



NUFFIELD COLLEGE

Postdoctoral Prize Research Fellowships in Sociology (two posts)

Job description and selection criteria

College	NUFFIELD
Division	Social Sciences Division, University of Oxford
Location	The posts will be based at Nuffield College
Salary	£30,963 per annum
Duration	Three years (fixed term)
Working hours	Full time (35 hours per week)

Nuffield College intends to appoint, with effect from 1 September 2018 or as soon as possible thereafter, two Postdoctoral Prize Research Fellows (PPRFs) in Sociology, broadly construed to include sociology, demography, social and medical statistics, social psychology, public policy, and social policy. Applicants who wish to undertake interdisciplinary research in Sociology which includes Economics and/or Politics are also welcome to apply for the Fellowships. The College particularly encourages applications from candidates who work or plan to work in the field of one or more of the College's Sociology Fellows, whose interests are described in more detail below.

The postdoctoral fellowships are available for three years.

The aim of the competition is to identify and attract candidates who are reaching or have reached the end of their doctorate and have the potential to produce high quality research and to become world-class scholars in the social sciences.

The key responsibilities of the Research Fellows are to engage in independent scholarly research, and to take part in the intellectual life of the College. Research Fellows may also undertake *ad hoc* paid teaching or supervision within the collegiate University, up to a maximum of 48 hours per year. Decisions about the nature and direction of the research undertaken will be wholly under the control of the Research Fellow, but the College will appoint academic mentors to provide support and advice.

PPRFs will normally be expected to engage in activities aimed at integrating them in the College life and in the broader Oxford community. To that end, they will be encouraged to organise research events such as workshops, seminar series or conferences (for which the College and the Department can provide administrative and financial support). These activities can be agreed in consultation between them, Nuffield Mentors and the Sociology Group Chair.

The Fellowships are open to scholars from any country, and 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. To be eligible, candidates should hold a bachelors and/or masters degree in a relevant field and should by 1 September 2018 have completed, or be close to completing, a doctorate. Candidates must be within three years of the award of their doctorate at the time of application. Preference will be given to candidates who have not previously held a research fellowship similar to that advertised for more than one year at the time of taking up the fellowship. Allowances will be made for career breaks (for example, family-related leave) and candidates are asked to provide relevant information.

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

Research

- To engage in advanced study and independent research in the field of sociology, broadly construed to include sociology, demography, social and medical statistics, social psychology, public policy, and social policy.
- To disseminate research findings through the publication of peer-reviewed papers, participation in conferences and seminars.

Teaching and other academic duties

For the College:

- To participate in the intellectual life of the College by attending, and where possible by organising, seminars, workshops, conferences, and other academic events.
- To act as mentors for graduate students, where appropriate.
- To represent the College's body of postdoctoral research fellows on one of the College's committees and to take on College officerships where appropriate.

For the Collegiate University:

- Optionally, and with the agreement of the Research Fellow's Mentor and the Sociology Group Chair, to undertake *ad hoc* paid teaching or supervision within the collegiate University, up to a maximum of 48 hours per year.

Selection criteria

Candidates will be judged on the basis of the following criteria and should ensure that their covering letter shows in their own words how they meet the criteria.

Essential:

- Holding a bachelors and/or masters degree in a relevant field and by 1 September 2018 having completed, or being close to completing, a doctorate; candidates must be within three years of the award of their doctorate at the time of application. Preference will be given to candidates who have not previously held a research fellowship similar to that advertised for more than one year at the time of taking up the fellowship.
- Experience of carrying out independent research and a track record of excellent quality papers appropriate for and commensurate with their career level.
- Willingness to contribute to the intellectual life of the College.
- Excellent oral and written communication skills.

Desirable

- Publications in peer-reviewed journals commensurate with the candidate's career level.
- Research experience and/or research plans in the field of one or more of the College's Sociology Fellows (described in more detail below).
- Experience of teaching high-achieving students.

Terms and Conditions of Employment

The Postdoctoral Prize Research Fellow's salary is set at £30,963 per annum (based on point 4 of the College's scales for Research Fellows).

Any cost-of-living awards will be effective from 1 August each year.

Subject to availability, Research Fellows may opt to take up single accommodation in College (at a subsidised rate). Furthermore, the College provides PPRFs with children's allowances, currently £4,265 p.a. for the first child plus £567 p.a. for the second child. Fellows with children may apply for childcare places at one of the University's nurseries. Demand for available places is high and places are not guaranteed. The University's Childcare Services can give advice on other childcare providers in Oxford (www.admin.ox.ac.uk/childcare).

Each Research Fellow is entitled to an individual office in College, free lunch and dinner (when the kitchen is open), and two academic High Table guests per term at the expense of the College. Research Fellows receive a research budget, currently £2,750 per annum, for expenses incurred in the course of academic duty, such as support of fieldwork, attendance at conferences and other research assistance. In respect of this last allowance, the College has dispensation from the Inland Revenue not to deduct tax or make returns. Telephone, fax, photocopying and postage expenditure incurred by a Fellow for academic purposes are met by the College. Each Research Fellow is allocated a computer and software suitable for their research.

The College functions as an academic community throughout the whole year, so that research and teaching activities are not confined to the University's three terms. The College regards the holding of other positions (e.g. lectureships at other Oxford colleges) as incompatible with the terms of the Fellowship. No office or appointment may be accepted, whether paid or unpaid, without the permission of Governing Body. Research Fellows are required to reside within 25 miles of Oxford and are also required to obtain permission of the College if they wish to take leave of absence.

Nuffield College is an Equal Opportunities Employer.

The Fellowships are full-time posts and are to be taken up on 1 September 2018 or as soon as possible thereafter. The appointment will be for three years. 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 UK points-based immigration system.

How to apply

The application package should be sent via e-mail as .pdf attachments to pprf@nuffield.ox.ac.uk. The application package should consist of

- i) a completed **Sociology PPRF application form** (obtainable from the College webpage, <https://www.nuffield.ox.ac.uk/About/Vacancies/Pages/Vacancies.aspx>);
- ii) a curriculum vitae;
- iii) the names, addresses, and e-mail addresses of at least two academic referees to whom we may write to request references in support of your application at a later stage in the selection process;
- iv) a covering letter, explaining how you meet the selection criteria;
- v) a one-page description of your current research;

- vi) a one-page description of the research you would plan to undertake as a Postdoctoral Prize Research Fellow;
- vii) two samples of your written work (for example, research papers or thesis chapters), together with a one-page abstract for each piece.

The deadline for receipt of application packages is Monday 25 September 2017.

A short-list of candidates for the PPRFs in Sociology will be invited to visit the College in the week beginning 13 November 2017 (exact date to be confirmed) to give a short seminar presentation and to be interviewed. The College will pay all reasonable expenses (including economy air fares) of candidates invited for interview.

Enquiries: e-mail pprf@nuffield.ox.ac.uk; tel. +44 1865 278 516; or fax +44 1865 278 530

Further Information

NUFFIELD COLLEGE

Nuffield College is a graduate college within the University of Oxford which was founded in 1937 and specialises in the Social Sciences, particularly Economics, Politics, and Sociology. It aims to be one of the world's outstanding social science institutions, providing a stimulating research-orientated environment for postgraduate students, research fellows, and senior academics and promoting, according to its Charter, "the study by co-operation between academic and non-academic persons of social (including economic and political) problems". About 30 students are admitted each year to undertake both taught masters courses and doctoral research for many of whom the College provides financial support in the form of studentships. In total there are about 100 students enrolled at any one time, many of whom either live in College or have offices in College.

Postdoctoral Fellows are an integral part of the College and its academic activity. In 2017-18 there are 43 Research Fellows in College of whom 12 are College-funded Prize Postdoctoral Fellows, 13 are funded jointly with the Economics Department, and the remainder are funded by external awards or by the Departments of Economics, Politics and International Relations; Sociology; and Social Policy and Intervention.

The College has in addition 35 permanent academic Fellows (of whom 6 are College-funded Official Fellows), 27 non-academic Visiting Fellows drawn from the world of business, industry, politics and administration; and a number of Research Officers working on research projects run by the College's Fellows. The College enjoys strong links with the University's social science departments and works closely with the Social Sciences Division.

Nuffield College has been – and continues to be – the source of some of the major research developments in social science. These include the British Election Studies and the major programme of research on Social Mobility in Britain. It was the birthplace of the "Oxford School" of Industrial Relations; it pioneered the development of cost benefit analysis for developing countries; and it has made a major contribution to the methodology of econometrics. At the moment the College hosts three research centres: the Centre for Experimental Social Sciences (CESS); the Centre for Social Investigation (CSI); and the Gwilym Gibbon Unit for Public Policy Research (see further information below).

Research Facilities

The size and specialised nature of the College enable its members to work closely with one another in a stimulating and research-orientated environment. A "critical mass" of students and Fellows working in the social sciences is helpful both in terms of facilities and of intellectual activity, such as the active seminar and conference programme.

The College Library is one of the finest in the social sciences and functions as a research library, reflecting the academic interests of the Fellows. The Library is open shelf and accessible 24 hours a day. Fellows also have access to all the facilities of the Bodleian Library, including full-text access to nearly all journals in the social sciences.

The College has an Information Systems Department to serve the computing needs of Fellows.

The College provides facilities and grants for Fellows to invite academic visitors to the College to enable them to carry out collaborative work.

Research Centres in Nuffield College

The College currently hosts three research centres, focusing on different aspects of and approaches to the study of social sciences:

The **Centre for Experimental Social Sciences (CESS)** was established to promote and facilitate experimental research by social scientists in Oxford. The CESS offers an on-site laboratory with 25 computer stations, and maintains a large subject pool. The facilities are designed to support a wide range of experiments. The CESS also maintains an online panel of UK residents, and provides supports for fielding online survey experiments. Fellows are eligible to conduct lab and online experiments at a discounted rate subsidised by the College and the Social Science Division. The CESS has a regular seminar series that highlights the work of renowned scholars employing experimental methods. Periodic workshops held by the CESS provide training for researchers in experimental research design, experimental data analysis, and programming languages (including ztree and Qualtrics). More information on CESS is available at <https://cess-web.nuff.ox.ac.uk/>.

The **Centre for Social Investigation (CSI)** is an interdisciplinary research programme; in keeping with the College's Charter which emphasizes "the study by co-operation between academic and non-academic persons of social (including economic and political) problems", the Centre aims to address contemporary social issues of public interest and to engage with policy-makers and the public more generally, carrying out authoritative, non-partisan research on central social issues which draws upon expertise in economics, politics and sociology and related disciplines such as social policy. The Centre seeks to establish itself as an independent and rigorous source of information and analysis of contemporary social issues, communicated in an accessible way to nontechnical audiences, in addition to publishing technical work for academic audiences. Professor Anthony Heath serves as Director for the CSI, assisted by post-doctoral researchers. The Centre also hopes to attract a body of non-stipendiary associates to participate in its activities, and, once the Centre is fully established, to offer secondments from government or business. More information on CSI is available at <http://csi.nuff.ox.ac.uk/>.

The **Gwilym Gibbon Centre for Public Policy Research** has been established with the aim of bridging academia and public affairs through the provision of rigorous academic analysis of public policy issues (mainly in the UK). The Centre's inaugural director has been Professor Iain McLean who undertakes research in response to calls for evidence from parliamentary bodies and government or as part of externally funded research projects. One of the Centre's research projects focused on resource allocation in policing in Great Britain and was funded by the Chartered Institute of Public Finance and Accountancy.

The Nuffield Sociology Group

The current permanent members of the [Nuffield Sociology Group](#), and their respective research areas, are:

[Francesco Billari](#) (FBA) Demographical and simulation models; social and family demography; statistical demography; test design and construction; international demography; social policy and demographical behaviour.

[Richard Breen](#) (FBA) Social stratification and inequality, quantitative methods, and the application of formal models in the social science.

[Erszébet Bukodi](#) Educational inequalities, trends in intergenerational and intragenerational mobility, different aspects of life-course analysis and gender differences in the labour market as well as the relationship between social and cultural stratification.

[Nan Dirk de Graaf](#) Empirical sociology. Religion, social stratification, crime, political sociology, and political and cultural consequences of social mobility and mixed marriages.

[Geoff Evans](#), who works on electoral behaviour and comparative political sociology, is a Nuffield Fellow in both the Sociology and Politics Groups.

[Ray Fitzpatrick](#) (FMedSci) Medical sociology. Interests include the evaluation of health care, the measurement of patient satisfaction, health status and quality of life.

[Jan O. Jonsson](#) Social stratification, including studies of educational inequality, the class structure, and social mobility.

(from September 2017) [Ridhi Kashyap](#) Demography, gender, the relationship between development and fertility change, agent-based and demographic models.

[David Kirk](#) The legitimacy of the law and the effects of illegitimacy on crime and the willingness of residents to cooperate with the police; the effect of neighborhood culture and conditions on criminal and delinquent behavior; and prisoner reentry and the consequences of housing and parole policies for offender reintegration.

[Colin Mills](#) Sociology of economic life; social stratification; social demography; social survey research; quantitative research methods.

[Melinda Mills](#) Life course research; linking data and data transformations; cross-country comparative studies; globalization; partnerships (cohabitation, marriage, divorce, widowhood); labor market transitions and recent trends in flexibility; the link of sociological theory with empirical research; demography; multistate and event history methods; mixed methods (qualitative and quantitative).

[Christiaan Monden](#) Family sociology/demography, focusing on the link between health and family and how health and well-being are related to socio-demographic transitions in the life course and how the family affects individuals' health outcomes.

There are at present five **Postdoctoral Prize Research Fellows** in the Sociology Group:

(from September 2017) [Julia Behrman](#) (Ph.D. NYU) An exploration of the causes and consequences of global family change.

(from September 2017) [Per Engzell](#) (Ph.D. Stockholm) Intergenerational Status Transmission, Peer Effects, Sociogenomics

[Michael Grätz](#) (Ph.D. EUI) Effects of family and sibling characteristics on educational outcomes and with the intergenerational transmission of education.

(from September 2017) [Lucie Kalousova](#) (Ph.D. Michigan, Ann Arbor) Inequality in health and debt: A comparative study of the health effects of indebtedness in Europe and in the US

[Dingeman Wiertz](#) (DPhil Oxford) Civic participation, inter-ethnic relations, social networks, economic hardship, and their interrelationships.

There are a number of other research fellows in sociology. Five Research Fellows are employed as Postdoctoral Researchers in the [Nuffield Centre for Social Investigation](#): they are [Lindsay Richards](#) (Ph.D. Manchester) whose research focuses upon the social and economic causes of subjective well-being; [Elisabeth Garratt](#) (Ph.D. Manchester) who has research interests in quantitative methods, mental health in adults and children, health inequalities, poverty, food insecurity and social stratification, [Valentina di Stasio](#) (Ph.D. Amsterdam) whose research interests include gender and ethnic discrimination in the labour market, the role of social capital in the hiring process and public perceptions about vocational education and training; [James Laurence](#) (D.Phil. Oxford) who researches on ethnic diversity, immigration and inter-ethnic relations, social capital and civic/political engagement; and [Noah Carl](#) (D.Phil. Oxford) working on an ESRC-funded project on attitude formation and change in the run-up to Brexit. [Jay Gershuny](#) (Ph.D. Sussex) is Professor of Economic Sociology and Director of the Oxford Centre for Time Use Research, and a Nuffield Senior Research Fellow, with research interests including the design and use of narrative datasets, household organisation, labour force participation, family formation and dissolution, and accounts of socio-economic structure social change. [Federico Varese](#) (D.Phil. Oxford) is a Professor of Criminology in the Department of Sociology and a Senior Research Fellow of the College, with research interests in organised crime; the application of social network analysis to the study of criminal groups; migration and mafias; and theories of action. [Brian Nolan](#), another Senior Research Fellow of the College, is Professor of Social Policy in the Oxford Department of Social Policy & Intervention, and Director of the Employment, Equity and Growth Programme at INET Oxford, researching on income inequality, poverty, and the economics of social policy. [Nicola Barban](#) (Ph.D. Padua) is a Non-stipendiary Research Fellow (NSRF) at Nuffield and a Senior Research Associate in the Department of Sociology working on the ERC Consolidator Grant project "REPROGENE: Unravelling the genetic influences of reproductive behaviour and gene-environment interaction", with research interests in sociogenetics, life course analysis, gene-

environment interactions in fertility research, immigrant assimilation, social interactions and fertility, and statistical methods for demographic research. [Patrick Präg](#) (Ph.D. Groningen), another Nuffield NSRF, works as a Postdoctoral Researcher in the Department of Sociology on the ERC-funded FAMSIZEMATTERS project. [Marij Paskov](#) (Ph.D. Amsterdam) holds a Nuffield NSRF in association with her post as a Research Officer at INET Oxford working on economic growth models, inequality, and living standards. [Felix Tropf](#) (Ph.D. Groningen) is a Nuffield NSRF and a postdoctoral researcher in sociogenomics in the Department of Sociology, currently working on social science genetics and the life-course. [Laura Langner](#) (D.Phil. Oxford) holds a Nuffield NSRF and an ESRC Future Leader award in the Department of Sociology, and works on life course and family dynamics. [Stine Møllegaard](#) (Ph.D. Copenhagen) is a Nuffield NSRF in association with her Postdoctoral Fellowship in the Department of Sociology where she works on the SOCGEN project (Combining Social Science and Molecular Genetic Research to Examine Inequality and the Life Course). [Cohen Simpson](#) (Ph.D. LSE) holds a Nuffield NSRF and works on the ESRC-funded “Social Media, Human Rights NGOs, and the Potential for Governmental Accountability” project in the Department of Sociology. [Charles Rahal](#) (Ph.D. Birmingham) is a Nuffield NSRF and a Postdoctoral Researcher in Quantitative Sociology in the Department of Sociology.

In addition the College Members of the Sociology Group are involved with a number of large-scale funded research projects, including the ERC-funded REPROGENE project examining the socio-environmental and genetic determinants of fertility behaviour, the comparative project Children of Immigrants Longitudinal Survey in Four European Countries ([CILS4EU](#)) investigating the integration of ethnic minority school children, and the EU 7th Framework programme “[FamiliesAndSocieties](#)”. Nuffield’s Sociology Fellows are closely involved in research and teaching within the [Oxford Department of Sociology](#) and its research centres. Nuffield sociologists currently serve as editors of *Advances in Life Course Research*, and the *European Sociological Review*.

The University

The University of Oxford aims to sustain excellence in every area of its teaching and research, and to maintain and develop its position as a leader amongst world-class universities. Placing an equally high value on research and on teaching, the colleges, departments and faculties of Oxford aspire both to lead the international research agenda and to offer a unique and exceptional education to our undergraduate and graduate students.

Oxford’s self-governing community of scholars includes professors, readers, and associate professors, college tutors, senior and junior research fellows and over 2,500 other university research staff. The University aims to provide facilities and support for colleagues to pursue innovative research and outstanding teaching, by responding to developments in the intellectual environment and society at large, and by forging close links with the wider academic world, the professions, industry and commerce. The Strategic Plan, detailing strategy for the period 2013-18, can be found at www.ox.ac.uk/about/organisation/strategic-plan.

Research at Oxford combines disciplinary depth with an increasing focus on inter-disciplinary and multi-disciplinary activities addressing a rich and diverse range of issues, from deciphering ancient texts and inscriptions using modern scientific and computational methods developed in Oxford, through to global health, climate change, ageing, energy and the effects on our world of rapid technological change.

Oxford seeks to admit undergraduate students with the intellectual potential to benefit fully from the college tutorial system and small group learning to which Oxford is deeply committed. Meeting in small groups with their tutor, undergraduates are exposed to rigorous scholarly challenge and learn to develop their critical thinking, their ability to articulate their views with clarity, and their personal and intellectual confidence. They receive a high level of personal attention from leading academics.

Oxford has a strong postgraduate student body which now numbers over 10,000, over 45% of students. Postgraduates are attracted to Oxford by the international standing of the faculty, by the

rigorous intellectual training on offer, by the excellent research and laboratory facilities available, and by the resources of the museums and libraries, including one of the world's greatest libraries, the Bodleian.

For more information please visit www.ox.ac.uk.

The Social Sciences Division

The University's academic departments and faculties are organised into four large groups, known as Academic Divisions (Social Sciences, Mathematical, Physical and Life Sciences (MPLS), Medical Sciences, and Humanities). The academic divisions are responsible for academic oversight of the teaching and research of their constituent departments and faculties, for strategic and operational planning, and for personnel and resource management. The Head-Elect of the Social Sciences Division is Professor Sarah Whatmore, who is a member of the University's Council. The Social Sciences Division is a world-leading centre of research and education in the social sciences. The social sciences at Oxford are distinctive for both their depth and breadth, with activity spanning fourteen departments and faculties and one cross-divisional unit. (These are as follows: Law, the Saïd Business School, Economics, Politics and International Relations, the Blavatnik School of Government, the School of Anthropology and Museum Ethnography, International Development, Sociology, Social Policy and Intervention, the Oxford Internet Institute, Archaeology, the School of Interdisciplinary Area Studies, Education, the School of Geography and the Environment, and the Oxford Martin School). Interdisciplinary links within and beyond the university are strong, extending to the humanities, natural sciences, and medical sciences.

Academic and research staff and research students are engaged in world-leading research that challenges current ideas and theories and is tackling some of the major challenges facing humanity, such as sustainable resource management, migration, governance, poverty and development, and justice. The 2014 Research Excellence Framework confirmed Oxford as the UK powerhouse for research in the social sciences, where Oxford accounted for more world-leading (4*) research than any other institution, across the social sciences units of assessment to which it made submissions. The division has an extensive portfolio of external funders and collaborators, with competitively-awarded external research income exceeding £40 million per year. Researchers in the division engage actively beyond academia and their research has influence in many spheres from innovation in public policymaking to practitioner communities such as law, business, education, social welfare and NGOs.

The division also delivers an exceptional range of high quality educational programmes (undergraduate, postgraduate taught and postgraduate research), all of which are underpinned by the innovative research being undertaken by our academics. Programmes range from those at the interface of the natural sciences, through to professionally-oriented provision in areas such as business, law and education. The division is home to several of Oxford's most widely recognised teaching programmes, such as Philosophy, Politics and Economics (PPE); the Bachelor of Civil Law (BCL); the MPhils in International Relations, in Economics, and in Development Studies; the MBA and EMBA; and the nationally regarded Postgraduate Certificate in Education (PGCE).

For more information please visit: www.socsci.ox.ac.uk/.

Nothing in these particulars constitutes a contract.