PEAK Urban Researcher (3 posts available)

Social Sciences Division

The Centre on Migration, Policy and Society (COMPAS), part of the School of Anthropology and Museum Ethnography

Banbury Road, Oxford

Grade 7: salary £31,604 - £38,833 per annum

Full-time

Fixed-term for 12 months in the first instance. Funding beyond this point is dependent on passing a stage gate review in autumn 2018. Subject to successful review the posts will be extended a further 12 months with a possible extension to 36 months

Professor Michael Keith

These are full-time positions that cannot be held concurrently with any other substantive post without the explicit permission of the Head of Department.

These positions are subject to a 9 month probationary period.

These positions are funded by the RCUK GCRF grant ‘PEAK Urban’, and are available from April 1st 2018 (or as soon as possible thereafter, see below for details).

(PLEASE NOTE: Applicants are responsible for contacting their referees and making sure that their letters are received by the closing date).

The role

We invite applications for 3 Postdoctoral Researcher positions, funded by an RCUK GCRF ‘PEAK Urban’ grant, to work at the Centre on Migration, Policy and Society (COMPAS) at the University of Oxford. These positions are available from April 1st 2018 (there may be some flexibility in the start date for one of the positions, but no later than June 1st 2018).

The post-holder will join an international cohort of postdoctoral scholars within the PEAK Urban project, a 4-year, international, multidisciplinary GCRF programme involving Oxford researchers at Anthropology (COMPAS), the Mathematical Institute, Geography (Transport Studies Unit) and Medicine (George Institute), along with universities in China (Peking University), South Africa (University of Cape Town),
Candidates from a wide range of disciplinary backgrounds across the social sciences and humanities are welcome to apply for these postdoctoral positions as long as they can demonstrate research expertise in interdisciplinary urban studies and migration and have interesting ideas about how these questions might be answered as part of both COMPAS and the PEAK Urban programme.

Reporting to the PEAK Urban PI (Michael Keith), researchers will be members of a research group with responsibility for carrying out research addressing migration to cities. The post holder will be expected to provide guidance to junior members of the research group including research assistants, PhD students, and/or project volunteers.

Candidates are encouraged to consider research areas in one or more of the four city locations in China, Colombia, India and South Africa which address one or more of the following themes:

- Contested migrant rights to the city
- Migrant strategies in new urban contexts
- The dynamics of technological change for understanding migrant urbanisms
- Experimental urban methodologies and new mobilities
- The consequences of technological change for migrant networks and emergent urban forms
- The possibilities of comparative urban research

The proposed research should make a contribution to one or more of three broad priority research project areas addressing:

1. Migrant rights and urban housing: property rights, formal and informal settlement and dwelling
2. Welfare externalities and urban migration: emergent welfare nets for migrants
3. Gendered cities and migrant urbanisms; public goods and private lives

**Responsibilities**

The successful candidates will carry out independent research on the project. They may also be asked to provide up to an average of 3 hours per week of teaching for 24 weeks of the year. This teaching would be undertaken under the direction of the **Joint Graduate Studies Committee for Migration Studies**.

They will also be expected to:

- Work with the PEAK Urban PI (Michael Keith) to develop a 2-3 year programme of research as part of the core programme of COMPAS and PEAK, managing their own academic research and administrative activities.
- Contribute ideas for new research projects and develop ideas for generating research income, present detailed research proposals to senior researchers and develop new research projects at COMPAS, where relevant submitting external bids for further external funding.
- Co-ordinate multiple aspects of work to meet deadlines and be responsible for small scale project management.
- Adapt existing and develop new research methodologies and materials as part of the PEAK Urban programme.
- Prepare working theories and analyse qualitative and/or quantitative data from a variety of sources, reviewing and refining theories as appropriate.
- 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.
• Collaborate with a network of international academics, and link with policy-makers based in both governmental and non-governmental organisations.

Selection criteria
• Hold a relevant PhD/DPhil, together with relevant experience.
• Possess sufficient specialist knowledge in a relevant discipline to work within the PEAK Urban research programme.
• 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.
• Competence to work in at least one (and preferably more) of the international research partner countries of China, Colombia, India and South Africa.

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.
• Language competence for work in at least one (and preferably more) of the international research partner countries of China, Colombia, India and South Africa.

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](http://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/

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**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; applicants are responsible for contacting their referees and making sure that their letters are received by the closing date.

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. 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 (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 69th 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+/

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+/
From 1 October 2017, 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**

The University Club provides social, sporting and hospitality facilities. It incorporates a bar, café and sporting facilities, including a gym. 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 (or those relocating from another part of the UK)**

If you are relocating to Oxfordshire from overseas, or elsewhere in the UK, the University's International Staff website includes practical information related to moving to and settling in Oxford such as advice on immigration, relocation, accommodation, or registering with a doctor. See: [www.internationalstaffwelcome.admin.ox.ac.uk](http://www.internationalstaffwelcome.admin.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 ([www.admin.ox.ac.uk/personnel/staffinfo/benefits/family/mfc/](http://www.admin.ox.ac.uk/personnel/staffinfo/benefits/family/mfc/)) and staff are eligible to register for emergency back-up childcare and adultcare services, a 'speak to an expert' phone line and a wide range of guides and webinars through a website called the Work + Family space.

**Disabled staff**

We are committed to supporting members of staff with disabilities or long-term health conditions. Please visit [www.admin.ox.ac.uk/eop/disab/staff](http://www.admin.ox.ac.uk/eop/disab/staff) for further details including information about how to make contact, in confidence, with the University’s Staff Disability Advisor.

**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/)

**Other benefits**

Staff can enjoy a range of other benefits such as free visitor access to the University’s colleges and the Botanic Gardens as well as a range of discounts. See [www.admin.ox.ac.uk/personnel/staffinfo/benefits](http://www.admin.ox.ac.uk/personnel/staffinfo/benefits)