

## Job Description

<b>Job title</b>	Senior Fellow of Practice in the Management of Public Organisations  <i>NB: this post is eligible for the title 'Professor of Practice'. The title may be awarded by the University at the time of appointment for candidates with established academic standing at an appropriate level of distinction.</i>
<b>Division</b>	Social Sciences
<b>Department</b>	Blavatnik School of Government
<b>Location</b>	Radcliffe Observatory Quarter, Woodstock Road, Oxford OX2 6GG
<b>Grade and salary</b>	RSIV. Competitive salary.
<b>Hours</b>	Full-time (though applications from candidates seeking a part-time post of no less than 0.5 FTE will be considered)
<b>Contract type</b>	Fixed-term (3 years)
<b>Reporting to</b>	The Dean
<b>Vacancy reference</b>	138762
<b>Additional information</b>	The post holder will be expected to be based at the School
<b>Closing date</b>	12 noon UK time on Friday 15 March 2019

## Overview of Post

We seek to recruit a Senior Fellow of Practice (Professor of Practice) in the Management of Public Sector Organisations. The School is looking to hire an outstanding professional with the skill and experience of public management necessary to contribute to our teaching and our work to take knowledge to practice. In our programmes for public sector leaders, current and future (from some 80 countries) we seek to present clear practical guidance on challenges and approaches to public management. Likewise, researchers in the School (several of the School's funded research projects converge on the topics of public organisations and public service delivery) would greatly benefit from a close systematic engagement (through co-teaching and co-authorship of teaching and professional education materials).



The successful candidate will be a senior practitioner with a successful track record in the practice of public management, as well as evidence of an ability to reflect and systematise lessons from it. The candidate will be someone who can successfully amplify the impact and relevance of our work in this area. This subject is also a high priority for the students on our degree programmes and the participants in the School's executive education programmes.

The post holder will have an international standing and reputation in her/his field that will enhance the School's reputation for excellence in public engagement, in taking knowledge to practice, and in teaching. S/he will have a range of published outputs recognised as world-leading in the context of professional practice. S/he will have demonstrably influenced her/his peers and be seen as an expert in her/his field of practice. S/he will have the ability to teach effectively across a broad range of programmes including executive education programmes. S/he will have a significant and influential track record of senior professional experience beyond the higher education sector, and a demonstrable commitment to improving government through the highest quality of professional teaching and education.

### **Main duties and responsibilities**

1. To produce teaching materials relevant to the needs of policymakers and senior practitioners. This will include articles in practitioner-orientated publications and may include the production of case studies and other innovative teaching materials.
2. To lead a programme of comparative case studies of public management at national/and or international levels and to produce impactful knowledge-to-practice outputs.
3. To provide leadership and mentoring on the practice side of public management to the emerging hub of research programmes concerned with public organisations and public service delivery, including identification of areas to further the programmes' research agendas, and to assess and measure the practical impact of research in this area.
4. To develop networks, partnerships and collaborations to enhance work in this area and its impact.
5. To contribute to fund-raising and programme development to further strengthen the School's work in this area.
6. To undertake teaching across the Blavatnik School's programmes including the MPP and Executive Education programmes.

7. To contribute to the intellectual leadership of the School's practice community as a whole, providing direction and mentoring for less experienced colleagues.
8. To contribute to the general academic and administrative work of the Blavatnik School in a cooperative and collegial way.

### **Person specification**

- A PhD/DPhil in a relevant discipline or equivalent significant experience in business, public policy, or another relevant domain.
- Individuals will have published articles or commentaries in practitioner-orientated publications. The quality of their practitioner writings will be comparable in distinction with that expected of other professors of practice at other leading schools of government.
- Individuals will have an international standing and reputation in their field and will be considered as emerging thinkers on policy and societal challenges.
- Individuals will either already have a reputation as outstanding practice-orientated teachers and programme directors or the clear track record of effective communication and programme leadership that indicates strong capability rapidly to develop these skills.
- Individuals will have the proven capability to contribute to administration and leadership within the HE sector and will have shown demonstrable excellence in such work.
- Individuals will have, or be developing, an active media profile.

*NB: the process of gaining the title of full professor is separate from being appointed to the post. The title may be awarded by the University at the time of appointment for candidates with established academic standing at an appropriate level of distinction.*

### **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 is one of the youngest and most vibrant departments of the University of Oxford. It was founded in 2010, thanks to a £75 million donation by American

philanthropist Leonard Blavatnik. We accept around 120 MPP (Master of Public Policy) students and five doctoral students a year. Uniquely, the School is anchored across all four of the academic divisions of the University: the social sciences; humanities; mathematics, physical and life sciences; and medical sciences. The School's goal is to improve the quality of government and public policy-making worldwide, so that citizens can enjoy more secure and more fulfilled lives. It is pursuing this goal through three priorities:

- **Teaching:** delivering transformative teaching programmes that combine deep expertise with analytical thinking and practical skills.
- **Research:** producing and communicating rigorous applied research, often in collaboration with public and private sector innovators, which addresses urgent policy challenges.
- **Engagement:** forging networks that enable policy leaders to learn from each other and from top scholars to generate solutions and to share best practice.

At the School, we treat everyone with dignity and respect; and are comfortable working with people from diverse backgrounds and with different perspectives.

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

## 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)

## 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 three 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).