

Job Description and Selection Criteria

Post	Associate Professorship in Contemporary Political Theory
Departments	Department of Politics and International Relations (DPIR)
Division	Social Sciences Division
College	Nuffield College
Contract type	Permanent upon completion of a successful review. The review is conducted during the first 5 years.
Salary	Salary on the scale within the range £48,835 to £65,574 p.a. plus additional benefits (including the College's Academic Responsibility Allowance of £23,490 p.a.) as detailed below.
Closing Date	Midday (UK time) on 03 October 2022
Vacancy ID	158935

Overview of the post

The Department of Politics and International Relations (DPIR), in association with Nuffield College, is seeking to appoint an Associate Professor in Contemporary Political Theory. Applications are welcome from both early career and established scholars with a strong background in contemporary political theory.

The successful candidate will be expected to conduct advanced research; to teach, supervise, and examine in political theory at the graduate and undergraduate level; to play a part in the administrative work of the Department and the College; and to act as a College supervisor for graduate students. The post will be held in conjunction with a Professorial Fellowship at Nuffield College.

Nuffield College has traditionally had a vibrant group of political theory graduates and post-doctoral Fellows working in political theory. The Nuffield Workshop in Political Theory has run since 1983 and has established itself as a rigorous forum for discussion of cutting-edge work in the discipline. The post-holder will be expected to help provide leadership for this workshop, and to take a leading part in the range of political theory activities hosted in college (regular conferences and seminars). They will also be expected to play a mentoring role for postdoctoral Fellows at Nuffield and early career researchers in the Department.



The post-holder will also need to make a strong contribution to the DPIR graduate programmes in Political Theory. They will need to contribute core teaching and an optional course for the MSc and MPhil in Political Theory, as well as supervise the research of graduate students, both at Master and Doctoral level.

The post-holder will also be expected to make a contribution to undergraduate teaching, especially the core undergraduate paper in Theory of Politics and/or the optional Advanced Paper in Theories of Justice.

The post-holder will have a room for teaching and research in the Department of Politics and International Relations, Manor Road Building, Manor Road, and an office in Nuffield College.

The Department and the College strongly encourage applications from women and/or candidates from a BME background as they are currently under-represented in academic posts in the Department and the College.

If you would like to discuss this post and find out more about joining the academic community at Oxford, please contact Nicholas Owen, Joint Head of the Department of Politics and International Relations (nicholas.owen@politics.ox.ac.uk). Queries about Nuffield College can be addressed to the College's Warden, Sir Andrew Dilnot (andrew.dilnot@nuffield.ox.ac.uk). All enquiries will be treated in strict confidence; they 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 of 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 performing 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

- To engage in research and contribute through world-class publications to the Department's and University's international reputation for research excellence;
- To develop courses and provide teaching and supervision to undergraduate and graduate students on taught courses and to supervise research students in the Department;
- To examine and assess students as required;
- To participate in the administrative work of the Department in both term time and vacation under the direction of the Head of Department or their delegate;
- To raise external research funds, preparing proposals and securing grants and funding for major new research projects, where appropriate;
- To develop research impact beyond academia by engaging with a wide range of policy makers, practitioners and other non-academic stakeholders, where appropriate.

Duties will include specifically:

- The provision and organization of graduate teaching in contemporary political theory through classes and tutorials for the Department's MPhil and MSc programmes and serving as a course provider for one or more optional graduate courses;
- Supervision of graduate students on the MPhil, MSc and DPhil programmes;
- A contribution to the undergraduate core paper in Theory of Politics and/or the optional Advanced Paper in Theories of Justice;
- Undergraduate and graduate examining and formative assessment of graduate work;
- Assessment and admissions duties for the graduate programmes in the Department, including an ability to assess outside the candidate's immediate area of specialization.

For the College

In addition to the duties relating to the University side of the post, the appointee will also be required to perform the College duties outlined below:

- To 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; in particular, the post holder will be expected to help provide leadership for the Political Theory workshop, and to take a leading part in the range of political theory activities hosted in College;
- To contribute to the recruitment, admission, and training of high calibre graduate students;
- To act as College Supervisor for Nuffield students and mentor for postdocs and incoming academic staff as requested; College Supervisors are expected to meet with their supervisees at the start of the term and to write progress reports at the end of each term;
- To contribute to the governance and academic strategy of the College through membership of the College's Governing Body and other committees, as appropriate.

Academic workload

For the purposes of managing academic workload, Departments use 'stint units' to account for teaching and supervision contributions. Various amounts of stint are assigned to different teaching and supervision activities; for example, supervision of a doctoral student counts for 24 stint units per year,

and lectures, tutorials, class teaching all count towards stint.¹ The amount of teaching normally must not exceed an average of 288 teaching units per year without approval by the Divisional Board.

To illustrate: this obligation might be met through the following yearly contributions: a sole-taught 8 week x 2 hour graduate seminar, a co-taught 8 week x 2 hour graduate seminar, an 8 week undergraduate lecture series, and supervision of up to 4 PhD and 4 MPhil students.

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

1. A completed doctorate in political theory, or a closely related field;
2. An outstanding, world-class portfolio of research and publications in contemporary political theory, or a closely related field, as well as an exciting future research programme;
3. Potential to secure competitive external funding for research, manage research projects and deliver on grants;
4. University teaching experience in political theory and the ability to provide excellent research-led teaching (supervisions, classes, lectures) in the core MPhil paper, and the undergraduate papers in Theory of Politics and/or the optional Advanced Paper in Theories of Justice;
5. The ability to lead the creation and provision of an optional graduate-level paper in contemporary political theory;
6. A demonstrable commitment to fostering an active and supportive research environment;
7. Willingness to support intellectual and methodological pluralism within the Department and the Theory group;
8. The ability to be an effective supervisor of graduate students on the MPhil, MSc and DPhil programmes;
9. Willingness to assess and examine in undergraduate and graduate degree programmes;
10. Evidence of participation in and successful delivery of administrative duties in a university.

¹ One hour small group teaching (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.

Desirable

1. A successful record of securing competitive external funding for research, managing research projects and delivering on grants;
2. A track record of delivering research impact beyond academia by engaging with a wide range of policy makers, practitioners and other non-academic stakeholders.

How to apply

To apply, visit https://my.corehr.com/pls/uoxrecruit/erg_jobspec_details_form.jobspec?p_id=158935 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 be asked to upload the following information:

- Your CV, including a full list of publications; details of teaching experience (**maximum 2 pages**); and a statement of research interests (**maximum 2 pages**).
- A covering letter or statement explaining how you meet the criteria set out above using examples of your skills and experience. This may include experience gained in education or employment (**maximum 2 pages**).
- Details of **three** referees whom you have asked to submit confidential reference letters. Please ensure that your referees send their letters by the stated deadline for applications. Reference letters should be sent by email to vacancies@politics.ox.ac.uk. If you do not wish the University to contact any of your three referees before being progressed to the long list stage, please answer the relevant reference questions accordingly.

Candidates who are short listed will be asked to provide two article-length research samples that are illustrative of their research and any further information that is relevant to this position.

The University and colleges welcome applications from candidates who have a disability or long-term health condition and is committed to providing long term support. The University's disability advisor can provide support to applicants with a disability, please see <https://edu.admin.ox.ac.uk/disability-support> for details. Please let us know if you need any adjustments to the recruitment process, including the provision of these documents in large print, audio or other formats. If we invite you for interviews, we will ask whether you require any particular arrangements at the interview. The University Access Guide gives details of physical access to University buildings <https://www.accessguide.ox.ac.uk/>.

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 Politics and International Relations

Politics and International Relations at Oxford University have a long and distinguished history in the education of leading figures in academia, politics, the media and public life, both in the UK and internationally. Teaching and research activities in this area were combined in 2000 to create a Department of Politics and International Relations. With around 90 academic staff, the Department is one of the largest departments internationally and consistently ranks first in *The Times* and *The Guardian* university guides for the subject. It is home to major research projects, a vibrant community of academic visitors, and a strong group of post-doctoral researchers, supported by highly competitive research fellowships, working in the full range of disciplinary sub-fields.

The Department is located in the Social Sciences building at Manor Road, along with the Department of Economics, and the integrated Social Science Library. The building provides excellent facilities including a lecture theatre, a large computer laboratory and a range of seminar rooms as well as a cafeteria and common room for use by both staff and students. The Manor Road Building is served by a shared IT and web team.

The Department contains over 100 graduate workstations. An experienced administrative team supports the Department's research and teaching activities. The Department's core administration currently comprises twenty two staff, grouped into teams that provide dedicated support for: Courses, Finance, HR, Research Support, and Communications and Alumni Relations. The administrative teams work closely with each other as well as with staff in other parts of the University, in particular with the Social Sciences division, Personnel Services, and Research Services, as well as with the University's many colleges.

Political Theory at DPIR

Political Theory at Oxford is an intellectually diverse, close-knit and collaborative group of scholars whose work ranges across analytic political philosophy, the history of political thought, and the critical traditions. We write and teach on topics including: global, domestic and historical justice; feminist theory; liberalism and religion; early modern political thought; Marx and Marxism; Critical Theory; republicanism; normative political economy and political epistemology.

As researchers, we are committed to deep and rigorous engagement with questions both timeless and timely, without concern for disciplinary strictures. We do not have anything like a unified outlook or intellectual style, but are supportive of each other's work and enjoy finding new ways of speaking across apparent methodological divides. As graduate teachers, we seek to train a new generation of scholars to be open-minded and conversant in a range of theoretical approaches and traditions, while also cultivating deep understanding and expertise.

The Oxford Network of Political Theory organises a number of regular workshops and seminars, including the Oxford Political Thought seminar (every Friday); the Critical Theory seminar; the student-led Oxford Work in Progress Workshop; the Centre for the Study of Social Justice (CSSJ) seminar (for staff and post-doctoral fellows) and the Nuffield Workshop in Political Theory.

Current permanent political theory faculty in DPIR and their research interests:

Teresa Bejan: Free speech, civility, tolerance and equality in historical contexts ranging from ancient Athens to 20th-century analytic political philosophy.

Paul Billingham: Public justification, public reason, state legitimacy, pluralism, freedom of conscience, religious exemptions, and the place of religion within public life.

Daniel Butt: Historical injustice and international politics; egalitarianism; the ethics of cultural property; environmental ethics; the political theory of trade unionism; judicial politics and the philosophy of law.

Cécile Laborde: Political theory (analytical, historical, critical); religion and secularism; rights, law and the state; global justice; theories of equality, domination and discrimination.

David Leopold: Nineteenth-century political thought, including Hegel and (left) Hegelianism, Marx, utopianism, anarchism, political theory methods.

Daniel McDermott: Contemporary political philosophy, theories of punishment, theories of obligation.

Lois McNay: Continental social and political thought and feminist theory; Michel Foucault, Pierre Bourdieu; Frankfurt School Critical Theorists.

Jeanne Moorfield: Political theory, international relations, and intellectual history with a focus on liberalism, imperialism, and internationalism in Britain and America.

Sophie Smith: History of political thought: early modern political ideas and twentieth century intellectual history, especially the history of feminist politics and political theory

Amia Srinivasan: Political epistemology; political emotions; the history, epistemology and politics of critical genealogy; feminist theory.

Zofia Stemplowska: Distributive justice, global justice; historical injustice, egalitarianism, responsibility and luck, collective responsibility, jus post bellum, ideal and nonideal theory

Stuart White: democracy, citizenship, and property rights in political philosophy, public policy and the history of political thought.

For further information, please visit: <https://www.politics.ox.ac.uk>

Political Theory at Nuffield

Nuffield College is a primary centre of political theory at Oxford, and has a long-standing reputation as one of the most vibrant places for the study of political theory internationally.

The [Nuffield Workshop in Political Theory](#) runs every Tuesday during term time and has established itself as a rigorous forum for discussion of cutting-edge work in the discipline, focusing on the broadly analytical tradition. In addition to the weekly workshop, the Political Theory Group at Nuffield also hosts or co-organises a number of conferences and seminars throughout the year, in close association with the [Department of Political Science and International Relations](#) (DPIR) and the [Oxford Political Theory Network](#) (OPTN). This includes the annual [Oxford Graduate Conference in Political Theory](#), as well as two biweekly works-in-progress seminars: the [Oxford Works in Progress Political Theory Seminar](#) (OWIPT), for doctoral students, and the [Centre for the Study of Social Justice](#) (CSSJ), for faculty and postdoctoral fellows.

In addition to Cécile Laborde and David Miller, the Nuffield Political Group includes a number of graduate students and postdoctoral fellows. The Post-Doctoral Fellows (in 2021-22) are:

Samuel Bagg: democratic theory, political psychology, behaviour, and institutions.

Shuk Ying Chan: contemporary political thought; 20th century anticolonial thought; theories of global justice; theories of empire and race; postcolonial political theory and theories of individual and collective self-determination.

Jamie Draper: normative political theory, migration, climate change, territorial rights, housing and gentrification.

Temí Ogunye: social and political philosophy; social justice (domestic and global); authority and obligation; activism and resistance.

Anthony Taylor: political legitimacy (public justification and public reason, the state and the good, the value of stability), territory (ethics of annexation, military occupation, and secession).

For more information about political theory at Nuffield, see:
[Political Theory - Nuffield College Oxford University](#)

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 Tim 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 of opportunity, eight of our departments have achieved bronze Athena SWAN awards: the Blavatnik School of Government, Economics, Education, International Development, Law, Geography & the Environment, Anthropology & Museum Ethnography and the Saïd Business School, with all our other departments either in the process of applying or scheduled to do so shortly.

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

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. In addition in 2021/22 the College has 36 permanent academic Fellows (of whom 5 are College-funded Official Fellows), 66 Research Fellows (of whom 15 are College-funded Postdoctoral Prize Fellows), 28 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.

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. At the moment the College hosts five research centres: the Centre for Experimental Social Sciences (CESS); the Centre for Social Investigation (CSI); the Nuffield Politics Research Centre; the Nuffield Centre for Applied Macro Policy (NuCAMP); and the Climate Econometrics project (see further information below).

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

Professorial Fellowships at Nuffield College

The Associate Professor in Contemporary Political Theory will be elected to a 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.

The Politics Group at Nuffield College

The current permanent Fellows in the College's [Politics Group](#) and their respective research areas are:

[Tarik Abou-Chadi](#) The interplay of electoral competition and political institutions as a determinant of change and persistence in advanced democracies and relates to the fields of comparative politics, political behaviour and political economy.

[Ben Ansell](#) (FBA) Comparative political economy and institutions. Main interests in democratisation, the politics of education, the politics of housing, social policy, redistribution, multi-level modelling, and models of political economy.

(from July 2022) [Rachel Bernhard](#) Gender and intersectional identity in politics (with a focus on American elections), political psychology and behaviour (with a focus on voter information-gathering and decision-making), and survey and experimental design.

[Pepper Culpepper](#) Business and government, comparative political economy, comparative politics, European politics; current research investigates the feedback loops connecting policymaking, public opinion, and media coverage in the advanced economies.

[Janina Dill](#) International law and ethics in international relations, specifically in war; the interaction between legal and moral imperatives and strategic thinking and technological developments to explain conduct in war and the development of armed conflict; and IR theory, specifically constructivism and the intersection of explanatory IR theories with normative political theory.

[Geoff Evans](#) (FBA) Electoral behaviour and comparative political sociology.

[Ezequiel Gonzalez-Ocantos](#) Comparative judicial politics, public law and strategic litigation, with a regional focus on Latin America.

[Jane Green](#) Public opinion and electoral behaviour, especially relating to competence and reward-punishment voting and blame.

[Desmond King](#) (FBA, MRIA) Comparative government and American politics. Main interests in comparative public policy including welfare states and labour market policy; race and politics especially in American political development; democratization; immigration; and the politics of social research.

[Cecile Laborde](#) (FBA) Republicanism, liberalism and religion, theories of law and the state, and global justice.

[David Rueda](#) Comparative political economy, the politics of industrialised democracies. His current research focuses on insider-outsider politics, the determinants and consequences of inequality, and the role of the welfare state in times of crisis.

(From July 2022) [Livia Schubiger](#) The dynamics of violence, governance, and mobilization in the context of political violence, repression, and organized crime.

[Andrew Thompson](#) The history of international aid; development and human rights during and after decolonisation.

Research Centres in Nuffield College

The College currently hosts five research centres, focusing on different aspects of and approaches to the study of social sciences:

The Centre for Experimental Social Sciences (CESS) was established to promote and facilitate experimental research by social scientists in Oxford. The CESS offers an on-site laboratory with 25 computer stations, and maintains a large subject pool. The facilities are designed to support a wide range of experiments. The CESS also maintains an online panel of UK residents, and provides support for fielding online survey experiments and, recently, the facility for virtual lab experiments. The CESS has a regular seminar series that highlights the work of renowned scholars employing experimental methods. Periodic workshops held by the CESS provide training for researchers in experimental research design, experimental data analysis, and programming languages (including z-Tree and Qualtrics). More information on CESS is available at [CESS Nuffield \(ox.ac.uk\)](https://www.ox.ac.uk/cess).

The Centre for Social Investigation (CSI) is an interdisciplinary research programme; in keeping with the College's Charter which emphasizes "the study by co-operation between academic and non-academic persons of social (including economic and political) problems", the Centre aims to address contemporary social issues of public interest and to engage with policy-makers and the public more generally, carrying out authoritative, non-partisan research on central social issues which draws upon expertise in economics, politics and sociology and related disciplines such as social policy. The Centre seeks to establish itself as an independent and rigorous source of information and analysis of contemporary social issues, communicated in an accessible way to nontechnical audiences, in addition to publishing technical work for academic audiences. Professor Anthony Heath was the inaugural Director for the CSI and Professor David Kirk is the current Director, assisted by post-doctoral researchers. More information on CSI is available at <http://csi.nuff.ox.ac.uk/>.

The Nuffield Politics Research Centre was established with the aim of conducting innovative research in problems and challenges of contemporary politics, specialising in questions of accountability and representation, and improving communication of political science research to people in public life. The Nuffield Politics Research Centre includes the Nuffield Elections Unit, of which Professor Geoffrey Evans is Director, and which is home to our research on the [British Election Study](#), as well as the UK local elections archive. The Director of the Centre is Professor Jane Green, who is currently a member of the

Scientific Leadership Team of the 2019-2023 BES, together with Professor Geoffrey Evans. The Centre includes affiliated Research Fellows, currently Professor Gary King (Harvard University Professor, and Director of the Institute for Quantitative Social Science), and a number of active graduate and post-graduate researchers in the University. More information is available at <https://politicscentre.nuffield.ox.ac.uk/>.

The [Nuffield Centre for Applied Macro Policy](#) (NuCAMP) was established in the Summer of 2017 to create a space in which academics and policymakers can freely and openly discuss current trends, insights and policies that influence how economies function. Through its convening power and activities focussed on holding conferences, workshops and visitor programmes, NuCamp fosters the development of fresh analytical and empirical approaches that promise to create better links and improved knowledge exchange between the academic and policy worlds of macroeconomic problems.

The Climate Econometrics project and network, under the leadership of Professor Sir David Hendry, is based at Nuffield College, in collaboration with the Department of Economics at the University of Victoria, and the Environmental Defense Fund. The research is funded by the Robertson Foundation. The project and network concentrate on developing econometric methods to augment climate-economic research by helping disentangle complex relationships between human actions and climate responses and their associated economic effects, masked by stochastic trends and breaks. The project team aims to improve our understanding of the impact of humanity on climate and vice versa, as well as on how econometrics can be used in climate-economic research, and bring together researchers in the field of Climate Econometrics through an international network. More information on the Climate Econometrics project is available at <http://www.climateeconometrics.org/>.

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 over 2,500 other 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 is ranked first in the UK for university spin-outs, with more than 130 spin-off companies created to date. 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 which now numbers over 10,000. Postgraduates 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

Salary

The successful candidate will be appointed on the Oxford scale for Associate Professors, within the range £48,835 to £65,574 p.a.

Those appointed below the top of this salary range will receive annual increments until they reach the top point. There is also an annual 'cost-of-living' review. In exceptional cases, the Department/Faculty board may propose the awarding of additional increments within the substantive scale to an Associate Professor at any time during their appointment.

Associate professors who are awarded the title of full professor receive an additional allowance (unless they already receive additional recruitment or retention payments at that level or above) see [Recognition of Distinction | HR Support \(ox.ac.uk\)](#); and they will be eligible for consideration in subsequent regular exercises for professorial merit pay (unless they already receive additional recruitment or retention payments in excess of the level of award) see [Professorial Merit Pay | HR Support \(ox.ac.uk\)](#). These awards do not result in any change to the duties of the post-holder.

Additional remuneration may be paid for graduate supervision, examining and some tutorial teaching. Those holding administrative appointments within the department/faculty may be eligible for additional payments.

Pension

The University offers generous pension provision. Associate Professors are offered membership of the Universities Superannuation Scheme.

Details are available at <https://finance.web.ox.ac.uk/uss>

Sabbatical leave

You will be eligible for sabbatical leave to allow you to focus on your research. In general, one term of leave is available for each six terms worked. This leave may either be taken as one term of leave after 6 terms of service or accumulated and taken as one year of leave after 6 years of service.

Outside commitments

You may apply to spend up to 30 working days in each year on projects outside your employment duties, such as consultancy, spin-out activity and membership of research councils and other bodies. There is no limit to earnings from these activities without deduction from salary. Details of the approval process may be found at <https://hr.admin.ox.ac.uk/holding-outside-appointments>

Guidance is also available on:
ownership of intellectual property
<https://governance.admin.ox.ac.uk/legislation/council-regulations-7-of-2002> and
managing conflicts of interest
<https://researchsupport.admin.ox.ac.uk/governance/integrity>

Membership of Congregation

Oxford's community of scholars governs itself through Congregation which is its "parliament". You will be a voting member of Congregation.

See <https://www.ox.ac.uk/about/organisation/governance> and
<https://governance.admin.ox.ac.uk/legislation/statute-iv-congregation> for further details.

Family support

The University offers generous family leave arrangements, such as maternity, adoption, paternity and shared parental leave. Details are available at <https://hr.admin.ox.ac.uk/family-leave-for-academic-staff>. You will have considerable flexibility in the day-to-day organisation of duties in the Associate Professor role. Requests for flexible working patterns will be accommodated as far as possible.

You will be eligible to apply to use the University nurseries (subject to availability of places). For details of the nurseries and how to apply for places, please see <https://childcare.admin.ox.ac.uk/home>.

The University subscribes to Work and Family Space, a service that provides practical advice and support for employees who have caring responsibilities. The service offers a free telephone advice line, online support and informative webinars in addition to the ability to book emergency childcare through their online service Bubble. For more details, please see <https://hr.admin.ox.ac.uk/my-family-care>.

The Oxford University Newcomers' Club is run by volunteers, whose aim is to help the newly-arrived partners of visiting scholars, of graduate students and of newly appointed academic and administrative members of the University to settle in and to give them opportunities to meet people in Oxford. Further information is available at <https://www.newcomers.ox.ac.uk/>.

Welcome for International Staff

One of Oxford's great strengths is its truly international body of research and teaching staff from over 140 countries, and we welcome applications from academics across the world. We can help international staff and partners/families make the transition to Oxford. Information about relocation, living and working in the UK and Oxford is available at welcome.ox.ac.uk.

If you require a visa, we have a dedicated Staff Immigration Team to support successful applicants through the immigration process (for Global Talent and Skilled Worker visas) from job offer through to arrival in the UK. This is subject to the eligibility criteria being met for the respective visa routes.

Relocation

Subject to UK tax regulations and the availability of funding, a relocation allowance may be available.

Promoting diversity

The University is committed to recruiting and retaining the best people, whoever they are, to ensure equality of opportunity. The Vice Chancellor's Diversity Fund provides resources for innovative projects to promote diversity.

The Equality and Diversity Unit promotes good practice across the University by developing policies and offering training, and runs a range of support networks for staff. It works closely with Colleges, the Oxford University Student Union and external campaign groups.

Please see <https://edu.admin.ox.ac.uk/home> for details.

Other benefits and discounts for University employees

The University has a range of facilities and benefits for its staff, including discounted health insurance, sustainable travel schemes, and discounts in local shops and restaurants. Details are available at:

<https://hr.admin.ox.ac.uk/staff-benefits>

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

Pre-employment screening

Your appointment will be subject to the University's standard pre-employment screening. This will include right-to-work, proof of identity, references, a pre-employment health declaration, and any other checks as applicable to the post. We advise you to read the notes for applicants at <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.

The University operates an employer justified retirement age for all academic posts, for which the retirement date is 30 September immediately preceding the 69th birthday.

The justification for this may be found at <https://hr.admin.ox.ac.uk/the-ejra>

For **existing** employees, any employment beyond the retirement age is subject to approval through the EJRA procedures. Further details can be found at <https://hr.admin.ox.ac.uk/the-ejra>

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>.

College Benefits, Terms and Conditions

In addition to the University salary, the Associate Professor in Contemporary Political Theory will receive the College's Academic Responsibility Allowance, which is currently £23,490 per annum, 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 (2021/22 rates):

- Research Allowance: Up to £13,793 per annum, refunded against specific, approved research-related expenditure, and therefore not taxable.
- Entertainment Allowance: £654 per annum.
- Start-up allowance: Up to £5,743 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) 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 DPIR 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.

Appendix

Department of Politics and International Relation

1. Stint Tariff (2021-22)

Teaching	Stint Units
1-hour tutorial/thesis tutorial	1
1-hour graduate special supervision/tuition	1
1-hour lecture	3
2-hour lecture	5
1-hour class/seminar	3
2-hour class/seminar	6
Other teaching provision**	Apply for approval
Supervision	
Supervision of one DPhil student (during fee liability)	24 p.a.
Supervision of one DPhil student (first year beyond fee liability)	12 p.a.
Supervision of one DPhil student (second or later year beyond fee liability)	0
Joint supervision of one DPhil student (during fee liability)	12 p.a.
Acting as 'Second Supervisor' for ESRC-funded DPhil students, OR 'Departmental Assessor' for IR DPhil students.	4 p.a.
Supervision of one MPhil student (year 1)	8 p.a.
Supervision of one MPhil student (year 2)	12 p.a.
Supervision of one MSc student	12 p.a.

**Organising the main research colloquium for each pillar (Government, IR, and Political Theory) counts towards teaching stint at the same rate as a class/seminar (e.g. organising a 1-hour colloquium session counts for 3 stint units).

Units are divided pro rata where teaching/supervision is shared (e.g. 1.5 units per hour for a co-taught seminar, 12 units for a co-supervised DPhil) or where supervision is provided for part of a year (e.g. 16 units for supervising a DPhil student for 2 terms, 4 units for supervising an MSc student for one term).

2. Research Allowance (2021-22)

The postholder will be eligible for a Departmental research allowance, which is presently £3,000 per annum.