

Job description

Job title	Senior Fellow of Practice in Public Policy <i>NB: this post is eligible for the title 'Professor of Practice'. The title may be awarded by the University at the time of appointment for candidates with established standing at an appropriate level of distinction.</i>
Division	Social Sciences
Department	Blavatnik School of Government
Location	Radcliffe Observatory Quarter, Woodstock Road, Oxford OX2 6GG
Grade and salary	RSIV. Competitive salary.
Hours	Full-time
Contract type	Permanent
Reporting to	The Dean
Vacancy ID	172039
Additional information	The post holder will be expected to be based at the School
Closing date	12 noon UK time, Friday 31 May 2024

Overview

The Blavatnik School of Government seeks to appoint a Senior Fellow of Practice (Professor of Practice) in Public Policy. The individual appointed will play a significant leadership role in the School, including teaching, directing and overseeing teaching programmes (whether for senior practitioners or for degrees) and/or other projects within the School, as well as initiating and building projects which translate practice to knowledge and vice versa.

The postholder will be an outstanding and innovative teacher of both degree and executive programmes for public leaders, with a track record of setting the highest standards and effectively supporting students to achieve them. They will have exceptional ability to communicate to practitioners, public leaders, politicians, and civil servants, and to engage in practice-focused analysis and writing. They will be excellent colleagues, with demonstrated success in collaborative working such as co-teaching,



co-directing teaching programmes, co-authoring policy and practice publications (as well as other materials), mentoring of early career faculty, and public policy engagement.

She or he will bring practitioner experience at a high level with a track record of helping governments improve. She or he will have experience of teaching senior practitioners (including course development, delivery and review) and a proven ability to reflect upon and systematise lessons from their practice, and from the practice of others.

The postholder will have an inter/national reputation in their field and one that will enhance the School's reputation for excellence in analysis, teaching and public engagement. S/he will have a significant and influential track record of professional experience beyond the higher education sector; and a range of published outputs recognised as world-leading in the context of professional practice and analysis.

Main duties and responsibilities

1. To lead in the planning, development, and delivery of programmes and specific courses in the School, including (but not exclusively) impactful executive teaching programmes aimed at senior leaders.
2. To develop materials relevant to the needs of policymakers and senior practitioners, such as articles in practitioner-orientated publications and other impactful knowledge-to-practice outputs.
3. To lead in the development of School case studies at national or international levels for use in teaching.
4. To provide outstanding and innovative teaching on public policy to the degree programmes taught in the School.
5. To engage in practice-focused scholarship to keep abreast of the international literature and best practices in his/her area of expertise.
6. To engage actively with leading practitioners in governments and other agencies across the world, to stay in touch with the challenges they face and hone the School's capacity to support them to do better.
7. To develop, and help raise funding to support a programme of impactful School engagement and collaboration with policy and practice communities.
8. To provide intellectual leadership to the School's practice community, including direction and mentoring for less experienced colleagues.
9. To act as a senior leader within the School, inspiring, mentoring, and helping earlier career academics to excel in their research and teaching.

10. To contribute to the work of the School in a cooperative and collegial way, fostering and nurturing the collaborative, mission-driven culture, including chairing committees and/or working groups which guide the School and the Social Sciences Division strategies.

Person specification

The successful candidate will have:

- a doctorate in a relevant discipline or equivalent qualification.
- published articles or commentaries in either academic or practitioner-orientated publications that are comparable in distinction with that expected of other professors of practice at other leading schools of public policy.
- an outstanding reputation in their field and be considered as a thought-leader on public policy or practice.
- a reputation as an outstanding practice-focused teacher and programme director, with a proven ability to develop and deliver courses of the highest quality.
- proven capability as an effective manager and contributor to administration and leadership within higher education and be able to demonstrate excellence in such work.
- an established record of public engagement with governments and international or non-governmental organisations and a track record of advising policy-makers and public leaders.
- Demonstrable and proven willingness and ability to contribute to the institutional development of the School
- ability to collaborate and to work effectively as part of a team.

NB: the process of gaining the title of professor is separate from being appointed to the post. The title may be awarded by the University at the time of appointment for candidates with established standing at an appropriate level of distinction.

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. If you have previously worked for the University we will also verify key information such as your dates of employment and reason for leaving your previous role with the department/unit where you worked. You will also be asked to complete a health declaration so that you can tell us about any health conditions or disabilities for which you may need us to make appropriate adjustments.

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

Hazard-specific / Safety-critical duties

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

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

- Travel outside of Europe or North America on University Business



About the University of Oxford

Welcome to the University of Oxford. We aim to lead the world in research and education for the benefit of society both in the UK and globally. Oxford's researchers engage with academic, commercial and cultural partners across the world to stimulate high-quality research and enable innovation through a broad range of social, policy and economic impacts.

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

While we have long traditions of scholarship, we are also forward-looking, creative and cutting-edge. Oxford is one of Europe's most entrepreneurial universities and we rank first in the UK for university spin-outs, and in recent years we have spun out 15-20 new companies every year. We are also recognised as leaders in support for social enterprise. Join us and you will find a unique, democratic and international community, a great range of staff benefits and access to a vibrant array of cultural activities in the beautiful city of Oxford.

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

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 140 MPP students, six MSc, and six 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](#).

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.

You will be required to upload **a supporting statement, your CV, and three letters of reference** as part of your online application. Or your references can be emailed directly to recruit@bsg.ox.ac.uk by the closing date.

The closing date is 12 noon (UK time) on **Friday 31 May 2024**.

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.

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

Information for priority candidates

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

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

If you need help

Application FAQs, including technical troubleshooting advice is available at: <https://staff.web.ox.ac.uk/recruitment-support-faqs>

Non-technical questions about this job should be addressed to the HR team directly on recruit@bsg.ox.ac.uk

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

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

Important information for candidates

Data Privacy

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

The University's policy on retirement

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

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

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

Equality of opportunity

Entry into employment with the University and progression within employment will be determined only by personal merit and the application of criteria which are related to the duties of each particular post and the relevant salary structure. In all cases, ability to perform the job will be the primary consideration. No applicant or member of staff shall be discriminated against because of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

Benefits of working at the University

Employee benefits

University employees enjoy 38 days' paid holiday, generous pension schemes, travel discounts including salary sacrifice schemes for bicycles and electric cars and other discounts. Staff can access a huge range of personal and professional development opportunities. See <https://hr.admin.ox.ac.uk/staff-benefits>

Employee Assistance Programme

As part of our wellbeing offering staff get free access to Health Assured, a confidential employee assistance programme which is available 24/7 for 365 days a year. Find out more <https://staff.admin.ox.ac.uk/health-assured-eap>

University Club and sports facilities

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

Information for staff new to Oxford

If you are relocating to Oxfordshire from overseas or elsewhere in the UK, the University's Welcome Service 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 have excellent childcare services, including five University nurseries as well as places at many other private nurseries. See <https://childcare.admin.ox.ac.uk/>

We also subscribe to the Work+Family Space, a service that provides practical advice and support for employees who have caring responsibilities for dependants of all types. See <https://hr.admin.ox.ac.uk/my-family-care>

Supporting disability and health-related issues (including menopause)

We are committed to supporting members of staff with disabilities or long-term health conditions, including those experiencing negative effects of menopause. Information about the University's Staff Disability Advisor, is at <https://edu.admin.ox.ac.uk/disability-support>. For information about how we support those going through menopause see <https://hr.admin.ox.ac.uk/menopause-guidance>

Staff networks

The University has a number of staff networks including for research staff, BME staff, LGBTQ+ staff, disabled staff network and those going through menopause. Find out more at <https://edu.admin.ox.ac.uk/networks>

The University of Oxford Newcomers' Club

The University of Oxford Newcomers' Club is 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.

Research staff

The Researcher Hub supports all researchers on fixed-term contracts. They aim to help you settle in comfortably, make connections, grow as a person, extend your research expertise and approach your next career step with confidence. Find out more <https://www.ox.ac.uk/research/support-researchers/researcher-hub>

Oxford's Research Staff Society is a collective voice for our researchers. They also organise social and professional networking activities for researchers. Find out more <https://www.ox.ac.uk/research/support-researchers/connecting-other-researchers/oxford-research-staff-society>