Job description and selection criteria

<table>
<thead>
<tr>
<th>Job title</th>
<th>Gwilym Gibbon Senior Research Fellow in British Policy and Politics</th>
</tr>
</thead>
<tbody>
<tr>
<td>Division</td>
<td>Social Sciences</td>
</tr>
<tr>
<td>Department</td>
<td>Politics and International Relations</td>
</tr>
<tr>
<td>College</td>
<td>Nuffield</td>
</tr>
<tr>
<td>Grade and salary</td>
<td>RSIV- salary £86K to £95K per annum (including the College’s academic responsibility allowance)</td>
</tr>
<tr>
<td>Additional information</td>
<td>Reports to the Head of the Department of Politics and International Relations and to the Governing Body of Nuffield College</td>
</tr>
</tbody>
</table>

Overview of the Role

The Department of Politics and International Relations and Nuffield College at the University of Oxford seek to appoint a Gwilym Gibbon Senior Research Fellow in British Policy and Politics to provide intellectual leadership and undertake world class research in British Policy and Politics; to establish the strategic direction of, and to lead, a major research programme in the field of British Policy and Politics; to provide vision and direction for research collaborators, colleagues, and research students; to act as Director of the Gwilym Gibbon Centre for Public Policy at Nuffield College; and to play a full and active role in the academic life of the Department of Politics and International Relations and of Nuffield College. The successful candidate will be a distinguished scholar in the field of British Policy and Politics, with the ability to conduct internationally excellent research and to provide leadership in this research area. It is expected that the successful candidate will operate at the level of professor in a top research university. On appointment, Professorial title may be sought, if appropriate.

The post will be held in conjunction with a Professorial Fellowship at Nuffield College and it is partly funded by the Gwilym Gibbon Benefaction which is held at the College. The Benefaction was set up with the aim of promoting the study of the problems of Government, broadly interpreted to cover public policy and administration.

The post-holder will have an office in College and access to office facilities in the Department of Politics and International Relations.
The post is full-time, permanent, and tenable from 1 September 2018 or as soon as possible thereafter. An earlier start date could also be considered.

Queries about the post should be addressed to the College’s Warden, Sir Andrew Dilnot (andrew.dilnot@nuffield.ox.ac.uk) and/or Professor Desmond King (desmond.king@nuffield.ox.ac.uk). Queries about the application process should be addressed to the College’s Academic Office at academic.admin@nuffield.ox.ac.uk (telephone: +44 (0) 1865 278516).

All enquiries will be treated in strict confidence; they will not form part of the selection process.

**Duties of the Post**

The Gwilym Gibbon Senior Research Fellow will be a member of both the University and the College community. She or he will be part of a lively and intellectually stimulating research community which performs to the highest international levels in research and publications, and will have access to the excellent research facilities which Oxford offers. She or he will participate in the strategic leadership and general running of the Department of Politics and International Relations, and will play an active role in the running of the College as a member of the Governing Body and a trustee of the College.

The main duties of the post are as follows:

**Research and research leadership**

- Provide high-level academic research leadership in the field of British Policy and Politics;
- Develop further the research strategy of the Department of Politics and International Relations and Nuffield College in the field of British Policy and Politics and significantly enhance the international research profile of the Department and the College;
- Enhance the depth and range of British Policy and Politics research in Oxford and open up new avenues of research to extend intellectual understanding in the field in general;
- Act as Director of the College’s Gwilym Gibbon Centre for Public Policy and, in this capacity, establish university-wide and external collaborations and team work to promote innovative and interdisciplinary research and foster partnerships between the academic and the non-academic/policy world; if, following a five-year review of the operation of the Centre, the post-holder were to step down from the directorship, an appropriate adjustment to their duties would be made;
- Lead a programme of research and other significant research initiatives at national and/or international level;
- Write funding applications and generate significant research and/or philanthropic income, including funding for post-doctoral appointments;
• Contribute to the intellectual leadership of the academic communities at the Department of Politics and International Relations and Nuffield College as a whole, providing direction and mentoring for less experienced research colleagues;

• Regularly disseminate research findings through presentations at high-profile conferences, publications, and articles in prestigious journals;

• Engage in top-level discussions and negotiations to influence scholars, policy makers, and other stakeholders.

Teaching and Supervision

• Contribute to the recruitment, admission, and training of high calibre graduate students;

• Contribute to the academic supervision of graduate students by acting as University supervisor typically to two DPhil students and one masters student;

• Contribute to the Department’s graduate teaching programmes, by delivering one 8-week seminar or a series of 8 two-hour classes;¹

• Contribute to the undergraduate lecture provision in British Politics and Policy, by delivering a series of 8-week lectures;

• Participate in the assessment and examination of graduate and undergraduate students in the Department;

• Contribute to the development of the teaching curriculum in the Department, and to examining and academic administration;

• Act as College Supervisor for Nuffield students and mentor for postdocs and incoming academic staff as requested; play a full and active part in the academic life of the College.

Governance and Administration

• Contribute to College governance through membership of the Governing Body (subject to appointment as Charity Trustee) and other committees, as appropriate;

• Serve on Department committees and take up Academic Office when invited to do so by the Nominations Committee and under the direction of the Head of Department.

¹ The Department uses ‘stint units’ to measure teaching and supervision contributions and the post-holder will have a contractual obligation to contribute up to a maximum of 288 teaching units per year. See Appendix IV for how quantities of stint are assigned teaching and supervision activities.
Selection criteria

Applications will be judged only against the criteria which are set out below. Applicants should make sure that their application shows very clearly how they believe that their skills and experience meet these criteria.

Oxford is committed to fairness, consistency and transparency in selection decisions. Chairs of selection committees will be aware of the principles of equality of opportunity, fair selection and the risks of bias. There will be both female and male board members wherever possible.

The successful candidate will demonstrate the following:

**Essential**

- Leading authority in the field of British Policy and Politics with a considerable international reputation and capable of operating at the level of a full professor in a top research university;
- Depth of knowledge in British Policy and Politics to enable the development of innovation and new understanding in the field;
- Ability to engage with credibility across relevant academic fields and disciplines (including Comparative Government, International Relations, Political Theory, Political Economy, Political Sociology, Economics);
- Outstanding publication record in prestigious international journals and high-end academic publishers;
- Evidence of academic leadership and of developing research strategies and other research initiatives and projects as appropriate for the field of British Policy and Politics;
- Experience of research team organisation and leadership, and track record of attracting research funding;
- Proven ability and evidence of commitment to engage with colleagues, policymakers, practitioners and the public.
- Record of excellent citizenship in academic settings;
- Excellent reputation in teaching and academic supervision;
- Holding a doctorate in a relevant field.

**Desirable**

- A record of success in obtaining research funding;
- Experience of having held a major administrative role;
- A record of engagement with the non-academic world, including policymakers, practitioners and the public.
How to apply

There is no application form. In order to apply, please submit:

- Your full contact details including email and full postal addresses, and a telephone number;
- Your CV, including a statement of research interests, details of teaching experience, and a full list of publications (maximum 6 pages); please ensure that you draw the selection committee’s attention to two article-length publications which best represent your research;
- A covering letter or statement explaining how you meet the criteria set out above (maximum 2 pages);
- The names and contact details (postal and e-mail addresses and telephone number) of three referees whom you have asked to submit confidential reference letters. Please ensure that your referees send their letters by the stated deadline for applications. If you would prefer a referee or referees to supply their reference only if you are being called for interview on the final short list, then you must state this in your application, alongside the details of the relevant referee.

Applications and reference letters should be sent by email to academic.admin@nuffield.ox.ac.uk.

Should you have any queries about how to apply, please contact the College’s Academic Office at academic.admin@nuffield.ox.ac.uk (telephone: +44 (0) 1865 278516).

The deadline for applications is 12 noon (UK time) on Friday 9 February 2018.

Applications for this post will be considered by a selection committee including representatives from the Department of Politics and International Relations, and Nuffield College. The selection committee is responsible for conducting all aspects of the recruitment and selection process; it does not, however, have the authority to make the final decision as to who should be appointed. The final decision will be made by the Department and the Governing Body of the College on the basis of a recommendation made by the selection committee. No offer of appointment will be valid, therefore, until and unless the recommendation has been approved by both the Department and the Governing Body, and a formal contractual offer has been made.

Reasonable interview expenses will be reimbursed.
Essential Information for Applicants for the post of Gwilym Gibbon Senior Research Fellow of British Politics and Public Policy

Appendix I – Information about the University
Appendix II – Information about the Social Sciences Division
Appendix III – Information about the Department of Politics and International Relations
Appendix IV – DPIR Stint Table
Appendix V – Information about Nuffield College
Appendix VI – General Information for Applicants
Appendix I

The University

Oxford’s departments and colleges aim to lead the world in research and education for the benefit of society both in the UK and globally. Oxford’s researchers engage with academic, commercial and cultural partners across the world to stimulate high-quality research and enable innovation through a broad range of social, policy and economic impacts.

Oxford’s self-governing community of international scholars includes Professors, Associate Professors, other college tutors, senior and junior research fellows and over 2,500 other University research staff. 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. The current strategic plan can be found at www.ox.ac.uk/about/organisation/strategic-plan.

Oxford’s strengths lie both in empowering individuals and teams to address fundamental questions of global significance, and in providing all staff with a welcoming and inclusive workplace that supports everyone to develop and do their best work. Recognising that diversity is a great strength, and vital for innovation and creativity, Oxford aspires to build a truly inclusive community which values and respects every individual’s unique contribution.

While Oxford has long traditions of scholarship, it is also forward-looking, creative and cutting-edge. Oxford is one of Europe's most entrepreneurial universities. It consistently has the highest external research income of any university in the UK (the most recent figures are available at www.ox.ac.uk/about/organisation/finance-and-funding), and is ranked first in the UK for university spin-outs, with more than 130 spin-off companies created to date. Oxford is also recognised as a leading supporter of social enterprise.

Oxford admits undergraduate students with the intellectual potential to benefit fully from the 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. 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/about/organisation.
Appendix II

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. From 1 January 2018 the Head of the Social Sciences Division will be Professor Sarah Whatmore, who will be 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 Said 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. REF 2014 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 BCL; the MPhils in International Relations, in Economics, and in Development Studies; the MBA and EMBA; and the nationally regarded PGCE.

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

The Department of Politics and International Relations

Politics and International Relations at Oxford University have a long and distinguished history in the education of leading figures in academia, politics, the media and public life, both in the UK and internationally. Teaching and research in this area were gathered together in 2000 to create a Department of Politics and International Relations (DPIR). Since then it has become one of the largest departments in the field in the UK and is an internationally excellent centre for teaching and research.

The Department is located in the Social Sciences building at Manor Road, along with the Departments of Economics and Sociology, the Centres for Criminology and Socio-Legal Studies, and the integrated Social Science Library. The building provides excellent facilities including a lecture theatre, a large computer laboratory and a range of seminar rooms as well as a cafeteria and common room for use by both staff and students. The Department space houses academic officers, the administrative team, research staff, and provides workspace for graduate students.

Teaching – diversity and distinctiveness

An Oxford education maintains its distinctive commitment to tutorial teaching and to thorough instruction in the rigorous application of argument and evidence. The Department complements tutorials with lecture, class, and seminar provision. The Department is committed to a strong focus on innovative and traditional techniques and methods in the study of Politics and International Relations. The Department is a major international centre for graduate research, with a graduate body of more than 300 students. Each year it admits a total of around 140 students from around the world to its graduate degrees: two one-year MSc courses (in Politics Research and in Political Theory Research); four two-year MPhil courses (Comparative Government, Political Theory, European Politics and Society, and International Relations), and two doctoral programmes. In addition, the Department has an undergraduate body of around 1,000 students reading its two joint honours degrees: Philosophy, Politics and Economics (PPE) and History and Politics (HP). PPE continues to be the University’s flagship undergraduate programme, providing those who study it with a rigorous introductory training in the social sciences and political philosophy. History and Politics sets contemporary political problems in their historical perspective, and builds on the rigorous analytical thinking central to the long-established PPE programme.

Research - relevance and influence

Research in the Department is diverse, with over 100 academic staff ranging in geographical scope, taking in the historical foundation and development of societies and their political institutions, and contemporary global issues in politics and international relations, through a plurality of approaches (theoretical, empirical, and methodological). Individuals and research centres in the Department have strong links with other units in the Division and the University.
The Department’s research is organised around three main networks – the Centre for International Studies, the Oxford Political Theory Network, and the Research Network in Politics and Government – which integrate research effort within and beyond the department. At present, the Department also includes the Reuters Institute for the Study of Journalism, the Centre for the Study of Social Justice, the Cyber Studies Programme, the Oxford SciencesPo Programme, the History of Political Thought Research Network, and the Constitutional Studies Programme. We have our own Research Support team which supports the development and submission of applications to funding bodies. The Department aims to encourage and support the development of a research environment that is innovative, soundly-based, collaborative and interdisciplinary. It provides funds for individuals through modest internal awards, funding and support for conferences, seminars and workshops, and research assistance.

The 2014 Research Excellence Framework (REF) confirms the excellence of DPIR research and our research environment. We now lead the field in the UK in the impact of this research beyond the academy. DPIR’s submission to the Politics and International Studies Unit of Assessment achieved top scores, confirming that we are the leading Unit of Assessment in the discipline in the UK by volume of overall (impact, environment, outputs) 4*world-leading research. In terms of 4* impact we are the leading Unit of Assessment, and we achieved a 100% 4* research environment score. In addition the Department is consistently ranked first in The Times and the Guardian university guides for the subject.

Administration and governance

The Department is managed on a daily basis by a core administration team with expertise in Courses administration, Communications and Events, Finance, Personnel, and Research Support, and by the Head of Department, Deputy Head of Department, and a number of academic officers including Directors of Graduate Studies, Undergraduate Studies, Research, and Development. The administrative team works closely with staff in the Social Science Division, Personnel Services and Research Services as well as with the colleges. The Department is governed by a General Purposes Committee consisting of academic officers and academic representatives of the Department and Subfaculty of Politics, and senior administrative staff. A number of sub-committees, for Research, for Graduate Studies, Undergraduate Studies, and Development, make policy and administrative recommendations to GPC. The Subfaculty of Politics comprises all department and college staff who are engaged in teaching for the undergraduate and graduate degree courses in politics and international relations.

For more information about the Department please visit: http://www.politics.ox.ac.uk.

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2 The DPIR Research Network in Politics and Government brings together a number of scholars working on exciting topics in Comparative Politics. The general themes include political economy, institutions, behaviour, public policy, democratisation, and elections.
Appendix IV

Department of Politics and International Relations – Stint Table

<table>
<thead>
<tr>
<th>Teaching</th>
<th>Stint Units</th>
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<tbody>
<tr>
<td>1-hour tutorial/thesis tutorial</td>
<td>1</td>
</tr>
<tr>
<td>1-hour graduate special supervision/tuition</td>
<td>1</td>
</tr>
<tr>
<td>1-hour lecture</td>
<td>3</td>
</tr>
<tr>
<td>2-hour lecture</td>
<td>5</td>
</tr>
<tr>
<td>1-hour class/seminar (no marking)</td>
<td>3</td>
</tr>
<tr>
<td>1.5-hour class/seminar (no marking)</td>
<td>4</td>
</tr>
<tr>
<td>2-hour class/seminar (no marking)</td>
<td>5</td>
</tr>
<tr>
<td>1-hour class/seminar (moderate marking)</td>
<td>3.5</td>
</tr>
<tr>
<td>1.5-hour class/seminar (moderate marking)</td>
<td>4.5</td>
</tr>
<tr>
<td>2-hour class/seminar (moderate marking)</td>
<td>5.5</td>
</tr>
<tr>
<td>1-hour class/seminar (heavy marking)</td>
<td>4</td>
</tr>
<tr>
<td>1.5-hour class/seminar (heavy marking)</td>
<td>5</td>
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<tr>
<td>2-hour class/seminar (heavy marking)</td>
<td>6</td>
</tr>
<tr>
<td>Convenor of class with student presentations</td>
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</tr>
<tr>
<td>1 hour</td>
<td>1</td>
</tr>
<tr>
<td>2 hour</td>
<td>1.5</td>
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<tr>
<td>Workshop up to 2 hours</td>
<td>5</td>
</tr>
<tr>
<td>Workshop &gt;2-4 hours</td>
<td>6</td>
</tr>
<tr>
<td>Workshop &gt;4 hours</td>
<td>7</td>
</tr>
<tr>
<td>Practical 2-3 hours</td>
<td>3</td>
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<tr>
<td>Other teaching provision</td>
<td>Apply for approval</td>
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<table>
<thead>
<tr>
<th>Supervision</th>
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<tbody>
<tr>
<td>Supervision of one DPhil student (during fee liability)</td>
<td>24 pa</td>
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<td>Supervision of one DPhil student (second or later year beyond fee liability)</td>
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</tr>
<tr>
<td>Joint supervision of one DPhil student* (during fee liability)</td>
<td>12 pa</td>
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<tr>
<td>General supervision of one MPhil student</td>
<td>4 pa</td>
</tr>
<tr>
<td>Supervision of MPhil thesis (year 2)</td>
<td>12 pa</td>
</tr>
<tr>
<td>General supervision of one MSc student</td>
<td>4 pa</td>
</tr>
<tr>
<td>Supervision of MSc thesis/dissertation</td>
<td>8 pa</td>
</tr>
</tbody>
</table>
Appendix V

Nuffield College

There are 38 self-governing and independent colleges at Oxford, giving both academic staff and students the benefits of belonging to a small, interdisciplinary community as well as to a large, internationally-renowned institution. The collegiate system fosters a strong sense of community, bringing together leading academics and students across subjects, and from different cultures and countries. As well as working in the Department of Politics and International Relations, the Gwilym Gibbon Senior Research Fellow will also be a Fellow of 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.

The College currently has 35 permanent academic Fellows, of whom 6 are College-funded Official Fellows and 24 are Professorial Fellows holding joint appointments in University Departments and in the College. In addition, there are 27 non-academic Visiting Fellows drawn from the world of business, industry, politics and administration. The College has a thriving community of postdoctoral researchers, with 43 Research Fellows currently in College, of whom 12 are College-funded Postdoctoral Prize Research Fellows with the remainder funded by external awards or by the Departments of Economics, Politics and International Relations, Sociology, and Social Policy and Intervention. There are also 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 four research centres: the Centre for Experimental Social Sciences (CESS); the Centre for Social Investigation (CSI); the Gwilym Gibbon Centre for Public Policy Research, and the Nuffield Centre for Applied Macro Policy (NuCAMP) (see further information below).

Further information can be found on our website at www.nuffield.ox.ac.uk.
Professorial Fellowships at Nuffield College

The Gwilym Gibbon Senior Research Fellow will be elected to a Professorial Fellowship at Nuffield College. Professorial Fellowships are typically linked with tenure-track academic positions within the University of Oxford (joint appointments), at the level of either associate or full professor. The post-holders are expected to engage in advanced study and research in their field of expertise, falling within the research areas of the College; to provide supervision and academic support for graduate students; to participate actively in the intellectual life of the College; and to take part in College governance. Professorial Fellows are expected to be members of the College’s Governing Body (subject to appointment as a charity trustee). Governing Body Fellows are ex officio trustees of the charity which is “The Warden and Fellows of Nuffield College in the University of Oxford”.

Salary and other benefits

The salary for the Gwilym Gibbon Senior Research Fellow will be between £86K and £95K per annum (including the College’s Academic Responsibility Allowance, which is currently £22,288 per annum, taxable and pensionable, paid directly to the Fellow; the rate is reviewed each August).

In addition the successful candidate will receive the following benefits that are normally associated with Professorial Fellowships at Nuffield College (2017/18 rates):

- Research Allowance: Up to £12,920 per annum, refunded against specific, approved research-related expenditure, and therefore not taxable.
- Entertainment Allowance: £613 per annum.
- Start-up allowance: Up to £5,379 available in the Fellow’s first year to assist with set-up costs, such as IT and other office equipment.
- Option to join the College’s private health insurance scheme (Family membership represents a taxable benefit to the value of around £1,780).
- Option to join the College’s Housing Scheme for Fellows to assist with the purchase of a dwelling in the Oxford area. Further details about the scheme are available on request.

Professorial Fellows are provided with an office in College and relevant IT equipment and software for the duration of the Fellowship; they are entitled to Common Table meals (i.e. free lunches and dinners in College, including High Table) and are members of the College’s Senior Common Room (subscription fees payable).

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 four 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 support 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 Centre for Applied Macro Policy (NuCAMP) was established in the Summer of 2017 to create a space in which academics and policymakers can freely and openly discuss current trends, insights and policies that influence how economies function. Through its convening power and activities focussed on holding conferences, workshops and visitor
programmes, NuCAMP fosters the development of fresh analytical and empirical approaches that promise to create better links and improved knowledge exchange between the academic and policy worlds of macroeconomic problems.

The Politics Group

The current permanent Fellows in the College’s Politics Group and their respective research areas are:

- **Ben Ansell** Comparative political economy and institutions. Main interests in democratisation, the politics of education, the politics of housing, social policy, redistribution, multi-level modelling, and models of political economy.

- **Janina Dill** International law and ethics in international relations, specifically in war; the interaction between legal and moral imperatives and strategic thinking and technological developments to explain conduct in war and the development of armed conflict; and IR theory, specifically constructivism and the intersection of explanatory IR theories with normative political theory.

- **Ray Duch** Quantitative methods (including econometrics, multi-level modeling, experiments, applied game theory, and survey research design), comparative political economy, public opinion research, and democratization.

- **Andy Eggers** Electoral systems, corruption/accountability, the relationship between money and politics, and political development in the U.S., Britain, and France.

- **Geoff Evans** Electoral behaviour and comparative political sociology.

- **Ezequiel Gonzalez-Ocantos** Comparative judicial politics, public law and strategic litigation, with a regional focus on Latin America.

- **Desmond King** (FBA, MRIA) Comparative government and American politics. Main interests in comparative public policy including welfare states and labour market policy; race and politics especially in American political development; democratization; immigration; and the politics of social research.

- **Cecile Laborde** (FBA) Republicanism, liberalism and religion, theories of law and the state, and global justice.

- **David Rueda** Comparative political economy, the politics of industrialised democracies. His current research focuses on insider-outsider politics, the determinants and consequences of inequality, and the role of the welfare state in times of crisis.

- **Gwendolyn Sasse** Transition and democratisation, post-Communism, EU eastward enlargement, ethnic and regional conflicts, minority rights, migration in Europe.

- **Duncan Snidal** (FBA) Problems of international cooperation, including the role of international institutions such as law and formal organizations, in promoting cooperation. Current research focuses on questions surrounding institutional change and the transnational regulation of business firms.

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

- **Alice Baderin** (D.Phil. Oxford) Justice and the benefits and burdens of risk
Jessica Begon (Ph.D. Sheffield) When are we harmed? The role of autonomy and preferences in assessing well-being and designing policy.

Soledad Prillaman (Ph.D. Harvard) The consequences of women’s political incorporation in rural India for local governance and public goods provision.


Kevin Mazur (Ph.D. Princeton) State-tribe relations in the Arab world in comparative perspective.

There are a number of other research fellows in politics. Nancy Bermeo is a Senior Research Fellow currently researching on regime change and the effects of systemic shocks on political behaviour and institutions. John Darwin (FBA) is a Senior Research Fellow and his work focuses on the history of European imperialism, particularly the British Empire circa 1880-1970, as well as on the history and politics of decolonisation. David Miller (FBA) is a Senior Research Fellow working on contemporary political theory, especially theories of social justice and equality, democratic theory, nationality and citizenship, and global justice. Iain McLean (FBA, FRSE) is a Senior Research Fellow at Nuffield, with research interests in applications of rational choice theory to politicians, bureaucrats and voters; apportionment and redistribution; UK politics, including elections and core-periphery relations; the political economy of lobbying and the environment, including historical studies; and roll-call voting in the House of Commons. Laurence Whitehead is a Senior Research Fellow with research interests in international aspects of democratisation, and the relationship between democratisation and economic liberalisation. Felix Krawatzek holds a British Academy Postdoctoral Research Fellowship in the Department of Politics and International Relations and a Non-stipendiary Research Fellowship at Nuffield, working on a project entitled “The Politics of the Future?” Charlotte Haberstroh is a Postdoctoral Research Fellow in Qualitative Methods in the Department of Social Policy and Intervention and a Nuffield Non-stipendiary Research Fellow, with research interests in the comparative political economy of education in Europe. Jon Mellon and Chris Prosser are Non-stipendiary Research Fellows working on the British Election Study jointly run by Nuffield College, the University of Manchester, and the University of Nottingham.

Nuffield Fellows are closely involved in research and teaching within the Department of Politics and International Relations and its relevant centres, including the Centre for the Study of Democratic Government, the Centre for International Studies, the Centre for the Study of Social Justice, the Latin American Centre, and the Rothermere American Institute. Nuffield political scientists currently serve as editors of Electoral Studies, Comparative Political Studies, and the Journal of European Public Policy.

These further particulars relating to Nuffield College do not constitute a contract.
Appendix VI

General Information for Applicants

Pre-employment screening

Please note that the appointment of the successful candidate will be subject to standard pre-employment screening, as applicable to the post. This will include right-to-work, proof of identity and references. We advise all applicants to read the candidate notes on the University’s pre-employment screening procedures, found at:

www.ox.ac.uk/about/jobs/preemploymentscreening/.

The University’s policy on retirement

The University operates an employer justified retirement age for all academic posts, for which the retirement date is 30 September immediately preceding the 69th birthday.

The justification for this may be found at
www.admin.ox.ac.uk/personnel/end/retirement/acrelretire8+/ For existing employees, any employment beyond the retirement age is subject to approval through the EJRA procedures. Further details can be found at
www.admin.ox.ac.uk/personnel/end/retirement/acrelretire8+

Promoting diversity

The University is committed to recruiting and retaining the best people, whoever they are, to ensure equality of opportunity. The Vice Chancellor’s Diversity Fund provides resources for innovative projects to promote diversity.

The Equality and Diversity Unit promotes good practice across the University by developing policies and offering training, and runs a range of support networks for staff. It works closely with Colleges, the Oxford University Student Union and external campaign groups.

Please see www.admin.ox.ac.uk/eop/ for details.

Data Protection

Any data you supply will be held and processed in accordance with the principles of the Data Protection Act 1998 and the University’s Data Protection Policy (https://www.admin.ox.ac.uk/councilsec/compliance/dataprotection/).

Benefits of working at the University of Oxford

Training and Development

A range of training and development opportunities are available at the University. Further details can be found at www.ox.ac.uk/staff/working_at_oxford/training_development/index.html.

Pensions

The University offers generous occupational pension schemes for eligible staff members. Further details can be found at www.admin.ox.ac.uk/finance/epp/pensions/pensionspolicy/.

Welcome for international staff

One of Oxford’s great strengths is its truly international body of research and teaching staff from over 140 countries, and we welcome applications from academics across the world. We can help
international staff and partners/families make the transition to Oxford. Information about relocation, living and working in the UK and Oxford is available at www.internationalstaffwelcome.admin.ox.ac.uk/.

**Family support**
The University offers generous family leave arrangements, such as maternity, adoption, paternity and shared parental leave. Details are available at www.admin.ox.ac.uk/personnel/during/family/. You will have considerable flexibility in the day-to-day organisation of your duties. Requests for flexible working patterns will be accommodated as far as possible.

You will be eligible to apply to use the University nurseries (subject to availability of places). For details of the nurseries and how to apply for places, please see www.admin.ox.ac.uk/childcare/.

The University subscribes to My Family Care, a benefit which allows staff to register for emergency back-up childcare and adultcare services, a 'speak to an expert' phone line and a wide range of guides and webinars through a website called the Work + Family Space. For more details, please see www.admin.ox.ac.uk/personnel/staffinfo/benefits/family/mfc/.

The Oxford University Newcomers' Club is run by volunteers, whose aim is to help the newly-arrived partners of visiting scholars, of graduate students and of newly appointed academic and administrative members of the University to settle in and to give them opportunities to meet people in Oxford. Further information is available at www.newcomers.ox.ac.uk/.

The Careers Service has a dedicated adviser for the partners of University employees, offering assistance in finding employment, training or volunteering opportunities. For details, please see www.careers.ox.ac.uk/.

**Disabled Staff**
The University is committed to supporting members of staff with a disability or long-term health condition and has a dedicated Staff Disability Advisor. Please visit www.admin.ox.ac.uk/eop/disab/staff for further details.

**Transport schemes**
The University offers a range of travel schemes and public transport travel discounts to staff. Full details are available at www.admin.ox.ac.uk/estates/ourservices/travel/.

**University Club and University Sports Facilities**
The University Club provides social, sporting and hospitality facilities. It incorporates a Club bar, a cafe and sporting facilities, including a gym. See www.club.ox.ac.uk for all further details.

University staff can use the University Sports Centre at discounted rates, and have the chance to join sports clubs. Please visit www.sport.ox.ac.uk/oxford-university-sports-facilities.

**Other benefits and discounts**
The University has a range of facilities and benefits for its staff, including discounted health insurance, sustainable travel schemes, and discounts in local shops and restaurants. Details are available at: www.admin.ox.ac.uk/personnel/staffinfo/discountsforstaff/services/ www.admin.ox.ac.uk/personnel/staffinfo/benefits/.