
BLAVATNIK SCHOOL OF GOVERNMENT

Job title	Postdoctoral Research Associate for the Chandler Sessions on Integrity and Corruption
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 (with a discretionary range to £44,045) per annum
Hours	Full time
Contract type	Fixed-term until 31 March 2024
Reporting to	Professor Christopher Stone, Professor of Practice of Public Integrity
Vacancy reference	150720
Additional information	The closing date for applications is 12 noon (UK time) on Friday, 14 May 2021. The post commences on 1 October 2021.

The role

This post offers an extraordinary opportunity to join a dynamic team designing and testing a new generation of strategies to reduce corruption and promote integrity in the public sectors of countries worldwide. With the Chandler Sessions on Integrity and Corruption, the team is introducing a new kind of executive programme to the Blavatnik School of Government; one centred on collaborative work between scholars and leading officials in multiple countries over a sustained period, contributing both practical innovation and new knowledge to the field.

Over the next three years, the Chandler Sessions on Integrity and Corruption will convene a consistent group of 15 senior officials with reputations in their own countries as effective and innovative leaders of anti-corruption institutions. Together with a small group of faculty and expert journalists, the officials participating in the Sessions will develop and test a set of new strategies for strengthening integrity in government institutions and dislodging entrenched cultures of corruption.



The Sessions will convene all practitioners, scholars and journalists in-person on four occasions, in January and July of 2022 and 2023, with all attending every session. Each of the 15 officials will describe the ideas and practices with which they are experimenting in a paper (7,500-15,000 words), intended for a general audience of those professionally engaged in anti-corruption activities. Each paper will be co-authored by the lead official and another member of the Sessions, with five draft papers discussed at each of the first three in-person meetings. In July 2023, the meeting will return to the full set of papers in their completed (or near to) form. By December 2023, the project team will have disseminated the Session papers across the field worldwide, both individually and as one or more collections. The papers will also form the basis for a set of curricular materials on integrity and corruption, available without charge to training institutions everywhere. Beyond the papers, members of the Sessions will be encouraged to share the insights gained and strategies tested in a wide array of public and professional communication channels.

The postholder's primary role will be to co-edit the papers, serving as managing editor of the series, with Professor Stone serving as senior editor. The postholder will engage substantively with the authors throughout the writing process, occasionally assisting in associated research. These are not intended to be academic papers, but are to be written for a general audience of officials and others engaged professionally in anti-corruption activities. The postholder will work with the team to prepare each of the in-person meetings, participate in the discussions, and continue the dialogue with each of the participants between sessions.

Approximately 50 percent of the postholder's time will be devoted to their own research and writing on the subject of integrity and corruption which may consist, in full or in part, of work collaboratively undertaken with members of the Sessions. It is hoped that the postholder will pursue a portion of their own research and writing in such a collaboration. The postholder will join an active and generous community of scholars across several disciplines at the Blavatnik School working on diverse issues of public integrity.

Responsibilities

- Serve as managing editor in the conception and production of each of the papers prepared for the Chandler Sessions, working with the authors on the aim and structure of each paper, and engaging with the authors as needed throughout the drafting, review, and revision of the papers;
- Engage in your own, original, academic research on the subject of integrity and corruption, managing your own research and project-related administrative activities;
- Participate as a full member of the project team, organising, managing, and delivering the Chandler Sessions, helping to prepare each of the in-person meetings, participating in the discussions there, and continuing the dialogue with each of the participants between the formal meetings;
- Assist in building a network of collaborating individuals and institutions engaged in the field, some of whom may send observers to the Session meetings, enabling them to follow the work of the Chandler Sessions and make use of its products;
- Contribute to a set of curricular materials to be developed based on the discussions and papers of the Sessions;
- Present the work of the Sessions at related international conferences, academic seminars, and other public and private events;

- Join in the work of the project team to advance the ambitions of the Sessions in other ways, as opportunities present themselves.

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](#).

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

- Hold, or be close to completion of, a PhD/DPhil in a relevant field (e.g. International Relations, Law, Socio-Legal Studies, Public Policy, Public Administration, Economics, Politics, Social Policy);
- Ability to manage own academic research and associated activities;
- Possess a comprehensive understanding of contemporary debates on public integrity and corruption, along with specialist knowledge in one or more aspects of the field (e.g. investigation, prosecution, deterrence, or prevention of public corruption; the promotion, incentivizing, or the institutionalization of cultures of integrity in public institutions; or the development of norms of integrity and corruption in public life);
- Ability to work collaboratively across disciplines and engage constructively with stakeholders, including senior public officials;
- Excellent communication skills including the ability to write creatively for academic and non-academic publications, and proof read/edit work of others;
- A diplomatic and respectful approach, with strong cross-cultural competencies and an interest in working with a diverse range of people.

Desirable selection criteria

- Experience in working across the research-practice divide;
- Experience of actively collaborating in the development of research articles for publication;
- Fluency in languages other than English.

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.

More information about the University of Oxford can be found on [the University's 'Organisation' webpage](#).

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.

You can find more information on the [Blavatnik School of Government's website](#).

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](#).

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, supporting statement and a sole-authored writing sample (maximum 20 pages). 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). The writing sample can be an extract from a longer piece of work for example, an extract from a PhD thesis.

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 the [University's Recruitment support webpage](#). To return to the online application at any stage, please go to the [University's Job Search webpage](#).

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](#).

The University's Policy on Data Protection can be found on the [University's data protection policy webpage](#)

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 on the [University's 'Leaving employment: The EJRA' webpage](#).

For **existing** employees, any employment beyond the retirement age is subject to approval through the procedures. Details on the procedure can be found on the [University's 'Leaving employment: The EJRA' webpage](#).

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 [employee benefits and discounts](#) also includes free entry to the Botanic Gardens and University colleges, and discounts at University museums.

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.

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.

There is also a [visa loan scheme](#) to cover the costs of UK visa applications for staff and their dependents.

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.

Childcare

The University has excellent childcare services, including five University nurseries as well as University-supported places at many other private nurseries. Full details, including how to apply and the costs, can be found on the [University's Childcare Services website](#)

Disabled staff

We are committed to supporting members of staff with disabilities or long-term health conditions. Further details on the support for disabled staff, including information about how to make contact, in confidence, with the University's Staff Disability Advisor, can be found on the [University's Support for disabled staff webpage](#).

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 on the [University's Equality and Diversity Unit 'Networks' webpage](#).

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.