



Join the Team



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Introduction

[ERA](#) is a talent organisation based in Cambridge, UK for researchers, entrepreneurs, and policy-makers working to mitigate risks from frontier AI.

In 2025, we ran a Summer Research Fellowship, **hosted 30+ speakers & workshops over the 8 weeks, ran a [Technical AI Governance Forum](#), and co-organised the 2025 [Vegas AI Security Forum](#)**. You can see some of our past research [here](#). We are uniquely positioned at the intersection of technical and governance research for mitigating risks from frontier AI, and we want to bring in strong hires to help us build substantial field-building infrastructure in this space.

We are hiring for the following roles:

- [\(Technical or Governance\) Research Manager](#) (1-3 Hires)
 - [Apply Here](#)
- [AI x Biosecurity Research Manager](#) (1-3 Hires)
 - [Apply Here](#)
- [Programme Manager / Director](#)
 - [Apply Here](#)
- [Operations Associate](#) (1-2 Hires)
 - [Apply Here](#)
- [Community Health Lead](#)
 - [Apply Here](#)

We will be running at least two iterations of our flagship Research Fellowship in 2026, with **strong ties to the University of Cambridge**, alongside other satellite programmes. Over the past 5 years, we have supported **over 120 early-career researchers from 10+ countries** through our research fellowship and conferences, leading to high counterfactual impact on their careers.

We provide our fellows with mentorship from organisations such as [UK AISI](#), [RAND](#), [GovAI](#), [Google Deepmind](#) etc., and our alumni have gone on to work at impactful institutions in this space.



All applications will be reviewed on a rolling basis, so we encourage early applications. Please contact hello@erafellowship.org if you have any questions.

Application and Assessment Process

- Applications close at **midnight on Monday September 29th** (UK time)
 - We understand that this is a tight turnaround for applications, and want to respect candidates' time. With this in mind, the initial application stage only requires candidates to submit their CV/LinkedIn profile for our review, with a few other small questions about background and motivation.
 - **Applications will be reviewed on a rolling basis**
- Following this, candidates progressing to the next stage will be invited to attend **an interview with the ERA team on or before Friday 3rd October**
 - We understand that this timeline might not work for all candidates; in some cases, we may conduct interviews in the week following 3rd October
- In parallel with conducting interviews, ERA will reach out to contacting references
- We aim to extend offers and final decisions by 13th October

Life at ERA

At ERA, we are a tight-knit team who all deeply care about our overarching mission of mitigating catastrophic risks from frontier AI. ERA has been thinking about AI Safety & Governance since before the launch of ChatGPT, and this makes ERA one of the world's largest, longest-running AI Safety & Governance talent programmes. You could help us 10x what we are doing, and we are really excited about bringing on top talent onto all our teams.

ERA's Culture & operating values:

1. **Integrity:** Doing the right thing, especially when no one is watching.
2. **Intimacy:** Building genuine, psychologically safe relationships so we can tackle the hard problems together.
3. **Intensity:** Operating with focused urgency: because the stakes are high and the time is limited.

Diversity Statement

We encourage all qualified candidates to apply, even if you don't meet every listed requirement. We believe the strongest candidates often excel in some areas while showing potential for growth in others, and we value diverse perspectives and experiences in our hiring process.

Research indicates that candidates from underrepresented groups, including women, racial and ethnic minorities, and other marginalized communities, are statistically less likely to apply for positions unless they meet 100% of



the qualifications. We actively encourage applications from candidates of all backgrounds, particularly those from historically underrepresented communities.

We are committed to building an inclusive team and welcome applications from candidates who may bring unique perspectives, experiences, and skills to our organisation.

ERA:AI Programme Manager / Director

[Apply Here](#)

Role Details

Start Date: 1st November 2025 (flexible)

Location: Cambridge, UK / Remote

Employment type: Full time

Salary: £45,158 - £70,000 (\$59,500 - \$93,000 USD), depending on experience

We expect the right candidate to grow within this role, and to demonstrate the potential to step into a Head of Programmes / Programme Director position in the short- to medium-term.

As a Programme Manager, you will work closely with our leadership team to execute ERA's strategic vision, manage our flagship fellowship programmes, and support our broader field-building initiatives such as conferences and field-specific fellowships (such as an AlxBio research fellowship). This is an opportunity to shape how we develop talent at the critical interface of technical frontier AI development and governance.

Skills, Knowledge, and Expertise

Expected

- Excellent **project management abilities** with experience overseeing complex, multi-stakeholder initiatives
- **Strong interpersonal and leadership skills** for effective coordination with fellows, mentors, and team members
- Ability to work independently and as part of a team
- Desire to iterate quickly and make data-driven decisions about programme structure and organisation strategy
- **Excitement about ERA's mission** and a drive to go the extra mile to make ERA's programming a success
- Track record of finding creative solutions to unexpected roadblocks, anticipating potential issues proactively, and reacting quickly under pressure

Nice to Have

- **Fundraising and grant writing experience** to support programme sustainability
- Data analysis and impact assessment skills to evaluate programme effectiveness

- **Strong understanding of AI Safety research trends** will be a plus

Responsibilities

- **Oversee the day-to-day running of ERA as an organisation.**
- **Manage the application and selection process logistics**, including implementing effective marketing strategies to attract top talent, tracking applications, coordinating interviews, working with Research Managers on evaluation timelines, and providing timely, clear communication to applicants throughout the process
- **Oversee the mentor-recruitment and mentor-matching processes** to ensure that all fellows are matched with an external mentor before the programme start date
- Work closely with the Operations Team to ensure **smooth logistical execution of the programme**
- **Help troubleshoot issues** that arise during the fellowship, escalating to appropriate team members when necessary
- Represent ERA at conferences, workshops, and other external events
- **Develop and implement impact assessment frameworks** to measure and communicate the programme's effectiveness
- **Facilitate knowledge sharing and best practices** between different cohorts and fellowship cycles
- **Work closely with the Executive Director and Programme Director** to align programme activities with ERA's strategic goals and support organisational decision-making

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(applications due 29th September)

Operations Associate(s)

[Apply Here](#)

Role Details

Start Date: 1st November 2025 (flexible)

Location: Remote / Cambridge, UK

Employment type: Full time, permanent

Salary: £40,320 - £45,320 (\$54,000 - \$60,700 USD) pro rata, depending on experience

We expect the right candidate to grow within this role, and to demonstrate the potential to step into an Operations or Events Manager position in the short- to medium-term.

We are looking for operations talent for our portfolio of projects. This includes (but is not limited to) our core research fellowships, special projects, conferences, etc.

As an Operations Associate, you will build and maintain the systems that power ERA's mission, overseeing core processes such as financial management, HR operations, and event logistics for our fellowship programmes. This is an opportunity to create scalable infrastructure at one of the biggest capacity-building non profits in AI Safety & Governance, enabling a high-impact research community in Cambridge.

Skills, Knowledge and Expertise

Expected

- **Exceptional organisational skills** with meticulous attention to detail
- **Strong problem-solving mindset**, with the ability to anticipate and proactively address operational challenges
- **Demonstrated ability to work independently**, take initiative, and manage multiple priorities effectively
- **Capacity to learn quickly** about new systems and seek external advice when needed
- **Excellent communication skills**, both written and verbal

Nice to Have

- **Experience in financial management and budgeting**
- **Ideally, previous experience in operational roles** within academic, research, or non-profit environments
- **Knowledge of core research areas in AI safety** is a plus

Responsibilities

- Oversee the **operational delivery of ERA's fellowship programmes, conferences, and other fieldbuilding initiatives**, ensuring a seamless and positive experience for fellows, mentors, and staff

- Collaborate with the Programmes Team to **manage logistics for application and selection processes**
- **Coordinate onboarding for new fellows, including visa sponsorship, immigration compliance, and essential documentation**
- **Plan and manage logistics for program events**, including speaker sessions, workshops, flagship initiatives, and ERA's end-of-fellowship Research Symposium
- **Arrange travel and accommodation for fellows**, ensuring a smooth experience aligned with program needs
- **Manage financial operations** for the program, including budget oversight, financial reporting, stipend and reimbursement processing, and compliance
- **Develop, maintain, and improve efficient internal systems** for HR processes, record-keeping, and compliance
- **Ensure adherence to relevant legal, regulatory, and institutional policies across all operations**

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(applications due 29th September)

ERA:AI Research Managers (Technical or Governance)

[Apply Here](#)

Role Details

Start Date: 1st November 2025 (flexible)

End Date: 1st May 2026 (flexible, with possibility for renewal as a permanent position)

Location: Remote / Cambridge, UK

Employment type: There are two versions of this role:

- Part-time¹, contract (10-20hr/week)
- Full-time², employment (~40hr/week)

Salary: £62,000 - £75,000 (\$83,000 - \$100,500 USD) pro rata, depending on experience

As a Research Manager, you will work closely with the Programme Director in order to execute ERA's research programme: supporting our research fellows, guiding them in finding & scoping their projects, and leading research efforts across ERA's focus areas of AI governance, technical AI safety, and technical AI governance.

Skills, Knowledge, and Expertise

Expected

- A **strong background in AI Safety** with a deep understanding of the research landscape in this area, and connections with others working in this field
- Strong organisational and **time management skills**
- **Commitment to supporting the development of early-career AI safety researchers**
- Excellent communication and interpersonal skills
- Ability to work independently and as part of a team
- Experience evaluating research proposals and/or grant applications

Nice to Have

- Opinionated and nuanced perspectives on which AI safety & governance research agendas to prioritize, and why

Responsibilities

- **Review and evaluate applications** to the 2026 Winter Research Fellowship programme
- **Match fellows with mentors** who have relevant expertise and can provide guidance and support throughout the fellowship

¹ The part-time version of this role will be offered as a contract, so potential candidates must be eligible to operate as a self-employed contractor for UK organisations.

² For the full-time version of this role, we expect the right candidate to grow within this role, and to demonstrate the potential to step into a Head of Research / Research Director position in the short- to medium-term.

- **Help fellows find research projects** that align with their interests and skills
- **Direct, shape, and oversee up to 15 research projects/fellows** over the course of the winter fellowship programme
- **Provide guidance and support to fellows and their projects throughout the fellowship**, including advice on project planning, research methods, and publishing the final research output
- Help organise workshops, seminars, and other events to support the professional development of fellows
- **Maintain strong relationships** with mentors, fellows, and other stakeholders in the AI Safety community
- Potentially take on a direct mentorship position for fellows
- Contribute to the development of future fellowship programmes and other initiatives related to AI Safety at ERA

We are excited about a wide range of applicant profiles for this role, and expect to shape the Research Manager/Director role based on the interests and skills of the candidates. Some factors that may vary across hire include:

- *The number of hours a Research manager is working per week (part time contract vs full-time)*
- *Hiring a remote vs in-person Research Manager*
- *Hiring a manager to oversee fellows for either Technical, Governance, or Technical AI Governance projects*
- *Hiring a Research Manager to lead some specific 'streams' or sub-areas of research during the fellowship programme*
- *Directly hiring a candidate as a Research Director, depending on their experience levels*

Hence, if you think you may be a good fit but you're hesitant to apply because of certain preferences around the role, we'd be excited to start a conversation with you about how to make the role a strong mutual fit.

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(applications due 29th September)

Potential Focus Areas for Winter and Summer 2026

Technical AI Safety

- Mechanistic interpretability
- Scalable oversight
- Adversarial robustness
- Model Organisms of Misalignment
- AI Control
- Chain of Thought (Health and Monitoring)
- Cooperative AI
- Machine Unlearning and Open-Weight safety

AI Governance

- International governance
- Frontier AI policy
- Institution design
- Corporate AI Governance
- Agent governance

Technical AI Governance

- Science of evaluations
- Safety cases for frontier AI
- Technical standards
- Compute governance
- AI security
- Agent infrastructure
- Mechanisms for bi-/multi-lateral AI verification
- Forecasting AI Development

Other/Miscellaneous AI Safety

- Avoiding AI-Enabled Concentration of Power
- Economics of Transformative AI
- Navigating Explosive Growth from AI
- AI Welfare and Digital Minds

AlxBio Research Manager(s)

[Apply Here](#)

Role Details

Start Date: 1st November 2025 (flexible)

End Date: 1st May March 2026 (flexible, with possibility for renewal as a permanent position)

Location: Remote / Cambridge, UK

Employment type: There are two versions of this role:

- Part-time³, contract (10-20hr/week)
- Full-time⁴, employment (~40hr/week)

Salary: £62,000 - £75,000 (\$83,000 - \$100,500 USD) pro rata, depending on experience

As a Research Manager, you will work closely with the Programme Director in order to execute ERA's research programme: supporting our research fellows, guiding them in finding & scoping their projects, and leading research efforts across ERA's AI x Biosecurity Research Fellowship in January 2026.

Skills, Knowledge, and Expertise

Expected

- A **strong background in biosecurity and/or AI safety** with a deep understanding of the research landscape in this area, and connections with others working in this field.
- Strong organisational and **time management skills**
- **Commitment to supporting the development of early-career researchers at the intersection of AI and biosecurity**
- Excellent communication and interpersonal skills
- Ability to work independently and as part of a team
- Experience evaluating research proposals and/or grant applications

Nice to Have

- Opinionated and nuanced perspectives on which biosecurity, AI safety, or AI governance research agendas to prioritize, and why
- ERA especially excited to hire those with knowledge and experience at the intersection of both frontier AI and biosecurity

³ The part-time version of this role will be offered as a contract, so potential candidates must be eligible to operate as a self-employed contractor for UK organisations.

⁴ For the full-time version of this role, we expect the right candidate to grow within this role, and to demonstrate the potential to step into a Head of Research / Research Director position in the short- to medium-term.

Responsibilities

- **Review and evaluate applications** to the 2026 AI x Biosecurity Research Fellowship programme
- **Match fellows with mentors** who have relevant expertise and can provide guidance and support throughout the fellowship
- **Help fellows find research projects** that align with their interests and skills
- **Direct, shape, and oversee up to 15 research projects/fellows** over the course of the AIxBio fellowship programme
- **Provide guidance and support to fellows and their projects throughout the fellowship**, including advice on project planning, research methods, and publishing the final research output
- Help organise workshops, seminars, and other events to support the professional development of fellows
- **Maintain strong relationships** with mentors, fellows, and other stakeholders in the biosecurity and AI safety communities
- Potentially take on a direct mentorship position for fellows
- Contribute to the development of future fellowship programmes and other initiatives related to AI x Biosecurity at ERA

If you think you may be a good fit but you're hesitant to apply because of certain preferences around the role, we'd be excited to start a conversation with you about how to make the role a strong mutual fit.

Potential Focus Areas for Winter 2026

AI x Bio Risk Reduction

- Building and improving robust evaluations of frontier models' CBRN capabilities
- Increasing adversarial robustness against dual-use model queries
- Building and improving machine unlearning methods for CBRN safety of frontier AI systems
- Building and improving guardrails for potentially dual-use biodesign tooling
- Other areas not mentioned here at the intersection of frontier AI and Biosecurity

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(applications due 29th September)

Community Health Lead(s)

[Apply Here](#)

Role Details

Start Date: 2nd January 2026 (flexible)

End Date: 1st May 2026 (with possibility for renewal as a permanent position)

Location: Cambridge, UK

Employment type: Part-time or Full time

Salary: £40,320 - £45,320 (\$54,000 - \$60,700 USD) pro rata, depending on experience

As a Community Health Lead, you will work closely with the operations team and the fellow cohort in order to create a thriving, supportive and motivating research environment during the fellowship. This role focuses on two key areas: the overarching tone of the fellowship community and individual fellow welfare concerns. You will have the opportunity to ensure fellows have the right conditions to flourish in and, therefore enable impactful research in mitigating risks from frontier AI.

Skills, Knowledge and Expertise

- Excellent interpersonal skills with the ability to build trust and rapport quickly, on a community and on an individual level.
- Deep understanding of the unique stressors and challenges in high-intensity research environments
- Demonstrated experience in developing and implementing mental health and well-being programmes
- Ability to handle sensitive information with utmost discretion and maintain confidentiality
- Strong problem-solving skills and ability to make decisions in complex situations
- Excellent communication skills, both written and verbal
- Experience in crisis management and de-escalation techniques
- Familiarity with AI safety concepts and the research landscape is a plus, but not necessary

Responsibilities

- Develop and implement comprehensive health and well-being strategies for the fellowship community
- **Provide one-on-one support** to fellows, mentors, and staff on mental health and well-being issues
- **Design and facilitate workshops** on stress management, work-life balance, and other relevant topics
- **Monitor the overall health of the community**, identifying potential issues early and implementing preventive measures
- Collaborate with the Programmes and Operations Teams to ensure that programme activities support community health
- **Respond to and manage crisis situations**, providing immediate support and coordinating follow-up care

- Implement and oversee a system for regular check-ins with fellows to ensure their well-being. Create and manage a peer support system within the fellowship community
- Contribute to the development of policies that promote a healthy and supportive research environment, and proactively raise fellows' concerns with members of the ERA team. Ensure compliance with relevant institutional policies.
- Implement strategies for gathering regular feedback, and analyse this feedback to find clear action points.
- Organise community-building activities and social events to promote connection and reduce isolation

Application and Assessment Process

- Applications close at **midnight on Sunday September 21st (UK time), and are reviewed on a rolling basis**
 - We're cognizant of this being a tight turnaround for applications, and want to respect candidates' time. With this in mind, the initial application stage only requires candidates to submit their CV/LinkedIn profile for our review, with a few small questions about background and motivation.
- Following this, those candidates we are excited about will be invited to complete a short, asynchronous video interview answer a few short questions **by Friday 26th September**
- Finally, a small number of candidates will be invited to attend an interview with the ERA team on **or before Friday 3rd October**

[**Apply Now**](#)

(applications due 29th September)