



## Summary

<b>Job title</b>	Postgraduate Research Assistant
<b>Division</b>	Social Science Division
<b>Department</b>	Latin American Studies Centre (LAC) at the Oxford School of Global and Area Studies (OSGA)
<b>Location</b>	Latin American Studies Centre, 1 Church Walk, Oxford, with a remote work option available
<b>Grade and salary</b>	Grade 6pt5: £36,024 per annum, pro-rata
<b>Hours</b>	Part-time, 20% of Full Time Equivalent (7.5 hours per week)
<b>Contract type</b>	Fixed-term, available to commence on 1 <sup>st</sup> November 2023 as soon as possible thereafter until 31 <sup>st</sup> March 2025
<b>Reporting to</b>	Professor Leigh Payne, Professor of Sociology, Fellow of St Anthony’s College and Principal Investigator (PI)
<b>Vacancy reference</b>	167841
<b>Additional information</b>	<p>*Proof of the right-to-work in the UK: This vacancy does not meet the Home Office requirements for a new Certificate of Sponsorship application. The pro-rated starting salary is not sufficient to meet the Skilled Worker visa requirements. However, if the chosen candidate requires a UK visa, the School will explore, with help from the Staff Immigration Team, if they could pursue any other visa routes.</p> <p><b>The post is funded by the British Academy Knowledge Frontiers Project.</b></p>

## Overview of the role

The Latin American Centre in the Oxford School of Global and Area Studies (OSGA) seeks applications for a part-time, fixed term Graduate Research Assistant for the British Academy-Knowledge Frontiers Project “The Rise of the Right against Rights and Global (Dis)Order in Latin America and Beyond”.



The research assistant post is part of a project on the emergence of the 'right against rights', or the mobilization by right-wing forces to roll back the expansion of rights to those excluded historically, culturally, socially, economically, and politically. Women, BIPOC groups, LGBT+ communities, immigrants, the economically-disadvantaged, environmentally vulnerable populations, and victim-survivors of human rights violations won rights on the books, if not always in practice. Yet this veritable rights revolution unleashed a right-wing backlash against those rights, undermining the new social order, and replacing it with polarized and often violent conflict around the world. To explore who is behind the disorder provoked by the right against rights, where and why, and with what impact, this project crosses disciplinary (social sciences-humanities) and geographic (global north-global south) knowledge frontiers. It overcomes narrow political-institutional and global north approaches. By combining history, law, sociology, gender, and area studies, it broadens knowledge of, and develops strategies to reduce, the right-against-rights' threat of disorder on fragile democracies in Latin America and beyond.

The post involves working with a team that comprises of Co-Investigators in Argentina, Brazil, Chile, and Colombia. Each team will research the emergence of the right against rights in that country, in the following areas: gender & reproductive rights, LGBT+, BIPOC & environmental rights, and human rights accountability.

The post-holder will report directly to the Principal Investigator, Professor Leigh Payne, based in the LAC, Oxford University, 1 Church Walk, Oxford, OX2 6LY.

She/he will work with Professor Payne in the key responsibilities assigned to the University of Oxford, primarily:

- creating a global network of researchers and practitioners on the right against rights
- establishing a communications medium for that network
- creating and developing a website for the project and social media communication platforms, using those networks and platforms to diffuse information about the project
- developing a strategic plan and assisting in the implementation of this plan
- working on project publications and data gathering
- assisting in other related research and development of the project
- supporting the PI in the preparation of grant proposals for additional funding

Any queries about the post that are of non-administrative nature should be addressed to Professor Leigh Payne, the Principal Investigator and Professor of Sociology, at [leigh.payne@sant.ox.ac.uk](mailto:leigh.payne@sant.ox.ac.uk).

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

## Responsibilities/duties

- Manage own research and administrative activities, within guidelines provided by senior colleagues
- Contribute to wider project planning, including ideas for new research projects
- Select, follow, and adapt specialist methodologies to confirm or refute theories, and identify suitable alternatives where information or research material is restricted
- Contribute to the design of research materials and data gathering
- Gather, analyse, and present qualitative and/or quantitative data from a variety of sources
- Undertake comprehensive and systematic literature reviews and write up the results for publication in peer-reviewed journals or for presentation at conferences or public meetings
- Contribute to research publications, book chapters and reviews
- Responsible for the day-to-day administration of the research project
- Represent the research group at external meetings/seminars, either with other members of the group or alone
- Contribute to discussions and share research findings with colleagues in partner institutions, and research groups

## Selection criteria

### Essential

- Hold a first degree, together with some relevant experience
- Working toward a doctorate in a specialist discipline
- Possess sufficient specialist knowledge in the discipline to work within established research programmes
- Ability to manage own research and administrative activities
- Excellent communication skills, including the ability to write text that can be published, present data at conferences, and represent the research group at meetings
- Experience of following and adapting methodologies
- Written and spoken fluency in Spanish language

### Desirable

- Experience of contributing to research publications
- Experience of working in a research team and contributing ideas for new research projects
- Familiarity with the concepts of the right against rights
- Experience working in Latin America and with teams of Latin Americanists

## 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> .

## How to apply

Applications are made through our online recruitment portal. Information about how to apply is available on our Jobs website <https://www.jobs.ox.ac.uk/how-to-apply>.

Your application will be judged solely on the basis of how you demonstrate that you meet the selection criteria stated in the job description.

As part of your application you will be asked to provide details of **two** referees and indicate whether we can contact them immediately, if you have been shortlisted for an interview.

You will be asked to upload a CV and a supporting statement outlining your relevant experience. The supporting statement must also 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).

Please upload all documents **as PDF files** with your name and the document type in the filename.

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

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## 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).

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## 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 at: [hr-administrator@area.ox.ac.uk](mailto:hr-administrator@area.ox.ac.uk)

To return to the online application at any stage, please go to: [www.recruit.ox.ac.uk](http://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.

## 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](http://www.ox.ac.uk/about/organisation).

## 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 divisions are responsible for academic strategy and operational planning, oversight of the teaching and research of their constituent departments and faculties, and for personnel and resource management. The social sciences at Oxford are distinctive for both their depth and breadth, with over 1,000 academic and research staff working across fifteen departments, faculties and schools. The Head of the Social Sciences Division is Professor Tim Power.

The Division is a world-leading centre of research and education in the social sciences. The Times Higher Education (THE) University Rankings placed the University of Oxford as number one in the world for Social Sciences in 2018 and 2019. REF 2014 confirmed Oxford as the UK powerhouse for research in the social sciences, accounting for more 4\* research than any other institution. Our academic and research staff and students are international thought leaders, generating new evidence, insights and policy tools with which to address some of the major global challenges facing humanity, such as sustainable resource management, poverty and forced migration, effective governance and justice. As well as active interdisciplinary links with researchers in other divisions at Oxford, we

engage and collaborate extensively with other universities and a wide range of governmental and non-governmental practitioner communities such as law, business, public health and welfare, international development and education around the world. The Division has an extensive portfolio of external funders, partners and supporters, with competitively-awarded external research income exceeding £50 million per year and philanthropic income over £25 million a year. As part of our commitment to equality of opportunity, nine of our departments have achieved bronze Athena SWAN awards: the Blavatnik School of Government, Economics, Education, International Development, Law, Geography & the Environment, Anthropology & Museum Ethnography, the Oxford School of Global and Area Studies and the Saïd Business School, with all our other departments either in the process of applying or scheduled to do so shortly.

The Division delivers an exceptional range of high-quality educational programmes all underpinned by the innovative research being undertaken by our academics. The student body is made up of over 2,000 undergraduate students, nearly 3,000 students studying postgraduate taught programmes and 1,200 postgraduate research students. The programmes we offer are wide-ranging, often interdisciplinary and include 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) at undergraduate level; and at the Masters level programmes such as the Bachelor in Civil Law (BCL), Environmental Change and Management, International Relations, and Social Data Science. For more information, please visit: [www.socsci.ox.ac.uk](http://www.socsci.ox.ac.uk).

## Oxford School of Global and Area Studies (OSGA)



The School represents a commitment by the University to enhancing teaching and research in Area Studies. It brings together seven units: the African Studies Centre, the Latin American Centre (including the Brazilian Studies Programme), the Nissan Institute of Japanese Studies, the Contemporary China Studies Programme, Russian and East European Studies, the Contemporary South Asia Studies Programme and the Middle East Programme. The administration of the School is based at 12 Bevington Road, with colleagues also providing administrative support across a number of locations in which the School's constituent units are based (including the Nissan Institute of Japanese Studies at St Antony's College and the University of Oxford China Centre at St Hugh's College).

The School is devoted to research and graduate teaching in academic disciplines which attempt to understand the complexity and the interrelatedness of society through anthropology, economics, politics, history, sociology and culture. Its teaching and research seek to take into account both the insights provided by the separate disciplines and the contextualisation provided by in-depth knowledge of specific regions and countries. Interdisciplinary collaboration to study specific social processes is encouraged, and a distinctive feature of the School is the number of its academic staff who hold joint appointments in the School and a disciplinary department in the Social Sciences or Humanities Divisions. In the most recent national research quality assessment exercise (REF2021), Area Studies at Oxford – comprising staff in the School and the Faculty of Oriental Studies in the Humanities Division - was judged to account for more world-leading (4\*) research than any other institution in the UK.

The School admits around 160 graduate students a year on Masters and DPhil programmes, across the African Studies Centre, Latin American Centre, the Nissan Institute of Japanese Studies, Russian and East European Studies, Contemporary South Asia, Contemporary Chinese Studies, and Middle East Studies. Additionally, the School's academic staff supervise doctoral students and teach on a range of undergraduate programmes in other parts of the University.

The School holds a bronze **Athena Swan** award<sup>1</sup>, conferred in January 2022, to recognize good practice in promoting gender equality in higher education: representation, progression and success for all, and is committed to enhancing diversity and promoting equality of opportunity amongst all our staff and students.

Information regarding the Athena Swan Charter can be found here: <https://edu.admin.ox.ac.uk/athena-swan#collapse3170236>. Further information about OSGA, its component units, its staff, courses and research activities can be found on the School's website at [www.area-studies.ox.ac.uk](http://www.area-studies.ox.ac.uk)

## The Latin American Centre Programme

The post-holder will be a member of the Latin American Centre programme.

The LAC offers a one-year MSc in Latin American Studies, a two-year MPhil in Latin American Studies and, through OSGA, a DPhil in Area Studies (Latin America), bringing together over 20 students working on the region at a graduate level.

The LAC's masters' programmes concentrate on the modern history, politics, economics, international relations and sociology of the region. The LAC also acts as a hub for the study of Latin America across a wide range of disciplines in Oxford, including anthropology, geography, music and literature. Visiting academics and visiting doctoral students, from within and outside the United Kingdom, add to a vibrant community of scholars working on a variety of topics of central concern for the region.

As a centre for the study of the region, the LAC serves as a venue for debating ongoing research and relevant current affairs. Leading international scholars and key public figures from the region regularly contribute to the LAC's flagship weekly seminar. The LAC also runs a Brazilian Studies programme, which hosts a yearly conference on Brazil as well as regular academic visitors from Brazil. A History seminar meets once a week; a programme that often includes joint events with other universities in Europe and the Americas. In addition, the LAC hosts a DPhil seminar that brings together doctoral students across the university studying topics related to Latin America from a wide range of disciplines in the social sciences and humanities.

The LAC is housed on the premises of St Antony's College, with which it is closely connected, although students and some members of the academic staff are also members of other Oxford colleges. An important part of the LAC is the Bodleian Latin American Library, located on the ground floor and basement of our building. Its 16,000 volumes, together with journals, microfilms and DVDs, form an important specialist lending collection for those studying Latin American social sciences and history.

To find out more about the Latin American Centre Programme, see <https://www.lac.ox.ac.uk/>

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<sup>1</sup> In February 2023, **the University** was awarded an institutional Silver award, acknowledging the progress that has been made in addressing a number of gender gaps across the University over the last five years.

## 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 70<sup>th</sup> 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](http://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 staff

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](http://www.newcomers.ox.ac.uk).