

## Job Description and Selection Criteria

<b>Post</b>	Associate Professor of Public Policy (Security and State Violence)
<b>Department/Faculty</b>	Blavatnik School of Government, Radcliffe Observatory Quarter, Oxford, OX2 6GG
<b>Division</b>	Social Sciences
<b>College</b>	Kellogg College
<b>Contract type</b>	Permanent upon completion of a successful Initial Period of Office (IPO) review. The review is conducted during the first 5 years.
<b>Salary</b>	36S: £48,114 to £64,605 per annum
<b>Vacancy ID</b>	142794
<b>Closing date</b>	12pm GMT, Monday 21 October 2019
<b>Additional information</b>	We aim to hold interviews at the School from 25 November 2019

### Overview of the post

The Blavatnik School of Government and Kellogg College are recruiting an Associate Professor of Public Policy (Security and State Violence) to join the School in the academic year from 1 July 2020, or soon thereafter.

The Blavatnik School of Government aspires to be one of the world's leading academic institutions for research, teaching, and public leadership development which improves government. The Associate Professorship will bring to the School an academic with an emerging global reputation for excellence in research, teaching, and public engagement in the area of political violence and security. The School is seeking an academic whose work advances understanding and practice of issues related to security, whether in civil or international contexts. We are interested in someone who works at the nexus of security and state capacities – research into the logics of civil conflict, the challenge of violence in post-conflict societies, and the character of police and security sector reforms would all fit within this description, as would others.

If you would like to discuss this post and find out more about joining the academic community at Oxford, please contact Brooke Martin-Garbutt, HR Manager via [brooke.martin-garbutt@bsg.ox.ac.uk](mailto:brooke.martin-garbutt@bsg.ox.ac.uk). All enquiries will be treated in strict confidence and will not form part of the selection decision.



## Duties of the post

The successful candidate will undertake research, teaching and administration in the Blavatnik School of Government. Teaching duties will be focused on Master of Public Policy (MPP) degree and are likely to include: contributing to the compulsory module on the Politics of Policy Making, teaching an option (elective) module on some aspect of public policy, and supervision of MPP and doctoral students in the School. An overview of the Master of Public Policy is available here: <http://www.bsg.ox.ac.uk/study/mpp>

The general expectation is that members of faculty will devote up to 60% of their time to research and publication and 40% to teaching, assessment and administration. The amount of teaching must not normally exceed an average of 288<sup>1</sup> teaching units per year without approval by the Divisional Board.

The main duties of the post are as follows:

### Research

- To engage in original, world-class applied research on public policy;
- To secure research funding and successfully complete research projects on public policy;
- To disseminate research through publication in highly-ranked, peer reviewed academic journals, participation in international conferences and seminars, and through other media.

### Teaching and examining

- To contribute to the development and delivery of the Master of Public Policy.
- To give lectures, classes and tutorials in public policy in the School, and to teach in ways which maximize student learning.
- To supervise master and doctoral students in the School.
- To contribute as appropriate to the School's programme of short courses for senior leaders and policymakers.
- To contribute to the assessment and examination of MPP and DPhil students in the School.
- To contribute to teaching programmes and the development of the curriculum in their specialist area, and to examining and academic administration.
- To contribute to the assessment of MPP and DPhil applications to the School.

### General

- To contribute to the overall development of the School's profile as a world-leading provider of public policy education, training and research of the highest academic standard.
- To contribute to the administration of the School at the level expected of senior academics.
- To carry out any other duties, which are requested and are commensurate with the grade of this post, as deemed appropriate by the Dean.

The post-holder will be responsible to the Dean of the Blavatnik School of Government, currently Professor Ngaire Woods.

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<sup>1</sup> One hour lecture, 3 units; one hour paired tutorial, 1 unit; one doctoral student, 24 units; and other types of teaching to be weighted proportionally. This tariff is subject to local variation.

This is a full-time appointment and may not be held in conjunction with another post. However Associate Professors may spend up to 30 working days in each year on consultancy or other outside activities without deduction from salary, provided they have had prior permission in writing from the Dean of the School.

#### **College duties Regarding Official (Governing Body) Fellowship:**

- To take part in the administration and governance of the College by participation in the Governing Body and other committees.
- Every Fellow at Kellogg is expected to be an active member of the College, participate in College events, be a positive ambassador for Kellogg and to act in the best interests of the College at all times.
- Each Fellow acts as a College advisor to up to approximately 14 students. An advisor is expected to: monitor the student's progress; discuss the University supervisor's reports with the student; and to be available for regular consultation on academic or other matters — including any issues that a student may feel unable to raise with their University supervisor.
- Each Official Fellow is expected to attend all Governing Body meetings. These meetings occur twice each term in weeks 3 and 8.
- Each Official Fellow is expected to participate in College committees as invited on 3-yearly rotations.
- Each Official Fellow is expected to attend Progress Review Meetings with Kellogg students as notified by the Academic Office.

#### **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.

##### **Essential**

(i) A doctorate in a relevant discipline, such as international relations, politics, public policy or a closely related field.

(ii) A track record of internationally excellent articles in highly-ranked, peer reviewed academic journals, commensurate with the candidate's career stage.

(iii) An outstanding programme of applied research in the field of security.

(iv) The ability and willingness to teach, supervise, and assess high-achieving graduate students with real world professional experience who come from diverse cultural backgrounds.

(v) The ability and willingness to develop and teach upon short courses for senior practitioners from diverse cultural backgrounds.

(vi) A commitment to outstanding and innovative teaching.

(vii) The ability to build the profile of the School around the area of political violence and security.

(viii) The ability and willingness to work effectively as part of a team and to contribute fully to the work of the School.

(ix) Excellent interpersonal and communication skills necessary for undertaking teaching and the pastoral care of students.

(x) The ability and willingness to undertake the full range of administrative duties within the School.

(xi) A willingness to contribute to the life of the College.

### **Desirable**

(xii) A track record of competitively awarded research grants on public policy, commensurate with the candidate's career stage.

(xiii) An established record of public engagement with governments and international or non-governmental organizations.

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.

For further information, please see: <https://www.ox.ac.uk/about/jobs/academic/howtoapply/>

## **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 and 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 that performs 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 an Initial Period of Office (IPO) review during the first five years. The majority of Associate Professors successfully complete this initial review.

## **How to apply**

To apply, visit: [www.ox.ac.uk/about/jobs/academic/index/](http://www.ox.ac.uk/about/jobs/academic/index/), click on the relevant post title, 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.

**Please upload a full CV, a supporting statement and three current academic references.** Your supporting statement should explain how you meet the selection criteria for the post using examples of your skills and experience. This may include experience gained in education or employment.

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

Teaching commitments are mainly concentrated into Oxford's three 8-week undergraduate teaching terms, making it easier to balance teaching and research. There is considerable flexibility in the organisation of duties, and generous sabbatical leave.

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](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.

### **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 about the School, please visit: <https://www.bsg.ox.ac.uk/>

The School is committed to [equality and valuing diversity](#).

### **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 academic divisions are responsible for academic oversight of the teaching and research of their constituent departments and faculties, for strategic and operational planning, and for personnel and resource management. The Head of the Social Sciences Division is Professor Sarah Whatmore, who is a member of the University's Council.

The Social Sciences Division is a world-leading centre of research and education in the social sciences. The social sciences at Oxford are distinctive for both their depth and breadth, with activity spanning

fourteen departments and faculties and one cross-divisional unit. (These are as follows: Law, the Saïd Business School, Economics, Politics and International Relations, the Blavatnik School of Government, the School of Anthropology and Museum Ethnography, International Development, Sociology, Social Policy and Intervention, the Oxford Internet Institute, Archaeology, the School of Interdisciplinary Area Studies, Education, the School of Geography and the Environment and the Oxford Martin School.) Interdisciplinary links within and beyond the university are strong, extending to the humanities, natural sciences, and medical sciences.

Academic and research staff and research students are engaged in world-leading research that challenges current ideas and theories and is tackling some of the major challenges facing humanity, such as sustainable resource management, migration, governance, poverty and development, and justice. REF 2014 confirmed Oxford as the UK powerhouse for research in the social sciences, where Oxford accounted for more world-leading (4\*) research than any other institution, across the social sciences units of assessment to which it made submissions. The division has an extensive portfolio of external funders and collaborators, with competitively-awarded external research income exceeding £40million per year. Researchers in the division engage actively beyond academia and their research has influence in many spheres from innovation in public policymaking to practitioner communities such as law, business, education, social welfare and NGOs.

The division also delivers an exceptional range of high quality educational programmes (undergraduate, postgraduate taught and postgraduate research), all of which are underpinned by the innovative research being undertaken by our academics. Programmes range from those at the interface of the natural sciences, through to 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); the BCL; the MPhils in International Relations, in Economics, and in Development Studies; the MBA and EMBA; and the nationally regarded PGCE.

For more information, please visit: <http://www.socsci.ox.ac.uk/>

## **Kellogg College**

Kellogg College is one of Oxford University's largest and most international graduate colleges with a unique mix of students. It is the University's leading college for students reading for degrees on a part-time basis, as well as having a strong and vibrant body of full-time students. Kellogg provides opportunities for people wishing to study while still continuing with other aspects of their lives. The College was founded in 1990 and membership is comprised of the President, 160 fellows, 80 Common Room Members and around 1,000 Master's and Doctoral students (over 730 part-time and 270 full-time).

The College is based on the Norham Manor site in North Oxford, a short distance from the city centre. Kellogg has a reputation for being a friendly and supportive community which encourages diversity and excellence in all its activities. The College maintains its sense of community through its active calendar of events and its expanding student accommodation.

Kellogg is a vibrant, growing, friendly and egalitarian College and each of our members and our staff has the opportunity to shape our future and our traditions.

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

## **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](http://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](http://www.ox.ac.uk/about/organisation)

## **University Benefits, Terms and Conditions**

### ***Salary***

The salary will be on the scale for Associate Professors: £48,114 to £64,605 per annum.

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.

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 usually offered membership of the Universities Superannuation Scheme.

Details are available at [www.admin.ox.ac.uk/finance/epp/pensions/schemes/uss/](http://www.admin.ox.ac.uk/finance/epp/pensions/schemes/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 [www.admin.ox.ac.uk/personnel/staffinfo/academic/approvaltoholdoutsideappointments/](http://www.admin.ox.ac.uk/personnel/staffinfo/academic/approvaltoholdoutsideappointments/).

Guidance is also available on:

ownership of intellectual property [www.admin.ox.ac.uk/statutes/regulations/182-052.shtml](http://www.admin.ox.ac.uk/statutes/regulations/182-052.shtml) and managing conflicts of interest [www.admin.ox.ac.uk/researchsupport/integrity/conflict/policy/](http://www.admin.ox.ac.uk/researchsupport/integrity/conflict/policy/)

### ***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 [www.ox.ac.uk/about/organisation/governance](http://www.ox.ac.uk/about/organisation/governance) and [www.admin.ox.ac.uk/statutes/781-121.shtml](http://www.admin.ox.ac.uk/statutes/781-121.shtml) 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 [www.admin.ox.ac.uk/personnel/during/family/](http://www.admin.ox.ac.uk/personnel/during/family/). 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 [www.admin.ox.ac.uk/childcare/](http://www.admin.ox.ac.uk/childcare/).

The University subscribes to My Family Care, a benefit which allows staff to register for emergency back-up childcare and adultcare services, a 'speak to an expert' phone line and a wide range of guides and webinars through a website called the Work + Family Space. For more details, please see [www.admin.ox.ac.uk/personnel/staffinfo/benefits/family/mfc/](http://www.admin.ox.ac.uk/personnel/staffinfo/benefits/family/mfc/)

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

If you require a visa, we have a dedicated team to support successful applicants through the immigration process (for Tier 1 and Tier 2 visas) from job offer through to arrival in the UK.

### ***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 [www.admin.ox.ac.uk/eop/](http://www.admin.ox.ac.uk/eop/) 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: [www.admin.ox.ac.uk/personnel/staffinfo/benefits/](http://www.admin.ox.ac.uk/personnel/staffinfo/benefits/)  
[www.admin.ox.ac.uk/personnel/staffinfo/discountsforstaff/services/](http://www.admin.ox.ac.uk/personnel/staffinfo/discountsforstaff/services/)

### ***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 [www.ox.ac.uk/about/jobs/preemploymentscreening/](http://www.ox.ac.uk/about/jobs/preemploymentscreening/).

### ***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

[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 EJRA procedures. Further details can be found at

[www.admin.ox.ac.uk/personnel/end/retirement/acrelretire8+/](http://www.admin.ox.ac.uk/personnel/end/retirement/acrelretire8+/)

### ***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/).

## College Benefits, Terms and Conditions

### Benefits

Each Official Fellow will be entitled to:

- the rights of Common Table which comprise free lunches and Guest Night Dinners.
- a pensionable academic allowance of £732 per annum.
- an advisor's allowance of £644 per annum.
- a library allowance of £200 per annum.

If you wish to discuss any of the college's benefits or terms and conditions, please contact Elise Cochrane, College Administrator on [college.administrator@kellogg.ox.ac.uk](mailto:college.administrator@kellogg.ox.ac.uk)

### Offer of employment

Applications for this post will be considered by a selection committee containing representatives from both the Blavatnik School of Government and Kellogg 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 Kellogg 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.