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| Post | Senior Fellow of Management Practice in Strategy (Scenarios and Foresight) |
| Department/Faculty | Saïd Business School |
| Division | Social Sciences |
| Location | Park End Street, Oxford |
| Contract type | Permanent; full time |
| Salary | <i>Internationally Competitive</i> |

Strategy, Scenarios, and Foresight at Oxford

Saïd Business School has a 20-year tradition of research, teaching and engagement in scenarios and foresight. The executive Oxford Scenarios Programme (OSP) has won a British Academy of Management Education Practice Award, and its faculty have published and engaged widely. Recently, the Oxford-Hyundai Motor Group Foresight Centre has been established focusing on contributing significant new research to the scholarly understanding of how foresight is conducted to inform business strategy, while also producing impactful outputs for practitioners.

Scenarios and foresight are part of the School's Strategy group based in the Strategy, Innovation and Marketing (SIM) Academic Area. The group examines strategy through a wide lens, exploring the processes, practices, and people associated with organizational strategy. The group is interdisciplinary – grounded in sociology, psychology, economics, cognitive science, and political science, as well as the arts and the humanities. Members regularly publish in top-tier journals and take leadership positions within the discipline internationally.

Overview of the Post

Saïd Business School wishes to appoint a leading management practice faculty member in the field of Strategy focusing on scenarios and foresight. The position is available from 1 January 2026 or at a different date by negotiation.

The post holder will have an international standing and reputation in their field that will enhance the Division's reputation for excellence in teaching, public engagement and research. They will have a range of published outputs recognised as world-leading in the context of professional practice and a demonstrable ability to teach effectively across a broad range of programmes particularly in executive education programmes for senior leaders from business and government.

Closing date is 12:00 midday GMT on Monday the 25th of August.



The role of Senior Fellow of Management Practice at Oxford

As Senior Fellow of Management Practice you will underpin strategic expansion in Executive Education over the next few years. The School aims to attract practitioners and scholars who are at different stages in their careers but who are all working towards achieving a mixture of some or all of the following attributes: significant publication record, the potential to address the Impact agenda as characterised by the UK Government and Research Excellence Framework, undertaking scholarly practice, authorship of best-selling and award winning practice-orientated books, recognition as leading business thinkers, and award-winning teachers.

You will be a full member of the University's faculty and are expected to play an important role in the life of the University and the Saïd Business School. You will join a lively, intellectually stimulating and multi-disciplinary community both at the School and in the wider University that performs to the highest international levels in research and teaching, with extraordinary levels of innovation, creativity and entrepreneurship.

Oxford offers many opportunities for professional development in research and teaching. Senior Management Practice Fellows may apply for the title of full Professor in annual exercises.

Responsibilities

To design and carry out strategy-related teaching, focusing primarily on scenarios and foresight, on all types of programmes run by the School, particularly within executive education, by delivering courses throughout the year.

To engage in strategy-related (primarily but not necessarily strictly limited to scenarios and foresight) practitioner-oriented research. This will include publishing articles in top practitioner-orientated and academic journals, as well as the publication of scholarly and practice-orientated books.

To engage in external engagement activities that will contribute to the generation of tangible, relevant, and measurable impact derived from research and teaching activities.

To lead the design and development of executive education programmes in strategy, with a main focus on programmes involving scenarios and foresight, understanding client needs and objectives, creating innovative and appropriate programme architectures, and selecting and briefing appropriate teaching faculty. This will also include developing and managing a network of relationships within existing and prospective clients, working with the School's Executive Education and Corporate Relations teams as appropriate.

To take the role of Academic and/or Programme Director in the delivery of assigned executive education programmes, which includes setting and managing participant expectations, positioning each programme session and its objectives within the overall design, and reviewing evaluations and planning continuous improvement.

To have on-going liaison with participants and host organisations for the assigned programmes, monitoring the impact of the programme and opportunities for appropriate follow-up.

To build upon and develop the Oxford approach to scenarios and foresight.

To contribute to the life and work of the Oxford-Hyundai Motor Group Foresight Centre.

The post-holder ultimately will be responsible to the Peter Moores Dean and Deputy Dean (Faculty and Research) at the Saïd Business School.

Selection criteria

Applications will be judged only against the criteria which are set out below. Applicants should make sure that their application shows very clearly how they believe that their skills and experience meet these criteria.

Oxford is committed to fairness, consistency and transparency in selection decisions. Chairs of selection committees will be aware of the principles of equality of opportunity and fair selection and there will be both male and female committee members wherever possible.

The successful candidate will demonstrate the following:

A PhD in a relevant discipline.

Individuals will have published articles in academic and/or practitioner-oriented journals orientated toward practice in strategy, scenarios, and foresight.

Individuals will have a reputation as outstanding practice-oriented teachers and programme directors in scenarios, foresight and/or strategy, particularly with experience in successfully designing and delivering programmes to senior executive audiences.

Individuals will be knowledgeable of, if not experienced in, the Oxford approach to scenarios and foresight.

Individuals will have developed significant expertise in their subject and will be considered as leading or emerging business thinkers.

Individuals will have produced work that has impacted practice and/or policy.

Individuals will have contributed to administration and leadership within the higher education sector and/or industry and will have shown demonstrable competence in such work.

How to apply

To apply, visit https://my.corehr.com/pls/uoxrecruit/erq_jobspec_details_form.jobspec?p_id=179894

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.

Applicants are also requested to submit:

1. **a letter of application**, which (a) explains why you are for applying for the post and (b) provides evidence of how your qualifications, skills, and experience meet the selection criteria outlined above. Particular reference should be made to your past research work and future research plans, as well as your teaching experience and evaluations to date.
2. **a full Curriculum Vitae**, including full details of your publications. Full bibliographic details of publications must be provided.

The University welcomes 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/>.

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 in the following format: **Surname, First name – File Type**

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.

Saïd Business School

Saïd Business School at the University of Oxford blends the best of new and old. Founded in 1996, the School is a young, vibrant, and innovative business school that is deeply embedded in a 900-year-old world-class university. As a School, our focus is on tackling complex world-scale challenges. Our purpose is to prepare business leaders for the task of making the world a better and more equitable place. To this end, we deliver cutting-edge education and ground-breaking research that transforms individuals, organisations, business practice, and society.

For more information please visit: www.sbs.ox.ac.uk

Research at Saïd Business School

Since its inception, the School has promoted a stimulating research environment and now has several major research centres and research groups. The School has been moving rapidly to create a major research capability that will establish it as one of the leading research-focused business schools in the world.

The principle behind the development of research in the Business School is that it intertwines management functions with practice and policy. The School is organized around three academic areas and six research centres. Many colleagues benefit substantially from the approach of embeddedness, engaging with colleagues from other parts of Oxford in formal and informal research collaborations.

The School's research mission is for the Saïd Business School to be a world-class, influential, and vibrant research community that conducts, publishes, and widely disseminates academic research that is:

1. Of the highest quality in terms of academic rigour;
2. Imaginative and innovative, looking to the future; and
3. Meaningfully relevant to, and enhances, business practice and the geopolitical and social landscapes in which business operates.

We strive to produce academically excellent research, which is innovative and future-oriented, has an impact on the world outside of academia, and the potential to address world-scale problems.

Presently, based on publication activity in recent years, the existing areas of strength in research for the School include:

- Complex organisations and systems, covering areas such as scenario planning, megaprojects, and systems change;
- Digital transformation, covering areas such as finance, marketing, operations, organisational behaviour, and strategy;
- Entrepreneurship and innovation;
- Finance, financial markets, financial institutions, private equity, and taxation;
- Leadership, corporate governance, and professional services; and
- Social impact, responsible business, sustainable development, and the environment.

The School is proud of these areas of research strength and will continue to foster work in these areas that align with our research strategy. In addition, the School has identified several additional areas as priority research areas to develop. They are:

- Accountability of and trust in business and institutions, with considerations extending beyond traditional business outcomes to include societal concerns and new ways of measuring and accounting for impact;
- Emerging technologies, artificial intelligence, algorithms, data science, and machine learning applications to business and their implications for consumers, employees, leaders, and society;
- Emerging societal issues that arise due to macro-factors such as climate change, cybersecurity, diversity, privacy, politics, shifting demographics, and automation—and the associated business and leadership challenges;
- Healthcare, including issues pertinent to leadership, operations, data, and patient management;
- Senior executive leadership and boards, including with respect to issues pertinent to corporate governance, diversity, corporate reputation, and strategy; and
- Sustainable development, especially issues aligned with the United Nations Sustainable Development Goals.

Teaching at Saïd Business School

At Oxford, many undergraduate degree programmes are joint with other disciplines. For example, the School offers a three-year undergraduate degree in Economics and Management. After a compulsory first year, students are provided with a wide range of possible combinations of Economics and Management subjects. About 80 students per annum are now admitted on to this programme, which is one of the most popular in Oxford and the most selective undergraduate programme at Oxbridge.

The School has run an MBA programme since 1996, a one-year (12 month) programme, taught in four sections. The MBA provides a solid grounding in the major business disciplines and core business skills, as well as integrative material, such as our award-winning Global Opportunities and Threats: Oxford (GOTO) core requirement.

In addition, the School partners with 16 other University departments to offer the Oxford “1+1” MBA, a two-year programme that combines a one year master’s degree (e.g., Advanced Computer Science, Education, Civil Law, African Studies) with the MBA.

Other degree programmes offered by the School include an MSc in Financial Economics together with the Department of Economics, an MSc in Major Programme Management, and an MSc in Law and Finance together with the Faculty of Law.

The School has a doctoral (DPhil) programme, with approximately fifty doctoral students, each with two supervisors, spread across all academic areas of the School. DPhil students take either a management or finance track.

Finally, the School has well-established executive education activities which are integral to its activities. Open and custom programmes offer individuals and organisations access to innovative teaching, and cutting-edge, internationally-relevant research, and a focus on personal development. The School is very highly regarded for the quality of its executive education programmes, with consistently strong performance in the Financial Times annual ranking. Faculty, particularly senior members, play a key role in the design and delivery of these programmes, both in-person and in virtual and digital formats.

Premises and facilities of the Saïd Business School

The Saïd Business School is one of the most modern, purpose-built business schools in the world, designed by the leading architectural practice, Dixon Jones. Facilities include four state-of-the-art horseshoe style lecture theatres, a 300-seat theatre (opened by Nelson Mandela in 2002) to cater for larger scale lectures and a wealth of social spaces.

The Thatcher Business Education Centre, completed in the summer of 2012, has also been designed by Dixon Jones and houses Executive Education activities, along with our site at Egrove Park and soon to be opened stunning Global Leadership Centre (GLC), where much of its executive education is currently delivered.

The School has extensive and modern high-speed IT networks.

The School has created the magnificent purpose-built Sainsbury library to support all management teaching and research. It has access to strong research collections and databases through the University Library Service.

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 1,000 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 placed the University of Oxford as number one in the world for Social Sciences in 2018 and 2019. REF 2014 confirmed Oxford as the UK powerhouse for research in the social sciences, accounting for more 4* research than any other institution. 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. 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, eleven of our departments have achieved bronze Athena SWAN awards (a UK accreditation scheme recognising organisations' commitment to equality and diversity, particularly in gender): the Oxford Internet Institute, Global and Area Studies, Sociology, Archaeology, the Blavatnik School of Government, Economics, Education, International Development, Law, Anthropology & Museum Ethnography, and the Saïd Business School; and the School of Geography and the Environment holds an Athena SWAN silver award.

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.

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://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 RSIV posts at Oxford are confirmed as permanent on successful completion of a 12 month probation period. 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>.