

<b>Job title</b>	<b>Research Fellow – Management and Teachers</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 8: £40,792-£48,677 (with a discretionary range of £53,174) per annum</b>
<b>Hours</b>	<b>Full time</b>
<b>Contract type</b>	<b>Fixed-term for three years (due to external funding)</b>
<b>Reporting to</b>	<b>Associate Professor of Economics and Public Policy</b>
<b>Vacancy reference</b>	<b>139756</b>
<b>Additional information</b>	
<b>Closing date</b>	<b>The closing date is 12.00 noon UK time on Monday, 15 April 2019</b>

## 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 Research on Improving Systems of Education (RISE) programme is a multi-country research programme generating evidence on how systems of education in developing countries can deliver learning for all. As RISE begins its fourth year, it is entering a new stage in which the new academic research from the country research political economy teams are synthesized into thematic messages with policy lessons and communicated to the variety of relevant audiences. To achieve these ambitious objectives RISE is establishing a “theme team” to conduct this work.

Members of the theme team will work under the direction of the RISE research director and research manager, to synthesize the findings of ongoing RISE research (and research of others) into an array of high quality products including papers, blogs, policy



briefs that are organized around a conceptual framework and communicate thematic messages. Two of the members of this theme team will be junior to mid-level researchers based at the Blavatnik School of Government at Oxford University.

We anticipate that this researcher will focus on the critical role that frontline providers (school administrators and teachers) play in determining children's education outcomes. This covers the relationship between government and frontline providers, and between school leadership and teachers, which we collectively refer to as "management". It also includes teacher behaviour and practices. Specific topics it may cover (but is not limited to) include: design of recruitment and compensation schemes for teachers, the design and execution of support services and training for teachers, schemes for managing and motivating teacher performance, and tools for measuring teacher level outcomes. While this is the focus of the role, candidates should be willing to contribute to work on any of the topics in the RISE agenda, as priorities and needs may shift over the course of the project.

## **Responsibilities**

- Develop a research questions and conduct individual research related to RISE work on management and teachers, including advanced analysis of qualitative and quantitative data from multiple sources.
- Take responsibility for management and teachers thematic area of RISE, lead synthesis of RISE research findings on this topic. This will involve preparing working theories and analysing qualitative and quantitative data from a variety of sources, reviewing and refining theories as appropriate, adapting existing and developing new research methodologies and materials.
- Build relationships with country and political economy research teams. Identify and draw out connections between their work and emerging RISE themes.
- Contribute to wider project planning, including identifying gaps in the RISE research agenda, proposing research projects that could fill these gaps, and executing these plans. This may involve raising research funds through grant applications and managing independent areas of the larger research budget.
- Author and co-author academic papers for publication in the RISE working paper series and in peer-reviewed journals.
- Author an array of high-impact, high-quality policy research products including policy papers, briefs, blogs, internal memos, and other external and internal documents.
- Manage own academic research and administrative activities including project management on this thematic area to meet deadlines and contribute to wider planning for the overall project.
- Build relationships with external stakeholders to facilitate the dissemination of RISE research. Represent RISE at academic and policy conferences, meetings, and seminars.
- The role will involve some travel, and other duties as assigned.

## **Selection criteria**

### **Essential**

- Hold a relevant Master's degree

- Significant work experience in International Development, Economics, Political Science, Public Policy, Education or a related field.
- Training in micro-economic theory, game theory, and econometrics or other relevant technical training and skills.
- Experience with international development and/or international education research. Familiarity with the literature in the field. Familiarity or experience with specific topics related to management and teachers plus.
- Experience working or conducting research in a developing country.
- Ability to independently plan, manage, and execute research projects.
- Ability to author papers.
- Excellent communication skills in English including ability to write and present for both policy and academic audiences. Strong data presentation skills a plus.
- Outstanding organizational skills, ability multi-task and manage competing priorities, and the ability to work well in a fast-paced environment.

### **Desirable**

- Hold a PhD with some work experience
- Demonstrated creativity and initiative to turn conceptual discussions into concrete activities and outcomes.
- Outstanding interpersonal skills, ability to engage with senior policy makers and to present research to findings to both academic and non-academic audiences.
- Passion for international development and for improving lives around the world through effective public policy.
- Entrepreneurial team player with a strong sense of curiosity and positive attitude.

## **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)

## **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.

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

## **Research on Improving Systems of Education**

RISE—Research on Improving Systems of Education—is a multi-country programme that aims to build understanding of education systems and how they can transform to significantly improve learning. RISE is funded by the United Kingdom's Department for International Development and the Australia's Department of Foreign Affairs and Trade, which has allocated support for high-quality research in six countries.

RISE aims to provide the evidence base on education systems needed to improve learning outcomes by: 1) commissioning high-quality research on education systems and systems reform that responds to locally-identified challenges; 2) engaging with researchers and practitioners to develop an analytic framework to understand how education systems function; and 3) ensuring that researchers, teachers, policymakers and other education practitioners globally have access to the most relevant, up-to-date research on the impact of education systems on learning for all.

RISE is managed and implemented through a partnership based in Oxford, UK, between leading international development consultancy Oxford Policy Management and the Blavatnik School of Government (BSG) at the University of Oxford. Research is led by Professor Lant Pritchett and a team at the Centre for Global Development, a non-profit think tank based in Washington DC. An Intellectual Leadership Team comprised of world-renowned scholars provides leadership and research advice to the programme.

For more information about RISE see [www.riseprogramme.org](http://www.riseprogramme.org)

## **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).