

## BLAVATNIK SCHOOL OF GOVERNMENT

### Summary

<b>Job title</b>	Departmental Lecturer in Military Leadership
<b>Division</b>	Social Sciences
<b>Department</b>	Blavatnik School of Government
<b>Location</b>	Radcliffe Observatory Quarter, Walton Street, Oxford, OX2 6GG
<b>Grade and salary</b>	Grade 7: £36,024 - £44,263 per annum, dependent on experience
<b>Hours</b>	Full time
<b>Contract type</b>	Fixed-term for 3 years due to external funding
<b>Reporting to</b>	Thomas Simpson, Associate Professor of Philosophy and Public Policy
<b>Vacancy reference</b>	174112
<b>Additional information</b>	The closing date for applications is 12 noon (UK time) on Friday 13 September 2024

### Our mission

The Blavatnik School of Government aspires to be one of the world's leading academic institutions for research, teaching, and public engagement that improves government. The School is committed to delivering transformative teaching programmes that combine analytical thinking, values-based leadership, and practical managerial skills. The Master of Public Policy (MPP) is our one-year intensive and innovative degree programme which combines a rigorous academic education with practical and professional skills.

Our students learn the sharpest disciplinary tools and hone their practical skills to go out into the world and be truly outstanding public leaders. From the youngest ever minister in Yemen, to the youngest mayor in Germany, to the Minister of Youth Affairs in the United Arab Emirates, to an MP in Panama—our alumni make real-world impact.



## The role

We are looking to recruit a full-time Departmental Lecturer who combines academic excellence in the field of military leadership and ethics with the ability to deliver compelling teaching, including for military professionals. The postholder will be entrepreneurial, personally committed to the success of initiatives they are involved in, and will pay attention to detail. While not essential, it is highly desirable that they should have professional experience of military service or have worked in security.

This post is an excellent opportunity to join and contribute to the development of an ambitious school of public policy at one of the world's leading universities. The School is committed to equipping its students and policy practitioners with the academic, policy and practical skills that are required to have a significant impact in their professional lives.

The primary responsibilities of the Departmental Lecturer are to help deliver and develop the Military Leadership and Judgment Programme (MLJP). The MLJP works with military practitioners to help them deepen their intellectual and moral judgment, and so to equip them better to lead organisations which have ethically robust organisational cultures, and which deliver effective defence and security. The activities of the MLJP include short courses and study days hosted at the Blavatnik School, visiting fellowships, and some off-site teaching, and the postholder will contribute to all of these. Military participants and partner organisations are collaborated with on the basis that their work has strategic impact. The MLJP is directed by Dr Thomas Simpson, whom the postholder will report to and work in close collaboration with. In addition, the postholder will be a member of the School's faculty, and will make contributions to the wider degree programme and executive programme teaching as appropriate.

While Departmental Lectureships are teaching-focused posts, the postholder will have their own research profile in the field of military leadership and ethics, commensurate with their career stage, and will have the opportunity to develop this profile, with an approximately 60/40 split in time commitment between teaching and administrative duties, and research.

The post is fixed-term for 3 years in the first instance, with the possibility of renewal dependent on external funding.

## Responsibilities

### **Military Leadership and Judgment Programme**

- Deliver teaching related to military leadership and ethics, including lectures, case studies, seminars, and tutorials.
- Assist with designing and teaching on short courses and study days at the School.
- Support the organisation, convening, and coordination of the courses in collaboration with the executive programmes team.
- Deliver off-site teaching.

- Facilitate visiting fellowships and supervise visiting fellows' work.
- Prepare and develop new teaching materials, including case studies.
- Seek opportunities to develop the MLJP, including identifying new partner organisations and funding pathways.
- Undertake other duties as required to support the smooth running of the programme.

### **Other executive teaching**

- As appropriate, teach and assist with the development of other executive programmes at the School, and develop teaching material for online and in-person executive teaching.

### **Degree teaching**

- Lecture and lead seminars for postgraduate students as requested, most likely on the Master of Public Policy.
- Supervise students.
- Engage in assessment and University examining.
- Gather and analyse feedback from students, colleagues, and examiners, and modify course design, content, or delivery as appropriate.

### **Research**

- Engage in research, writing articles and publishing in policy and practice-focused outlets, disseminating research findings, and participating in seminars and other events

## **Selection criteria**

### **Essential selection criteria**

- Academic expertise and rigour in a field relevant to military leadership and ethics, including a doctorate or equivalent. There is no requirement for this doctorate to be in a specific academic discipline: candidates may apply with training in philosophy, theology, political science, management science, or another discipline.
- Demonstrated excellence in teaching, including a willingness to innovate pedagogically; the ability to deliver compelling and impactful learning experiences; and the ability to design and develop curricula at university level.
- An entrepreneurial and can-do attitude, with a demonstrated ability to work independently.
- Excellent communication and interpersonal skills.
- Excellent attention to detail.
- Ability to secure funding and build partnerships with external organisations.
- Publication record and familiarity with the existing literature and research in the field, and promising research trajectory, commensurate with career stage.

### Desirable selection criteria

- Professional experience of military service, ideally in a combat arm, and/or experience in a related area of security (e.g. intelligence, police); or experience working in a military educational context.

## 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>.

## 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 140 MPP students and around eight doctoral students a year. We also accept a small group of students for our MSc in Public Policy Research.

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.

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 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](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** of 30 September before the 70<sup>th</sup> birthday. The justification for this is explained at: <https://hr.admin.ox.ac.uk/the-ejra>.

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

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

### Equality of opportunity

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

## Benefits of working at the University

### Employee benefits

University employees enjoy 38 days' paid holiday, generous pension schemes, travel discounts 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](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 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](http://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>