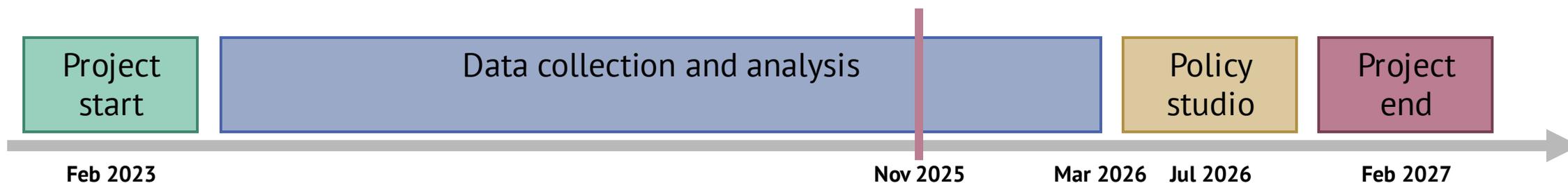
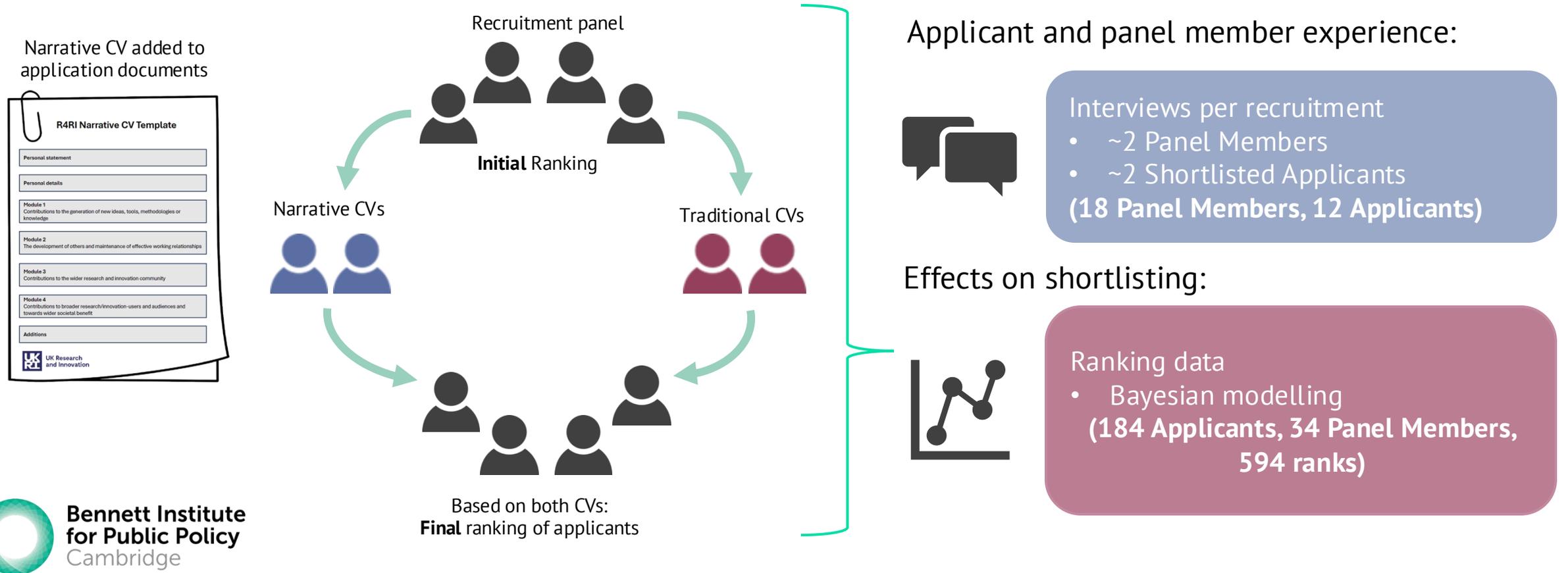


Rethinking Academic Recruitment: Exploring the Potential of Narrative CVs on STEM postdoctoral recruitment in Cambridge



Approach and activities

A mixed methods random control trial on 16 (so far) recruitments using the following approach:



Findings

Overall, Panel Members felt that NCVs had limited effects in shortlisting decisions

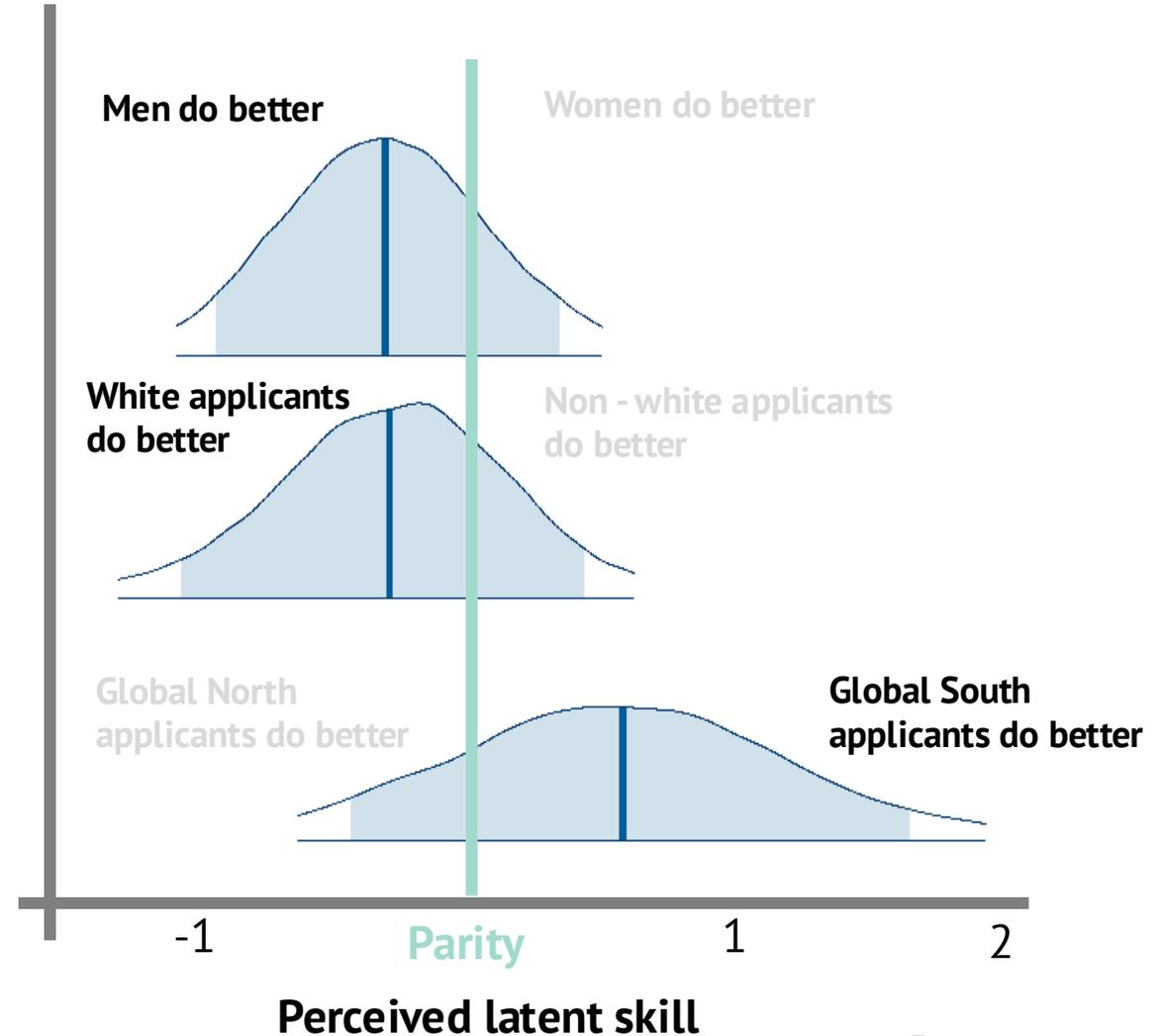
Panel members want a range of skills, but technical skills are most important at application stage

The NCV format favours those from a UK or European background

NCVs take more time to assess and write, but this is often linked to novelty (both) and quality (assessors)

Guidance of general job application documents does exist, but it is not well known for NCVs

If we change from Standard CVs to Narrative CVs then...



Where next?



Data collection and analysis

Aiming to:

- Enrol 25 recruitments
- Develop a Narrative CV resource
- Publish findings in a range of outputs

Policy studio

Convene a range of international stakeholders to think about and develop a modular/hybrid Narrative CV template for post doctoral recruitment

Nov 2025

Mar 2026

Jul 2026