



## Job Description

### Summary

<b>Job title</b>	<b>Postdoctoral Researcher</b>
<b>Division</b>	<b>Social Sciences</b>
<b>Department</b>	<b>Centre for Socio-Legal Studies, Faculty of Law</b>
<b>Location</b>	<b>Manor Road Building, Manor Road</b>
<b>Grade and salary</b>	<b>Grade 7: £36,024 - £44,263 per annum pro rata</b>
<b>Hours</b>	<b>Part time (0.8 FTE)</b>
<b>Contract type</b>	<b>Fixed-term until 28 February 2025</b>
<b>Reporting to</b>	<b>Dr Sonia Macleod</b>
<b>Vacancy reference</b>	<b>168518</b>
<b>Closing date</b>	<b>Midday on Wednesday 8 November 2023</b>
<b>Interview date</b>	<b>Interviews will be held on Thursday 16 November 2023</b>

### The role

The COVID pandemic has led to the rapid development of a number of COVID vaccines. In turn this has led to the proliferation of no-fault compensation schemes to provide redress in the event of an adverse event due to a COVID vaccine. Phase I of the No-Fault Compensation (NFC) Project has focussed on categorising all known worldwide COVID NFCS (138 were found). This has included gathering data on: the scheme's statutory or other underpinnings; how they are administered; how they are funded; which vaccines are covered; eligibility criteria for compensation (including which injuries are compensated; temporal coincidence requirements between vaccination and injury, the standard of proof applied, limitation periods, de minimis thresholds, etc); the types of damage under which compensation is provided; the quantum of damages, (individualised, tariff based, etc); appeal mechanisms; and scheme accessibility and transparency. The initial output, is a searchable website/database that provides key design metrics for each NFCS and allows for basic comparisons on a limited number of fields. <https://www.law.ox.ac.uk/no-fault-compensation-schemes-covid-19-vaccines>



This project is currently in phase II. This phase focusses on evaluating how these NFCS are actually performing by collecting key performance metrics from a 20+ schemes. Phase I was focussed solely on the NFCS itself. In contrast Phase II is a more complex task, which requires careful consideration not just of the NFCS but also of the wider social context in which they are operating, for example do long-established schemes have a greater level of claiming than newer schemes? Does the option to litigate impact on NFCS update? As we move forward to phase III (in March 2024) we will consider how NFCS impact on society move widely, particularly looking at vaccine hesitancy and scepticism.

Reporting to the Principal Investigator. The post holder is a member of a research group with responsibility for planning and carrying out research, particularly on vaccine hesitancy and vaccine scepticism. The post holder provides guidance to the wider research group, including collaborators, funders, and visiting students.

## Responsibilities

- Manage own academic research and administrative activities. This involves taking on aspects of the project independently and associated small scale project management, and co-ordinate multiple aspects of work (both the project holder's own and the PI's) to meet deadlines
- Adapt existing and develop new research methodologies to confirm or refute theories, and identify suitable alternatives where information or research material is restricted
- Prepare working theories and analyse qualitative and/or quantitative data from a variety of sources, reviewing and refining theories as appropriate
- Gather, analyse, and present qualitative and/or quantitative data from a variety of sources, in particular statutory frameworks and other rules governing covid vaccine no-fault compensation schemes
- Contribute to project planning, including ideas for the next phase of this research project as well as new research projects
- Be responsible for the day-to-day administration of own aspects of the research project
- Develop ideas for generating research income, and present detailed research proposals to senior researchers
- Collaborate in the preparation of research publications, book chapters and reviews
- Present papers at conferences or public meetings
- Act as a source of information and advice to other members of the group on methodologies or procedures
- Represent the research group at external meetings/seminars, either with other members of the group or alone
- Presenting research findings and updates to the project steering group
- Carry out collaborative projects with colleagues in partner institutions, and research groups

## Selection criteria

### Essential selection criteria

- Hold a relevant PhD/Dphil, together with relevant experience
- Possess sufficient specialist knowledge in the discipline to work within established research programmes
- Ability to manage own academic research and associated activities

- Previous experience of contributing to publications/presentations
- Ability to contribute ideas for new research projects and research income generation
- Excellent communication skills, including the ability to write for publication, present research proposals and results, and represent the research group at meetings

#### Desirable selection criteria

- Experience of independently managing a discrete area of a research project
- Experience of actively collaborating in the development of research articles for publication

#### 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>

## Centre for Socio-Legal Studies

For over fifty years the Oxford Centre has been at the forefront of research into the nature and role of law in society. Our researchers study law as a historical and culturally specific mode of social organisation that takes a variety of forms within and across societies. Our expert staff bring together a wide variety of disciplinary expertise including law, sociology, anthropology, politics, international relations, human rights, economics, geography and art history to examine the interface of law and society. Staff at the Centre also have area expertise in Eastern Europe, Africa, Australia, Asia and the US. Researchers at the Centre specialise in theoretically informed studies of law in action and much of our work draws on expertise in interviewing, participant observation, oral history, focus groups, surveys, discourse analysis and statistical analysis of data. Our core staff of experienced Professors, Associate Professors and Post-doctoral fellows are complemented by 25 research students who form the largest collection of socio-legal students in one academic unit in the UK. In the informal and relaxed atmosphere of the Centre we teach and supervise graduate research students at both Master's and doctoral level. Our students are international in their backgrounds and outlook as well as being diverse in their academic qualifications. They bring exciting and fresh ideas to our research clusters and their commitment and energy contribute substantially to our success. The Centre is also an ideal base for post-doctoral scholars who wish to receive specialist mentoring, develop their projects, gain academic experience, and launch their careers. Members of our community conduct research into the socio-legal dynamics of some of the most pressing political questions of the day, such as human rights, technologies and social media; comparative legal cultures; access to justice; governance of environmental resources; ethical business regulation; the migration crisis and cultural expertise; legal ideology and religion; and the management of counter terrorism cases in the courts. The Centre has a select number of research associates and a lively visitors' programme.

## Faculty of Law

The Faculty of Law in the University of Oxford is the largest Law Faculty in the UK. It is a federation of thirty law schools in the colleges of the University. Legal scholars in the colleges and University are members of the Faculty, which coordinates and supports the teaching and writing of one hundred fifty three academics. The Law Faculty has a distinguished reputation in research and publications in Law. There are five specialised centres associated with the Law Faculty: the Centre for Socio-Legal Studies, the Centre for Criminology, the Institute of European and Comparative Law, the Oxford Intellectual Property Research Centre and the Bonavero Institute of Human Rights. Oxford is consistently listed in the top three for law in the leading guides to British and international universities. There are 225 students in each of the three years of the Faculty's BA in Jurisprudence. In addition to the new MSc in International Human Rights Law, the Faculty's graduate programme includes the BCL, MJur, MSc in Criminology, the Master's in Law and Finance, the MSc in Taxation, and a large doctoral programme. There are over 40 professional support staff in the Faculty. The Faculty of Law holds a bronze Athena Swan award to recognise advancement of gender equality: representation, progression and success for all. For more information please visit [www.law.ox.ac.uk](http://www.law.ox.ac.uk)

## Social Sciences Division

Social Sciences is one of four academic Divisions in the University, each with considerable devolved budgetary and financial authority, and responsibility for providing a broad strategic focus across its constituent disciplines. Thirteen departments, one faculty, and three cross-divisional research units come under the aegis of the division which spans the full range of social science disciplines with links into the humanities and physical sciences (including Law, Management, Economics, Politics and International Relations, Sociology, Social Policy, Area Studies, Development Studies, Education, Anthropology, Archaeology, Geography, Public Policy). There are over 700 academic staff, 2,700 graduate students (postgraduate taught and postgraduate research), and 1900 undergraduates working and studying in the division. The division is established as a world-leading centre for research in the social sciences and regularly sits at the highest levels of international league tables of one form or

another. It is the largest grouping of social science disciplines in the UK and it is also home to several of Oxford's most widely recognised teaching programmes, such as PPE, the BCL, the MPhils in International Relations, in Economics, and in Development Studies, and the nationally regarded PGCE. We believe that excellence in teaching and research is synergistic and remain committed to sustaining and developing the high quality of our activities in both these areas. Our departments are committed to research which develops a greater understanding of all aspects of society, from the impact of political, legal and economic systems on social and economic welfare to human rights and security. That research is disseminated through innovative graduate programmes and enhances undergraduate courses. For more information please visit: <http://www.socsci.ox.ac.uk/>.

## 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.

**Written work** - Candidates should submit by email 1 piece of written work (maximum 3,000 words not including references) published or unpublished by the closing date. The work should be sent in a single email in one pdf file to the Faculty HR Team at [recruitment@law.ox.ac.uk](mailto:recruitment@law.ox.ac.uk). Candidates should note that single-authored pieces are preferred whenever possible (co-authored pieces should be identified as such)

**References** – shortlisted candidates will be asked to arrange for two references to be submitted before the interviews take place.

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)

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

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

[recruitment@law.ox.ac.uk](mailto:recruitment@law.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.

## 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** of 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 dependants. 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).

### Oxford Research Staff Society (OxRSS)

A society run by and for Oxford University research staff. It offers researchers a range of social and professional networking opportunities. Membership is free, and all researchers employed by Oxford University are welcome to join. Subscribe at [researchstaff-subscribe@maillist.ox.ac.uk](mailto:researchstaff-subscribe@maillist.ox.ac.uk) to join the mailing list to find out about upcoming events and other information for researchers, or contact the committee on [committee@oxrss.ox.ac.uk](mailto:committee@oxrss.ox.ac.uk). For more information, see [www.ox.ac.uk/oxrss](http://www.ox.ac.uk/oxrss), Twitter @ResStaffOxford, and Facebook [www.facebook.com/oxrss](http://www.facebook.com/oxrss).