Applications are invited for a Postdoctoral Researcher to participate in the collaborative research project “Structural, Cultural and Social Integration among Youth: A Multidimensional Comparative Project” (IntegrateYouth).

IntegrateYouth is a four-year research programme which uses large-scale CILS4EU/CILS-NOR data on young people of immigrant and majority origins to study the integration of immigrant youth in five countries (Norway, Sweden, England, Germany, and the Netherlands). The project is funded by Nordforsk and headed by Carina Mood (Professor of Sociology at Stockholm University), who leads a formal collaboration between SOFI at Stockholm University, Nuffield College in the University of Oxford (Jan O. Jonsson), and the Norwegian research institute Fafo (Jon Horgen Friberg). The project also includes collaborators at Utrecht University (Netherlands) and MZES, Mannheim University (Germany).

The Project

The IntegrateYouth project aims to describe and understand the fundamentals of integration of youth, and its variation across five countries (Norway, Sweden, England, Germany and the Netherlands). We use the large-scale CILS4EU/CILS-NOR data on young people of immigrant and majority origins, with the purpose of giving a comprehensive understanding of integration.

Our theoretical approach has two pillars: First, integration is a multidimensional process where different aspects are intertwined. Second, integration can be fruitfully understood as an intersection between origin country characteristics, destination country characteristics, and
exposure to the destination country; and our data has been designed so as to maximize the comparative potential in these respects.

The project covers eight themes, for example: the role of school and neighbourhood segregation for cultural and social integration, gendered patterns of integration, the prominence of a Muslim/non-Muslim divide, selective acculturation, and how ethnic inequalities are patterned by educational tracking/streaming. With our multidimensional approach, we seek to move the research landscape away from fragmentation and towards a more holistic perspective on integration. Our themes look at patterns of, and interactions between, (1) structural integration, e.g., youth’s educational and economic situation, (2) social integration, e.g., friendship across ethnic lines, but also exclusion and bullying, (3) cultural integration, e.g., values, identity and religiosity, and (4) psychological adaptation, e.g., mental wellbeing and anti-social behaviour. Our research will respond to pressing contemporary questions where systematic knowledge is missing, thereby providing important input to evidence-based policy-making.

The Role

The key responsibilities of the Postdoctoral Researcher are to undertake research for the IntegrateYouth project, including both self-initiated research and research in collaboration with other researchers. The post-holder will also undertake some advisory and administrative duties connected with the project, including organising conferences and other academic events, and communicating research outcomes to stakeholders. The Postdoctoral Researcher may also undertake ad hoc paid teaching or supervision within the collegiate University in Oxford.

The post would be ideal for a candidate who has recently completed, or is close to completing, a doctorate in a relevant social science discipline such as sociology, demography, or a related field, with a focus on quantitative integration research.

The appointment will be full-time (35 hours per week) and fixed-term for three years, starting on 1 September 2020 or as soon as possible thereafter. The salary will be £38,017 per annum. There will be an initial probationary period of twelve months. The Postdoctoral Researcher will report both to Professor Jonsson in Nuffield College and to Professor Mood at SOFI.

The person appointed will be eligible for election to a Research Fellowship at Nuffield College.

The College particularly welcomes applications from women, from disabled people, and from black and minority ethnic candidates, who are currently under-represented in academic posts in Nuffield.

Any requests for further information about these posts or any queries should be addressed to the College Registrar at Nuffield by emailing pprf@nuffield.ox.ac.uk.

Main Responsibilities/Duties

The responsibilities and duties of the post will include but not be limited to the following items:

Research analysis and dissemination

- Conduct self-initiated quantitative integration research using CILS4EU/CILS-NOR data and linked with the research activities of the IntegrateYouth project;
• Conduct quantitative integration research in collaboration with other researchers within the IntegrateYouth project.

• Disseminate research findings primarily through the publication of peer-reviewed papers and participation in conferences and seminars, as well as through contact with stake-holders.

Advisory and Administrative Duties

• Contribute to the running of the IntegrateYouth project, for example, by organising conferences and academic events, and by communicating research outcomes to stakeholders.

• Contribute to common activities within the project such as data management.

• Work and conduct themselves in compliance with the University’s code of practice and procedure for academic integrity in research and relevant research governance procedures, (including those governing ethical research conduct, data protection, and Health and Safety).

Teaching and/or supervision

• Optionally, and with the agreement of Professor Jonsson and Professor Mood, undertake a small amount of ad hoc paid teaching or supervision within the collegiate University in Oxford.

The Postdoctoral Researcher will work under the supervision of Professor Jan O. Jonsson and Professor Carina Mood. The post-holder will be based at Nuffield College, Oxford, but may opt (in consultation with Professors Jonsson and Mood) to spend part of the duration of the post at the Swedish Institute for Social Research (SOFI), Stockholm University, Sweden and/or at the Fafo Research Foundation in Oslo, Norway.

Selection criteria

Essential

• Holding, or being close to completing, a PhD/DPhil in a relevant social science discipline such as sociology, demography, or a related field, with a focus on quantitative research.

• Evidence of a high level of expertise in the application of quantitative methods.

• Demonstrable proficiency in statistical analysis, including the use of relevant software such as Stata or R.

• Ability to conduct high-quality academic research in fields relevant to the IntegrateYouth project, as evidenced by a record of scholarly writing and publication in peer-reviewed journals (appropriate for and commensurate with the candidate’s stage of the academic career).

• High quality and feasible future research plans which are relevant to the IntegrateYouth project.

• Familiarity with theory and previous research in the field of integration.

• Strong capacity for analytical thinking.

• Excellent oral and written communication skills in English.
• Excellent organisational skills, flexibility and responsiveness, and the ability to prioritise workloads and to work to tight deadlines.

• Exemplary interpersonal skills and the ability to work constructively and effectively both as part of a small research team and under own initiative.

• Creativity, initiative, and independence.

**Desirable**

• Strong statistical and programming skills.

• Knowledge of other languages, in particular any Scandinavian language, German, or Dutch.

**How to Apply**

To apply online for this vacancy, please click on the ‘Apply’ link below. This will take you to the Interfolio Web Recruitment System, where you will need to register for an account (if you have not done so previously) and log in before completing an online application.

For the online application you will be asked to complete an **application form** and a **recruitment monitoring form**, and to upload the following documents:

- Cover letter detailing your motivation for applying for this post, describing your background in the research areas relevant to the IntegrateYouth project and your specific research skills, and outlining how you meet the selection criteria.

- Curriculum Vitae including a full list of publications/working papers (please indicate your contribution if papers are co-authored).

- Research proposal (no more than 3 pages) describing the research you would like to undertake as a contribution to the IntegrateYouth project.

- Copy of your doctoral degree certificate (if available).

- Publications, or paper- or chapter-length examples of your academic written work (no more than three files).

On the application form you will be asked to provide the names, postal addresses, and email addresses of **two or three academic referees** to whom we may write at a later stage in the selection process to request references in support of your application. Please ensure that your nominated referees would be available to provide references in April 2020.

**APPLY**

If you have any technical difficulties submitting your online application, please contact Interfolio at help@interfolio.com. For other queries, please contact the College Registrar at pprf@nuffield.ox.ac.uk.

If, for your convenience, you wish to submit a hard-copy application, please contact the College Registrar at pprf@nuffield.ox.ac.uk. Interfolio is a US-based service which processes data on servers based outside the EEA, but which complies with the EU-U.S. Privacy Shield.

The closing date for receipt of completed applications is **MONDAY 6 APRIL 2020**. Interviews are likely to take place in the week beginning 11 May 2020.

**TERMS AND CONDITIONS**

Full terms and conditions of employment will be provided in writing to the successful candidate. The information below is for guidance only and does not constitute a contract of employment.

The person appointed will be eligible for election to a Research Fellowship at Nuffield College, which carries some additional entitlements.

**Duration**

The post is fixed-term for three years, subject to the normal pre-employment checks and the satisfactory completion of a twelve-month probation period.

**Salary**

The salary for the post will be £38,017 per annum. Salaries are paid in arrears on the 28th of each month (or where the 28th is not a working day, on the last working day before the 28th) as detailed on the payslip. Salaries are reviewed annually in August, although the College is under no obligation to award an increase following a salary review.

**Hours of Work**

The post is full time and the normal hours of work are 35 hours per week, exclusive of meal breaks. It is essential that the post holder is able to provide some flexibility with working hours in order to meet the demands of the post and for which time off in lieu will be given.

**Holiday Entitlement**

The post holder will be entitled to 41 days paid leave per annum inclusive of all public holidays and College closure days. Annual leave should be agreed with your Line Manager, as appropriate.

**Pension**

The post holder will be contractually enrolled in the University Superannuation Scheme (USS) from the commencement of your employment, unless he or she opts out by completing and returning to the HR department the relevant form.

**Meal Entitlement**

Coffee, tea and lunch, whilst on duty, will be provided free of charge except during any kitchen closure period.

**Other Benefits**

Employees will be eligible for a discounted travel to work scheme for the purchase of bus and train tickets.

**Training**

The College will support the post-holder to undertake any relevant training to enhance his or her career and financial support for these development activities will be provided where appropriate.
Oxford Colleges’ Healthcare Plan
The post holder will be eligible to join the Oxford Colleges’ Healthcare Plan from the commencement of employment. The College will pay for a single membership of the Plan, but you may upgrade, at your own expense, your membership to cover your partner / spouse or your family. As this is a work benefit you will pay tax on the Subscription Rates.

Equal Opportunity statement
The policy and practice of the University of Oxford and Nuffield College require that all staff are afforded equal opportunities within employment. Entry into employment and progression within employment will be determined only by personal merit and the application of criteria which are related to the duties of each particular post and the relevant salary structure. In all cases, ability to perform the job will be the primary consideration. Subject to statutory provisions, no applicant or member of staff will be treated less favourably than another because of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation. Where suitably qualified individuals are available, selection panels will contain at least one member of each sex.

Data Protection
All data supplied by candidates will be used only for the purposes of determining their suitability for the post and will be held in accordance with the principles of the General Data Protection Regulation (GDPR), the Data Protection Act 2018, and the College’s Data Protection Policy.

Pre-employment screening
If you are selected for the post, employment with the College will be conditional upon satisfying the following requirements:

Eligibility to work in the UK
The Immigration, Asylum and Nationality Act 2006 makes it a criminal offence for employers to employ someone who is not entitled to work in the UK. We therefore require applicants to provide proof of their right to work in the UK before employment can commence.

Please note that you will need to provide original documents and where any documents are not in English a certified translation will be required. Do not include these documents with your application. You will be sent a request for the relevant information at the appropriate point in the selection process.

Successful applicants who do not currently have the right to work in the UK will be required to apply for permission to do so under the current UK immigration system.

Medical fitness
Please note that any offer of employment will be conditional upon receipt of a completed pre-employment medical health assessment questionnaire and confirmation from the University of Oxford Occupational Health Service that the candidate is medically fit for the post (allowing for any reasonable adjustments that may be required, in line with the provisions of the Equality Act 2010).

The purpose of the pre-employment medical health questionnaire is to:

- Assess the candidate’s medical capability to do the job for which they have applied;
- Determine whether any reasonable adjustments or auxiliary aids may be required to accommodate any disability or impairment which they may now have;
• Ensure that none of the requirements of the job for which they have applied would adversely affect any pre-existing health conditions the candidate may have.

*Nothing in these particulars constitutes a contract.*

*Nuffield College exists to promote excellence in education and research, and is an equal opportunities employer committed to equality and valuing diversity. Applications are particularly welcome from women, from disabled people, and from black and minority ethnic candidates, who are currently under-represented in posts in the College.*