



The  
 Fitzwilliam  
 Museum  
 CAMBRIDGE



Supported using public funding by  
**ARTS COUNCIL  
ENGLAND**

# Research Laboratory Technician

**Salary: Grade 6**

£33,951- £39,606

plus 2.5% interim uplift

**Fixed Term contract:**

18 months

**Location:** Hamilton Kerr  
Institute, Cambridge**Responsible to:**

Assistant Research Professor

**Working Hours:**

Full time: Monday to Friday

**Purpose of the role**

The purpose of the role is to deliver in close collaboration with the science team, reliable, high-quality analytical and technical support for both research and external client projects, with a primary focus on scientific imaging, materials analysis and associated documentation and image processing. This includes undertaking routine and specialist analyses including scientific imaging such as MA-XRF, IRR, and microscopy including SEM-EDX, preparing samples for analysis to appropriate standards, processing and documenting results, and contributing to basic technical reporting.

The role also exists to support the smooth and safe functioning of the laboratory environment by assisting with equipment management and maintenance, liaising with service engineers and suppliers as required, and helping to identify and resolve routine technical issues, thereby minimising disruption to research activity.

The role is responsible for the day-to-day technical operation, care, and appropriate use of specialist analytical and sample preparation equipment used in heritage science and technical art historical research. This includes oversight of routine operation, basic troubleshooting, liaison with service engineers, and coordination of servicing and maintenance schedules, but does not include budget ownership.

Key equipment includes:

- Bruker M6 Jetstream M A-XRF
- Optical and digital microscopes (Zeiss, Leica, HIROX) in the microscopy laboratory and studio
- Embedding and polishing equipment for cross-section preparation
- Opus Apollo Infra-Red Reflectography
- SEM-EDS (Quanta-650F). Used externally at Department of Earth Sciences.



## Main duties and responsibilities

<b>1</b>	Undertake analytical examination of cultural heritage materials using established protocols, including MA-XRF analysis, microscopy, and SEM-EDX (in collaboration with partner departments), to support research projects and external client work.
<b>2</b>	Prepare samples taken by conservators to a high technical standard, including embedding, sectioning, and polishing of cross-sections, ensuring reproducibility, documentation, and adherence to laboratory protocols.
<b>3</b>	Process, document, and present analytical data accurately, contributing to short technical reports for straightforward casework and private client projects under the guidance of senior scientific staff.
<b>4</b>	Operate and maintain specialist laboratory equipment on a day-to-day basis, including calibration checks, basic troubleshooting, and liaison with service engineers to minimise downtime and ensure continuity of research activity.
<b>5</b>	Support the safe and effective running of the laboratory, following established health and safety procedures, contributing to risk assessments, and ensuring that equipment and workspaces are used appropriately.
<b>6</b>	Maintain clear analytical records and laboratory documentation, including instrument logs, sample records, and digital data files, ensuring traceability, accessibility, and long-term usability.
<b>7</b>	Contribute to the upkeep of standard operating procedures, updating documentation as protocols evolve and communicating changes to relevant members of the research team.

# Person Specification

Criteria	Essential	Desirable
<b>Qualifications</b>		
Educated to degree level in conservation, heritage science, materials science, or a related scientific discipline relevant to materials analysis, or equivalent practical experience in a technical laboratory role.	✓	
<b>Experience</b>		
Practical experience working in a laboratory or technical environment involving specialist equipment and established operating procedures.	✓	
Experience handling, documenting, and managing analytical data and samples in a structured and traceable manner.	✓	
Experience with preparation of samples for microscopy, including embedding and polishing of cross-sections.	✓	
Experience working with cultural heritage, conservation, or material-based research collections.		✓
<b>Skills</b>		
High level of digital literacy, including confidence working with specialist analytical software, image processing tools, and general data management applications.	✓	
Strong attention to detail, with the ability to work accurately and reproducibly when preparing samples and handling analytical data.	✓	
High degree of precision and accuracy	✓	
Excellent communication skills	✓	
Excellent organisational skills	✓	
Demonstrate advanced knowledge of lab technician work involving a critical understanding of relevant theory and/or principles	✓	
Knowledge of radiation safety principles and experience working with X-ray-based analytical equipment, or willingness to undertake training in this area.	✓	

Ability and willingness to learn new software packages and analytical workflows independently, adapting to evolving technical requirements.		✓
<b>Additional requirements</b>		
Willingness to undertake occasional off-site work, including operation of analytical equipment in partner departments.	✓	
Flexibility to meet deadlines associated with external client work, within agreed working arrangements.	✓	
Willingness to undertake additional training and responsibilities related to laboratory safety and compliance, including radiation protection duties, as required.	✓	

# The Fitzwilliam Museum Working Together Agreement

## Communication and Openness



We communicate with focus and purpose in a range of ways

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We are open and transparent about our work

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We are open to change and growth

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We give and receive feedback with generosity

## Kindness and Support



We celebrate and value diversity

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We are friendly, considerate and kind to each other, in person and in writing

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We go out of our way to help each other

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People are our priority, and we look after each other

## Collaboration



We spend time together face-to-face to build strong relationships

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We respect and trust each other's diverse experience and expertise and make space for collaboration

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We are interested in listening and learning from each other

## Accountability and Responsibility



We strive to be great at what we do

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We set clear work boundaries, negotiate constructively and are accountable for our work and behaviour

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We consider the impact of our actions and decisions

# The Fitzwilliam Museum



The Fitzwilliam Museum was founded in 1816 and opened to the public in 1848. Today, it houses over half a million artworks and objects, spanning over ten thousand years, principally from Europe, North Africa and Asia. The Museum has an international reputation for excellence in research, exhibitions, learning and public engagement. As well as being the principal museum of the University of Cambridge, the Fitzwilliam is one of the largest cultural providers in the region, welcoming over 500,000 visitors a year. It is a member of the University of Cambridge Museums (UCM) consortium, alongside other University museums and the Botanic Garden.

## About the Hamilton Kerr Institute

The Hamilton Kerr Institute (HKI), a department of the Fitzwilliam Museum is one of the world's leading centres for teaching, research and practice in the conservation of easel paintings.

The Institute undertakes the conservation of easel paintings for public and publicly shown collections as well as the Museum. In this environment the Institute aims to educate painting conservators to the highest standard and to contribute to scientific, technical and art historical research. The institute carries a continual programme of inter-disciplinary research in addition to the conservation services and teaching on offer.

# The University

The University of Cambridge is consistently ranked one of the best universities in the world, achieving academic excellence through its Faculties, Departments and other Institutions, together with the 31 Colleges.

The University is renowned for its record of discovery and innovation. It is one of the great institutions, with a regional, national and global reach, attracting the very best and brightest minds. Our staff and students shape the world around us for the better: we attract and partner with like-minded people.

Whether contributing to the development of new anti-cancer drugs, adding to the understanding of how black holes are formed, revolutionising the study of ancient settlements, convening academic expertise to offer solutions to the climate crisis, or analysing public attitudes towards democracy around the world, the University's research is remarkable in its breadth, quality and impact. The University also sits at the heart of Europe's largest technology cluster and has catalysed more than 1,500 high-tech companies. And yet what inspires our 24,000 students and 13,000 staff is not what has already been achieved, but what is possible in the future.

The education and experience of our students, based on a partnership between the University's academic Departments and Faculties and the 31 Colleges, is second to none. Every student is a member of one of the Colleges, each a community of students, academics and staff drawn from across the University's comprehensive range of subject areas.



The University is a self-governing community, with a system for decision-making that provides a high degree of accountability and transparency to its members. Each Department and Faculty is part of one of six academic Schools, but each of them, and each individual academic, has a great deal of autonomy. The Colleges are independent and self-governing, working in a symbiotic relationship with the University.

The University has a number of Institutions that are independent of any Faculty or Department and are not part of the academic Schools. These include the Institute of Continuing Education (which provides high-quality education to adults throughout their lives), the Fitzwilliam Museum, Kettle's Yard (an historic house and gallery that holds important collections of modern art) and the University Library. In addition to their diverse contributions to University and public life, these non-School Institutions are also important centres of teaching and research.

Cambridge University Press & Assessment provides academic publishing, examinations and learning materials worldwide, supporting the dissemination of research, academic development at school and in higher education, and international student mobility. Legally, the Press & Assessment is a department of the University. It provides very important

funds to invest in the academic purposes of the University.

The University has made truly remarkable contributions to the sum of human understanding, with breakthrough ideas and discoveries that have changed the way we understand ourselves, our planet, and the universe around us. Yet the global and national contexts in which it operates are fast-changing and increasingly filled with uncertainty. In a world that is becoming - politically, economically, socially, and technologically - ever more interconnected but even less equal, the University's mission - "to contribute to society through the pursuit of education, learning and research at the highest



# About Us

**The University is one of the world's leading academic centres. It comprises 150 faculties and departments, together with a central administration and other institutions. Our institutions, museums and collections are a world-class resource for researchers, students and members of the public representing one of the country's highest concentrations of internationally important collections.**

The University has an annual income of £2 billion. Research income, won competitively from the UK Research Councils, the European Union (EU), major charities and industry, exceeds £500 million per annum and continues to grow.

The Colleges and the University remain committed to admitting the best students regardless of their background and to investing considerable resources both in widening access and financial support. The 31 Colleges are self-governing, separate legal entities which appoint their own staff. Many academic staff are invited to join a College as a Teaching Fellow, which provides a further social and intellectual dimension. The Colleges admit undergraduate students, provide student accommodation and pastoral support and deliver small group teaching for undergraduates.

The University awards degrees and its faculties and departments provide lectures and seminars for students and determine the syllabi for teaching.

Our instinct for seeking out excellence and setting up enduring and mutually beneficial collaborations has led us to establish strategic partnerships across the globe. Whether it is the successful Cambridge-Africa Programme involving universities in Ghana, Uganda and elsewhere on the African continent; or the close association with the government of India to pursue new research in crop science; or the creation, with Germany's Max Planck Institutes, of a Cambridge-based centre for the study of ethics, human economy and social change – international partnerships are now an inextricable part of the University's make-up.

“Through its outstanding education, research and innovation, the University of Cambridge has made – and continues to make – a lasting contribution to human knowledge and is flourishing. By working at the University of Cambridge, you will be joining a vibrant community of students, scholars and professional services staff committed to supporting and enhancing the University's mission to contribute to society.”

*Professor Deborah Prentice,  
Vice Chancellor 2023*



# Working at the University

**Working at Cambridge you will join a diverse, talented and innovative community, with more than 24,000 students and over 13,000 staff from all walks of life and corners of the world.**

The University continually explores strategies to attract and retain the best people. It is committed to supporting its staff to achieve their best. We are a fair, diverse and inclusive society and we believe our staff are our greatest asset. There is strong commitment to developing institutional leadership and supporting and encouraging staff development at all levels.

The University offers a variety of roles including academic, research, professional, managerial and support roles. We also offer extensive benefits and excellent learning opportunities within a stimulating working environment.

## Equality, Diversity and Inclusion

The University has built its excellence on the diversity of its staff and student community. We aim to be a leader in fostering equality and inclusion, and in promoting respect and a sense of belonging for all. We encourage applications from all sections of society. All appointments are made on the basis of merit. We have an Equal Opportunities Policy, along with a range of diversity groups, including the Women's Staff Network, Race Equality Network and LGBT+ Staff Network. More details are available here: <http://www.equality.admin.cam.ac.uk/>

The University's estate is undergoing the most significant transformation in its history. Cambridge has been able to create a science and technology campus to the west of the city centre, and is expanding further to the north west of Cambridge including investing in affordable homes for University key workers and community facilities. Even with their continued development, the University remains within walking or cycling distance across the campus. The University is a major partner on the Cambridge Biomedical Campus and continues to redevelop its historic city centre sites demonstrating a clear determination to ensure that we can offer the best facilities and opportunities for our staff



The University has a bronze Race Equality Charter award, with a framework for improving the representation, progression and success of minority ethnic staff and students within higher education. Furthermore, the University's silver Athena swan award recognises and celebrates good practice in recruiting, retaining and promoting gender equality.

# Living in Cambridge

Cambridge is rich in cultural diversity. From beautiful University and College buildings, museums and art galleries, quaint gardens and punts on the River Cam, to a vibrant restaurant and café scene, our employees are surrounded by the wonderful features of this unique city.

You can find a wide-range of high street shops and 3 shopping centres, with independent alternatives at the historic market and nestled within the passageways in the city centre. You will find a cinema, bowling alley, a nightclub and various live performances at the Cambridge Leisure Park, with further entertainment options at the Corn Exchange, Arts Theatre and the ADC Theatre. Further information can be found on the Visit Cambridge website.

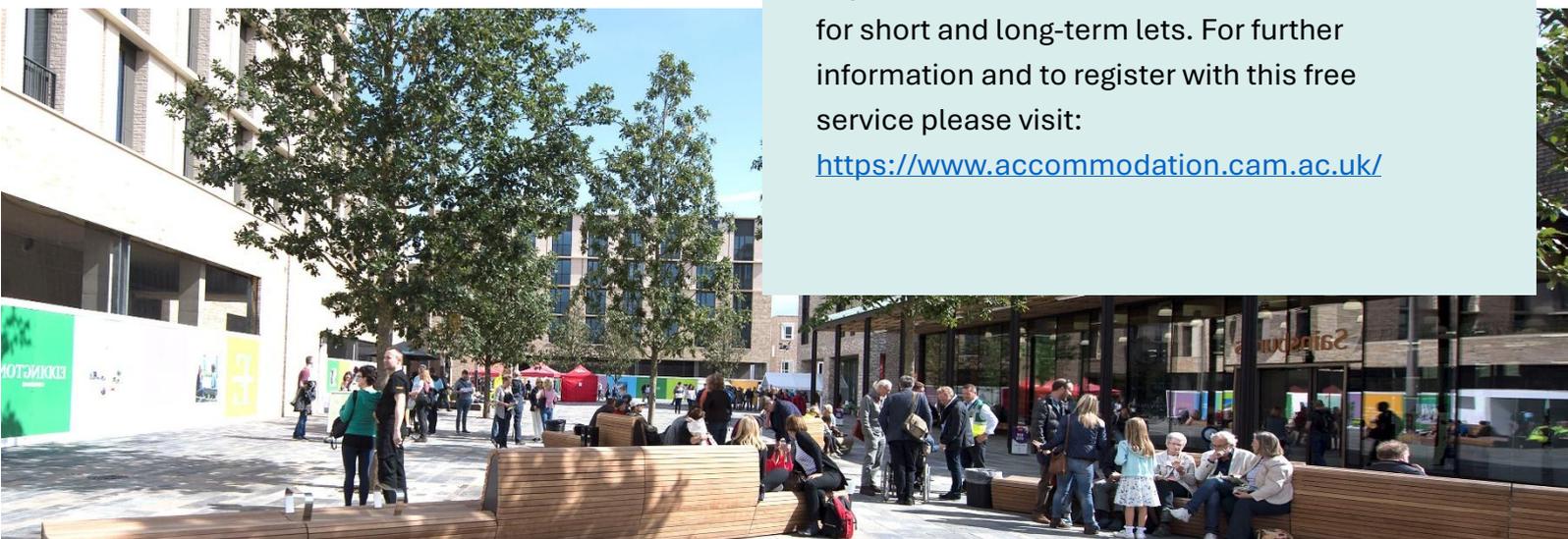
If you prefer the faster pace of life, London is a 45-minute train journey away. For those travelling from overseas, Stansted Airport is just 45 minutes away and Heathrow Airport under 2 hours away. The University is a short distance from a host of other attractions such as Ely Cathedral, Newmarket Races and various wildlife parks and stately homes. Cambridge is also within easy reach of the beautiful Broads and coastlines of Norfolk and Suffolk.

## Relocation Support

The University recognises the importance of helping individuals to move and settle into a new area. We provide support and guidance to those relocating internationally or domestically to take up a post at the University of Cambridge, liaising with other University offices and selected partners to ensure comprehensive relocation support is available. This includes: accommodation, childcare, schools, banking, immigration and transport. If you would like further information, please visit <https://www.accommodation.cam.ac.uk/RelocationService/>. The Shared Equity Scheme and the Reimbursement of Relocation Expenses Scheme provide financial assistance to qualifying new members of staff with the costs of relocating to Cambridge.

## Accommodation Service

The University Accommodation Service helps staff, students and visiting scholars who are affiliated to the University in their search for suitable accommodation in Cambridge. The dedicated accommodation team can provide access to a wide range of University-owned furnished and unfurnished properties, and has a database of private sector accommodation available for short and long-term lets. For further information and to register with this free service please visit: <https://www.accommodation.cam.ac.uk/>



# What Cambridge can offer

**We offer a comprehensive reward package to attract, motivate and retain high performing staff at all levels and in all areas of work.**

The University offers a wide range of competitive benefits, from family leave entitlement, to shopping and travel discount schemes. Our generous annual leave package contributes to the positive wellbeing of our University employees. Sabbatical leave enables academics to focus on research and scholarship, whilst still maintaining their full salary. The University also has a [career break scheme](#) for academic and academic-related staff, with additional flexible working policies for all other staff.

## Pay and benefits

The University salary structure includes automatic service-related pay progression in many of its grades and an annual cost of living increase. In addition to this, employees are rewarded for outstanding contribution through a number of regular pay progression schemes. The University offers attractive pensions schemes for employees, with an additional benefit of a salary exchange arrangement providing tax and national insurance savings.



## CAMbens employee benefits

The University offers employees a wide range of competitive benefits, known as CAMbens. CAMbens offers something for everyone across a range of categories, including:

- Financial Benefits, including shopping discounts (both local and national) and a Payroll Giving scheme;
- Relocation and Accommodation Benefits, including relocation assistance and interest-free Rental Deposit Loans;
- Travel Benefits, including Cycle to Work, discounts on train season tickets and interest-free Travel to Work loans;
- Family Friendly and Lifestyle Benefits, including support with childcare and family friendly policies;
- Health and Wellbeing Benefits, including a University Staff Counselling Service, discounts at the University Sports Centre, and other local gyms, and healthcare schemes.



# What Cambridge can offer

## Family-friendly policies

The University recognises the importance of supporting its staff. We have a range of family-friendly policies to aid employees' work-life balance including a generous maternity, adoption and shared parental leave entitlement of 26 weeks' full pay, and paid emergency leave for parents and carers.

Other family-friendly support includes:

Our highly regarded workplace nurseries, a childcare salary exchange scheme and a high-quality holiday Playscheme are available to help support University employees with caring responsibilities (subject to demand and qualifying criteria). Further childcare information can be found here:

<https://www.childcare.admin.cam.ac.uk/>

The Newcomers and Visiting Scholars Group (<https://www.nvs.admin.cam.ac.uk/>) is an organisation within the University that welcomes the partners and families of visiting scholars and new members of the University. Run by volunteers, the group offers opportunities to visit interesting Cambridge venues, learn about the community, take part in social events and gain local knowledge while developing a strong

support network of both residents and other newcomers.

## Your wellbeing

The University's Sport Centre, Counselling Services and Occupational Health are just some of the support services available to University employees to promote their physical and mental wellbeing. The University delivers The Festival of Wellbeing annually, which is a programme of stimulating talks and activities, which aim to promote wellbeing and good mental and physical health. The University also hosts the [Cambridge Festival](#), which is a great opportunity to get your first taste of public engagement, through volunteering, supporting hands-on activities or proposing a talk.

## Development opportunities

We support new employees to settle in through various activities as well as supporting their professional and career development on an ongoing basis. Our Personal and Professional Development (PPD) team provide development opportunities for all University employees, including face-to-face sessions, online learning modules and webinars. All employees also have unlimited access to LinkedIn Learning to support their development. Both new and existing employees can undertake funded Apprenticeships, which lead to a range of vocational and professional qualifications. We offer reduced staff fees for University of Cambridge graduate courses and the opportunity to attend lectures and seminars held by University departments and institutions. A range of University training providers also offer specialist learning and development in their own areas e.g. teaching and learning, digital literacy, finance, health and wellbeing, safety.



# How to apply

Applications should be submitted online via the University of Cambridge jobs page [www.jobs.cam.ac.uk](http://www.jobs.cam.ac.uk) by clicking “Apply online” in the job advert. You will need an email address to register for our online system.

Conversations about flexible working are encouraged at the University of Cambridge. Please feel free to discuss flexibility prior to applying (using the contact information below) or at interview if your application is successful.

Informal enquiries are welcomed and should be directed to: Erma Hermens  
[eh707@cam.ac.uk](mailto:eh707@cam.ac.uk)

If you have any queries regarding the application process, please contact:  
[HR@fitzmuseum.cam.ac.uk](mailto:HR@fitzmuseum.cam.ac.uk)

The closing date for applications is midnight: 22<sup>nd</sup> March 2026

The interview date for the role is: 31<sup>st</sup> March 2026

