



**Nuffield
College**
UNIVERSITY OF OXFORD



Job Description and Selection Criteria

Post	Associate Professorship of Social Policy and Director, Economics, Inequality & Opportunity Programme (EIO)
Department/Faculty	Department of Social Policy and Intervention and Institute for New Economic Thinking at the Oxford Martin School (INET Oxford)
Division	Social Sciences
College	Nuffield College
Contract type	Permanent upon completion of a successful review. The review is conducted during the first 5 years.
Salary	£55,755 - £74,867 p.a. plus additional college benefits as detailed below

Overview of the post

The Department of Social Policy and Intervention and the Institute for New Economic Thinking at the Oxford Martin School (INET Oxford) in association with Nuffield College are seeking a distinguished and high-impact scholar for a joint appointment as Associate Professor of Social Policy in the Department of Social Policy and Intervention (DSPI, www.spi.ox.ac.uk) and Director of the Economics, Inequality & Opportunity (EIO) Programme of INET Oxford (www.inet.ox.ac.uk).

The Associate Professor of Social Policy/EIO Director will be an internationally recognised scholar on the topic of economic inequality broadly conceived, responsible for leading an ambitious programme of research with a high-performing team of researchers and international network of collaborators, as well as representing the programme externally with policymakers, funders, and the media.

EIO (formerly known as Employment, Equity and Growth or EEG) has been a major programme of research at INET Oxford and the Department of Social Policy and Intervention since 2014. The research programme is broad-ranging and interdisciplinary in scope, probing the drivers and implications of economic inequality through the perspectives of social policy, economics, sociology and political science. The ideal candidate will be a scholar on the topic of inequality, have strong empirical and quantitative skills, who will collaborate with colleagues at INET Oxford and DSPI to explore and develop novel, pathbreaking methods of research (including novel data and modelling methods) that can help illuminate



the causes for inequality, policies that might alleviate it, and its interaction with other economic outcomes.

The EIO Director will provide vision and intellectual direction for this programme of research and be responsible for a team of post-doctoral research fellows and graduate students conducting leading-edge scholarship. In addition to research leadership responsibilities, the EIO Director will also secure grants and other funding to support the programme of research and engage in outreach to policymakers and other constituencies to enable broader public impact of the work.

The EIO Programme sits within the Institute for New Economic Thinking at the Oxford Martin School (www.inet.ox.ac.uk). INET Oxford is a multidisciplinary research centre dedicated to applying leading-edge thinking from the social and physical sciences to global economic challenges. INET Oxford faculty have affiliations with a range of Oxford academic departments and colleges. The Director will serve on the INET Oxford Management Committee, help support the overall leadership of the centre and work collaboratively with other INET Oxford programmes and Directors.

The EIO Director will be an Associate Professor in the Department of Social Policy and Intervention (DSPI, www.spi.ox.ac.uk) and will contribute to the intellectual life of the department, supervise doctoral students and contribute to departmental teaching. The postholder will also be a Professorial Fellow at Nuffield College and will be expected to contribute to the College's academic life. Nuffield College is a graduate college of the University of Oxford dedicated to advanced study and research in the social sciences.

This is a permanent position upon completion of a successful review available from 1 October 2025. The review is conducted during the first 5 years.

If you would like to discuss this post and find out more about joining the academic community at Oxford, please contact <mailto:hrteam@spi.ox.ac.uk>. All enquiries will be treated in strict confidence and will not form part of the selection decision.

The role of Associate Professor at Oxford

Associate Professor is the main academic career grade at Oxford 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/faculty and an Oxford college, and you will have a contract with both.

Associate Professors are full members of University departments/faculties 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 8-week undergraduate 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.

Duties of the post

The main duties of the post are as follows:

For the Department of Social Policy and Intervention (DSPI) and INET Oxford

- Provide the overall vision and strategy for the EIO research programme and actively engage in the academic life of the Department and INET Oxford;
- Direct a programme of leading-edge research for EIO that is consistent with and furthers the methods, agenda, and objectives of the INET Oxford centre, developing high-impact research questions and applying innovative research methodologies;
- Recruit and supervise postdoctoral research fellows and other research staff to carry out the programme of work;
- Identify and engage with collaborators both in Oxford and internationally to work with on projects that further the EIO agenda and the academic portfolio of DSPI;
- Supervise Master and DPhil students and contribute to teaching and administration in DSPI;
- Publish in high impact peer-review journals, contribute to edited volumes etc.;
- Present papers at international academic conferences and convene workshops, seminars and other events to engage scholars and policymakers;
- Communicate the research findings of the programme to various stakeholders from the policymaking, business and media communities;
- Proactively identify funding sources and strategies for INET Oxford / DSPI research (e.g. research councils, foundations, government departments, corporate partners, individual donors) and in collaboration with INET Oxford's Executive Director, DSPI, and university staff develop funding relationships, prepare funding proposals, manage grants and provide reporting as required to funders;
- Serve as a member of the INET Oxford Management Committee and active member of the INET Oxford research community;
- Set standards for the work of the EIO team and ensure compliance with University policies;
- Provide executive oversight of the EIO programme's financial budget and personnel strategy;
- To examine as required by the appropriate committee for the nomination of examiners.

The amount of teaching normally must not exceed an average of 288 teaching units¹ per year without approval by the divisional board.

¹ One hour paired tutorial, 1 unit; one hour lecture, 3 units; one doctoral student, 24 units; and other types of teaching to be weighted proportionally. This tariff is subject to local variation.

For Nuffield College

- Engage in advanced study and internationally excellent research in the specified field of the post;
- Play an active part in the academic and research life of the College, for example by organising seminars, workshops and other academic activities and events;
- Contribute to the recruitment, admission, and training of high calibre graduate students;
- Act as College supervisor for Nuffield students and mentor for postdocs and incoming academic staff as requested;
- Be a member of and to take an active part in the work of one of the College's Subject Groups;
- Contribute to the governance and academic strategy of the College by participation in the College's Governing Body (subject to appointment as a charity trustee) and in other committees, whether standing or ad hoc, as required.

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.

Essential criteria

- Hold a relevant doctorate with significant research experience.
- Be a leading authority in their discipline with an international reputation.
- Have an outstanding research and publication record.
- Have a track record of applying innovative approaches to questions of economic inequality, public policy, and other topics related to the INET Oxford EIO and DSPI research and teaching agendas.
- Demonstrate experience of developing, resourcing, and leading significant programmes of research.
- Have a successful record supervising junior researchers and graduate students.
- Strong skills as a teacher and communicator to academic audiences.
- A demonstrated commitment to and skills for achieving impact beyond scholarly audiences (e.g. policy, business, funders, the media), including strong communications and relationship building skills.
- Be a collaborative colleague who will work well in a team-oriented research centre and departmental and college environments, as well as with a broader network of external collaborators.

How to apply

To apply, visit https://my.corehr.com/pls/uoxrecruit/erq_jobspec_details_form.jobspec?p_id=178281, 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.

You will also be asked to upload a CV, including a full list of publications, a supporting statement (2-4 pages) and a research statement (2 pages maximum). The supporting statement should 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 education or employment. The research statement should summarise the past, current and future direction of your research, highlighting how your research has evolved and your key achievements.

The University and colleges welcome applications from candidates who have a disability or long-term health condition and are 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 Oxford's three 8-week undergraduate 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.

The 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)

The department is also a joint partner with INET Oxford in the Economics, inequality, and opportunity (EIO) research programme.

More information about the department can be found at www.spi.ox.ac.uk.

INET Oxford

The Institute for New Economic Thinking at the Oxford Martin School (INET Oxford, www.inet.ox.ac.uk) produces cutting-edge research aimed at building a fair, sustainable, and prosperous economy.

INET Oxford is an interdisciplinary research institute based in the University of Oxford's Martin School (www.oxfordmartin.ox.ac.uk). The Institute is comprised of scholars from across the social and physical sciences who are pioneering new methods to better understand and address urgent real-world challenges such as the climate crisis, inequality, and technological change.

Founded in 2012, INET Oxford today is one of the world's leading centres for innovative economic scholarship, policy development, and the training of students and postdoctoral researchers in new economic methods.

The Institute pursues research across eight thematic areas:

- Methods and foundations of economics
- Economic inequality
- The clean energy transition
- Macroeconomics
- Progress, technology & innovation
- Climate and environment
- Financial stability
- Economic paradigm change

INET Oxford has over 120 affiliated scholars from disciplines including economics, mathematics, computer science, physics, biology, ecology, geography, psychology, sociology, anthropology, philosophy, history, political science, public policy, business, and law.

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 and our Department of Economics hold Athena Swan Silver awards. 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.

Nuffield College

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

There are 38 self-governing and independent colleges at Oxford, giving both academic staff and students the benefits of belonging to a small, interdisciplinary community as well as to a large, internationally-renowned institution. The collegiate system fosters a strong sense of community, bringing together leading academics and students across subjects, and from different cultures and countries.

Nuffield College is a graduate college within the University of Oxford which was founded in 1937 and specialises in the Social Sciences, particularly Economics, Politics, and Sociology. It aims to be one of the world's outstanding social science institutions, providing a stimulating research-orientated environment for postgraduate students, research fellows, and senior academics and promoting, according to its Charter, 'the study by co-operation between academic and non-academic persons of social (including economic and political) problems'. About 30 students are admitted each year to undertake both taught masters courses and doctoral research for most of whom the College provides financial support in the form of studentships. In total there are about 100 students enrolled at any one time, many of whom either live in College or have offices in College.

The College has 33 permanent academic Fellows (of whom 4 are College-funded Official Fellows), 15 non-academic Visiting Fellows drawn from the world of business, industry, politics and administration; and a number of Research Officers working on research projects run by the College's Fellows. The College enjoys strong links with the University's social science departments and works closely with the Social Sciences Division.

In addition, in 2024-25 there are 56 Research Fellows in College of whom 15 are College-funded Prize Postdoctoral Fellows, 5 are Prize Research Fellows funded jointly with the Economics Department, 4 are funded by Research Centres based in College, and the remainder are funded by external awards or by the Departments of Economics, Politics and International Relations, Sociology, Social Policy and Intervention, the Leverhulme Centre for Demographic Science, the Faculty of History, and the Global Priorities Institute.

Nuffield College has been – and continues to be – the source of some of the major research developments in social science. These include the British Election Studies and the major programme of research on Social Mobility in Britain. It was the birthplace of the 'Oxford School' of Industrial Relations; it pioneered the development of cost benefit analysis for developing countries; and it has made a major contribution to the methodology of econometrics.

Professorial Fellowships at Nuffield College

The Associate Professor will be elected to a Non-Tutorial, Professorial Fellowship at Nuffield College. Professorial Fellowships are typically linked with tenure-track academic positions within the University of Oxford (joint appointments), at the level of either associate or full professor. The post-holders are expected to engage in advanced study and research in their field of expertise, falling within the research areas of the College; to provide supervision and academic support for graduate students; to participate actively in the intellectual life of the College; and to take part in College governance. Professorial Fellows are expected to be members of the College's Governing Body (subject to appointment as a charity trustee). Governing Body Fellows are ex officio trustees of the charity which is "The Warden and Fellows of Nuffield College in the University of Oxford".

Research Facilities

The size and specialised nature of the College enable its members to work closely with one another in a stimulating and research-orientated environment. A “critical mass” of students and Fellows working in the social sciences is helpful both in terms of facilities and of intellectual activity, such as the active seminar and conference programme.

The College Library is one of the finest in the social sciences and functions as a research library, reflecting the academic interests of the Fellows. Fellows also have access to all the facilities of the Bodleian Library, including full-text access to nearly all journals in the social sciences. The College has an Information Systems Department to serve the computing needs of Fellows. The College provides facilities and grants for Fellows to invite academic visitors to the College to enable them to carry out collaborative work.

About the University of Oxford

Oxford’s departments and colleges aim to lead the world in research and education for the benefit of society both in the UK and globally. Oxford’s researchers engage with academic, commercial and cultural partners across the world to stimulate high-quality research and enable innovation through a broad range of social, policy and economic impacts.

Oxford’s self-governing community of international scholars includes Professors, Associate Professors, other college tutors, senior and junior research fellows and a large number University research staff. Research at Oxford combines disciplinary depth with an increasing focus on inter-disciplinary and multi-disciplinary activities addressing a rich and diverse range of issues.

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 | HR Support \(ox.ac.uk\)](#)

Pension

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

Sabbatical leave

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

Outside commitments

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

Intellectual Property

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

Managing conflicts of interest

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

Membership of Congregation

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

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

Family support

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

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

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

Welcome for International Staff

<welcome.ox.ac.uk>.

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

Relocation

<https://finance.admin.ox.ac.uk/relocation-scheme>

Promoting diversity

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

Other benefits and discounts for University employees

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

Pre-employment screening

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

Length of appointment

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

In addition to the University salary, the Associate Professor will receive the College's Academic Responsibility Allowance, which is currently £26,040 per annum (2024/25 rate), taxable and pensionable, and paid directly to the Fellow; the rate is reviewed each August.

The successful candidate will also receive the following benefits that are normally associated with Professorial Fellowships at Nuffield College (estimated 2024/25 rates):

- Research Allowance: Up to £16,769 per annum, refunded against specific, approved research- related expenditure, and therefore not taxable.
- Entertainment Allowance: £796 per annum.
- Start-up allowance: Up to £6,983 available in the Fellow's first year to assist with set-up costs, such as IT and other office equipment.
- Option to join the College's private health insurance scheme. Further details about the scheme are available on request.
- The College operates a Housing Scheme for Fellows designed to assist with the purchase of a dwelling in the Oxford area. Further details about the scheme are available on request.
- Professorial Fellows are provided with an office in College and relevant IT equipment and software for the duration of the Fellowship; they are entitled to Common Table meals (i.e. free lunches and dinners in College, including High Table, when the kitchens are open) and are members of the College's Senior Common Room (subscription fees payable).

Offer of employment

Applications for this post will be considered by a selection committee containing representatives from both the Department of Social Policy and Intervention and Nuffield 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 Nuffield 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.