

## Job description and selection criteria

<b>Job title</b>	<b>Postdoctoral Research Fellow in Development Economics</b>
<b>Division</b>	<b>Social Sciences</b>
<b>Department</b>	<b>Centre for Studies of African Economies, Blavatnik School of Government</b>
<b>Location</b>	<b>Radcliffe Observatory Quarter, Walton Street, Oxford, OX2 6GG</b>
<b>Grade and salary</b>	<b>Grade 7: £32,236 - £39,609 (with a discretionary range to £43,267) per annum</b>
<b>Hours</b>	<b>Full-time (part-time hours will be considered if necessary)</b>
<b>Contract type</b>	<b>Fixed-term for 2 years with the likelihood of extending for a further year depending on external funding.</b>
<b>Reporting to</b>	<b>Kate Orkin</b>
<b>Vacancy reference</b>	<b>138327</b>
<b>Closing date</b>	<b>12 noon on Friday 11 January 2019</b>

### Job Description

*Key aim: Develop an independent portfolio of research at the intersection of psychology and economics and collaborate as a co-author with CSAE researchers on ongoing projects in the Welfare and Behaviour research stream*

The Centre for the Study of African Economies (CSAE) at the Blavatnik School of Government and Department of Economics is a leading research centre in development economics. The CSAE has created a new research stream on Welfare and Behaviour, which supports research which tests whether findings from psychology can be applied to a) improve the design of poverty reduction programmes or b) improve governance and service delivery in low- and middle-income countries. Our researchers have run a number of exciting field projects in this area. We have strong institutional collaborations with Psychiatry and Experimental Psychology departments in Oxford, and internationally which provide many options for collaborations. The CSAE has a Policy and Communications team which

consolidates research findings into evidence-based recommendations which could inform action by governments, non-government organisations or other intervention designers. We also have a strong administrative support team.

We offer a Postdoctoral Research Fellowship for an ambitious, innovative early career researcher who has been awarded, or is nearing completion of, a doctoral degree. Your time will be split between your own research, which should be linked to the subject matter of the Welfare and Behaviour research stream, and as a collaborating co-author on new or ongoing work with CSAE researchers.

You will join a team of two Post-Doctoral Researchers, five Research Assistants and a Research and Operations Manager in this research stream. Potential ongoing projects in which you could be involved include:

- extensions to a [long-term collaboration](#) with GiveDirectly on a multi-arm randomised controlled trial testing the effect of relaxing financial constraints, psychological constraints (through a goal-setting intervention), and external and internal constraints simultaneously;
- a project testing the effects of [cash transfers](#) on children's cognitive and socioemotional skills;
- a project testing the effects of [therapies for depression](#) on girls' socioemotional skills and human capital investment (in collaboration with the Oxford psychiatry department and BRAC);
- and an [ongoing collaboration with an active labour markets service provider](#) to alleviate information frictions arising from poor information about workers' skills.

Your work may overlap with one of the CSAE's other themes, detailed on our website, which you would be welcome to join.

Funded projects include support from Research Assistants in field and in Oxford, and project management support from the Centre administrative team. You can hold grants through the Centre, apply for smaller pots of funding, and be included as part of Centre bids for your own research. Our Research and Operations Manager works to synthesise and disseminate output from our researchers to policy-makers and to support our operations.

We would be open to applications from candidates going on to tenure track posts if they are prepared to commit to completing projects after they leave Oxford. To facilitate collaboration and participation in the research community, you will be expected to work from our office at least some days per week and attend seminars.

We have created a supportive research environment with feedback structures and active mentorship to facilitate the long-term career development of staff. Our Research Assistants and Post-Docs have gone on to strong PhD programmes and jobs. We structure work to maximise the potential for autonomy, creativity and personal growth. You will be encouraged to engage with the large community of development economists at the Centre of the Study of African Economies and in the broader Oxford community.

## Responsibilities/duties

The main duties of the post are as follows:

- Engage in original, world-class research in an area relevant to the programme of research, both in collaboration with the principal investigators and independently, and present original research papers at international conferences and seminars.
- Contribute to and/or collaborate on other new and continuing research projects conducted by the two Principal Investigators, with scope for new single authored and jointly authored research. Activities will be divided appropriately between the post-doctoral fellow, research assistants on the project and the Research and Operations manager. Activities could include but may not be limited to:
  - Design, develop, and fundraise for new research projects;
  - Develop and maintain of relationships with implementing partner NGOs or governments in developing countries, as well as stakeholders in those countries;
  - Develop questionnaires and interventions, including field travel
  - Data management, analysis and writing of publications;
  - Supported by the lab's Research and Operations manager, quality-assure work done by fieldwork firms and oversee budget management;
  - Supervise Research Assistants in Oxford or in field sites;
  - Promote of lab research outputs and relevant findings to key stakeholders, including policy-makers, the media or other end users, through personal contacts, policy briefs and developing and maintaining website content.
- Play an active role in the research community at the CSAE, including attending seminars and conferences, organising workshops or events in your area (for which funding is available), and offering mentorship to younger researchers.
- The post holder may have the opportunity to lecture and tutor postgraduate students, and engage in assessment and university examining.

The post holder will report to Kate Orkin, who runs the research programme, and overall to Stefan Dercon, who provides strategic leadership and direction.

## Selection Criteria

Applications will be judged only against the criteria that are set out below.

### **Essential:**

- PhD or equivalent in economics, public policy, development studies with a focus on development economics or psychology with a quantitative focus.

Candidates nearing completion of their doctoral dissertation may also be considered.

- A demonstrated interest in research in the area described in the introduction.
- Evidence of developing a track record of internationally excellent publications in highly-ranked, peer reviewed academic journals, commensurate with the candidate's career stage.
- Previous experience in designing and conducting lab and/or field experiments or research in developing countries or an alternative methodological expertise of relevance to the programme.
- Ability to carry out independent quantitative research, including strong writing skills and excellent skills in statistics/econometrics.
- Strong IT skills specific to the discipline, including use of Stata or R and LaTeX.
- Ability to innovate and work effectively with colleagues, including excellent interpersonal and communication skills enabling work on ambitious projects in challenging contexts
- Dedication to facilitating take up of research findings by policy-makers and programme implementers.

## 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. Income from external research contracts in 2016/17 exceeded £564m and we rank first in the UK for university spin-outs, with more than 130 companies created to date. 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 Centre for the Study of African Economies (CSAE)**

The Centre for the Study of African Economies (CSAE) is a development economics research centre with researchers at the Department of Economics and the Department for International Development, University of Oxford, and the Blavatnik School of Government. The CSAE also has a long association with St Antony's College. Its mission is to apply modern research methods to improve economic and social conditions for the poorest societies in the world.

The Centre has a strong research reputation, which provides the basis for its increasing involvement in policy debates and other assistance to African governments and international organisations. The CSAE annual conference is an internationally renowned event for economists, attracting around 400 delegates. CSAE staff are not only involved in research, but also in teaching and supervising students. CSAE is home to the Journal of African Economies, which is widely circulated in Africa and which funds the annual JAE Fellowship programme. This programme enables African academics to spend a term at the CSAE each year.

CSAE research is supported by the World Bank; the Economic and Social Research Council (ESRC); the UK Department for International Development (DFID); the Centre for Economic Policy Research (CEPR); the International Growth Centre (IGC); and the Institute for the Study of Labor (IZA) through the Growth and Labour Markets in Low Income Countries Programme.

The Centre publishes a Working Paper Series, operates a programme of lunch-time seminars on Tuesdays and Wednesdays during term, and runs several workshops and conferences each year. All CSAE work is available on the website at <http://www.csaе.ox.ac.uk/>

## **The Blavatnik School of Government**

Our vision is of a world better led, a world better served and a world better governed. We are a global school committed to improving the quality of government and public policymaking worldwide, through three routes: teaching current and future leaders; applied research; and engagement with government and practitioners.

The School was founded in 2010. We accept around 120 MPP (Master of Public Policy) students and five doctoral students a year.

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

## How to apply

Before submitting an application, you may find it helpful to read the 'Tips on applying for a job at the University of Oxford' document, at [www.ox.ac.uk/about/jobs/supportandtechnical/](http://www.ox.ac.uk/about/jobs/supportandtechnical/).

If you would like to apply, 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 provide details of two referees and indicate whether we can contact them now.

You will also 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).

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

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

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

### 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 departments.*

*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)*

Should you experience any difficulties using the online application system, please email [recruitment.support@admin.ox.ac.uk](mailto:recruitment.support@admin.ox.ac.uk). Further help and support is available from [www.ox.ac.uk/about\\_the\\_university/jobs/support/](http://www.ox.ac.uk/about_the_university/jobs/support/). 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 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.

## Important information for candidates

### Pre-employment screening

Please note that the appointment of the successful candidate will be subject to standard pre-employment screening, as applicable to the post. This will include right-to-work, proof of identity and references. We advise all applicants to read the candidate notes on the University's pre-employment screening procedures, found at: [www.ox.ac.uk/about/jobs/preemploymentscreening/](http://www.ox.ac.uk/about/jobs/preemploymentscreening/).

### 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: [www.admin.ox.ac.uk/councilsec/compliance/gdpr/privacynotices/job/](http://www.admin.ox.ac.uk/councilsec/compliance/gdpr/privacynotices/job/). The University's Policy on Data Protection is available at: [www.admin.ox.ac.uk/councilsec/compliance/gdpr/universitypolicyondataprotection/](http://www.admin.ox.ac.uk/councilsec/compliance/gdpr/universitypolicyondataprotection/).

### The University's policy on retirement

The University operates an Employer Justified Retirement Age (EJRA) for all academic posts and some academic-related posts. From 1 October 2017, the University has adopted an EJRA of 30 September before the 69<sup>th</sup> birthday for all academic and academic-related staff in posts at **grade 8 and above**. The justification for this is explained at: [www.admin.ox.ac.uk/personnel/end/retirement/acrelretire8+/](http://www.admin.ox.ac.uk/personnel/end/retirement/acrelretire8+/).

For **existing** employees, any employment beyond the retirement age is subject to approval through the procedures: [www.admin.ox.ac.uk/personnel/end/retirement/acrelretire8+/](http://www.admin.ox.ac.uk/personnel/end/retirement/acrelretire8+/).

There is no normal or fixed age at which staff in posts at **grades 1–7** 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

### University Club and sports facilities

Membership of the University Club is free for all University staff. The University Club provides 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 [www.sport.ox.ac.uk/oxford-university-sports-facilities](http://www.sport.ox.ac.uk/oxford-university-sports-facilities).

### Information for international staff

The University offers support and advice to international staff, including a visa loan scheme to cover the costs of UK visa applications for staff and their dependents. See [www.admin.ox.ac.uk/personnel/permits/reimburse&loanscheme/](http://www.admin.ox.ac.uk/personnel/permits/reimburse&loanscheme/).

### 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 [www.welcome.ox.ac.uk](http://www.welcome.ox.ac.uk).

### 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 to settle into Oxford and to provide them with an opportunity to meet people in the area. See [www.newcomers.ox.ac.uk](http://www.newcomers.ox.ac.uk).

### Childcare

The University has excellent childcare services with 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 [www.admin.ox.ac.uk/childcare](http://www.admin.ox.ac.uk/childcare).

### Family-friendly benefits

The University subscribes to My Family Care service through which staff are eligible to register for emergency back-up childcare and adultcare services, a 'speak to an expert' advice service and a wide range of guides and webinars through a website called the Work+Family space. See: [www.admin.ox.ac.uk/personnel/staffinfo/benefits/family/mfc/](http://www.admin.ox.ac.uk/personnel/staffinfo/benefits/family/mfc/).

### 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 [www.admin.ox.ac.uk/eop/disab/staff](http://www.admin.ox.ac.uk/eop/disab/staff).

### 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 [www.admin.ox.ac.uk/eop/inpractice/networks/](http://www.admin.ox.ac.uk/eop/inpractice/networks/).

### Additional benefits

Staff can enjoy a range of other benefits and discounts, including free entry to the Botanic Gardens and University colleges, and discounts at University museums.

See [www.admin.ox.ac.uk/personnel/staffinfo/benefits](http://www.admin.ox.ac.uk/personnel/staffinfo/benefits)

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