

Job description and selection criteria

Post	Associate Professorship of Law and Public Policy
Department/Faculty	Blavatnik School of Government, Radcliffe Observatory Quarter, Oxford, OX2 6GG
Division	Social Sciences
College	Exeter College
Contract type	Permanent upon completion of a successful review. The Initial Period of Office (IPO) review is conducted during the first 5 years.
Salary	36S: £52,815 - £70,918 per annum
Vacancy ID	168872
Closing date	12 noon (UK time), Monday 20 November 2023 Interviews will be held in w/c 22 January 2024
Additional information	In exceptional cases, where the candidate has previously established an academic standing at an appropriate level of distinction, the title of full professor may be awarded at the time of appointment.

Overview of the post

The Blavatnik School of Government and Exeter College are recruiting an Associate Professor of Law and Public Policy to start from September 2024 (or possibly sooner).

Better leadership and governance are aspirations of every community, country, and region of the world. It requires attracting the most brilliant individuals into public service, offering them an education from leading academics that is inspiring and offers a global focus, which translates into better practice and more informed government.

As a global school committed to this vision of a world better led, better served and better governed, the Blavatnik School teaches current and future leaders to tackle this century's most pressing public policy challenges. We are proud of our academic excellence and independent and academically rigorous research, together with our ability to bring people together across disciplines and sectors to share knowledge, exchange ideas and create solutions.

The School is one of the world's leading academic institutions for research, teaching, and public leadership development in the area of government. The Associate Professorship will bring to the School an academic with an emerging global reputation for excellence in an area or areas of law and public policy. They will have a doctorate in law and be equipped to teach law in an inspiring way to current and



Athena Swan
Silver Award



Race
Equality
Charter
Bronze Award



future public leaders many of whom are not lawyers, as well as to engage in their area of expertise with expert lawyers. Applications are invited in all areas of law and public policy.

If you would like to discuss this post and find out more about joining the academic community at Oxford, please contact Brooke Martin-Garbutt, Head of HR, in the first instance via brooke.martin-garbutt@bsg.ox.ac.uk. All enquiries will be treated in strict confidence and will not form part of the selection decision.

Duties of the post

The successful candidate will undertake research, teaching, policy engagement, and administration in the Blavatnik School of Government. Teaching duties are likely to include: contributing to and at some point convening core modules that focus on Law and policy on the Master of Public Policy (MPP) and/or the MSc, teaching an Option (elective) module on some aspect of public policy in relation to Law, teaching on the School's executive education programmes, and supervision of MPP, MSc and doctoral students in the School. An overview of our degree programmes is available here: <https://www.bsg.ox.ac.uk/study>

The general expectation is that members of faculty will devote up to 60% of their time to research, publication and policy engagement, and 40% to teaching, assessment, and administration. The amount of teaching must not normally exceed an average of 288¹ teaching units per year without approval by the Divisional Board. All Associate Professors are expected to engage in public policy and to contribute to institutional advancement – both of which are part of the Initial Period of Office (IPO) criteria along with teaching and research.

The main duties of the post are as follows:

Research

- To engage in original, world-class applied research on law and public policy.
- To secure research funding and successfully complete research projects on law and public policy.
- To disseminate research through publication in highly-ranked, peer reviewed academic journals, participation in international conferences and seminars, and through other media.

Teaching and examining

- To contribute to the development and delivery of the Master of Public Policy and MSc in Public Policy Research.
- To contribute to teaching programmes and the development of the curriculum in their specialist area, and to examining and academic administration. To give lectures, classes and tutorials in Law and public policy in the School, and to teach in ways which maximise student learning.
- To contribute to the School's executive programmes for senior leaders and policymakers.
- To contribute to the supervision, assessment, and examination of MPP, MSc, and DPhil students in the School.
- To contribute to the assessment of MPP, MSc and DPhil admissions applications to the School.

General

- To engage with governments and policy makers on policy issues.

¹ One hour lecture, 3 units; one hour paired tutorial, 1 unit; one doctoral student, 24 units; and other types of teaching to be weighted proportionally. This tariff is subject to local variation.

- To contribute to the overall development of the School's profile as a world-leading provider of public policy education, training, and research of the highest academic standard.
- To contribute to the administration of the School in both term and vacation at the level expected of associate professors.
- To carry out any other duties, which are requested and are commensurate with the grade of this post, as deemed appropriate by the Dean.

College duties regarding Fellowship:

As a Fellow of the College, the postholder will have the opportunity to contribute to the academic life of an engaging and interdisciplinary community which unites students and Faculty at all levels and across a wide range of intellectual approaches. As part of this, the Fellow will be expected to act as a College Advisor to graduate students in cognate fields (i.e., providing general academic mentoring and pastoral guidance which complements the teaching and research supervision given within departments).

Importantly, the Fellow will serve as a charity trustee of Exeter College, an educational charity, and will therefore need to participate fully in the governance of the College. This will include involvement with Governing Body meetings (normally 6-7 meetings per year), proportional service on College committees and hiring panels, and in due course a willingness to take on College Offices (leadership roles) when called to do so. (Candidates must ensure that they are eligible to act as a charity trustee in the UK, and that there is no reason why they would be disqualified from acting as such.)

Selection criteria

Your application will be judged only against the criteria which are set out below. You should ensure that your application shows clearly how your skills and experience meet these criteria.

The University is committed to fairness, consistency and transparency in selection decisions. Members 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 committee members wherever possible.

If, for any reason, you have taken a career break or have had an atypical career and wish to disclose this in your application, the selection committee will take this into account, recognising that the quantity of your research may be reduced as a result. For further information, please see www.jobs.ox.ac.uk/equality-diversity.

Essential

- I. Hold (or be close to completion of) a doctorate in law, or a closely related field.
- II. A track record of internationally excellent articles in highly-ranked, peer reviewed academic journals, commensurate with the candidate's career stage.
- III. An outstanding programme of applied research in law and public policy, or a closely related field.
- IV. An established record of public engagement with governments and international organizations on public policy issues.
- V. The ability and willingness to teach, supervise, and assess high-achieving graduate students with real world professional experience who come from diverse cultural backgrounds.
- VI. The ability and willingness to develop and teach upon short courses for senior practitioners from diverse cultural backgrounds.
- VII. A commitment to outstanding and innovative teaching.

- VIII. The ability to build the profile of the School on law and public policy issues.
- IX. The ability and willingness to work effectively as part of a team and to contribute fully to the work of the School.
- X. Excellent interpersonal and communication skills necessary for undertaking teaching and the pastoral care of students.
- XI. The ability and willingness to undertake the full range of administrative duties within the School.
- XII. A willingness to contribute to the life of the College.

Desirable

- I. A track record of competitively awarded research grants on public policy, commensurate with the candidate's career stage.

The role of Associate Professor at Oxford

Associate Professors in the Blavatnik School are treated as full members of the faculty and play a central role in the governance of the School.

At Oxford University "Associate Professor" is the main academic career grade with a focus on research and teaching, spanning the full range of professor grades in the USA. Associate Professors are appointed jointly by a University department and an Oxford college and will typically have a contract with both. This post-holder's main duties and office will be at the Blavatnik School of Government. As noted, Associate Professors are full members of University departments and college governing bodies playing a role in the democratic governance of the University and their college. You will join a lively, intellectually stimulating and multi-disciplinary community which performs to the highest international levels in research and teaching, with extraordinary levels of innovation, creativity and entrepreneurship.

There is considerable flexibility in the organisation of duties, with three 9-week graduate teaching terms and generous sabbatical leave to balance teaching and research (please see the Benefits, Terms and Conditions section for further details of sabbatical leave). There is the potential for temporary changes to the balance of duties between College and University to enable a focus on different aspects of work at different stages in your career.

Oxford offers many opportunities for professional development in research and teaching. Associate Professors may apply for the title of full Professor in annual exercises. If the title is conferred, you will also have access to professorial merit pay opportunities. In exceptional cases, the title of full Professor may be awarded on appointment.

Appointments are confirmed as permanent on successful completion of a review during the first five years. The vast majority of Associate Professors successfully complete this initial review.

How to apply

To apply, please visit

https://my.corehr.com/pls/uoxrecruit/erq_jobspec_details_form.jobspec?p_id=168872 then 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. Please refer to the "Terms of Use" in the left hand menu bar for information about privacy and data protection. Please provide details of three referees and indicate whether the University may contact them now.

Please upload a full CV, a supporting statement, and three current academic reference letters.

If you or your referees would prefer, references can be emailed directly to recruit@bsg.ox.ac.uk by the closing date.

Your supporting statement should explain how you meet the selection criteria for the post using examples of your skills and experience. This may include experience gained in education or employment.

The University and colleges welcome applications from candidates who have a disability or long-term health condition and is committed to providing long term support. The University's disability advisor can provide support to applicants with a disability, please see <https://edu.admin.ox.ac.uk/disability-support> for details. Please let us know if you need any adjustments to the recruitment process, including the provision of these documents in large print, audio, or other formats. If we invite you for interviews, we will ask whether you require any particular arrangements at the interview. The University Access Guide gives details of physical access to University buildings <https://www.accessguide.ox.ac.uk/>.

Teaching commitments are mainly concentrated into the School's three 9-week graduate teaching terms, making it easier to balance teaching and research. There is considerable flexibility in the organisation of duties, and generous sabbatical leave.

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

All applications must be received by **12.00 noon** on the closing date stated in the online advertisement.

Should you experience any difficulties using the online application system, please email recruitment.support@admin.ox.ac.uk. Further help and support is available from <https://hrsystems.admin.ox.ac.uk/recruitment-support>. To return to the online application at any stage, please log back in and click the "My applications" button on the left-hand side of the page.

Please note that you will be notified of the progress of your application by automatic emails from our e-recruitment system. **Please check your spam/junk mail** regularly to ensure that you receive all emails.

Further information about the Blavatnik School of Government

Our vision is of a world better led, a world better served and a world better governed. We are a global school committed to improving the quality of government and public policymaking worldwide, through three routes: teaching current and future leaders; applied research; and engagement with government and practitioners.

The School is one of the youngest and most vibrant departments of the University of Oxford. It was founded in 2010, thanks to a £75 million donation by American philanthropist Leonard Blavatnik. We accept around 140 MPP (Master of Public Policy) students and five doctoral students a year. Uniquely, the School is anchored across all four of the academic divisions of the University: the social sciences; humanities; mathematics, physical and life sciences; and medical sciences. The School's goal is to improve

the quality of government and public policy-making worldwide, so that citizens can enjoy more secure and more fulfilled lives. It is pursuing this goal through three priorities:

- **Teaching:** delivering transformative teaching programmes that combine deep expertise with analytical thinking and practical skills.
- **Research:** producing and communicating rigorous applied research, often in collaboration with public and private sector innovators, which addresses urgent policy challenges.
- **Engagement:** forging networks that enable policy leaders to learn from each other and from top scholars to generate solutions and to share best practice.

Teaching programmes

The School has four education programmes:

- The [Master of Public Policy \(MPP\)](#) is an intensive one-year graduate degree, taking a broad view of how public policy is made, implemented and evaluated at local, regional and global levels. The School actively seeks out the smartest, most impactful future and current practitioners from every region of the world and builds a strong, purposeful community among them.
- The [MSc in Public Policy Research](#) provides an additional year of study to those who have completed the components of the MPP, who learn how to conduct robust, applied and impactful research that can inform public policy-making – whether by clarifying the nature, extent and cause of major policy problems or by developing evidence-based strategies for their mitigation.
- The [Doctorate in Public Policy \(DPhil\)](#) is a full-time three-year applied research degree. The School seeks scholars keen to pursue academically rigorous applied research on a public policy issue.
- The School's [executive programmes](#), workshops, and fellows' programmes offer opportunities for senior professionals and policymakers to access cutting edge research, to reflect on their own experience, and to develop a community of practice with peers from other countries.

For further details, visit <http://www.bsg.ox.ac.uk/study>

Research programmes

The School is continuing to appoint outstanding scholars who are leading dynamic research programmes in areas including: economic growth and resilience; governance, democracy, cooperation and law; health, education, welfare and well-being; science, technology, climate change and public policy; security and conflict. The School also draws on extensive intellectual networks both within Oxford and internationally to ensure it keeps at the cutting edge of inter-disciplinary and global knowledge and on cross-sector partnerships with individuals and organisations to remain practice-oriented and solution-focused.

The School recognises that there are many different forms of leadership, a range of views about democracy, and diverse cultures in which people operate. Equally, there is a variety of methods and disciplines which can be used to interrogate challenges of government. That is why the research in the School spans the local to the global, and several disciplines, in terms of the types of challenges addressed and the ways that in which they are approached.

<http://www.bsg.ox.ac.uk/research>

At the School, we treat everyone with dignity and respect; and are comfortable working with people from diverse backgrounds and with different perspectives. The School is committed [to equality and valuing diversity](#).

For more information about the School, please visit: <https://www.bsg.ox.ac.uk/>

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 1,100 academic and research staff working across fifteen departments, faculties and schools. The Head of the Social Sciences Division is Professor Timothy Power.

The Division is a world-leading centre of research and education in the social sciences. The Times Higher Education (THE) University Rankings returned the University of Oxford to the number one spot in the world for Social Sciences in 2022. We have placed first in three of the last five years (2018, 2019 and 2022).

More than 800 researchers were returned to Main Panel C (Social Sciences) for REF 2021 across a diverse range of subject area 'units of assessment' – from geography and business to archaeology and law. Over 55% of the research submitted from the Division was judged to be world-leading (4*, the highest score available). More than two-thirds (69%) of the research's impact was also recognised as world-leading (4*). Research from across the Division was also submitted to subject areas across Panels A (Medicine, health and life sciences), B (Physical sciences, engineering and mathematics), and D (Arts and Humanities), highlighting the enormous breadth and diversity of research expertise across the Division.

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. Particular research highlights in recent years have included [COVID-19](#) and [Climate Change](#). 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 nongovernmental 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, eleven of our departments have achieved Bronze awards under the Athena Swan Charter (a UK accreditation scheme recognising organisations' commitment to equality and diversity, particularly in gender). Our School of Geography and the 10 October 2023 Environment holds an Athena Swan Silver award. In February 2023, for the first time, the University as a whole was awarded an institutional Athena Swan Silver award, acknowledging the progress that has been made in addressing a number of gender gaps across the University over the last five years.

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.

Exeter College

At just over seven hundred years old, Exeter College is the fourth oldest of the 42 constituent Colleges and Halls of the University of Oxford. Its Governing Body is made up of the Rector and 59 Fellows, all of whom hold senior academic or administrative posts in the collegiate University. The College has an undergraduate body of about 340, in addition to whom there are more than 200 postgraduate students and up to 30 undergraduate students visiting for a year from other top institutions. Exeter is a lively interdisciplinary community: its Fellows and students study and research across a wide array of subjects in the social sciences, humanities, medicine, and the natural sciences.

The College was founded in the early fourteenth century by Walter de Stapeldon, government administrator and Bishop of Exeter. William Petre, a senior government administrator, provided a further substantial endowment in the 1560s and is recognised as the second founder of the College. The historic centre of the College is located on the corner of Broad Street and Turl Street in the heart of the city, and in early 2017 we opened an ambitious third quadrangle (the 'Cohen Quadrangle') in Walton Street, just a few minutes' walk from the Turl Street site and a very near neighbour to the Blavatnik School of Government's building. The Cohen Quadrangle includes seminar rooms, residential facilities, and study and social space.

Exeter's working environment is very congenial, and the College has a reputation for being small and friendly, as well as for maintaining consistently high academic standards. The strategic aims are to support excellence in the achievement of all its members, actively to seek to enhance diversity (in many forms) within the whole membership of the College, to steward the resources of the College to ensure sustainability, and to enhance the inclusiveness of our intellectually stimulating academic community. We seek to enhance our international connections in teaching and research. Within the Fellowship, we seek to foster a lively and creative community of world-class academics, which remains self-governing and has the resources to ensure that busy and creative academics benefit from their membership of the College.

Law and Public Policy at Exeter College

Exeter has a strong tradition in law and the social sciences. The College has 20 undergraduate Jurisprudence (Law) students in residence at any time, several of whom pursue the 4-year programme which involves a year abroad spent abroad studying European law. We have 21 Philosophy, Politics, & Economics undergraduates, and 12 studying Economics & Management. Moreover, many of our visiting undergraduate students choose to take courses in these subject areas. Our vibrant community of graduate students includes a wide range of social sciences disciplines, and several students each year enrol for the BCL degree or the Master's in Public Policy.

The College has two Tutorial Fellows (Associate Professors / Professors) in Law: Professor Jonathan Herring, who is an expert on criminal, family, and medical law; and Professor Rachel Taylor, whose research interests are primarily in family law. In addition, we have a Career Development Fellow, Dr Heloise Robinson, who specialises in medical law and ethics.

Other Tutorial Fellows in social science subjects include Dr Michael Hart (Politics), Dr Agni Orfanoudaki (Management), and Dr Dan Quigley (Economics); a new Tutorial Fellowship in Economics is being created

from 2024. Other Associate Professors who are Fellows of the College include Dr Chris Russell (AI, Government, and Policy), and Professor Kejia Hu (Management Science). The College's Rector, Professor Sir Rick Trainor, has a keen interest in public policy questions and is an expert on 19th and 20th century British elites. The Senior Tutor, Dr Chris Ballinger, works on questions of politics, parliaments, and constitutional law.

The College's many former students who have enjoyed highly successful careers in Law and Public Policy include: Joseph S. Nye Jr., Harvard University Distinguished Service Professor, and former Dean of Harvard's Kennedy School of Government; HE John Agyekum Kufuor, President of the Republic of Ghana (2001–2009); and Sir Sydney Kentridge, KCMG, QC, the distinguished lawyer. The College fosters very active links between its current students and its alumni.

Research, teaching and other duties

The successful candidate will have no formal teaching requirements for Exeter, but our hope is that they will nonetheless wish fully and actively to participate in the fostering of the scholarly community within the College. As part of that community the Fellow will participate in the admission to the College of students who have been accepted to study for postgraduate degrees at the Blavatnik School of Government and will act as a College Adviser (a pastoral and mentoring role) to these students.

Nature of College appointment

The successful candidate will be elected to a non-stipendiary Fellowship by Special Election. Whilst the holding of this Fellowship will not constitute an employment with Exeter College (rather, it represents an association with the College through which the Fellow can enjoy the academic entitlement to a College Fellowship as part of their Associate Professorship, as well as all the academic and other benefits of being part of a wider, multi-disciplinary college community), it is nonetheless a full Fellowship of the College, and comes with membership of Governing Body and therefore an expectation that the postholder will participate appropriately in the governance and administration of the College, including exercising the fiduciary duties of a charity trustee towards the running of the College, which is a registered charity.

As a member of the Governing Body of the Exeter College, the postholder will be a Trustee of the charity. As such, candidates must ensure that they are eligible to act as a charity trustee in the UK, and that there is no reason why they would be disqualified from acting as such. Further information can be obtained from the College's HR Manager (vacancies@exeter.ox.ac.uk).

The Fellowship also includes:

- Membership of the Senior Common Room of the College. The Fellow is entitled to lunch and dinner free of charge at the Common Table at Exeter College on each day for which the Governing Body makes such provision (in practice, this normally includes free lunches and dinners on every weekday in Term and outside Term, and on every Sunday evening during Term).
- An annual research expenses budget from the College (currently £800 per annum). This is reclaimed through expenses, rather than being paid as salary.

Non-tutorial Fellows are not provided with their own office space in College; however, they will have full access to the College's facilities on both the Turl Street and Cohen Quad sites, including common rooms, bookable seminar rooms, bookable guest rooms, and a shared hot-desking room in Turl Street.

The appointment to a Fellowship of the College is contingent on remaining in post as Associate Professor of Law & Public Policy: should the successful candidate's employment with the Blavatnik School terminate for any reason then the College Fellowship will automatically terminate from the same date.

About the University of Oxford

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 a large number 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.

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 regularly creates spinout companies based on academic research generated within and owned by the University. 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, who 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

University benefits, terms and conditions

Salary

The salary will be on the scale for Associate Professors £52,815 - £70,918 per annum.

Those appointed below the top of this salary range will receive annual increments until they reach the top point. There is also an annual 'cost-of-living' review. In exceptional cases, the Department/Faculty board may propose the awarding of additional increments within the substantive scale to an Associate Professor at any time during their appointment.

Associate professors who are awarded the title of full professor receive an additional allowance (unless they already receive additional recruitment or retention payments at that level or above) see [Recognition of Distinction | HR Support \(ox.ac.uk\)](#); and they will be eligible for consideration in subsequent regular exercises for professorial merit pay (unless they already receive additional recruitment or retention

payments in excess of the level of award) see [Professorial Merit Pay | HR Support \(ox.ac.uk\)](#). These awards do not result in any change to the duties of the post-holder.

Additional remuneration may be paid for graduate supervision, examining and some tutorial teaching. Those holding administrative appointments within the department/faculty may be eligible for additional payments.

Pension

The University offers generous pension provision. Associate Professors are usually offered membership of the Universities Superannuation Scheme.

Details are available at <https://finance.web.ox.ac.uk/uss>

Sabbatical leave/dispensation from lecturing obligations

You will be eligible to apply for dispensation from lecturing obligations in conjunction with sabbatical or other leave granted by the college. You may be dispensed from up to two courses of eight lectures or classes in any period of three years, up to a maximum of four courses in any period of fourteen years.

Outside commitments

You may apply to spend up to 30 working days in each year on projects outside your employment duties, such as consultancy, spin-out activity and membership of research councils and other bodies. There is no limit to earnings from these activities without deduction from salary. Details of the approval process may be found at <https://hr.admin.ox.ac.uk/holding-outside-appointments>.

Guidance is also available on ownership of intellectual property:
<https://governance.admin.ox.ac.uk/legislation/council-regulations-7-of-2002>

And managing conflicts of interest
<https://researchsupport.admin.ox.ac.uk/governance/integrity>

Membership of Congregation

Oxford's community of scholars governs itself through Congregation which is its "parliament". You will be a voting member of Congregation.

See <https://www.ox.ac.uk/about/organisation/governance> and <https://governance.admin.ox.ac.uk/legislation/statute-iv-congregation> for further details.

Family support

The University offers generous family leave arrangements, such as maternity, adoption, paternity and shared parental leave. Details are available at <https://hr.admin.ox.ac.uk/family-leave-for-academic-staff>. You will have considerable flexibility in the day-to-day organisation of duties in the Associate Professor role. 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 <https://childcare.admin.ox.ac.uk/home>.

The University subscribes to Work and Family Space, a service that provides practical advice and support for employees who have caring responsibilities. The service offers a free telephone advice line, online support and informative webinars in addition to the ability to book emergency childcare through their online service Bubble. For more details, please see <https://hr.admin.ox.ac.uk/my-family-care>.

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 <https://www.newcomers.ox.ac.uk/>.

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 welcome.ox.ac.uk.

If you require a visa, we have a dedicated Staff Immigration Team to support successful applicants through the immigration process (for Global Talent and Skilled Worker visas) from job offer through to arrival in the UK. This is subject to the eligibility criteria being met for the respective visa routes.

Relocation

Subject to UK tax regulations and subject to meeting the eligibility criteria, a relocation allowance of £8k will be available. See <https://finance.admin.ox.ac.uk/relocation-scheme-arrangements#collapse1094916> for further information.

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 <https://edu.admin.ox.ac.uk/home> for details.

Other benefits and discounts for University employees

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:

<https://hr.admin.ox.ac.uk/staff-benefits>

<https://hr.admin.ox.ac.uk/discounts>

Pre-employment screening

Your appointment will be subject to the University's standard pre-employment screening. This will include right-to-work, proof of identity, references, a pre-employment health declaration, and any other checks as applicable to the post. We advise you to read the notes for applicants at <https://jobs.ox.ac.uk/pre-employment-checks>.

Length of appointment

Appointments to Associate Professorships at Oxford are confirmed as permanent on successful completion of a review during the first five years.

The University operates an employer justified retirement age for academic posts of 30 September immediately preceding the 70th birthday.

The justification for this may be found at <https://hr.admin.ox.ac.uk/the-ejra>

For **existing** employees, any employment beyond the retirement age is subject to approval through the EJRA procedures. Further details can be found at <https://hr.admin.ox.ac.uk/the-ejra>

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>.

College benefits, terms and conditions

These are as outlined in the 'Nature of College appointment' section above.

Offer of employment

Applications for this post will be considered by a selection committee containing representatives from both the Blavatnik School of Government and Exeter 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 Social Sciences divisional board and the Governing Body of Exeter 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 divisional board and the governing body, and a formal contractual offer has been made.