant self-governing DCSA organises a diverse range of social and welfare events, represents the student voice in College decision making, runs over 30 clubs and societies, and provides excellent peer support to fellow students including various underrepresented groups.



Our Fellows, students and officers play an inclusive role in College governance and decision making. The College has a Governing Body (the ultimate authority in the College) comprising Official and Research Fellows, and a Board of Trustees (College Council). Council is formed of Senior College Officers, elected Fellows and Student Representatives. Various committees, on which there is normally student representation, report to Council. Executive responsibilities rest mainly with the Bursars, Dean and Senior Tutor, Development Director and other senior officers.

Our home and gardens

The College is based in a cluster of former family homes with beautiful informal gardens, alongside the river Cam (with two islands and a punt house), at the heart of the University and adjacent to the city centre. We provide outstanding catering, a diverse range of accommodation and communal spaces for students and claim the best College Bar in

Cambridge. We are open for students and Fellows all year round, and for many of them, the College is their home.

Our commitment to addressing global challenges

The world is facing a growing number of social, economic, political and environmental challenges, which research and academic communities have an opportunity and a responsibility to help address. Our Fellows, students, staff and alumni address major challenges such as inequity, sustainability and health through College-wide activities and their research, education and own actions.

Our name

We are proud of our ongoing association with the extended Darwin family both through our use of their home, which for decades played a central role in the intellectual life of Cambridge, and by carrying their name.





The Role

The Master is expected to provide intellectual and strategic leadership and to engage fully in the activities of the College. The College thus seeks candidates who have a deep understanding of the values and demands of a scholarly environment, demonstrating a commitment to education and research, including an interest in engaging with the sector challenges for research students.

The current duties and responsibilities of the role include, in summary:

1. Leadership

- Requiring a collaborative style, combined with a strategic approach, gravitas and presence
- Including a commitment to securing philanthropic support
- Upholding and promoting diversity, equity and inclusion
- Championing community, and sustainability

2. Chairing

- College Governing Body, Council, and several key committees
- Ad hoc working groups
- Selection panels

3. Facilitation and Support

- Strategic deliberations and planning
- Lecture Series and Seminars
- Governance

4. Management

- Development Director and Registrar
- Liaison with Dean, Bursar and Communications Manager

5. Hosting

- Degree ceremonies
- Formal and informal dinners
- Garden parties

6. University

- Colleges Committee
- Potential for other University roles



emphasis on sustainability, and which will be dependent to an extent on philanthropy. But the Plan is not rigid and there will be an opportunity to update it, to influence and develop it further, whilst continuing to deliver ongoing activity.

The College Trustees and the Governing Body have adopted Environmental Social and Governance (ESG) considerations with respect to investments. The formal duties of the Master, as set out in the College Statutes, include:

- exercising a general superintendence over the affairs and management of the College;
- ensuring that the provisions of the Statutes are observed;
- presiding when present, at all meetings of the Governing Body and of the Council and at all meetings of other bodies or committees of which the Master is a member;
- making any provisions that the Master may deem necessary, in any emergency, to ensure the continued good management of the College, pending a meeting of the Governing Body or the Council.

The College and the University are committed to the pursuit of academic excellence, to equality of opportunity and to a proactive and inclusive approach to equality, which supports and encourages all under-represented groups, promotes an inclusive culture, and values diversity.

The Master oversees the [Strategic Plan 2020-2032](#). The aims and priorities of the Plan are at various stages of implementation. This includes works to the estate, to effect the Site Masterplan, with an





The Person

The Master will be expected to possess a keen and current understanding of the issues facing higher education, particularly graduate education for a strongly international membership.

They must be a skilled Chair, able to ensure that different perspectives are heard and reflected, and to lead discussion to a productive conclusion.

Successful candidates will be scholarly, demonstrating a commitment to education and research, broadly defined, which are at the heart of the College's purpose.

They should also have a demonstrable commitment to sustainability, one of the five key values expressed in the College's Strategic Plan.

The College has increased its fundraising ambitions in recent years and in 2024 launched a campaign to

support the delivery of the Strategic Plan. The Master will be expected to play an active role in securing philanthropic support for the College, which will require building and maintaining relationships with donors, and some international travel.

The Master should possess the appropriate communication skills to participate fully in the academic and social life of the College and the confidence and personality to act as an ambassador for the College both within Cambridge and externally.

The College is a residential academic community and the Master is expected to be Cambridge-based and available for evening and weekend events. A significant amount of the role is conducted outside core working hours.

The term Master has no gendered implications.

Terms

The post is available from 1 October 2026.

The role of the Master is assessed as being at least 80% of a full-time senior University post. This is negotiable to suit the next incumbent and may be tailored to their other commitments, whilst intended to allow for academic work or other activities.

The stipend is set with regard to the base Professorial salary on the University Single Salary Spine, the exact amount being determined by negotiation subject to ratification by the College's Finance Committee. The current postholder is contracted for 80% of FTE.

There is the possibility of membership of the Universities' Superannuation Scheme. There is also an entertainment allowance.

The Master is provided with an office in College together with administrative support. The College has recently taken steps to make provision of accommodation for the Master possible, and this can be discussed with candidates at an appropriate point.

While an appointment of seven years is preferred, the tenure of the Master is determined by College Statutes which accord with University Statutes in requiring College Officers to retire at the end of the academical year (30 September) in which they have attained 69 years of age. If, however, the Master is at least 62 years of age on the date of entering office, provision is made for the elected candidate to remain in post until the end of the academical year in which they attain 70 years of age. The College Statutes are under review in this regard.





How to Apply

The closing date for applications, which should be in the form of a CV and cover letter and sent to darwin@minervasearch.com, is Monday 6 October 2025.

For more information, including how to apply, please visit <https://www.minervasearch.com/current-opportunities/darwin>

To explore the post further or for any queries you may have, please contact darwin@minervasearch.com.

MINERVA

DARWIN COLLEGE
CAMBRIDGE

