

## Summary

<b>Job title</b>	Senior Postdoctoral Researcher: Design Bioethics
<b>Division</b>	Medical Sciences
<b>Department</b>	Psychiatry
<b>Location</b>	Warneford Hospital and Uehiro Oxford Institute
<b>Grade and salary</b>	Grade 8: £48,235 to £57,255 (with a discretionary range from £58,922 to £62,407) per annum
<b>Hours</b>	Full time
<b>Contract type</b>	Fixed-term (funded for three years)
<b>Reporting to</b>	Professor Ilina Singh, with dotted reporting line to Prof. Roger Crisp
<b>Vacancy reference</b>	176978

## The role

We are looking to recruit a senior postdoctoral researcher (PDRA) to take up the role as co-director of the Design Bioethics Lab (DBL) in the Neuroscience, Ethics and Society (NEUROSEC) Team in the Department of Psychiatry, University of Oxford (80%). The DBL, led by Professor Ilina Singh (PI) and co-directed by Dr David Lyreskog, is part of the Wellcome Trust-funded [ANTITHESES Platform](#), and aims to progress and amplify our pioneering work in building innovative tools for bioethics research and participatory co-design with young people.

The remaining 20% of the post is dedicated to work with Dr Joanna Demaree-Cotton, Director of the Philosophical Moral Psychology Lab at the Uehiro Oxford Institute. The postholder will work to integrate the work of the Design Bioethics Lab and the Philosophical Moral Psychology Lab to coordinate on projects and ensure added value to both Labs through this joint post. A key task for the postholder will be to develop a clear strategy for grant applications in relevant areas to be submitted within one year of appointment.

## About the Neuroscience, Ethics and Society Research Group (NEUROSEC)

NEUROSEC was established by Professor Ilina Singh as part of a Wellcome Senior Investigator Award in 2015. Since then, the Team has raised over £65 million in research funding as co-investigators or as principal investigators. The work of NEUROSEC is interdisciplinary, bringing together expertise in bioethics, psychology, philosophy and neuroscience. The Team has an international reputation for its work in neuroethics and global mental health ethics, and in theoretical and methodological innovations in co-design and co-production with young people. NEUROSEC is uniquely situated within Oxford Psychiatry and Neuroscience, building collaborative research



relationships with scientists and clinicians whilst maintaining a critical perspective and a portfolio of independent research projects.

## About the Uehiro Oxford Institute (UOI)

[The Uehiro Oxford Institute's](#) mission is to facilitate ethical progress through research, teaching, and real-world application. It is an applied ethics research institute of international renown with a highly interdisciplinary research programme, and hosts extensive programme of seminars and lectures that attract leading local and international scholars, including the Annual Uehiro Lectures in Practical Ethics. Based in UOI, the Philosophical Moral Psychology Lab aims to advance our understanding of morality by combining rigorous scientific research practices with high-quality philosophical ethics. Directed by Dr Joanna Demaree-Cotton, the lab uses interdisciplinary methods from experimental philosophy and moral psychology to investigate the processes that influence moral judgment, reasoning, and decision-making.

## Flexible working

The post is available on a flexible hybrid basis. The minimum time on-site in the office is 4 days/week. The postholder must be in the office on Tuesdays, Wednesdays and Thursdays in order to attend regular Departmental and Team meetings.

## Responsibilities

- Working with Professor Singh and the DBL Team, co-develop and co-manage a research strategy to cover the next 5 and 10 years, including identifying key research areas, personnel requirements, budget and resource allocations; and so forth.
- Co-ordinate research efforts with the DBL and the PMPL to develop a clear strategy for grant applications in relevant areas to be submitted within one year of appointment.
- Implement the research strategy by co-leading on DBL project management; including developing project work plans, milestones and deliverables; planning for ethics submissions, data collection and management; identifying training and development requirements and opportunities.
- Develop and conduct world-leading, innovative empirical research in line with the research strategy
- Work proactively to identify, plan and submit research funding opportunities within the DBL Team, in line with the research strategy.
- Establish and chair user groups/discussion public stakeholder (PPI) groups as appropriate to research activities and goals.
- Line manage and develop DBL and NEUROSEC Team staff.
- Working with NEUROSEC colleagues, co-manage the delivery of the [Oxford Neuroethics Winter School](#); including syllabus development, staffing, communications and publicity, applications, on-line course delivery and supervision, student difficulties, student work submissions, in-person venue hire, accommodation, catering and so forth.
- Help to develop and maintain a DBL website, working with internal and external website support personnel.
- Promote the research group locally and nationally, disseminating research outcomes to advance specialist knowledge, representing the research group at external meetings/seminars and liaising with internal and external communications officers, sponsors, stakeholders, national agencies, and professional bodies.
- Contribute to research efforts and research culture in the Philosophical Moral Psychology Lab through collaboration as well as regular participation in research events and lab meetings, where participation includes attendance and occasionally leading presentations on on-going research.
- Offer support to other researchers within NEUROSEC and the Philosophical Moral Psychology Lab through engagement with others' research, giving feedback, and acting as a source of information and advice on specialist empirical methodologies.

## Selection criteria

### Essential selection criteria

- Significant post-PhD experience at time of application; in empirical bioethics / neuroethics, psychology or a relevant social science discipline.

- Experience translating ethical, bioethical, psychological, moral and/or philosophical concepts into empirical research projects.
- Demonstrated expertise relevant to the focus of the project ('what do we owe future generations?') in the context of mental health ethics, environmental / climate change ethics, human rights and/or other demonstrably relevant context.
- Demonstrated interest in working with interdisciplinary research teams across disciplines relevant to NEUROSEC and UOI (e.g. bioethics, psychology, philosophy, neuroscience).
- Demonstrated interest in building tools for research that can achieve reach and scale.
- An outstanding developing track record of first-author publications in Q1 journals
- Demonstrated leadership as part of a research team; including research protocol development, research ethics submission, data collection and analysis, writing up and publication.
- Demonstrated experience of managing multiple (competing) priorities and timelines; including ability to independently make decisions and solve problems.
- Excellent interpersonal and communication skills, including excellent written and spoken English.
- Clear strategy for funding acquisition relevant to the DBL and the PMPL teams.

#### Desirable selection criteria

- Previous experience of participatory co-design with young people.
- Experience in working with new and emerging technologies in research and/or engagement settings.
- Experience of supporting and mentoring research staff.

#### 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>

##### Additional security pre-employment checks

This job includes duties that will require additional security pre-employment checks:

- A satisfactory enhanced Disclosure and Barring Service check due to regulated activity involving children and 'at risk' adults

#### 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).

## Department of Psychiatry

The Department of Psychiatry based on the Warneford Hospital site in Oxford has an international reputation for excellence. The Head of Department is Professor Belinda Lennox. The Department has a substantial research programme, with major funding from Medical Research Council (MRC), Wellcome Trust and National Institute for Health Research (NIHR) and provides highly rated medical training in psychiatry. There are approximately 250 staff including 41 principal investigators leading research groups investigating applying a wide range of approaches from translational neuroscience, experimental medicine, epidemiology, clinical trials and health services research to developmental disorders, mood disorders, cognitive disorders and self-harm and suicide. There are strong links with other departments and institutes both within and outside Oxford: these links ensure that we can apply the best scientific methods to psychiatric and cognitive disorders. The Department has an annual turnover of over £10 million with more than 130 research grants.

For more information please visit: <http://www.psych.ox.ac.uk>

**The Department of Psychiatry holds a silver Athena Swan award to recognise advancement of gender equality: representation, progression and success for all.**

## Medical Sciences Division

For more information please visit: <https://www.medsci.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 in the filename.

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

If you currently work for the University please note that:

- as part of the referencing process, we will contact your current department to confirm basic employment details including reason for leaving
- although employees may hold multiple part-time posts, they may not hold more than the equivalent of a full time post. If you are offered this post, and accepting it would take you over the equivalent of full-time hours, you will be expected to resign from, or reduce hours in, your other posts(s) before starting work in the new post.

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## 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).

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## 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 [vacancies@psych.ox.ac.uk](mailto:vacancies@psych.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, flexible working options, 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, 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

We are a family-friendly employer with one of the most generous family leave schemes in the Higher Education sector (see <https://hr.web.ox.ac.uk/family-leave>). Our Childcare Services team provides guidance and support on childcare provision, and offers a range of high-quality childcare options at affordable prices for staff. In addition to 5 University nurseries, we partner with a number of local providers to offer in excess of 450 full time nursery places to our staff. Eligible parents are able to pay for childcare through salary sacrifice, further reducing costs. See <https://childcare.admin.ox.ac.uk/>.

### 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](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>