

Job title	Communications and Stakeholder Engagement Manager
Division	Medical Sciences
Department	Nuffield Department of Medicine
Location	Centre for Tropical Medicine and Global Health, Peter Medawar Building for Pathogen Research, South Parks Road, Oxford, OX1 3SY
Grade and salary	Grade 8: Salary in range £45,585 - £54,395 per annum (pro rata)
Hours	Full time
Contract type	Fixed-term contract for 3 years
Reporting to	Co-Director, Africa Oxford Initiative
Vacancy reference	167503
Additional information	Funding provided by Mastercard Foundation



NUFFIELD DEPARTMENT *of* MEDICINE

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www.ndm.ox.ac.uk

The role

The Africa Oxford Initiative (AfOx) is a cross-university platform for academic and research collaborations between the University of Oxford and African researchers and institutions. The Initiative aims to support the work of universities and research institutions across Africa and to facilitate the development of equitable and extensive collaborations between Oxford and African institutions. AfOx has a cross divisional governance structure and is embedded administratively in the Nuffield Department of Medicine.

Relevant, timely and effective communications are critical to delivering AfOx's goals. As a global network, the communication office is involved in engagement with a range of stakeholders, including academics across all divisions of the University, collaborators in institutions across Africa, program delivery partners, funding organisations and the growing AfOx network of students, researchers and innovators.

Reporting to AfOx Co-Director, you will head up communications, outreach and engagement activities to drive dissemination, stakeholder engagement and maximise the impact of AfOx programs. You will be a key member of the AfOx team and will directly contribute to the development of our strategy and expansion and strengthening of our objectives and outputs, consistent with the long-term success of the Initiative.

The scope of the role will include designing, delivering and evaluating the AfOx communications strategy through tailored communications, events and by engaging and leveraging the AfOx stakeholder network. You will be responsible for strengthening information-sharing between academics in all disciplines across the university who have collaborations in Africa and raising awareness of the aims and achievements of AfOx both internally and externally. This will necessitate close working with colleagues across all divisions of the university. You will also be responsible for building strong working relationships with the University's Public Affairs Directorate, which is responsible for University-wide communications, with the University's Directorate of International strategy and with the Universities Development office.

In addition, the role will include building and maintaining effective relationships with the communications departments of collaborating institutions in Africa such as the Science for Africa Foundation, Africa CDC, Dalberg Research as well as with collaborating institutions in over 30 countries and a range of private sector partners. You will be responsible for coordinating coherent engagement with the AfOx network, consisting of over 3,000 members including, students, alumni, researchers and past AfOx fellows and travel grant recipients. Additionally, you will ensure that different target audiences have a clear understanding of AfOx's strategy, programs and achievements and be responsible for overseeing collection, preparation and updating of content and materials for AfOx's digital platforms, including the AfOx website and social media. You will lead a team of associates and play a key role in preparing communications materials, with senior academics, for presentations at international meetings in the UK and overseas.

Responsibilities

You will:

Communications

- Develop, maintain, update and deliver the AfOx communications strategy, considering priorities, audience requirements, channels, timescales and resources.
- Plan and deliver effective and timely communications activity in line with this strategy. This will include writing and editing online and printed material, and managing others to do so.
- Work proactively to identify, plan and coordinate press work for media-relevant activities, in liaison with the University's Public Affairs Directorate.
- Identify and prioritise key audiences for the AfOx communications, and raise the Initiative's profile among these audiences by providing them with relevant, timely and targeted information.
- Build strong professional relationships with key communications stakeholders across the collegiate University as well as relevant contacts external to the University.
- Provide expert advice on communications to program leads to ensure coherent and consistent branding and messaging across AfOx Programs.
- Take responsibility for evaluation of the communications strategy, including analysing results and scoping and implementing solutions.
- Oversee production of promotional materials for regular and special events, including dedicated websites, brochures, leaflets, posters and reports.
- Ensure all communications follow the University and Departmental guidelines on branding and encourage others to use them, keeping in mind any potential reputational risks.
- Develop and manage the budget for communications activities, with oversight from the Co-Director.
- Represent AfOx in University's Communication Officers network and other relevant networks/groups to share information, promote best practice and ensure cross-University communications are coordinated.

Outreach and Events

- Oversee the development and implementation of the AfOx stakeholders engagement strategy, working with the AfOx team to create and deliver a strategy that aligns with AfOx values and priorities.
- Work closely with the University Development team and AfOx fundraising teams to maximise stakeholder engagement for the Initiative and support fundraising activities through dissemination, review of messaging in grant applications, stakeholder management and events.
- Work across the University departments and colleges to deliver outreach events including webinars, conferences, and other relevant events that run smoothly and reach the target audiences.
- Work to deliver a successful public engagement strategy that will raise the Initiative's profile, raising public awareness on Africa-related issues using a range of media aimed at the general public.
- Maintain a detailed understanding of the AfOx key stakeholder relations understanding the landscape of key collaborators, influencers and partners in the UK, Africa and globally.
- Oversee and attend key stakeholder events and initiatives, to strengthen AfOx network and ensure AfOx maintains and furthers strong relationships with key collaborators and partners.



Management

- Line manage and develop members of the Communications & Engagement team including part-time associates.
- Advise the Co-Directors and AfOx team on all matters relating to strategic communications and engagement with different audiences.
- Manage Communications and Engagement budget effectively, tracking spending and ensuring value for money.
- Ensure full compliance with GDPR and that confidential information is handled discretely.
- Monitor your own professional development and undertake training as appropriate.
- Participate in and support the public engagement and widening access activities of the Department and the University. This is anticipated to be not more than 2 days per year.
- Undertake mandatory training as required by the University, Division and Department. The specific list of training courses may change from time-to-time, in response to both legal and internal University requirements.

Selection criteria

Essential

- Educated to degree level in a relevant subject or equivalent.
- Relevant experience in Communications and Engagement.
- Proven experience in a communications/media role and working effectively in a large organisation with national and international stakeholders.
- Demonstrated ability to conceive, implement and evaluate creative communication strategies in a large and complex organisation.
- Excellent IT, written and oral communication skills with the ability to develop high quality, accurate and consistent communications materials and in particular communicating technical content to a wide range of audiences in a clear and engaging manner.
- Outstanding interpersonal skills and the ability to manage all aspects of this people-focused role with sensitivity, understanding and professionalism.
- Proven ability to lead a team, to recognise and encourage talent and manage performance effectively.
- Experience in designing, planning and organising events of different scale both virtual and in-person.
- Demonstrable experience in producing effective web content and working with web content management, application management systems and other productivity tools.
- Must be self-directed, with the capacity to problem-solve, take initiative, set priorities, and exercise good judgment in an organised and professional manner.
- Demonstrable experience in working with African institutions.

Desirable

- Experience in higher education
- Evidence of managing budgets.



Pre-employment screening

Standard checks

If you are offered the post, the offer will be subject to standard pre-employment checks. You will be asked to provide: proof of your right-to-work in the UK; proof of your identity; and (if we haven't done so already) we will contact the referees you have nominated. You will also be asked to complete a health declaration so that you can tell us about any health conditions or disabilities for which you may need us to make appropriate adjustments.

Please read the candidate notes on the University's pre-employment screening procedures at: <https://www.jobs.ox.ac.uk/pre-employment-checks>

Hazard-specific / Safety-critical duties

This job includes hazards or safety-critical activities. If you are offered the post, you will be asked to complete a health questionnaire which will be assessed by our Occupational Health Service, and the offer of employment will be subject a successful outcome of this assessment.

The hazards or safety-critical duties involved are as follows:

- Travel outside of Europe or North America on University Business



About the University of Oxford

Welcome to the University of Oxford. We 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.

We believe our strengths lie both in empowering individuals and teams to address fundamental questions of global significance, while providing all our staff with a welcoming and inclusive workplace that enables everyone to develop and do their best work. Recognising that diversity is our strength, vital for innovation and creativity, we aspire to build a truly diverse community which values and respects every individual's unique contribution.

While we have long traditions of scholarship, we are also forward-looking, creative and cutting-edge. Oxford is one of Europe's most entrepreneurial universities and we rank first in the UK for university spin-outs, and in recent years we have spun out 15-20 new companies every year. We are also recognised as leaders in support for social enterprise.

Join us and you will find a unique, democratic and international community, a great range of staff benefits and access to a vibrant array of cultural activities in the beautiful city of Oxford.

For more information, please visit www.ox.ac.uk/about/organisation.

About the Nuffield Department of Medicine (NDM)

The Nuffield Department of Medicine aims to improve healthcare internationally through its research and teaching. Over the last fifty years, it has pioneered the use of genetics, structural and cellular biology to understand susceptibility to human disease; at the same time, it remains a department of clinical medicine with a clinical interface at the core of its success. The NDM is the largest department in the University of Oxford and the largest department of medicine in Europe by research income.

The department is organised around a series of strong and identifiably unique institutes, centres and units; but its aim is to be as non-hierarchical and closely-knit as possible, to encourage the very best interactions and the exchange of ideas between its staff. It supports teaching to encourage the very best students to join academic research. It maintains a £800m portfolio of externally funded research from over 140 different sponsors/funders, and has an annual turnover approaching £200m. The department's activity is run directly through the University, but also through a series of subsidiary companies and other legal vehicles, tailored to the activity and the countries within which it operates. Across these vehicles and partnerships, the department has over 3,000 staff and students working solely on, or supporting, its research and teaching; and 1,000 of these staff are based in Oxford. The NDM holds collaborative grants with ~40 other departments or centres in the University of Oxford.

The NDM is recognised for its diverse impacts in the field of healthcare. These range from the discovery of the mechanism of hypoxic gene regulation (Sir Peter Ratcliffe, Nobel Prize 2019) to the worldwide introduction of artemisinin and combination therapy for malaria (Sir Nick White and others). The underlying strength of the department, and its ability to bring together disciplines, has been evident through its contributions to the pandemic response, including: ISARIC and its overseas activity, IDDO and TGHN, the work of the Africa-Asia Programmes, the Oxford-AZ vaccine, elucidating the structural biology of variants and neutralising antibodies, the Office of National Statistics study, the UK Serology Surveillance platform, the standard testing of commercial assays for the Government, Mobile Apps, RECOVERY trial leading to the worldwide use of dexamethasone, the NHS cohort studies, the COMBAT study. This activity has certainly saved more than 2m lives during the pandemic.

The major strategic plans of the NDM are built around, (1) establishing a step-change in to clinical pathology and the study of human disease in all clinical specialities; (2) accelerating the discovery of new medicines; and (3) addressing the burden of worldwide infectious disease, including emerging threats. The GSK-Oxford Molecular and Computational Medicine Institute (MCMI) is aligned with this vision and will be primarily based in its Wellcome Centre for Human Genetics and Big Data Institute with strong links to other departments and its overseas activity.

The NDM has a strong commitment to careers and equality of opportunity and treatment. The Department holds an Athena SWAN Silver award in recognition of the commitment made to promote gender equality through our organisational and cultural practices and our efforts to improve the working environment for both men and women. For more information, please see the NDM pages of [Equality, Diversity and Inclusion](#).

For more information on NDM please visit: <https://www.ndm.ox.ac.uk>

Tropical Medicine and Global Health

The Centre for Tropical Medicine and Global Health is a world leading Centre within the Nuffield Department of Clinical Medicine, University of Oxford, comprised of research groups who are permanently based in Africa and Asia as well as across two sites in Oxford.

Our research ranges from clinical studies to behavioural sciences, with capacity building integral to all of our activities.

Our research is conducted at three Wellcome Trust Africa and Asia Programmes in Kenya, Thailand and Viet Nam as well as a growing Centre in Oxford. The Centre for Tropical Medicine and Global Health also brings together a number of sister groups in Laos, Tanzania, Indonesia, the Democratic Republic of Congo, Myanmar, Cambodia and Nepal, as well as multiple collaborators around the world.

Tackling infectious diseases, which kill many millions of people every year, is one of the greatest challenges of the 21st century. We are researching solutions to the increasingly urgent problems these diseases cause.

The Centre's annual research income is around £60m per annum with over 200 externally funded research grants and donations.

For more information please visit: <http://www.tropicalmedicine.ox.ac.uk/home>

How to apply

Applications are made through our e-recruitment system and you will find all the information you need about how to apply on our Jobs website <https://www.jobs.ox.ac.uk/how-to-apply>.

If you would like to apply, **click on the Apply Now button** on the 'Job Details' page and follow the on-screen instructions to register as a new user or log-in if you have applied previously.

As part of your application you will be asked to provide details of two referees and indicate whether we can contact them now. You will be asked to upload a CV and a supporting statement. The supporting statement must explain how you meet each of the selection criteria for the post using examples of your skills and experience. This may include experience gained in employment, education, or during career breaks (such as time out to care for dependants). Your application will be judged solely on the basis of how you demonstrate that you meet the selection criteria stated in the job description.

Please upload all documents **as PDF files** with your name and the document type in the filename. Please note using a long file name may prevent you from uploading your documents.

- http://www.ox.ac.uk/about_the_university/jobs/professionalandmanagement/

All applications must be received by **midday** UK time on the closing date stated in the online advertisement

Information for priority candidates

A priority candidate is a University employee who is seeking redeployment because they have been advised that they are at risk of redundancy, or on grounds of ill-health/disability. Priority candidates are issued with a redeployment letter by their employing department(s).

If you are a priority candidate, please ensure that you attach your redeployment letter to your application (or email it to the contact address on the advert if the application form used for the vacancy does not allow attachments).

If you need help

Application FAQs, including technical troubleshooting advice is available at: <https://staff.web.ox.ac.uk/recruitment-support-faqs>. Non-technical questions about this job should be addressed to the recruiting department directly recruitment@ndm.ox.ac.uk

To return to the online application at any stage, please go to: www.recruit.ox.ac.uk.

Please note that you will receive an automated email from our online recruitment portal to confirm receipt of your application. **Please check your spam/junk mail** if you do not receive this email.

Important information for candidates

Data Privacy

Please note that any personal data submitted to the University as part of the job application process will be processed in accordance with the GDPR and related UK data protection legislation. For further information, please see the University's Privacy Notice for Job Applicants at: <https://compliance.admin.ox.ac.uk/job-applicant-privacy-policy>. The University's Policy on Data Protection is available at: <https://compliance.admin.ox.ac.uk/data-protection-policy>.

The University's policy on retirement

The University operates an Employer Justified Retirement Age (EJRA) for very senior research posts at **grade RSIV/D35 and clinical equivalents E62 and E82**, which with effect from 1 October 2023 will be 30 September before the 70th birthday. The justification for this is explained at: <https://hr.admin.ox.ac.uk/the-ejra>.

For **existing** employees on these grades, any employment beyond the retirement age is subject to approval through the procedures: <https://hr.admin.ox.ac.uk/the-ejra>.

There is no normal or fixed age at which staff in posts at other grades have to retire. Staff at these grades may elect to retire in accordance with the rules of the applicable pension scheme, as may be amended from time to time.

Equality of opportunity

Entry into employment with the University 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. No applicant or member of staff shall be discriminated against because of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

Benefits of working at the University

Employee benefits

University employees enjoy 38 days' paid holiday, generous pension schemes, travel discounts, and a variety of professional development opportunities. Our range of other employee benefits and discounts also includes free entry to the Botanic Gardens and University colleges, and discounts at University museums. See <https://hr.admin.ox.ac.uk/staff-benefits>

University Club and sports facilities

Membership of the University Club is free for all University staff. The University Club offers social, sporting, and hospitality facilities. Staff can also use the University Sports Centre on Iffley Road at discounted rates, including a fitness centre, powerlifting room, and swimming pool. See www.club.ox.ac.uk and <https://www.sport.ox.ac.uk/>.

Information for staff new to Oxford

If you are relocating to Oxfordshire from overseas or elsewhere in the UK, the University's Welcome Service website includes practical information about settling in the area, including advice on relocation, accommodation, and local schools. See <https://welcome.ox.ac.uk/>

There is also a visa loan scheme to cover the costs of UK visa applications for staff and their dependents. See <https://staffimmigration.admin.ox.ac.uk/visa-loan-scheme>

Family-friendly benefits

With one of the most generous family leave schemes in the Higher Education sector, and a range of flexible working options, Oxford aims to be a family-friendly employer. We also subscribe to the Work+Family Space, a service that provides practical advice and support for employees who have caring responsibilities. The service offers a free telephone advice line, and the ability to book emergency back-up care for children, adult dependents and elderly relatives. See <https://hr.admin.ox.ac.uk/my-family-care>

The University has excellent childcare services, including five University nurseries as well as University-supported places at many other private nurseries.

For full details, including how to apply and the costs, see <https://childcare.admin.ox.ac.uk/>

Disabled

We are committed to supporting members of staff with disabilities or long-term health conditions. For further details, including information about how to make contact, in confidence, with the University's Staff Disability Advisor, see <https://edu.admin.ox.ac.uk/disability-support>

Staff networks

The University has a number of staff networks including the Oxford Research Staff Society, BME staff network, LGBT+ staff network and a disabled staff network. You can find more information at <https://edu.admin.ox.ac.uk/networks>

The University of Oxford Newcomers' Club

The University of Oxford Newcomers' Club is an organisation run by volunteers that aims to assist the partners of new staff settle into Oxford, and provides them with an opportunity to meet people and make connections in the local area. See www.newcomers.ox.ac.uk.