# **Department of Sociology**



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| **Job title** | Postdoctoral Fellow in Sociology and Social Demography (Critical Life Events) |
| **Division** | Social Sciences |
| **Department** | Department of Sociology |
| **Location** | Manor Road Building, Manor Road, Oxford, OX1 3UQ |
| **Grade and salary** | Grade 7, £31,076 - £38,183 per annum |
| **Hours** | Full time |
| **Contract type** | Fixed-term, (36 Months) starting by 1st November 2017 |
| **Reporting to** | *Professor Christiaan Monden (Sociology)*  *Professor Erzsebet Bukodi (Social Polity and Intervention)* |
| **Vacancy reference** | *130257* |

**The role**

The Postdoctoral Researcher will work on the CRITEVENTS project “Critical Life Events and the Dynamics of Inequality: Risk, Vulnerability, and Cumulative Disadvantage” a transnational research programme involving four institutions: University of Amsterdam, University of Oxford, Stockholm University, and University of Lausanne. The project will run until 2020 and is funded by a 1.5m Euro NORFACE DIAL grant.

CRITEVENTS studies the impact of two critical life events – job loss and union dissolution – on the life trajectories of adults and their children. We will examine two pathways through which these events may produce an accumulation of inequality over the life course: risk and vulnerability. Risk refers to social gradients in the likelihood of experiencing these events, whereas vulnerability refers to social gradients in the impact of these events on economic and noneconomic outcomes.

The project’s main objectives are to understand (1) how job loss and union dissolution contribute to the accumulation of (dis)advantage over the life course; (2) what mechanisms explain the (unequal) impact of these events; and (3) which work and family policies are effective in targeting these mechanisms in order to reduce inequality.

Work will be conducted within five research groups, all of which will apply comparable designs to the analysis of survey data and register data in five countries: Germany, the Netherlands, Sweden, Switzerland, and the United Kingdom. The groups will develop a common theoretical framework that specifies shared research goals and ensures a high level of integration between the countries throughout the project’s three-year duration. The cohesion of the project is fostered by a series of meetings and workshops in which all junior and senior members participate.

Working with professors Christiaan Monden and Erzsebet Bukodi, the Postdoctoral Researcher will take the lead on analysing the prospective 1958 and 1970 birth cohort studies that allow us to follow individual life courses into mid-life. Second, she/he will use Understanding British Society and the Longitudinal Study of Young People in England linkages to the National Pupils Database to study outcomes earlier in life.

The post-holder will be expected to publish research of an internationally excellent standard, and to participate fully in the research life of the CRITEVENTS consortium and the Department.

**Responsibilities**

* To take the chief responsibility for the data management and the statistical analysis of the UK part of the CRITEVENTS project;
* To significantly contribute (as lead- or co-author) to the to the writing up of research papers to be submitted to high-quality and high-impact peer reviewed journals;
* To publish research of an internationally excellent standard;
* To support and collaborate with the local PIs in dissemination activities and other aspects of work related to the CRITEVENTS project;
* To work as part of a research team and, if relevant, provide guidance to junior members of the research group including research assistants and students;
* To participate in the intellectual and research life of the departments involved (Sociology and Social Policy and Intervention);
* To act as a source of information and advice to other members of the research group and assist with day-to-day research, e.g. helping to develop work plans, monitoring progress and highlighting risks or issues as appropriate;
* To work independently and manage academic research and administrative activities, prioritising and coordinating aspects of research and administrative work to meet deadlines;
* To represent the research group at internal and external meetings/seminars and present papers at conferences and public meetings;
* To carry out collaborative projects with colleagues in the CRITEVENTS partner institutions within the remit of the CRITEVENTS project.

**Selection criteria**

**Essential selection criteria**

* A doctorate, by the date of taking up the appointment or have submitted the PhD thesis for defence in Sociology, Demography, Economics, Social Statistics, Social Policy or some related discipline;
* Strong grounding in quantitative research methods (methods for longitudinal data analysis, in particular), demonstrated by published (or accepted) research papers in academic journals, with evaluation judged relative to career stage;
* Excellent skills in statistical analysis and management of complex quantitative data in Stata and/or R;
* Excellent writing skills;
* Knowledge of the broadly defined subject area – inequalities over the life-course;
* Ability to work independently but also to collaborate with research colleagues;
* Ability to manage own academic research and associated activities;
* Excellent communication skills, including English language skills, present research proposals and results, and represent the research group at meetings.

**Desirable selection criteria**

* Experience of actively collaborating in the development of research articles for publication;
* Experience with cross-national comparative research

**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, and in providing all of our staff with a welcoming and inclusive workplace that supports everyone to develop and do their best work. Recognising that diversity is a great strength, and 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 ranked first in the UK for university spin-outs, with more than 130 spin-off 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 Department of Sociology

## Sociology at Oxford has a strong analytical, empirical and comparative orientation. Focus is on developing and testing theories that engage with real world problems. Particular strengths include the statistical analysis of social surveys, social demography, collection, management and analysis of complex datasets, the development of rational choice theory, microsocial experiments and simulation studies. The Department of Sociology was established in 1999 to provide a renewed focus for sociological research and teaching in the University.

## The international reputation of Oxford Sociology remains widely recognised. Sociology is currently ranked fourth in the world (and first in Europe) according to QS Rankings by Subject 2015. It has five Fellows of the British Academy and has been highly successful, given its size, in generating external research income. Oxford has a long and distinguished history of sociological research. Some of the most well-known and influential sociological studies in the UK, e.g. the Oxford Social Mobility Survey, the Social Change and Economic Life Initiative, the British Election Survey series, were led by Oxford sociologists.

## As well as undertaking cutting-edge research, the Department carries out the full range of postgraduate teaching and research, provides teaching and support for undergraduate courses administered by other departments, and has about 50 staff and around 100 graduate students and academic visitors.

## The Department offers two taught courses: a one-year MSc in Sociology and a two-year MPhil in Sociology and Demography, which together have an intake of about 30 students per year. In addition, about 15 doctoral students are admitted each year. The Department of Sociology also offers teaching for the undergraduate degree programmes in Human Sciences, and Philosophy, Politics and Economics (PPE).

## Academic staff have access to the Social Sciences library, which is housed with the department in the Manor Road Building and also to the library in Nuffield College. The College also maintains a data library, a key resource with dedicated specialist staffing. There is a very strong research culture within the Department, with two weekly Sociology seminar series running during term.

## For more information, please visit our web-site at www.sociology.ox.ac.uk

## The University of Oxford is a member of the Athena SWAN Charter and holds an institutional Bronze Athena SWAN award.

**The Social Sciences Division**

The University’s academic departments and faculties are organised into four large groups, known as Academic Divisions (Social Sciences, Mathematical, Physical and Life Sciences (MPLS), Medical Sciences, and Humanities). The academic divisions are responsible for academic oversight of the teaching and research of their constituent departments and faculties, for strategic and operational planning, and for personnel and resource management. The Head of the Social Sciences Division will be Professor Sarah Whatmore, who is a member of the University’s Council. 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. (These are as follows: Law, the Saïd Business School, Economics, Politics and International Relations, the Blavatnik School of Government, the School of Anthropology and Museum Ethnography, International Development, Sociology, Social Policy and Intervention, the Oxford Internet Institute, Archaeology, the School of Interdisciplinary Area Studies, Education, the School of Geography and the Environment, and the Oxford Martin School.) 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 has an extensive portfolio of external funders and collaborators, with competitively-awarded external research income exceeding £40million per year. Researchers in the division engage actively beyond academia and their research has influence in many spheres from innovation in public policymaking to practitioner communities such as law, business, education, social welfare and NGOs.

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. Programmes range from those at the interface of the natural sciences, through to professionally-oriented provision in areas such as business, law and education. The division is home to several of Oxford’s most widely recognised teaching programmes, such as Philosophy, Politics and Economics (PPE); the BCL; the MPhils in International Relations, in Economics, and in Development Studies; the MBA and EMBA; and the nationally regarded PGCE.

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/](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/).

**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/](http://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/](http://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](http://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](https://www.ox.ac.uk/research/support-researchers?wssl=1) 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/](http://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/](http://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/](http://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](http://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](http://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/](http://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](http://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](http://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/](http://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/](http://www.admin.ox.ac.uk/personnel/staffinfo/benefits/).