

## BLAVATNIK SCHOOL OF GOVERNMENT

### Job description and selection criteria

<b>Job title</b>	Postdoctoral Research Fellow for the Minerva Global Security Programme
<b>Division</b>	Social Sciences
<b>Department</b>	Blavatnik School of Government
<b>Location</b>	Radcliffe Observatory Quarter, Woodstock Road, Oxford, OX2 6GG
<b>Grade and salary</b>	Grade 7: £36,024 - £39,347 per annum
<b>Hours</b>	Full time
<b>Contract type</b>	Fixed-term until 31 August 2025, with possibility of extension
<b>Reporting to</b>	Dr Annette Idler, Associate Professor in Global Security and Director of the Minerva Programme on Global Security
<b>Vacancy reference</b>	170360
<b>Additional information</b>	The closing date for application is 12 noon (UK time) on Monday 29 January 2024

### The role

The Research Fellow will contribute to the **Minerva Global Security Programme: Contested Cross-border Spaces, Illicit Flows, and Order in the Contemporary World**, funded by the Minerva Research Initiative. Led by Dr Annette Idler (University of Oxford), the project seeks to illuminate the dynamic interactions of the political, economic, and social dimensions of global security: global order, transnational supply chains and local experiences of instability. Networked illicit flows of weapons, drugs, money, and trafficked people span contested cross-border spaces embedded in unstable regions. They can turn local security risks into a globally relevant phenomenon. We study how this mechanism works, and how it helps proliferate cross-border violence, strengthen armed actors, and shift the global balance of power.



We expect that, together, these intersecting dynamics undermine global security, influencing order in the contemporary world. We work across different levels of analysis ranging from the local, and national, to the transnational and global level, with a particular focus on Ukraine/Russia, South Asia, the Middle East, the Horn of Africa, the Andean Region, and the Golden Triangle.

The role would suit a researcher with an excellent grounding in security studies and/or quantitative methods. Awareness of the key literature and debates on global security is required. The successful candidate will be enthusiastic about interdisciplinary research and about working in a team, have a keen eye for detail, be proactive about identifying and solving problems, and be an effective communicator. The Research Fellow will support the collection, analysis, and writing up of data obtained through mixed methods. It is anticipated that the post holder will co-author one or more research papers with the PI.

## Responsibilities and duties

- Manage own project-related research and administrative activities. This involves small scale project management, to co-ordinate multiple aspects of work to meet deadlines;
- Adapt existing and develop new research methodologies and materials;
- Prepare working theories and analyse quantitative and qualitative data from a variety of sources, reviewing and refining theories as appropriate;
- Contribute ideas for new research projects;
- Develop ideas for generating research income, and present detailed research proposals to senior researchers;
- Collaborate in the preparation of research publications;
- Present papers at international 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;
- Coordinate and engage in research with the project's co-investigators and collaborators based at George Washington University, George Mason University, Tufts University, and the University of Toronto or collaborate with our partner institutions, the UN System Staff College and New America.

## Selection criteria

### Essential selection criteria

- Hold a relevant PhD/DPhil, or be close to completion, along with relevant experience in International Relations, security studies, or conflict studies;
- Possess sufficient specialist knowledge in the discipline and related disciplines to work within established interdisciplinary research programmes;
- Ability to manage project-related 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 working in a team;
- Experience of actively collaborating in the development of research articles for publication;
- Experience in quantitative methods relevant to security studies.

## 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>

## 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).

## 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 was founded in 2010 and our founding dean is [Professor Ngaire Woods](#). We admitted the first 38 Master of Public Policy (MPP) students in 2012 and we currently accept around 144 MPP students and five doctoral students a year.

The Blavatnik School of Government holds a bronze Athena Swan award to recognise advancement of gender equality: representation, progression and success for all. You can find more information on the [Blavatnik School of Government's website](#).

## The Oxford Sustainable Law Programme

The Oxford Sustainable Law Programme (SLP) is a world-leading centre operating at the intersection of law and sustainability with the mission to advance a just and sustainable world by leveraging law for people and nature. Based at the University of Oxford, the SLP is a partnership between the Faculty of Law and the Smith School of Enterprise and the Environment. We are impact-oriented thinkers who see the law as a tool to catalyse the sustainability transition.

We focus on research, education, and engagement and our work is characterised by its multidisciplinary and impact-focused approach. Currently, the programme focuses on climate change litigation, the relationship between scientific development and the law, the governance of climate finance, and the transition towards net zero emissions. In addition to producing cutting edge research in these areas, we also educate the leaders of today and tomorrow and engage actively with governments, the private sector, NGOs, and beyond to translate our insights into impact.

For more information please visit: <https://www.smithschool.ox.ac.uk/programme/oxford-sustainable-law-programme>

## 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 now.

You will be asked to upload a CV, supporting statement and one sole-authored writing sample (max. 20 pages). 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).

**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. The selection committee will also be mindful of the impact that the Covid-19 pandemic may have had on candidates' careers as a result of additional caring responsibilities or other factors.**

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 via [recruit@bsg.ox.ac.uk](mailto:recruit@bsg.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**, 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).