



SCHOOL OF ANTHROPOLOGY AND MUSEUM ETHNOGRAPHY

Job title	Researcher in Migration
Division	Social Sciences Division
Department	Centre on Migration, Policy and Society (COMPAS), School of Anthropology and Museum Ethnography
Location	Banbury Road, Oxford
Grade and salary	Grade 7: £31,604 - £38,833 p.a. (with a discretionary range up to £42,418 p.a.) pro rata
Hours	Full time or part time to be agreed
Contract type	Fixed term until December 2019; extension subject to the availability of external funding
Reporting to	Madeleine Sumption, Director of the Migration Observatory

The role

You will be part of the Migration Observatory at the University of Oxford. You will be involved in a wide range of Migration Observatory activities and projects, including a new project examining the social and economic integration of migrants in the UK. You will participate in policy discussions, representing a high-profile organisation and promoting the use of high-quality data and research evidence in the public debate. In addition to communicating research findings to non-academic audiences, you will develop and conduct academic research on migration issues.

Candidates should be experienced quantitative social scientists with a relevant doctorate, an outstanding research and publication record on issues related to migration, a sound understanding of political and policy debates on migration in the UK, and excellent oral presentation skills. The preferred candidate will also have experience engaging with stakeholders outside the academic field, such as community groups, non-governmental organisations, the media and civil servants.



Responsibilities

- Analyse migration statistics using a variety of techniques
- Stay up to date with policy developments related to migration and integration, and identify data sources and research to shed light on their social and economic impacts
- Write high-quality briefings and reports suitable for publication in both academic and non-academic outlets
- Engage with non-academic users to discuss aspects of research design, progress and findings
- Respond to interview requests and other enquiries from print and broadcast media, with training and guidance from senior colleagues
- Contribute to wider project planning, including developing ideas for new research projects
- Take responsibility for improving and updating Migration Observatory resources
- Raise research funds through grant applications and manage own area of a larger research budget
- Represent the Migration Observatory at external meetings/seminars
- Carry out collaborative projects with colleagues in partner institutions, and research groups

Selection criteria

Essential

- Doctorate in a relevant discipline (e.g. political science, public policy, demography, economics) OR on-the-job research training equivalent to PhD level
- Understanding of political and policy debates on migration in the UK
- Understanding of the uses and limitations of statistical data sources (e.g. household surveys, Census and administrative data), and ability to critique quantitative research.
- Research and publication record on relevant migration issues
- Proficiency with at least one statistical software package and willingness/ability to learn STATA
- Clear and accurate written English, including ability to explain complex concepts and statistical results to non-specialists
- Ability to remain politically impartial when discussing migration issues
- Good oral presentation skills and aptitude for media interviews (to be tested at interview)

Desirable selection criteria

- Knowledge of the research literature on migrant integration
- Experience analysing Home Office and ONS migration statistics
- Familiarity with the UK Labour Force Survey
- Experience writing impartial analysis for a non-specialist audience, and/or engaging with non-academic practitioners such as policymakers, NGOs or journalists

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

Anthropology has been taught at Oxford since E.B. Tylor began lecturing on the subject in 1883, and the first Professor of Social Anthropology, A.R. Radcliffe-Brown, was appointed in 1937. His successors have been Sir Edward Evans-Pritchard (1946-70), Maurice Freedman (1970-75), Rodney Needham (1976-90), John Davis (1990-95), David Parkin (1996-2008), and David Gellner (2008-). In 2006 a second Chair in Social Anthropology was established, to which Harvey Whitehouse was appointed. Professor David Gellner is currently Head of School.

Academically, the organizational unit for Anthropology is the School of Anthropology and Museum Ethnography. This 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).

The School is a leading centre for anthropological teaching and research in the UK and the world, renowned for its contributions to anthropological theory, its ethnographic fieldwork of the highest standard, and its association with the Pitt Rivers Museum and the anthropology of visual and material culture. In recent years it has also become known as a centre for medical anthropology, for migration studies, and for cognitive and evolutionary anthropology. The School has 29 members of academic teaching staff and 39 research staff. In addition there are at least 15 social anthropologists with permanent positions in other departments of the University.

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

The Centre on Migration, Policy and Society

The Centre on Migration, Policy, and Society (COMPAS) is a Research Centre within the School of Anthropology and Museum Ethnography at the University of Oxford. Since 2003 COMPAS has established an international reputation for original research and policy relevance. It has undertaken a strategic programme of multi-disciplinary social scientific research, publication and dissemination, events, knowledge transfer and user engagement activities with a broad set of academic and non-academic users in the UK and abroad. For further information about COMPAS, please see: www.compas.ox.ac.uk/

The Migration Observatory

The Migration Observatory provides impartial, independent, authoritative, evidence-based analysis of data on migration and migrants in the UK, to inform media, public and policy debates, and to generate high quality research on international migration and public policy issues. The Observatory's analysis involves experts from a wide range of disciplines and departments at the University of Oxford. For further information about the Migration Observatory, please see: www.migrationobservatory.ox.ac.uk/

Social Sciences Division

The Social Sciences Division is one of the four academic Divisions in the University, each with considerable devolved budgetary and financial authority and responsibility for providing a broad strategic focus across its constituent disciplines. This division represents the largest grouping of social sciences in the UK: home to a number of outstanding departments and to the internationally ranked Law Faculty; all are committed to research to develop a greater understanding of all aspects of society, from the impact of political, legal and economic systems on social and economic welfare to human rights and security. That research is disseminated through innovative graduate programmes and enhances undergraduate courses.

For more information please visit: 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 should outline (1) what research you have conducted, providing information on topics, methodologies and datasets used; (2) your level of proficiency with STATA, excel and any other statistical software; (3) any experience working with non-academic audiences, e.g. responding to media requests, writing non-technical briefings or making presentations to non-academic stakeholders; and (4) any other information that shows how you meet the 'essential' and 'desirable' selection criteria listed above. 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/](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.

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/.