

Job Description



Summary

Job title	Departmental Lecturer in Evidence Based Social Intervention and Policy Evaluation (EBSIPE)
Division	Social Sciences Division
Department	Department of Social Policy and Intervention (DSPI)
Location	Barnett House, 32 Wellington Square, Oxford, OX1 2ER
Grade and salary	Grade 7: £38,674 - £46,913 per annum. This includes an Oxford university weighting allowance.
Hours	Full time (we would also be willing to accept applications from candidates wishing to work part-time from 50% FTE up to 80%FTE).
Contract type	Fixed-term (2 years)
Reporting to	Course Director (Amiya Bhatia)
Vacancy reference	175372



The role

The Department of Social Policy and Intervention (DSPI) is seeking a Departmental Lecturer in Evidence-Based Social Intervention and Policy Evaluation (EBSIPE).

This is a role which includes research and teaching. The proposed split between these will be agreed with the selected candidate based on the candidate's skills, interests and career goals.

Research

The Departmental Lecturer will join a research team led by Dr Amiya Bhatia. The research broadly explores a) the causes and consequences of adverse child and adolescent health outcomes with a focus on violence against children, b) the impacts of household, school, neighbourhood and climate contexts on young people's health and experiences of violence and c) questions related to health inequalities, power hierarchies, ethics, youth participation and equitable partnerships in research. The team uses quantitative and qualitative methods and is committed to conducting theory-informed, critical social epidemiologic and social science research with a focus on child health and health inequalities in low- and middle-income countries. The Departmental Lecturer will lead workstreams within current projects, lead independent research projects based on their own interests and expertise, and receive support and mentorship to develop an independent research programme.

Research activities related to existing projects will involve working with data collected from multiple studies among young people in Sub-Saharan Africa, Asia and the UK. These include cohort data and nationally representative survey data with information on violence, a range of other physical, mental, and sexual health outcomes and information about the contexts in which children and young people grow up. Analyses will explore how contextual factors shape violence and other health outcomes, and the causes and consequences of violence. There will also be opportunities to work with DPhil students, and with academic and non-academic partners, mentors, and experts in Uganda, Bangladesh, Nepal, India, Brazil and the UK.

Teaching

The Departmental Lecturer will have some experience teaching policy/intervention design or evaluation or health inequalities with an area of substantive expertise related to policies or interventions for health, education, wellbeing, or other social welfare outcomes. Teaching will include convening or supporting a module on health inequalities, or on the analysis of large-scale interventions. All teaching will be linked to the MSc/MPhil in Evidence-Based Social Intervention and Policy Evaluation.

Career development

You will be supported to further your career portfolio, including writing and publishing first-authored papers, expanding your teaching portfolio, mentoring junior researchers, and developing grant applications. This is an excellent opportunity to join a small multi-cultural and multi-lingual research team, conduct novel analyses of survey and cohort data to inform the health and wellbeing of children and young people, to develop independent research, to contribute to creating an inclusive and supportive research environment, and to contribute to teaching in a lively Department.

Responsibilities

- Manage independent research projects and lead analyses of cross-sectional and longitudinal quantitative data and develop appropriate analytical protocols and techniques to support research
- Write or co-author research articles for prestigious peer-reviewed journals, policy briefs, reviews, papers at conferences, and lead seminars to disseminate research findings
- Produce lecture notes, course materials, reading lists, contribute to and organise specific parts of the syllabus, and reference guides. Invite guest lecturers. Organise and coordinate teams within the Department to deliver teaching.
- Lecture, tutor, and supervise postgraduate students and engage in assessment and university examining. Engage with student matters relating to attendance, conduct, coursework, performance, and welfare (referring matters to appropriate others)
- Participate in the graduate student admissions processes and share in the work of departmental committees developing academic strategies and policies

- Develop ideas for generating research income, and either lead, or contribute to, new research projects. Where relevant, contribute to collaborative projects with colleagues in partner institutions and research groups.
- Support grant management and research team activities

Selection criteria

Essential selection criteria

- Hold, or be close to completion of, a PhD in a relevant social science discipline using quantitative methods (e.g. public health, sociology, international development, education, text analysis)
- Experience leading quantitative analyses of survey and/or cohort data, using statistical packages (e.g., R or Stata and in data analysis techniques (e.g., multi-level modelling, mixed models, latent class analysis and its derivatives, longitudinal structural equation and text analysis), data management, and data visualisation.
- Strong interest in quantitative analyses of health-related data on children and adolescents or health inequalities. Prior experience welcome, but not necessary if strong statistical skills are well demonstrated.
- Some prior experience in research or teaching policy/intervention design or evaluation or health inequalities with an area of substantive expertise related to policies or interventions for health, education, wellbeing, or other social welfare outcomes.
- A commitment to inclusive pedagogy with skills or an interest in decolonising pedagogy. And, an ability and willingness to teach, supervise and assess high-achieving graduate students from diverse cultural backgrounds, with a commitment to teaching students who are historically underrepresented at Oxford.
- Strong publication record experience writing up quantitative research findings for publication with excellent communication skills, including the ability to teach engagingly and present research results to academic and non-academic stakeholders
- Experience in working effectively as part of a research or teaching team and contributing to an inclusive and supportive workplace.

Desirable selection criteria

- Experience mentoring research assistants or junior researchers to conduct quantitative research
- Experience with mixed methods or qualitative research
- Evidence of contributing ideas for new research projects and research income generation

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.

Department of Social Policy and Intervention

The Department of Social Policy and Intervention is a multidisciplinary, social science centre of excellence for research and teaching in comparative social policy and evidence-based social intervention and policy evaluation. In the UK-wide 2021 Research Excellence Framework (REF), it was a top-five scoring department in the country, across all subjects and universities, with 62 per cent of the Department's research activity classified as 'world leading' (4*) with a further 30 per cent classed as 'internationally excellent' (3*). In the most recent QS World University Rankings by Subject (2022) the Department ranked second in Social Policy and Administration globally.

The Department has undergone substantial transformation in recent years. This renewal includes the expansion of graduate teaching and supervision in policy evaluation and comparative social policy; significant expansion in research income; and the creation of new research groups and areas of research expertise.

The Department's teaching is largely devoted to graduate students. It offers master's degrees in Comparative Social Policy (CSP) and in Evidence-Based Social Intervention and Policy Evaluation (EBSIPE). Students may study for either a one-year MSc or a two-year MPhil. The Department also offers supervision for doctoral degrees in Social Policy or in Social Intervention and Policy Evaluation. The graduate intake is highly international with students drawn from the United Kingdom, EU member states, and many countries across the world.

Research within the Department is largely organised under the auspices of two main research groups:

- The Centre for Evidence-Based Intervention (CEBI)
- The Oxford Institute of Social Policy (OISP)

More information about the department can be found at www.spi.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 2022. We have placed first in three of the last five years (2018, 2019 and 2022).

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, eleven 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

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 (CV, Supporting Statement) 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 recruiting department directly – hrteam@spi.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 (inc 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, LGBT+ 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>