
BLAVATNIK SCHOOL OF GOVERNMENT

Job title	(Postdoctoral) Research Associate for Public service delivery networks (Government Outcomes Lab)
Division	Social Sciences
Department	Blavatnik School of Government
Location	Radcliffe Observatory Quarter, Woodstock Road, Oxford, OX2 6GG
Grade and salary	Grade 7: £32,817 - £40,322 per annum (with a discretionary range to £44,045)
Hours	Full time (Part time application of a minimum 0.6 FTE will also be considered)
Contract type	Fixed-term for 4 years
Reporting to	Research Director (Government Outcomes Lab)
Vacancy reference	148359
Closing date	12 noon (UK time) on Monday, 7 December 2020
Additional information	<p>The Government Outcomes Lab is currently recruiting for a number of positions therefore applicants will be simultaneously considered for other vacant research roles.</p> <p>The Postdoctoral title will be awarded to a candidate who holds, or is close to completion of, a PhD/DPhil.</p>

The role

At the Blavatnik School of Government, part of the University of Oxford, our vision is of a world better led, better served and better governed.

The Government Outcomes Lab (GO Lab) is a partnership between the Blavatnik School of Government and UK Central Government. The GO Lab team is a world-leading centre of academic excellence to advance the study of outcomes-based commissioning and other mechanisms to support cross-sector partnerships, establishing this as an area of top-class academic research. The GO Lab has established its international reputation by gathering and sharing evidence and insights on innovative instruments to better organise the provision public services to address complex, costly and persistent social problems, leading to better outcomes. In particular, it has improved the availability of evidence on social impact bonds, a type of contract between the public, private and



not-for-profit sector. Underpinned by its research, the GO Lab provides practical, on the ground support to local commissioners, through a mix of peer-learning, advisory workshops, convening and executive education.

The GO Lab is entering an exciting new phase and is quickly and significantly expanding its scope to include the study of alternative *models* for effective cross-sector partnerships that bring together government, private sector and social sector organisations. We are looking to hire three new members of the research team to support this pioneering research agenda.

We are looking for a creative and enthusiastic early career researcher to investigate ongoing challenges in coordinating complex, multi-sector public service delivery networks. The post holder will be part of a team led by Dr Eleanor Carter as part of a UKRI Future Leaders Fellowship.

The research programme aims to understand how public sector 'commissioners' of complex social programmes contract with independent providers in pursuit of fostering collaboration and collective accountability across an interwoven network of provider organisations. The Postdoctoral Research Fellow will pioneer longitudinal research that investigates the interactions between public service 'market' stewardship, contracting structures and frontline case work. The research will build on scholarship related to 'street-level' bureaucracy and implementation research, public procurement and contracting, and organisational networks. The Postdoctoral Research Fellow will conduct and publish their own research within this framework and work collaboratively on co-authored academic papers and policy outputs.

The postholder will be comfortable in bridging different intellectual traditions and research methods. Experience in person-centred design, ethnography, contract analysis or the Extended Case Method is beneficial. The case study sites will include employment support programmes and familiarity with this policy area is helpful but not required.

You must have a PhD in social policy, law or socio-legal studies, design, geography, public administration, or other equivalent research experience. You will actively work at the interface between social science research and policy design and implementation. As such, you will have the opportunity to make a significant contribution to government decision-making.

Responsibilities

- Manage own academic research and administrative activities within the governance of multi-sector public service delivery networks research programme. This involves small scale project management to co-ordinate multiple aspects of work to meet deadlines
- Adapt existing and develop new research methodologies and materials including public service network mapping and contract analysis
- Provide reviews and targeted searches of related research and public activity
- Prepare working theories and analyse qualitative and/or quantitative data from a variety of sources, reviewing and refining theories as appropriate in consultation with the wider research team
- Produce group working papers on aspects of the work, to a fixed schedule

- Plan and facilitate roundtable discussions and engagement activities with partners in the voluntary, private and public sectors
- Contribute ideas for new research projects
- Develop ideas for generating research income, and present detailed research proposals to senior researchers
- Collaborate in the preparation of research publications, and book chapters
- Present papers at conferences or public meetings
- Act as a source of information and advice to other members of the group on methodologies or procedures
- Represent the research group at external meetings/seminars, either with other members of the group or alone
- Carry out collaborative projects with colleagues in partner institutions, and research groups

Pre-employment screening

All offers of employment are made subject to standard pre-employment screening, as applicable to the post.

If you are offered the post, you will be asked to provide proof of your right-to-work, your identity, and 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 so that we can discuss appropriate adjustments with you), and a declaration of any unspent criminal convictions.

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/.

Hazard-specific / Safety-critical duties

This job includes hazards or safety-critical activities. If you are offered the post, you will be asked to complete a health questionnaire which will be assessed by our Occupational Health Service (OHS), and the offer of employment will be subject a successful outcome of this assessment.

The hazards or safety-critical duties involved are as follows:

- Travel outside of Europe or North America on University Business

Selection criteria

Essential selection criteria

- A completed PhD/DPhil in a topic in social policy, law, socio-legal studies, design, geography, public administration, or other equivalent research experience. Candidates close to completion may also be considered;
- Ability to organise conferences, workshops, working groups, partnerships and associated activity;
- Possess sufficient specialist knowledge in the field of public service delivery, commissioning or social programme implementation to work within established research packages;
- Ability to work collaboratively across disciplines;

- Ability to manage own academic research and associated activities;
- Previous experience of contributing to publications/presentations;
- Ability to contribute ideas for new research projects within the research programme;
- Excellent communication skills, including the ability to write for publication for a variety of outlets, present research proposals and results and represent the research group at meetings with local stakeholders and senior civil servants.

Desirable selection criteria

- Experience of independently managing a discrete area of a research project;
- Experience of actively collaborating in the development of research articles for publication.

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.

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.

The Blavatnik School of Government holds a bronze Athena Swan award to recognise advancement of gender equality: representation, progression and success for all.

For more information please visit: 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/.

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, a sole-authored writing sample 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 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).

Should you experience any difficulties using the online application system, please email recruitment.support@admin.ox.ac.uk. Further help and support is available from <https://hrsystems.admin.ox.ac.uk/recruitment-support>. To return to the online application at any stage, please go to: www.recruit.ox.ac.uk.

Please note that you will receive an automated email from our e-recruitment system 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:

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/.

The University's policy on retirement

The University operates an Employer Justified Retirement Age (EJRA) for all academic posts and some academic-related posts. The University has adopted an EJRA of 30 September before the 69th birthday for all academic and academic-related staff in posts at **grade 8 and above**. The justification for this is explained at:
<https://hr.admin.ox.ac.uk/the-ejra>.

For **existing** employees, 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 **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

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 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 dependents. 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 My Family Care, 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>

Childcare

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/home>

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/disabled-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 <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.