

## Job description

<b>Job title</b>	<b>Postdoctoral Research Fellow (International Law and Cyber Operations)</b>
<b>Division</b>	<b>Social Sciences</b>
<b>Department</b>	<b>Blavatnik School of Government</b>
<b>Location</b>	<b>Radcliffe Observatory Quarter, Woodstock Road, Oxford, OX2 6GG</b>
<b>Grade and salary</b>	<b>Grade 7: £32,817- £40,322 (with a discretionary range to £44,045) per annum</b>
<b>Hours</b>	<b>Full time</b>
<b>Contract type</b>	<b>Fixed-term for 12 months</b>
<b>Reporting to</b>	<b>Professor Dapo Akande, Co-Director of the Oxford Institute for Ethics, Law and Armed Conflict (ELAC)</b>
<b>Vacancy ID</b>	<b>151254</b>
<b>Closing date</b>	<b>12 noon (UK time) on Thursday 17 June 2021</b>

## The role

Reporting to Professor [Dapo Akande](#), Co-Director of the [Oxford Institute for Ethics, Law & Armed Conflict](#) (ELAC), the postholder will primarily carry out research on an externally funded project titled “The International Law Protections against Cyber Operations Targeting the Healthcare Sector”. The project was initiated against the background of the increase, during the COVID-19 pandemic, in the number and severity of malicious cyber operations against the healthcare sector, including hospitals and facilities conducting vaccine research. In response to this growing threat, States, international organisations, non-governmental organisations, and private actors have reaffirmed the need to protect the healthcare sector from malicious cyber activities. The existing protections offered under international law are at the heart of such discussions and the project aims to explore and analyse relevant areas of international law.

The postholder will prepare a research report and other papers analysing the cyber threat landscape, the rules of international law applicable to cyber operations, and concrete measures aimed at ensuring the effective protection of the healthcare sector.

The postholder will be responsible for arranging workshops (virtual and in-person) at which the findings of the research will be discussed with experts in advance of the research paper being finalised.

## **Responsibilities and duties**

1. Undertake original, world-class research on the themes above, as directed by the ELAC Co-Director;
2. Manage own academic research and administrative activities. This involves small scale project management, to co-ordinate multiple aspects of work to meet deadlines and preparation of interim and a final research report on the project;
3. Collect, manage and analyse qualitative and/or quantitative data from a variety of sources, as necessary;
4. Develop ideas for generating research income, and present detailed research proposals to senior researchers;
5. Organise workshops/conferences at which the results of the research will be presented, discussed and disseminated;
6. Contribute to papers and articles linked to the project and to ELAC's areas of focus, for publication in books, peer-reviewed journals and/or edited books;
7. Contribute to the production of any other materials as directed by the Co-Directors, such as policy briefs and working papers;
8. Present papers at conferences or public meetings and represent the research group at external meetings/seminars;
9. Contribute as required to any seminars, conferences or other events organized by the project or ELAC, including occasional assistance as rapporteur as requested;
10. Act as a source of information and advice to other members of the group;
11. Lecture and tutor postgraduate students, and engage in assessment and examining.

## **Selection Criteria**

### **Essential**

- Hold, or be close to completion of, a relevant PhD/DPhil, together with relevant experience;
- Possess sufficient specialist knowledge in international law, particularly the law applicable to cyber operations;
- Ability to manage own academic research and associated activities;
- Previous experience of contributing to publications/presentations;
- Ability to contribute ideas for new research projects and research income generation;
- Excellent communication skills, including the ability to write for publication, present research proposals and results, and represent the research group at meetings;
- Ability to organise conferences, workshops, working groups, partnerships and associated activity;

- Ability to work collaboratively across disciplines and engage constructively with stakeholders, including senior public officials.

### **Desirable**

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

## **Pre-employment screening**

### **Standard checks**

If you are offered the post, the offer will be subject to standard pre-employment checks. You will be asked to provide: proof of your right-to-work in the UK; proof of your identity; and (if we haven't done so already) 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 for which you may need us to make appropriate adjustments.

Please read the candidate notes on the University's pre-employment screening procedures at: <https://www.jobs.ox.ac.uk/pre-employment-checks>.

## **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 and we rank first in the UK for university spin-outs, and in recent years we have spun out 15-20 new companies every year. 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 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](http://www.bsg.ox.ac.uk).

## How to apply

Applications are made through our e-recruitment system and you will find all the information you need about how to apply on our Jobs website <https://www.jobs.ox.ac.uk/how-to-apply>.

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

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.

As part of your application you will be asked to provide details of two referees and indicate whether we can contact them now.

You will be asked to upload a CV, a supporting statement and a writing sample. 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).

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

All applications must be received by **midday** UK time 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).*

## If you need help

Help and support is available from: <https://hrsystems.admin.ox.ac.uk/recruitment-support>.

If you require any further assistance please email [recruitment.support@admin.ox.ac.uk](mailto:recruitment.support@admin.ox.ac.uk).

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 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: <https://compliance.admin.ox.ac.uk/job-applicant-privacy-policy>. The University's Policy on Data Protection is available at: <https://compliance.admin.ox.ac.uk/data-protection-policy>.

### 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 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: <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](http://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 the Work+Family Space, 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>

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/>

## 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/disability-support>

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