

Job description and selection criteria

Post	Associate Professorship of Management and Public Policy
Department/Faculty	Blavatnik School of Government, Radcliffe Observatory Quarter, Oxford, OX2 6GG
Division	Social Sciences
College	Green Templeton 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 (see additional information below)
Vacancy ID	174869
Closing date	12 noon (UK time), Monday 16 September 2024 Interviews and presentations will be held the week commencing 14 October 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 alongside a salary more commensurate with the title.

Overview of the post

The Blavatnik School of Government and Green Templeton College are recruiting an Associate Professor of Management and Public Policy to start from September 2025 (or soon thereafter).

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 management and public policy. They will have a doctorate in management (or closely related field) and be equipped to teach management in an inspiring way to current and future public leaders, as well as to engage in this area with policy experts. Applications are invited in all areas of management and public policy.

The successful candidate would be expected to live within a commutable distance to Oxford, and to be present in the School during Oxford's teaching terms.

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 Management 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 management, teaching on the School's executive 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 management and public policy.
- To secure research funding and successfully complete research projects on management and public policy.
- To disseminate research through publication in highly impactful journals or books, participation in international conferences and seminars, and through other media.

Teaching and examining

- To contribute to the development and delivery of the degree programmes at the School, including especially the Master of Public Policy.

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 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 management 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 MPP, MSc and DPhil admissions applications to the School.

General

- To engage with governments and policy makers on policy issues.
- 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 for Research Fellows:

- Act as a College Advisor to around five graduate students, meeting each once a term to discuss, in general, academic progress, personal development and engagement with college and university life.
- To be an advocate for college, highlighting the college affiliation whenever appropriate.
- Where appropriate, to advocate for and support the fundraising efforts of the college.
- On a voluntary basis, to join college committees, which contribute to the governance of the College.
- On a voluntary basis, to participate in and contribute towards academic activity and goals of the college, engaging with the wider community to do so.

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 management, public management, 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 management and public policy, or a closely related field.
- IV. An established record of public engagement with governments and international organisations 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 management 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=174869 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 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: www.socsci.ox.ac.uk.

Green Templeton College

Background to Green Templeton

Green Templeton is proud to be a progressive, international and inclusive community within the University of Oxford at the forefront of graduate education. The college aims to lead the way by providing an environment specifically geared to the needs and interests of postgraduate and clinical medicine students. In 2022 Green Templeton published its [Strategic Plan to 2031](#).

With over 650 students from around 70 countries, 300 fellows and 70 members of staff the college is international, outward-looking, future-focused and truly contemporary within a traditional Oxford setting. Friendly and informal, with a single, shared common room and no high table, the college community forms the backdrop to a lively academic and social scene. The intellectual agenda and distinctive academic profile emphasise issues relating to human welfare and social, economic and environmental well-being in the 21st century. Green Templeton was established in its current form in October 2008 through the merger of Green and Templeton colleges.

The diversity of the global community of students and fellows is one of its greatest assets and is reflected firmly in the college's values. The college is well known for its friendly, congenial and welcoming environment so it would be easy for the appointee to the post to settle into college life. There is an understanding of the multiple pressures on fellows, and the college's governance and management processes reflect this.

More information: <https://www.gtc.ox.ac.uk/>

Academic Life and Vision

Green Templeton extends the traditional Oxford model by bringing together researchers, teachers and practitioners with parity of esteem. Fellows, students, alumni and staff have a welcoming and exceptional college experience with enrichment opportunities that enable all to deliver on their potential and thrive throughout life.

The disciplines of the college's members include medicine, medical sciences, business and management, and a broad range of other social sciences, including education, environmental sciences and social policy. It has established academic initiatives in the nexus of these areas, including a long-running Management in Medicine programme. Home to the iconic Radcliffe Observatory, the college also has strong connections with astrophysics.

The college nurtures inter- and multi-disciplinarity for the benefit of social, economic and environmental well-being. Part of its vision for the future is to ensure the fellowship reflects the diversity demonstrated within the student population. Green Templeton has exciting plans for its estate, increasing the facilities available for the community. It has a net-zero goal set for 2035.

Appointee

The appointee would be elected initially as a Research Fellow. The appointee would be welcome to join committees of the college according to their expertise and interests, and/or to participate in college initiatives.

This might relate to academic activity, environmental sustainability, diversity and inclusion, sport among other areas. Governing Body responsibilities are currently limited to Senior Research Fellows.

College benefits, terms and conditions

The successful candidate will have access to all college facilities, including the Library and Gym and are entitled to full dining rights. There is a single Common Room to which all members of the college belong. Partners and families are welcome to accompany fellows in the Common Room and the beautiful college gardens. College association is linked to employment in this role, and terminated concurrently with the end of employment in this role.

More information: fellowshipadministration@gtc.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 of 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

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

Salary Academic staff pay: [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://www.newcomers.ox.ac.uk/> .

Welcome for International Staff [welcome.ox.ac.uk](#) Home | Staff Immigration (ox.ac.uk)

Relocation: <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: [Staff benefits | HR Support \(ox.ac.uk\)](#)

Pre-employment screening <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. See 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

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 Green Templeton 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 Green Templeton 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.