



SCHOOL OF ANTHROPOLOGY AND MUSEUM ETHNOGRAPHY

Job title	Postdoctoral Researcher
Division	Social Sciences
Department	School of Anthropology and Museum Ethnography, Institute of Cognitive and Evolutionary Anthropology (ICEA)
Location	Banbury Road, Oxford
Grade and salary	Grade 7, £31,604, to £32,548 per annum
Hours	Full-time
Contract type	Fixed-term until 31 October 2018
Reporting to	Professor Harvey Whitehouse (University of Oxford) and Dr Pieter François (University of Oxford)
Additional information	The start date for this post will be 1st November 2017
Vacancy ref:	130351

Research topic	Cohesion and organizational structure of non-state armed groups
Principal Investigator / supervisor	Professor Harvey Whitehouse (PI) / Dr Pieter François (Supervisor)
Project title	Ritual Modes: Divergent modes of ritual, social cohesion, prosociality, and conflict.
Project web site	https://culturalevolutionlab.org/



Funding partner	The funds supporting this research project are provided by an European Research Council Advanced Grant (PI Harvey Whitehouse)
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The role

This post has been created as part of a project entitled 'Ritual Modes: Divergent modes of ritual, social cohesion, prosociality, and conflict' at the Institute of Cognitive and Evolutionary Anthropology at Oxford University. Funded as an European Research Council Advanced Grant (PI Harvey Whitehouse), this project brings together an interdisciplinary team of anthropologists, historians, psychologists and political scientists.

This 12-month post will focus on testing theories pertaining to the roles ritual and resource extraction play in creating strong social bonds within armed groups. To test these hypotheses, post-1945 data on properties of armed groups, warfare, social cohesion, and ritual will be used. The successful applicant will be part of a team and will spearhead efforts to expand and contextualize existing armed group data and thus increase the quantity and quality of these datasets.

Responsibilities

- Lead the effort to increase the data quantity and quality of our existing armed groups dataset by further developing the metadata and actively collect statistically analyzable data on the sociomorphology of post-1945 non-state armed groups.
- Contribute to the design of statistical models and make arrangements for data analysis.
- Contribute to research publications, book chapters and reviews.
- Manage own research and administrative activities, within guidelines provided by senior colleagues. This involves small scale project management, to co-ordinate multiple aspects of work to meet deadlines.
- Represent the research group at external meetings/seminars with other members of the group.
- Contribute to discussions and share research findings with colleagues in partner institutions, and research groups.
- Contribute to and present papers at national and international conferences and other academic meetings in order to disseminate project findings.

Essential selection criteria

1. Hold a PhD in a relevant discipline, together with relevant experience.
2. A substantial knowledge of non-state armed groups worldwide.

3. Have an in-depth understanding of the mechanisms driving the sociomorphology of contemporary non-state armed groups.
4. Experience in collecting empirical data for large-N datasets.
5. A wide network of contacts in the field of political science and/or conflict studies, commensurate with the career stage of the candidate.
6. Ability to manage own research and administrative activities.
7. Excellent communication skills, including the ability to present data at conferences, and represent the research group at meetings.

Desirable selection criteria

1. An in-depth knowledge of armed groups in a specific region
2. Experience of conducting fieldwork with one or more specific armed groups.
3. Experience with using statistical techniques and software.
4. Experience of working in a research team and contributing ideas for new research projects.

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 2014/15 exceeded £522.9m 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

School of Anthropology and Museum Ethnography

SAME is renowned for its contributions to anthropological theory, its commitment to long-term ethnographic fieldwork, and its association with the Pitt Rivers Museum and the anthropology of visual and material culture. Home to over sixty members of academic staff and researchers, over a hundred doctoral students, nine Master's programmes, and two undergraduate degrees, Oxford anthropology is one of the world's largest and most vibrant centres for teaching and research in the discipline. In recent years it has also become known as a centre for medical anthropology, for migration studies, and for cognitive and evolutionary anthropology.

Academically and organizationally the School of Anthropology and Museum Ethnography comprises the Institute of Social and Cultural Anthropology (ISCA), the Centre on Migration Policy and Society (COMPAS), the Institute of Human Sciences (IHS), the Institute of Cognitive and Evolutionary Anthropology (ICEA), the Institute for Science, Innovation and Society (InSIS) and also aspects of the academic side of the Pitt Rivers Museum (PRM, which is governed through the University's Academic Services and University Collections Group). ICEA includes the Centre for Anthropology and Mind (CAM).

More information about the School can be found at www.anthro.ox.ac.uk.

Social Sciences Division

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. 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 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.

For more information please visit: <http://www.socsci.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 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 that you meet the selection criteria outlined above.

Please save all uploaded documents to show your name and the document type.

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. Further help and support is available from 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.

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/.

The University's policy on retirement

The University operates an employer justified retirement age for all academic and academic-related posts (grade 6 and above), for which the retirement date is the 30 September immediately preceding the 68th birthday. The justification for this is explained at:

www.admin.ox.ac.uk/personnel/end/retirement/revisedejra/revaim/.

For **existing** employees any employment beyond the retirement age is subject to approval through the procedures: www.admin.ox.ac.uk/personnel/end/retirement/revisedejra/revproc/

There is no normal or fixed age at which **support staff** in posts at **grades 1–5** have to retire. Support staff may retire once they reach the minimum pension age stipulated in the Rules of the pension scheme to which they belong.

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

Training and Development

A range of training and development opportunities are available at the University. Further details can be found at www.ox.ac.uk/staff/working_at_oxford/training_development/index.html.

For research staff only: Support for Research Staff

There is a particularly wide range of support for career development for research staff. Please visit: www.ox.ac.uk/research/support-researchers to find out more.

Pensions

The University offers generous occupational pension schemes for eligible staff members. Further details can be found at www.admin.ox.ac.uk/finance/epp/pensions/pensionspolicy/.

Information for international staff (or those relocating from another part of the UK)

A wealth of information is available on the University's International Staff website for staff who are relocating to Oxford from abroad, at www.admin.ox.ac.uk/personnel/staffinfo/international/.

The University of Oxford Newcomers' Club

The Newcomers' Club is aimed at helping partners of newly-arrived visiting scholars, graduate students and academic members of the University to settle in and to meet people in Oxford.

Transport schemes

The University offers a range of travel schemes and public transport travel discounts to staff. Full details are available at www.admin.ox.ac.uk/estates/ourservices/travel/.

University Club and University Sports Facilities

The University Club provides social, sporting and hospitality facilities. It incorporates a Club bar, a cafe and sporting facilities, including a gym. See www.club.ox.ac.uk for all further details.

University staff can use the University Sports Centre at discounted rates, and have the chance to join sports clubs. Please visit www.sport.ox.ac.uk/oxford-university-sports-facilities.

Childcare and Childcare Vouchers

The University offers quality childcare provision services at affordable prices to its employees. For full details about the services offered, please visit www.admin.ox.ac.uk/childcare/. **NB: Due to the high demand for the University's nursery places there is a long waiting list.**

The University also offers nursery fee payment schemes to eligible staff as an opportunity to save tax and national insurance on childcare costs. Please visit www.admin.ox.ac.uk/childcare.

Disabled staff

The University is committed to supporting members of staff with a disability or long-term health condition and has a dedicated Staff Disability Advisor. Please visit www.admin.ox.ac.uk/eop/disab/staff for further details.

BUPA - Eduhealth

Bupa Eduhealth Essentials private medical insurance offers special rates for University of Oxford staff and their families www.eduhealth.co.uk/mini-site/.

All other benefits

For other benefits, such as free entry to colleges, the Botanic Gardens and staff discounts offered by third party companies, please see www.admin.ox.ac.uk/personnel/staffinfo/benefits/ system. **Please check your spam/junk mail** regularly to ensure that you receive all e-mails.