

## Job description and selection criteria

Post	Alfred Landecker Professorship of Values and Public Policy
Department/Faculty	Blavatnik School of Government
Division	Social Sciences
College	Wolfson College Governing Body Fellowship
Contract type	Permanent
Salary	<b>Competitive</b> <i>The salary for statutory posts consist of two elements, the basic professorial salary of £77,312 and a <a href="#">professorial merit award</a> at an appropriate point on the <a href="#">Professorial Merit Pay</a> scale. The appropriate PMP level will determined after consultation and depend on the successful appointee's experience and standing in the field. Both of these elements are pensionable and will rise in line with any nationally agreed pay awards. Reviews of professorial merit pay are held from time to time and it will be open to you to apply for enhanced awards in these reviews.</i>
Closing date	<b>12.00 noon (BST) on Monday 2 September 2024</b>

## Overview

The Blavatnik School of Government and Wolfson College intend to appoint to the Alfred Landecker Professorship of Values and Public Policy with effect from 1 August 2025. The successful candidate will be a brilliant and collaborative researcher and an inspirational teacher who has initiated, built, and delivered successful academic courses as well as more practically focused short programmes for senior officials. The Alfred Landecker Professor will be a senior academic leader in the School who focuses on institution building and who is fully engaged in enhancing the School's teaching programmes, research, culture and community, as the School enters its second decade. Your office will be in the School's beautiful Herzog & de Meuron building on Walton Street in Oxford.

Founded in 2010, the Blavatnik School of Government is one of the newest and most vibrant departments of the University of Oxford. As a global school committed to improving the quality of government and public policymaking worldwide, our vision is of a world better led, a world better served and a world better governed. We are committed to pursuing research in a fiercely independent and practical way, combining different disciplines, and learning from different countries. In our teaching, we focus on identifying public leaders – current and future – typically from 80+ countries and bringing them together to gain the skills to make a real impact to the lives of communities and societies across the world. In our taught degree programme – the Master of Public Policy - we invest in public leaders of the future with over 80% of our students on full scholarships. The Blavatnik School also runs shorter programmes for senior public leaders which create

communities of practice among public leaders. The alumni from all our programmes remain in touch long after their programmes, creating trusted peer groups who help each other to excel. Across all our activities, we seek to combine academic excellence, curiosity and analytical rigour, and with our international community of leaders, scholars and researchers, to improve government.

The Professorship of Values and Public Policy is named after [Alfred Landecker](#), who died after being deported by Gestapo officers in 1942, from his home in Mannheim, Germany to a ghetto in occupied Poland. The [Alfred Landecker Foundation](#) was created in his memory. The Alfred Landecker Chair will be a scholar whose research seeks to secure democratic values, institutions, and good governance, and learning the lessons from the Holocaust and collapse of European civilization in the 1930s, to prevent a collapse of egalitarian values, the persecution of minorities and the dismantling of democratic processes.

At Oxford key positions like this come with a College affiliation. Wolfson College was established by the philosopher and historian of ideas Isaiah Berlin in the 1960s. It is a college which focusses on graduate students and postdocs, in a socially progressive and egalitarian environment. The College is the first in the UK to have become zero carbon, in 2023.

If you would like to discuss this post, please contact Professor Ngaire Woods, Dean of the School ([deans.office@bsg.ox.ac.uk](mailto:deans.office@bsg.ox.ac.uk)) or Brooke Martin-Garbutt, Head of Human Resources ([brooke.martin-garbutt@bsg.ox.ac.uk](mailto:brooke.martin-garbutt@bsg.ox.ac.uk)). All enquiries will be treated in strict confidence and will not form part of the selection decision.

## About this post

This post is a statutory professorship, which is the most senior academic grade at Oxford. Statutory professors have a world-leading research reputation and exercise broad academic leadership across their department or faculty and college, and more widely in their subject at national and international level. Please see <https://hr.admin.ox.ac.uk/academic-posts-at-oxford> for a description of the different types of academic posts at Oxford.

Professors are eligible for sabbatical leave at full pay. One term of sabbatical leave is generally available for each six terms of qualifying service.

Professors may spend up to 30 working days in each year on consultancy or other outside activities without deduction from salary.

This is a full-time appointment and may not be held in conjunction with another job. The place of work of the postholder is the Blavatnik School of Government, University of Oxford.

## About the Alfred Landecker Programme

The [Alfred Landecker Programme at Oxford](#) at the Blavatnik School of Government undertakes research and teaching to secure democratic values, institutions, and good governance (as mentioned above). Learning the lessons from the Holocaust and the collapse of European civilization in the 1930s, the programme takes forward work which examines how to prevent a collapse of egalitarian values, the persecution of minorities and the dismantling of democratic processes. The Programme facilitates cross-disciplinary conversation and

research on how to strengthen political, legal, and democratic mechanisms – combining scholarship in the disciplines of law, philosophy, political science, religious studies and history.

The Programme is generously supported by the [Alfred Landecker Foundation](#) and includes a Post-Doctoral Fellowship to support the Professor and the research, teaching and engagement programme, known as The Alfred Landecker Post-Doctoral Fellow; and a Doctoral Fellowship, known as The Alfred Landecker Doctoral Fellow.

An Alfred Landecker Memorial Lecture is held each year at the Blavatnik School of Government in the week of Holocaust Memorial Day (27 January, the day of the liberation of Auschwitz) at which the School hosts scholars, leaders, students from across the University and local schools, and supporters, for a lecture which focusses on securing a better future.

## Duties

You will be a member of both the University (as a senior academic leader in the Blavatnik School) and the College (as a trustee and member of the Wolfson College Governing Body).

The main duties of the post are as follows:

- To build, lead, and sustain outstanding programmes of research and teaching in contemporary political philosophy in the Blavatnik School of Government.
- To act as a senior leader within the Blavatnik School, inspiring, mentoring, and helping earlier career academics to excel in their research and teaching and working with professional staff to bring out their best performance, and taking on leadership roles as required within the School.
- To conduct world class research which has clear application for governments.
- To mobilise funding and partnerships in support of research.
- To provide effective, innovative and inspirational teaching at graduate level in degree courses (MPP, MSc, and DPhil) and taking part in examining as required by the Dean.
- To initiate, create and deliver highly-demanded short courses for public sector leaders and practitioners.
- To lead in fostering and nurturing the collaborative, mission-driven culture of the School and to contribute to the overall development of the School, including chairing committees and/or working groups which guide the School and the Social Sciences Division strategies.
- To engage actively with leading practitioners in governments and other agencies across the world, so as to stay in touch with the challenges they face, and hone the School's capacity to support them to do better.

### *For Wolfson College*

In addition to the duties relating to the University side of the post, the appointee will be a Governing Body Fellow of Wolfson College, and will be expected to:

- attend Governing Body six times a year, act as an adviser to up to ten graduate students, and participate in the College Committee system during term-time.

## 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 electoral boards (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 board 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 electoral board will take this into account, recognising that the quantity of your research may be reduced as a result.

You will demonstrate the following:

- A doctorate and an established substantial international reputation for scholarship and ongoing research in philosophy, political philosophy, political theory, or a related discipline with a record of research and teaching lessons from the interwar period and the national socialist era as well as on political institutional theory.
- Leading authority in contemporary political philosophy with a considerable international reputation.
- Successful track record of attracting and managing research income and with demonstrable strategic planning for future funding opportunities.
- A track record of senior leadership, including effectively building and managing academic, executive education, and research programmes of their institution.
- Proven ability and commitment to providing effective, innovative and inspirational teaching and supervision at graduate level, and in executive education.
- Sound judgment and experience of academic management and capacity to contribute strongly to the governance and development of the School.
- Ability to communicate effectively (written and verbally).
- Track record of policy advice to governments and non-governmental agencies, or engagement with public policy leaders or institutions.
- Evidence of being a valued colleague, trusted by others to contribute to the excellence and improvement of the institution.

## How to apply

To apply, visit [https://my.corehr.com/pls/uoxrecruit/erq\\_jobspec\\_details\\_form.jobspec?p\\_id=172179](https://my.corehr.com/pls/uoxrecruit/erq_jobspec_details_form.jobspec?p_id=172179), 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 the names and contact details of three referees (including one practitioner referee with whom you have engaged). **Referees should write directly to the School's HR team ([recruit@bsg.ox.ac.uk](mailto:recruit@bsg.ox.ac.uk)) and provide their letter of reference by the closing date.**

You will also be asked to upload a CV and your letter of application. The 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, or during career breaks (such as time out to care for dependants).

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. Wolfson College working closely with Occupational Health Advisers and the University Disability Advisory Service aims to optimise the working environment for disabled staff. 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/>.

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 closing date (listed on page 1).

Please email [recruitment.support@admin.ox.ac.uk](mailto:recruitment.support@admin.ox.ac.uk) should you experience difficulties using the online application system. 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.

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.

All applications will be considered by the electoral board as soon as possible after the closing date. The electoral board is free to search for other candidates at this or any subsequent stage in its proceedings. You will be kept informed of the progress of your application at each stage, but in some cases there may be a delay while deliberations are ongoing. All shortlisted candidates will be interviewed and will be asked to give a short presentation to the electoral board as part of the interview. The composition of the electoral board will be published in the University Gazette (<https://gazette.web.ox.ac.uk/>) when it is finalised.

## The Blavatnik School of Government

The Blavatnik School of Government is a global school pursuing a vision of a world better led, better served and better governed. The School was founded in 2010, with an initial £75 million donation by American philanthropist Sir Leonard Blavatnik. 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

- **Teaching** transformative programmes that combine deep expertise with analytical thinking and practical skills.
- **Research** which is fiercely independent, rigorous, and applied, and addresses urgent policy challenges, often in collaboration with others.

- **Engagement** with leaders in governments, in public services, and in multilateral institutions which forges networks that enable policy leaders to learn from each other as well as from scholars, and collaboratively 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 \(MSc\)](#) 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.

The School's research reaches practitioners in a number of ways, for example:

- The School's academics regularly advise governments and agencies on how to address their policy challenges.
- The School's Policy Memo series aims to provide clear, succinct and timely recommendations for policymakers in the UK and internationally.

- o The School shares latest research, opinions and insights of its academics with wide audiences through features and comments in the press, as well as its social media streams.
- o Students are active and engaged in efforts to connect with other Oxford students, alumni, practitioners and others far beyond the Blavatnik School, as they seek to bring about positive change in their fields of interest.
- o The School holds a wide range of events that allow the sharing and exchange of knowledge with specialist audiences and the wider public. For example, the “Improving Governance, Delivering Better Education” conference, hosted by the School, brings together academics, policymakers, and donors working in the field of education, as well as experts from other sectors.

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

## 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 2024. We have placed first in four of the last five years (2019, 2021, 2022 & 2023).

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 non-governmental practitioner communities such as law, business, public health and welfare, international development and education around the world. The Division has an extensive portfolio of external funders, partners and supporters, with competitively-awarded external research income exceeding £50 million per year and philanthropic income over £25 million a year.

As part of our commitment to equality of opportunity, thirteen 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 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: <http://www.socsci.ox.ac.uk/>

## **Wolfson College**

There are 39 self-governing and independent colleges at Oxford, giving both academic staff and students the benefits of belonging to a small, interdisciplinary community as well as to a large, internationally-renowned institution. The collegiate system fosters a strong sense of community, bringing together leading academics and students across subjects, and from different cultures and countries.

Founded in 1966, Wolfson is one of the University's largest graduate colleges and distinctive in its academic scope and international reach. Wolfson has grown and evolved over the past 50 years, retaining its founding President Sir Isaiah Berlin's egalitarian ethos of being 'new, untrammelled and unpyramided'. The College provides academic, living, social and pastoral support for about 850 students, studying for both master's degrees and doctorates, and around 110 research fellows, and is renowned internationally for its high standards of support. The College motto is '*Humani nil alienum*' – nothing human is foreign to me'; it is international, interdisciplinary, and secular.

Wolfson is housed in architecturally outstanding buildings, which are set in beautiful gardens beside the River Cherwell in North Oxford. A new and impressive academic wing and auditorium were added in recent years. It has a strong egalitarian and democratic ethos and is increasingly known as one of the most energetic, innovative, and welcoming scholarly communities in Oxford. There is a single Common Room for all members of College, with shared dining facilities and an extremely family-friendly environment and an on-site nursery. Total membership of the College is around 1800. The Governing Body (GB) consists of around 60 Fellows. The College is the most biodiverse in Oxford and the leader in decarbonisation, having become completely zero carbon across the whole estate in 2023.

For more information please visit: <https://www.wolfson.ox.ac.uk/>

## **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. The current strategic plan can be found at <http://www.ox.ac.uk/about/organisation/strategic-plan-2018-23>.

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

## **University Benefits, Terms and Conditions**

Details of University policy in the following areas can be found at the links provided.

### ***Salary***

[Academic staff pay | HR Support \(ox.ac.uk\)](#)

### ***Pension***

<https://finance.web.ox.ac.uk/uss>

### ***Sabbatical leave***

[Council Regulations 4 of 2004 | Governance and Planning \(ox.ac.uk\)](#)

### ***Outside commitments***

<https://hr.admin.ox.ac.uk/holding-outside-appointments>.

### ***Intellectual Property***

<https://governance.admin.ox.ac.uk/legislation/council-regulations-7-of-2002>

### ***Managing conflicts of interest***

<https://researchsupport.admin.ox.ac.uk/governance/integrity>

### ***Membership of Congregation***

<https://www.ox.ac.uk/about/organisation/governance>

<https://governance.admin.ox.ac.uk/legislation/statute-iv-congregation>

### ***Family support***

<https://hr.admin.ox.ac.uk/family-leave-for-academic-staff>. <https://childcare.admin.ox.ac.uk/home>.

<https://hr.admin.ox.ac.uk/my-family-care>.

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

### ***Welcome for International Staff***

<welcome.ox.ac.uk>.

[Home | Staff Immigration \(ox.ac.uk\)](#)

### ***Relocation***

The School offers a relocation package of £15k for those who meet the relocation eligibility criteria.  
<https://finance.admin.ox.ac.uk/relocation-scheme-arrangements#collapse1094916>

#### ***Promoting diversity***

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

#### ***Other benefits and discounts for University employees***

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

#### ***Pre-employment screening***

<https://jobs.ox.ac.uk/pre-employment-checks>.

#### ***Length of appointment***

[Academic posts at Oxford | HR Support](#)

#### ***Retirement***

The University operates an employer justified retirement age for academic posts of 30 September immediately preceding the 70th birthday. See <https://hr.admin.ox.ac.uk/the-ejra>

#### ***Data Privacy***

<https://compliance.admin.ox.ac.uk/job-applicant-privacy-policy>.

<https://compliance.admin.ox.ac.uk/data-protection-policy>

#### ***College Benefits, Terms and Conditions***

Wolfson College Governing Body Fellows are paid an annual stipend of £3,109. They are entitled to a common table allowance (meals in College) up to £58 per week, plus an entertainment allowance of £777 per year. Each Fellow may apply for an Academic Grant up to £851 per financial year. The College also supports Fellows wishing to purchase homes in the Oxford area, and is willing to invest up to £250,000 or 45% of the house price (whichever is lower).