



UNIVERSITY OF
CAMBRIDGE
Conservation Research Institute

Early Career Researcher Programme

2017 - 2018



University of Cambridge Conservation Research Institute

The Early Career Researcher Programme at UCCRI is designed to provide skill development and support to graduate students and postdoctoral researchers within an interdisciplinary and collaborative research environment. The programme will help to create new insight and understanding of different approaches and methodologies, and complement the training that is on offer within Departments and doctoral training programmes in the University.

*Building skills
for the future
across
disciplinary
boundaries*

The programme is delivered through a variety of learning approaches and formats, emphasising the importance of interactive experience to promote active engagement, for a deeper and enhanced cross-disciplinary understanding. Some of the material that is introduced in the programme includes context diagnostic tools, social science theories, social psychology to better understand human behaviour, and a series of modules based on integrating rights and social issues in conservation. The programme includes workshops run by peer-groups, as well as more established research leaders, buzz groups, brainstorming, and role play. The programme is inclusive, and will be of value to students linked to the Doctoral Training Partnerships (especially ESRC, NERC and BBSRC); it also includes joint training with other Strategic Research Initiatives and Interdisciplinary Research Centres in the University. The programme is targeted at those whose research addresses conservation in the broadest sense, and should appeal to those based in the David Attenborough Building, and beyond.

The importance of working across disciplinary boundaries has been widely recognised, particularly within fields that address major societal issues such as conservation. This has become more noticeable since major policy decisions made by governments and businesses do not fall within specific disciplinary boundaries, while most academic researchers continue to work within more narrow, discipline-based University Departments and Schools. In a context where academic research in conservation is seeking to have greater impact on the challenging decisions that affect the future of life on earth, and the types of lives that people will lead, the UCCRI Early Career Researcher Programme is a step towards bridging knowledge traditions and enabling productive knowledge exchange in the service of society.

*Common interests and
collective goals*



UCCRI Early Career Researcher Programme

Michaelmas 2017

Date	Start	Finish	Title	Provider	Venue
13 th October	9.30am	10.30am	Meet the Researchers	All	2.49
20 th October	9.30am	11am	Theory of Change	Melanie Ryan	2.49
27 th October	9.30am	11am	Stakeholder Analysis	Melanie Ryan	2.49
3 rd November	9.30am	11.30am	Facilitation Skills	Mary Beth Benbenek/Ben Murton	2.49
10 th November	9.30am	10.30am	Grant Writing Workshop	Bhaskar Vira	2.49
17 th November	9.30am	11.30am	Conflict Management Skills (in the field)	Amy Duthie	2.49
24 th November	9.30am	11.30am	MBTI Understanding Personality in Research	Sonja Tomaskovic	2.49
30 th November	5pm	6pm	Leadership Talk	Sam Wasser	1.25
5 th December	9.30am	4pm	The Collaborative Researcher	Matt Lane	2.49

Lent 2018

Date	Start	Finish	Title	Provider	Venue
19 th January	9.30am	11.30am	Visual Media and Research	Toby Smith/Owen Roberson	2.49
26 th January	9.30am	11.30am	Government and Academic Research	POST/Ivan Collister	2.49
1 st February	2pm	4pm	Publishing for a non-academic audience	The Conversation	2.49
9 th February	9.30am	11.30am	Community and Social Diversity	Vanessa Evans	2.49
16 th February	9.30am	11.30am	Nature Writing – Philosophy, ethics, styles	Jenny Bavidge	2.49
23 rd February	9.30am	11.30am	Publishing for Academic Journals	Aiora Zabala	2.49
2 nd March	9.30am	11.30am	Values and Motivations in Conservation	Josie Chambers	2.49
9 th March	9.30am	11.30am	Social Psychology in Conservation	Sander van den Linden	2.49
16 th March	5 pm	6 pm	Leadership Talk	TBA	1.25

Easter 2018

Date	Start	Finish	Title	Provider	Venue
13 th April	9.30am	11.30am	Grant Writing Workshop	Bhaskar Vira	2.49
20 th April	9.30am	2pm	R Codes and Remote Sensing	Ruben Valbuena	2.49
27 th April	9.30am	11.30am	Planning and executing projects	Laura Diaz Anadon	2.49
3 rd and 4 th May	9.30am	4pm	Contextual Diagnostic Workshop	Clement Feger	1.25
11 th May	9.30am	11.30am	Equity, participation and power (Intrinsic)	Helen Schneider, FFI	2.49
18 th May	9.30am	11.30am	Gender and Conservation (Intrinsic)	Helen Anthem, FFI	2.49
25 th May	5pm	6pm	Leadership Talk	TBA	1.25

For more details about each event please see over page

13th October – Meet the Researchers

An opportunity to meet people working within UCCRI, based in the David Attenborough Building but also working elsewhere in the University – join us for tea and coffee and hear brief introductions from each other.

20th October – Theory of Change

Setting up a Theory of Change is like making a roadmap that outlines the steps by which you plan to achieve your goal. It helps you define whether your work is contributing towards achieving the impact you envision, and if there is another way that you need to consider as well. The Theory of Change tool not only helps to clearly articulate and connect your work to your bigger goal, it also allows you to spot potential risks in your plan by sharing the underlying assumptions in each step. Melanie Ryan from the Luc Hoffmann Institute, is an experienced trainer in Theory of Change and this two hour interactive workshop will help you to understand and apply to your research.

27th October – Stakeholder Analysis

Stakeholder analysis in conflict resolution, project management, and business administration, is the process of assessing a decision's impact on relevant parties. This information is used to assess how the interests of those stakeholders should be addressed in a project plan, policy, program, or other action. As a follow on from the Theory of Change workshop, Melanie Ryan will provide a two hour interactive session on how to apply this analysis to your project/research. **We recommend you attend both workshops to benefit.**

3rd November – Facilitation Skills

Facilitating workshops and group discussions can be a daunting prospect. This workshop aims to develop your skills and knowledge needed to facilitate groups confidently and effectively, skilfully provided by Dr Mary Beth Benbenek and Dr Matt Lane from the Researcher Development Programme.

10th November – Grant Writing Workshop

This is a bespoke workshop provided by Professor Bhaskar Vira, who has a great deal of experience in writing grant applications and will take you through an application from beginning to end. Be prepared to write your own application as part of the process of this workshop. **Given the intensity of this session, we will be limiting numbers but it will be run again in Easter Term.**

17th November – Conflict Management Skills

UCCRI is excited to bring into its programme a new set of training modules on Integrating Rights and Social Issues in Conservation (INTRINSIC). Devised by four senior level practitioners and academics from Fauna & Flora, Birdlife, Tropical Biology and the University of Cambridge, we have selected four key modules to be run within our programme, which we hope early career researchers will find of value. The objectives of this particular session are to experience a

conflictual situation in a safe environment and reflect on the feelings that arise, the causes of conflict and the importance of communication, particularly when working in the field. The trainer for this module will be Amy Duthie, who is the Programme Development Manager at Fauna & Flora International.

24th November – Myers-Briggs Type Indicator (MBTI) Understanding Personality in a Research Environment

This is an intensive all day workshop provided by Dr Sonja Tomaskovic from the Research Development Programme. The Myers-Briggs Type Indicator (MBTI) is the most widely used personality instrument worldwide, based on over 50 years' research and development. It presents a framework for understanding how you operate, how others operate, and how you can use that understanding to get more from yourself and the relationships you have with others. This workshop is led by a qualified MBTI practitioner and will involve taking the MBTI questionnaire, investigating the four areas of preference covered by MBTI, self-assessment of type with group exercises, looking at your best fit type and investigating how it could help you at work.

1st December – Leadership Talk

We are delighted to introduce Dr Sam Wasser from the University of Washington and Director of the Center for Conservation Biology. Dr. Samuel Wasser is acknowledged worldwide as a pioneer of non-invasive wildlife monitoring methods, including the genetic, endocrine and detection dog techniques used by the Center. Dr. Wasser has participated in a number of conservation programs around the world, in collaboration with state, federal, and international organizations. He was coordinator of the Smithsonian Institution's Wildlife Conservation and Management Training Program for African Nationals. He also co-edited the book Biogeography and Ecology of the Rain Forests of Eastern Africa, describing one of the most biodiverse "hot-spots" in the world.

Dr Wasser's work is internationally respected by scientists, environmental activists, and government and non-government wildlife managers, which places him in a unique position to negotiate the kinds of conservation solutions needed in our rapidly changing world.

5th December – The Collaborative Research (full day workshop)

Note: This is an interactive and intense course and will require time and commitment but we hope that you will greatly benefit from the outcomes.

Working with the Researcher Development Programme providers, we are delighted to introduce a bespoke one day intensive course on research collaboration. Provided by Dr Matt Lane, this workshop has been designed with conservation researchers in mind and the key objectives comprise understanding collaborative research; what is involved and what are the benefits; identifying the skills for collaboration; and how to develop these effectively.

Xmas Break

19th January – Visual Media and Research

We are delighted to welcome back Toby Smith, Environmental Photojournalist and previously UCCRI's artist in residence. Toby's wealth of experience in narrative led projects will be extremely helpful to those of you looking to present your research in a more publicly engaged manner or if you are soon to go on field work and want to know how you can record your experiences and data in creative and user friendly ways. Alongside Toby we have also invited Dr Owen Roberson, Research Strategy Office, University of Cambridge, to provide detailed insight on producing research data creatively and accessibly. Owen has worked with many researchers to help them develop data that will also help them to gain new understanding of their results as well as the users.

26th January – Government and Academic Research

UCCRI is excited to welcome the Parliamentary Office for Science and Technology, who provide an excellent and professional workshop explaining how academic researchers can engage with government offices and MPs in way that will be effective and relevant to current policies. Anyone interested in the science-policy interface will find this workshop of great value. We are also delighted to have a talk from Ivan Collister, currently a research associate at Cambridge leading a project on how the government makes use of academic research but previously a senior official in 10 Downing Street, where he worked in the Policy Unit and the Prime Minister's Strategy Unit.

1st February – The Conversation – Publishing for a non-academic audience

We welcome the return of The Conversation, an online independent source of news and views, sourced from the academic and research community and delivered direct to the public. Their team of professional editors work with university and research institute experts to unlock their knowledge for use by the wider public. Supported by the University of Cambridge, this workshop was very popular last year and the trainers from The Conversation are highly skilled and knowledgeable in how to write for a popular journal for a non-academic audience.

9th February – Community and Social Diversity

This module from the INTRINSIC programme (see 17th November workshop), the main objectives for this session are exploring the concept of community, diversity and disadvantage within communities, understanding the main factors that contribute to social status, equality and inequality; and to review how the recognition of diversity and engaging multiple stakeholders in conservation project can have many benefits. The trainer will be Vanessa Evans from Fauna & Flora International.

16th February – Nature Writing: philosophy, ethics and styles

Dr Jenny Bavidge is University Senior Lecturer and Academic Director for English at ICE and is a member of the English Faculty. As part of the committee of the Association for the Study of Literature and Environment, Jenny has a keen understanding of writing and the environment and in this interactive workshop she will provide an overview of the different styles of nature writing,

from J A Baker to Robert MacFarlane, and the different ethical and philosophical approaches behind the writing.

23rd February – Publishing for academic journals

If you've trained as a scientist, you know that part of the learning curve involves understanding how to write a scientific paper and have it published. We are delighted that Dr Aiora Zabala will be providing a workshop to provide you with key advice and foundation on where to start as well insight into the academic journal world. Aiora is an Associate Editor for Nature Sustainability. She handles manuscripts from environmental policy, economics, international development, political science, and psychology as well as geography and GIS, and soil science.

2nd March – Values and Motivations in Conservation

Conservation research is moving into the realms of psychology and this peer-led workshop from Josie Chambers, a PhD student in Geography based in the David Attenborough Building/UCCRI, explores how understanding human behaviour better can help create novel and in depth knowledge in relation to conservation issues. Josie's workshop is two hours and will be very interactive and exploratory. **If you attend this workshop, we recommend you attend the next one too.**

9th March – Social Psychology and Decision Making in Conservation

This workshop follows on from Josie Chamber's session, moving further into the field of social psychology and human behaviour in relation to conservation. This workshop is provided by Dr Sander van den Linden, Director of the Cambridge Social Decision-Making Lab, based in the Department of Psychology. His research interests include social perception, normative influence, decision science, and the psychology of risk, uncertainty, consensus, and polarization. He is especially interested in the emergence, spread, and influence of social norms in shaping prosocial behaviour and human cooperation. His research also explores environmental psychology, especially as it relates to human well-being and real-world social dilemmas such as public health, climate change, and sustainability.

Easter Break

13th April – Grant Writing Workshop

Professor Bhaskar Vira will provide a second bespoke workshop taking those of you who were unable to attend the session in Michaelmas through an application from beginning to end. Be prepared to write your own application as part of the process.

20th April – R Codes and Remote Sensing

We are delighted to welcome UCCRI's Dr Ruben Valbuena, a Marie Curie Research Fellow in Plant Sciences, who will be providing a **4 hour practical** exercise with R codes related to remote sensing in reducing emission from deforestation and forest degradation (REDD). This will be an intensive and interactive session and will provide first-hand experience in the application of R stats.

27th April – Planning and Executing Projects

For many early career researchers, project management is an area that is difficult to gain advance experience and often, it is only acquired hands on. Professor Laura Diaz Anadon, from the Department of Land Economy, will be providing a workshop in this field using her immense experience running numerous projects. Laura has engaged with policy makers in the United States, China, South Korea, the United Kingdom, Spain, and Mexico, among other countries, and contributed to the UN Global Sustainable Development report and the Global Energy Assessment. She was on the advisory board of the project on "Accelerating Energy Innovation" at the International Energy Agency and has worked as a consultant for various organisations (i.e., Climate Strategies on a World Bank project, UNFCCC, and OECD). She was selected by the Packard Foundation in 2014 as a thought leader in innovation and energy in a project about innovative roles for philanthropy, and has given numerous international invited seminars and plenary talks.

3rd and 4th May – Contextual Diagnostic Tool Workshop

This two day workshop will require time and commitment from you but you should find the outcomes of great value to your research skills. This workshop is provided by Dr Clement Feger and based on his work Improving Decisions with Biodiversity and Ecosystem Services Information: A Theory-based Practical Context Diagnostic for Conservation.

Context matters. A good understanding of the context for biodiversity and ecosystem services approaches often determines whether a project has impact or not. Such understanding can be gathered quickly and easily using 'context diagnostic' tools. These can be used by practitioners who are agents of change in real world situations. This intensive two day workshop introduces such a context diagnostic tool for conservation and Biodiversity and Ecosystem Services Assessment and Valuation (BESAV) practitioners, and includes five approaches based on well-established social science theories.

11th May – Equity, Participation and Power

This is the third module from INTRINSIC (see earlier sessions provided on 17th and 24th November). The trainer is Dr Helen Schneider from Fauna & Flora, Director of Conservation in Livelihoods and Governance. This workshop aims to increase your knowledge of inter-related issues of equity, equality, participation and power; how to improve understanding of power relations between conservation stakeholders; and how analysis of power can improve the outcomes of conservation initiatives for both nature and people.

18th May – Gender and Conservation

This still very under-explored area will be led by Dr Helen Anthem, and explores gender equality, rights and policies, and how they relate to the use and management of natural resources by women and men and their involvement in conservation. It also aims to raise awareness of how gender-specific measures can increase the effectiveness and impact of conservation projects.

Other Training and Support

UCCRI Moodle Online Support

We have devised a bespoke online guide hosted by Moodle to bring you information on the training available within the University as well as various online courses and resources that may be useful for you. Some resources will relate directly to the interactive workshops in the main programme.

You will need to [log into Moodle](#) using your Raven password

This site will be updated throughout the academic year

Social Sciences Research Methods Modules available to UCCRI

SSRMC is an interdisciplinary centre providing research methods training to University of Cambridge staff and postgraduate students at MPhil and PhD level. Their courses cover qualitative, and quantitative research methods, from basic training to advanced statistical analysis. Everyone enrolled via the UCCRI programme is entitled to attend modules provided by the SSRMC. Modules that we have identified as most useful for the purposes of those who have not had previous training in the social sciences are the following:

Survey Research and Design 2-4pm on Mondays 23rd October till 13th November

Critical Approaches to Discourse Analysis 4-6pm on Tuesdays 20th and 27th February

Doing Qualitative Interviews 2-4pm on Tuesdays 23rd January till 13th February

Researching Organisations 9-11am Mondays 6th till 20th November

Booking

The [University Training Booking System \(UTBS\)](#) booking window will open after the SSRMC Induction session at the outset of Michaelmas Term. To sign in to the UTBS you will need your CRSid, and your [Raven password](#) (for students who first enrolled before February 2014) or your [combined UIS password](#) (for students who enrolled in or after February 2014). If you don't have a password please speak with your College or contact the [Computing Service Helpdesk](#).

When you sign in, you will see a timetable of our (published) programme. Click on the module you want and you will be taken to a booking screen. As soon as you book, you will receive an automated email confirming your place.

University Careers Service

UCCRI liaises closely with the University Careers Service and are happy to provide you with links and advice on who to talk to about your future career pathway. Throughout the 2017-2018 academic

year, Katie Heath, Environmental Careers Adviser, will be coming into the David Attenborough Building for drop-in sessions, which we hope you will find these visits helpful.

Katie will be here on **Tuesday 28th November 12pm to 1pm** to provide an introduction about the careers service and will be in the David Attenborough Building for **1:1 appointments on 7th December between 1 – 3.30pm and 11th December between 1-3.30pm**. **Bookings can be made online via UCCRI's web page.**

In addition, the careers service offers the following events that are relevant to an environmental career:

Developing a career in sustainability – 7th November
Environment career panel – 30th January 2018 tbc
Work to change the world – 8th February 2018
Sustainability career panel – 6th February 2018 tbc
Developing a career in sustainability – Feb 2018 tbc

Skills Sessions

How to pick a career

10th October 4-5pm and 3rd November 2.30 to 3.30pm

Cover Letters and Personal Statements

4th October 4-5pm, 9th October 4-5pm, 20th October 3-4pm, 24th October 4-5pm, 8th November 4-5pm, 16th November 1-2pm, 24th November 2-3pm, 28th November 4-5pm

Get Ready for Interviews

17th October 1-2pm, 1st November 2-3pm, 6th November 1-2pm, 15th November 2-3pm, 21st November 1-2pm, 29th November 2-3pm

Successful Application Forms

5th October 2-3pm, 11th October 4-5pm, 16th October 3-4pm, 26th October 2-3pm, 2nd November 2-3pm, 7th November 4-5pm, 13th November 3-4pm, 23rd November 1-2pm

Numeracy Test Preparation

6th November 3-4pm, 27th November 3-4pm





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