



## Job Description

Job title	Departmental Lecturer in International Relations in association with St Hilda's College
Division	Social Sciences
Department	Politics and International Relations
Location	Manor Road Building, Manor Road, Oxford, OX1 3UQ
Grade and salary	Grade 7: £35,308 - £43,155 per annum with a discretionary range to £47,047 per annum
Hours	Full time (37.5 hours per week)
Contract type	Fixed-term until 31 August 2027
Reporting to	Joint Heads of Department & St Hilda's College Senior Tutor
Vacancy reference	165875
Additional information	Closing date – midday (UK time) on <b>26 June 2023</b> Interviews are likely to be held during the third week of July 2023

## The role

The Departmental Lecturer will provide teaching and supervision for the Department of Politics and International Relations at the undergraduate and graduate level, while contributing to the Departmental examining and graduate admissions processes and undertaking independent research in International Relations.

In St Hilda's College, the post-holder will carry out the normal duties of a College Tutor, responsible for providing 4 contact hours a week of undergraduate tutorial teaching for the college in the field of international relations, and playing a central role in Politics and joint degree undergraduate admissions and subject administration at St Hilda's.

Office space and other relevant facilities will be provided in the Department of Politics and International Relations.



The post is needed to cover the teaching buyout of Professor Schleiter for the period of her joint headship of the Department and associated leave, and her ESRC grant (academic years 2023-24 to 2026-27).

## Responsibilities

### 1. Teaching, Supervision and Administration

#### *For the Department:*

- Organise specific areas of the syllabus and provide teaching and supervision for graduate and undergraduate students in International Relations and related papers broadly conceived. These include:
  - Graduate: the post-holder would be expected to contribute to teaching, lecturing and supervision for the MPhil in International Relations, including the core paper, *The Development of the International System and Contemporary Debates in International Relations Theory*, and will also be required to contribute teaching to *Research Design and Method in International Relations*.
  - Undergraduate: the postholder would be expected to contribute to lecturing for the introductory course in International Relations (which combines theory and post-1990 international history) and at least one of the three optional International Relations papers: *International Security and Conflict*, *The International Relations in the Era of Two World Wars*, and *The International Relations in the Era of the Cold War*.

***The Department uses a system of 'stint points' to measure teaching and supervision workload: This post has a DPIR stint expectation of 192 points per year and 4 contact hours per week teaching for St Hilda's.***

- Produce lecture notes, and contribute to other course materials including reading lists and reference guides;
- Engage in assessment and university examining at the undergraduate and graduate levels as required;
- Participate in administrative tasks to support teaching, supervision and curriculum development;
- Participate in the admission of graduate students;
- Play an active role in the intellectual life of the Department, both during term-time and vacations.

#### *For the College:*

- To undertake four contact hours of college tutorial teaching a week in international relations averaged over the three terms (twenty-four weeks) of the academic year. This will include tutorials for the introductory course in International Relations (which combines theory and post-1990 international history), at least one of the three optional International Relations papers: *International Security and Conflict*, *The International Relations in the Era of Two World Wars*, and *The International Relations in the Era of the Cold War*, and a contribution to teaching some IR topics of the first year Practice of Politics syllabus;
- To take responsibility for the organisation, supervision and teaching of Politics at St Hilda's College, including organising tuition in Politics, participating in the undergraduate admissions process for Politics (including interviewing), setting and marking termly College mock examinations (collections), and taking a role in the pastoral care of undergraduates;
- To act as College advisor for graduate students in subjects related to International Relations and Politics.

## 2. Research

- The Departmental Lecturer is expected to be actively engaged in sophisticated, original and independent research of outstanding quality in International Relations;
- Publish in highly-ranked, peer-reviewed academic journals and presses, and present papers at conferences or public meetings;
- Carry out collaborative projects with colleagues in partner institutions and research groups, where appropriate;
- Attract research grants.

## Selection criteria

### Essential

- Hold a relevant PhD/DPhil in International Relations or be close to completion of a relevant PhD/DPhil;
- An appropriate range of teaching in International Relations and ability to provide excellent class and tutorial teaching to high-achieving students at both the undergraduate and graduate level in the field of International Relations, and to advise MPhil and DPhil students on their research projects. Candidates would normally be expected to have some teaching experience and should be able to demonstrate an ability relate well and appropriately to students in a tutorial teaching situation;
- Experience in carrying out independent research in International Relations evidenced by a strong record of publications in highly-ranked, peer-reviewed academic journals and/or major presses and a clear plan of research to be conducted during the three years of the appointment;
- Excellent collaborative team working and organisational skills, together with the ability to innovate and work effectively with colleagues and to work independently meeting deadlines;
- Excellent oral and written communication skills;
- Demonstrated willingness to contribute to the pastoral care of students and the sensitivity to deal with pastoral duties;
- Willingness, commitment and ability to contribute to the full range of academic and administrative duties in the Department and College, including engaging in student assessment, examination and course design;
- A demonstrated commitment to equality, diversity and inclusion;
- A commitment to their own professional development in progressing to an established academic post, whether at Oxford or elsewhere.

### Desirable

- Previous experience in teaching across a wide range of International Relations courses including course administration and pastoral care.

## Pre-employment screening

### Standard checks

If you are offered the post, the offer will be subject to standard pre-employment checks. You will be asked to provide: proof of your right-to-work in the UK; proof of your identity; and (if we haven't done so already) we will contact the referees you have nominated. You will also be asked to complete a health declaration so that you can tell us about any health conditions or disabilities for which you may need us to make appropriate adjustments.

Please read the candidate notes on the University's pre-employment screening procedures at:

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

## About the University of Oxford

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

We believe our strengths lie both in empowering individuals and teams to address fundamental questions of global significance, while providing all our staff with a welcoming and inclusive workplace that enables everyone to develop and do their best work. Recognising that diversity is our strength, vital for innovation and creativity, we aspire to build a truly diverse community which values and respects every individual's unique contribution.

While we have long traditions of scholarship, we are also forward-looking, creative and cutting-edge. Oxford is one of Europe's most entrepreneurial universities and we rank first in the UK for university spin-outs, and in recent years we have spun out 15-20 new companies every year. We are also recognised as leaders in support for social enterprise.

Join us and you will find a unique, democratic and international community, a great range of staff benefits and access to a vibrant array of cultural activities in the beautiful city of Oxford.

For more information, please visit [www.ox.ac.uk/about/organisation](http://www.ox.ac.uk/about/organisation).

## 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 attracts some of the best academics in the field to work here as permanent faculty, as part of major research projects or as academic visitors. There is a strong post- doctoral group supported by highly competitive research fellowships and working across a broad range of fields.

The Department is located in the Social Sciences building at Manor Road, along with the Department of Economics, the Centres for Criminology and Socio-Legal Studies, 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.

An experienced Professional Services function supports the department's research and teaching activities. The department's core Professional Service is grouped into teams that provide dedicated support for: Courses, Research, Finance, HR, and Communications & 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.

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

## Social Sciences Division

Oxford is a world-leading centre for research across the disciplines of the social sciences. Characterised by a wide range of methodologies, themes and fields of scholarship, multi-disciplinary research and innovative ideas thrive in an environment underpinned by excellence across the disciplines of the social sciences.

Our approach to supporting research across the Social Sciences Division has been highly successful in the last ten years, with the volume of research awards continuing to rise and the development of a large number of research centres and groupings. Researchers at Oxford receive significant support and guidance in the development of their research, including career development, research and impact funding, research project design and management, and research outputs from academic and administrative colleagues across the University, division and departments.

More information please visit: [www.socsci.ox.ac.uk](http://www.socsci.ox.ac.uk)

## How to apply

Applications are made through our online recruitment portal. Information about how to apply is available on our Jobs website <https://www.jobs.ox.ac.uk/how-to-apply>.

Your application will be judged solely on the basis of how you demonstrate that you meet the selection criteria stated in the job description.

As part of your application you will be asked to provide details of two referees and indicate whether we can contact them now.

You will be asked to upload a CV and a supporting statement. The supporting statement must explain how you meet each of the selection criteria for the post using examples of your skills and experience. This may include experience gained in employment, education, or during career breaks (such as time out to care for dependants)

Please upload all documents **as PDF files** with your name and the document type in the filename.

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

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### Information for priority candidates

A priority candidate is a University employee who is seeking redeployment because they have been advised that they are at risk of redundancy, or on grounds of ill-health/disability. Priority candidates are issued with a redeployment letter by their employing department(s).

If you are a priority candidate, please ensure that you attach your redeployment letter to your application (or email it to the contact address on the advert if the application form used for the vacancy does not allow attachments).

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### If you need help

Application FAQs, including technical troubleshooting advice is available at:

<https://staff.web.ox.ac.uk/recruitment-support-faqs>

Non-technical questions about this job should be addressed to the recruiting department directly

[vacancies@politics.ox.ac.uk](mailto:vacancies@politics.ox.ac.uk)

To return to the online application at any stage, please go to: [www.recruit.ox.ac.uk](http://www.recruit.ox.ac.uk).

Please note that you will receive an automated email from our online recruitment portal to confirm receipt of your application. **Please check your spam/junk mail** if you do not receive this email.

## Important information for candidates

### Data Privacy

Please note that any personal data submitted to the University as part of the job application process will be processed in accordance with the GDPR and related UK data protection legislation. For further information, please see the University's Privacy Notice for Job Applicants at:

<https://compliance.admin.ox.ac.uk/job-applicant-privacy-policy>. The University's Policy on Data Protection is available at: <https://compliance.admin.ox.ac.uk/data-protection-policy>.

### The University's policy on retirement

The University operates an Employer Justified Retirement Age (EJRA) for very senior research posts at **grade RSIV/D35 and clinical equivalents E62 and E82**, which with effect from 1 October 2023 will be 30 September before the 70<sup>th</sup> birthday. The justification for this is explained at:

<https://hr.admin.ox.ac.uk/the-ejra>.

For **existing** employees on these grades, any employment beyond the retirement age is subject to approval through the procedures: <https://hr.admin.ox.ac.uk/the-ejra>.

There is no normal or fixed age at which staff in posts at other grades have to retire. Staff at these grades may elect to retire in accordance with the rules of the applicable pension scheme, as may be amended from time to time.

### Equality of opportunity

Entry into employment with the University and progression within employment will be determined only by personal merit and the application of criteria which are related to the duties of each particular post and the relevant salary structure. In all cases, ability to perform the job will be the primary consideration. No applicant or member of staff shall be discriminated against because of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

## Benefits of working at the University

### Employee benefits

University employees enjoy 38 days' paid holiday, generous pension schemes, travel discounts, and a variety of professional development opportunities. Our range of other employee benefits and discounts also includes free entry to the Botanic Gardens and University colleges, and discounts at University museums. See <https://hr.admin.ox.ac.uk/staff-benefits>

### University Club and sports facilities

Membership of the University Club is free for all University staff. The University Club offers social, sporting, and hospitality facilities. Staff can also use the University Sports Centre on Iffley Road at discounted rates, including a fitness centre, powerlifting room, and swimming pool. See [www.club.ox.ac.uk](http://www.club.ox.ac.uk) and <https://www.sport.ox.ac.uk/>.

### Information for staff new to Oxford

If you are relocating to Oxfordshire from overseas or elsewhere in the UK, the University's Welcome Service website includes practical information about settling in the area, including advice on relocation, accommodation, and local schools. See <https://welcome.ox.ac.uk/>

There is also a visa loan scheme to cover the costs of UK visa applications for staff and their dependants. See <https://staffimmigration.admin.ox.ac.uk/visa-loan-scheme>

### Family-friendly benefits

With one of the most generous family leave schemes in the Higher Education sector, and a range of flexible working options, Oxford aims to be a family-friendly employer. We also subscribe to the Work+Family Space, a service that provides practical advice and support for employees who have caring responsibilities. The service offers a free telephone advice line, and the ability to book emergency back-up care for children, adult dependents and elderly relatives. See <https://hr.admin.ox.ac.uk/my-family-care>

The University has excellent childcare services, including five University nurseries as well as University-supported places at many other private nurseries.

For full details, including how to apply and the costs, see <https://childcare.admin.ox.ac.uk/>

### Disabled staff

We are committed to supporting members of staff with disabilities or long-term health conditions. For further details, including information about how to make contact, in confidence, with the University's Staff Disability Advisor, see <https://edu.admin.ox.ac.uk/disability-support>

### Staff networks

The University has a number of staff networks including the Oxford Research Staff Society, BME staff network, LGBT+ staff network and a disabled staff network. You can find more information at <https://edu.admin.ox.ac.uk/networks>

### The University of Oxford Newcomers' Club

The University of Oxford Newcomers' Club is an organisation run by volunteers that aims to assist the partners of new staff settle into Oxford, and provides them with an opportunity to meet people and make connections in the local area. See [www.newcomers.ox.ac.uk](http://www.newcomers.ox.ac.uk).