



## Job Description

Job title	Departmental Lectureship in African Politics in association with St Peter'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 from 1 September 2023 (or as soon as possible thereafter), until 31 August 2024
Reporting to	Head of Department, DPIR, and Senior Tutor, St Peter's College
Vacancy reference	165880
Additional information	Closing date – midday (UK time) on <b>26 June 2023</b> Interviews are likely to be held in the first two weeks of July 2023

## The role

The Department of Politics and International Relations is seeking to appoint a full-time fixed term Departmental Lecturer in African Politics, with St Peter's College, for one year. The successful candidate will provide teaching and supervision for the Department of Politics and International Relations at the undergraduate and graduate level and contribute to the Departmental examining and graduate admissions processes. They will provide tutorial and class teaching in Politics at St Peter's College and assist with the admissions processes. They will also be expected to undertake independent research. Office space and other relevant facilities will be provided at the Department of Politics and International Relations. The Department has a preference for candidates with specialist research and teaching capacity in contemporary African Politics. This appointee will cover the departmental and college commitments of Professor Ricardo Soares de Oliveira during his tenure of a British Academy Fellowship.



The post-holder will be expected to carry out the normal duties of an organising Tutor in Politics at St Peter's College, including organising tuition in Politics, contributing to the undergraduate admissions process for Politics (including interviewing), organising and marking termly College examinations, and assisting with the pastoral care of students studying Politics.

The post-holder will be offered associate membership of the Senior Common Room at St Peter's College and will be entitled, free of charge, to six lunches and dinners per week during Full Term and two meals per week during the vacations, other than when the College's kitchens are closed.

If you would like to find out more about joining the DPIR research and teaching team at Oxford, or if you have any questions regarding the application process, please contact the DPIR Recruitment Team in the first instance at [vacancies@politics.ox.ac.uk](mailto:vacancies@politics.ox.ac.uk).

Candidates are also welcome to contact Joint Head of Department Nicholas Owen ([nicholas.owen@politics.ox.ac.uk](mailto:nicholas.owen@politics.ox.ac.uk)) for an informal discussion of this post.

All enquiries will be treated in strict confidence and will not form part of the selection decision.

## Responsibilities

The main duties of the Departmental Lecturer will be: to tutor undergraduates at St Peter's College; to contribute to Departmental teaching and supervision at the undergraduate and graduate levels; to participate in College and Departmental administration; to contribute to the examining and admissions processes; and to conduct independent research in the field of specialism.

### ***For the College:***

- To take joint responsibility for the organisation, supervision and teaching of Politics at St Peter's College, including organising tuition in Politics, contributing to the undergraduate admissions process for Politics (including interviewing), organising and marking termly College examinations, participating in open days, and taking a role in the pastoral care of undergraduates studying Politics;
- To teach six weighted hours a week averaged over the three terms (twenty-four weeks) of the academic teaching year<sup>1</sup>. The post-holder will be expected to teach one of the undergraduate core papers (International Relations, Political Sociology or Comparative Government), be responsible for teaching part of the first-year 'Prelims' introduction to Politics course, and the optional paper in the Politics of Sub-Saharan Africa
- To participate in the postgraduate admissions process, as well as to act as College advisor for a small number of graduate students in Politics and related fields at St Peter's College.

<sup>1</sup> The College operates a weighting system whereby hours spent teaching groups larger than one person count for more than one hour.

*For the Department:*

## 1. Teaching, Supervision and Administration

- Organise specific areas of the syllabus and provide teaching and supervision for graduate and undergraduate students in Politics and related papers broadly conceived. These include:
  - Undergraduate: the post-holder would be expected to provide some lectures for the undergraduate course in the Politics of Sub-Saharan Africa.
  - Undergraduate: To act as course convenor for the course in the Politics of Sub-Saharan Africa
  - Graduate: contribute to methods teaching across a range of approaches to the study of politics
  - Graduate: the supervision of around four MPhil students on a range of topics in African politics.
  
- Produce lecture notes or slides,
- 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 and College, both during term-time and vacations.

The Department uses a system of 'stint points' to measure teaching and supervision workload: details of the current tariff may be found in the Appendix. This post has a DPIR stint expectation of **192 stint points per year**.

## 2. Research

The Departmental Lecturer is expected to:

- Be actively engaged in sophisticated, original and independent research of outstanding quality in politics;
- Publish in highly-ranked, peer-reviewed academic journals and presses, and present papers at conferences and other scholarly events;
- Seek research grants.

## Selection criteria

### Essential

- A doctorate in politics or international relations, or a closely related field, either complete or submitted and awaiting examination;
- A research and teaching specialism in African politics, political economy or international relations;
- The ability to provide excellent class and tutorial teaching to high-achieving students at both the undergraduate and graduate level in the field of politics, and to advise MPhil students on their research projects;
- Experience in carrying out independent research in politics, or a closely related field, 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 year 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 issues;
- 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, and examination;
- A commitment to their own professional development.

### Desirable

- Previous experience in university-level teaching of politics courses;
- Previous experience in course administration and the organisation of teaching 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).