Job Description

<table>
<thead>
<tr>
<th>Job title</th>
<th>Senior Research Fellows (2 posts)</th>
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<tbody>
<tr>
<td>Division</td>
<td>Social Sciences Division</td>
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<tr>
<td>Department</td>
<td>Oxford Internet Institute</td>
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<tr>
<td>Location</td>
<td>OII, 1 St Giles, Oxford</td>
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<tr>
<td>Grade and salary</td>
<td>Grade 9: salary £46,336 - £58,655 per annum</td>
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<tr>
<td>Hours</td>
<td>Full time</td>
</tr>
<tr>
<td>Contract type</td>
<td>5 years in the first instance</td>
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<td>Reporting to</td>
<td>Director of the OII</td>
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<tr>
<td>Vacancy reference</td>
<td>132751</td>
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Overview of the role

The Oxford Internet Institute (OII) is the world’s leading centre for research into individual, collective and institutional behaviour on the internet. We have a multi-disciplinary faculty from political science, sociology, law, geography, economics, communications, computer science, anthropology, physics, informatics, history and development. OII researchers use a diverse methodological toolkit, and develop cutting edge methods to understand digital life, such as experiments, social network analysis and big data approaches.

We are seeking to appoint two full-time Senior Research Fellows to start in the next academic year, 2018/19. The University uses this job title for senior appointments to research and teaching positions and the grade is roughly equivalent to that of Associate Professor in the USA. Senior Research Fellows are eligible for consideration through regular recognition of distinction exercises for the title of Associate Professor and then full Professor in due course.

Applications are invited from scholars with a completed doctorate and postdoctoral experience in a relevant social science, such as economics, political science, social psychology, law, sociology, communications, geography, anthropology or development. We are particularly interested in applications from candidates with a research interest in either social data science or in issues relating to equality, diversity and inclusion.

Applicants should have a proven high standard of research and the ability to enthuse and inspire students at graduate level through lectures and supervision.

Applications are particularly welcome from women, and black and minority ethnic candidates, who are under-represented in academic posts in Oxford.
The Fellow will be expected to reside in or near Oxford. They will be entitled to office space at the OII and to participate fully in the intellectual life of the Institute and the wider University. They will be expected to cooperate with the work plans of the OII under the guidance of the Director.

Responsibilities/duties

1. Lead a programme of research and develop research questions within a discrete area of a wider research topic
2. Manage and monitor research resources and budgets
3. Contribute to establishing the strategic direction and setting standards for the work of the wider group
4. Lead in developing ideas for generating research income and promoting the research area
5. Carry out collaborative projects with colleagues in partner institutions, and research groups
6. Regularly write research articles for prestigious high impact peer reviewed journals, monographs, edited collections and conference proceedings
7. Actively promote the OII’s research through presenting papers at conferences and leading seminars to disseminate research findings
8. Provide academic supervision for masters and doctoral students, contribute to lectures and class teaching
9. Play an active role in the intellectual life and administrative work of the Department (both during term-time and vacations) including working collaboratively with academic colleagues in areas of shared interest, and taking part in Department seminars and events as appropriate, or other duties as directed by the Head of Department;

Selection criteria

Essential

- Hold a relevant PhD/DPhil with significant post-qualification research experience
- Possess sufficient specialist knowledge in the discipline to develop research projects and methodologies
- An established international reputation with publication of articles in high impact refereed journals A track record of policy engagement
- A proven track record of methodologically or theoretically innovative research
- Demonstrated communication, interpersonal, time management and organisational skills necessary to lead and motivate a team of research staff
- Experience of managing a research grant
- Possess a track record of successful grant applications
- Proven high standard of teaching - teaching experience with the ability to provide excellent teaching to high-achieving graduate students. Ability to carry out student assessment, and to design and deliver degree programmes
- Capable of providing graduate supervision
- Excellent oral and written communication skills, with the ability to present research findings effectively to fellow professionals or other informed members of the public

Working at the University of Oxford

The University is committed to the personal and professional development of its research staff and provides opportunities for development, training and enrichment. A range of taught and on-line courses are available as well as opportunities for mentoring and for leadership development. In
addition, the Oxford Internet Institute, the Social Sciences Division and the University in general have lively seminar and event programmes providing plenty of opportunities for learning and networking.

For further information about working at Oxford, please see

www.ox.ac.uk/about_the_university/jobs/research/

The University

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

Social Sciences Division

The Oxford Internet Institute is a department within the Social Sciences Division, one of 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.

The Social Sciences Division represents the largest grouping of social sciences in the UK. It is 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 http://www.socsci.ox.ac.uk/
The Oxford Internet Institute (OII)

The Oxford Internet Institute has expanded rapidly since its founding in 2001 to become a world-leading centre for the multidisciplinary study of the Internet and society, with activities focusing on research, post-graduate teaching and policy-making and practice.

The OII aims to bring about a greater understanding of the various social factors that are shaping the Internet and their implications for society. Central to this vision is a view of the Internet as a phenomenon that goes far beyond its technical capabilities to encompass all the people, services, information, and technologies that are intertwined in this 'network of networks'. Excellence in research underpins the Institute's collaborative and teaching activities. Wide-ranging collaborative relationships with experts from academia, government, business, and industry in the UK and around the world also play a central role in its strategic drive.

The OII’s research strategy has targeted areas critical to the public interest, where the design and use of the Internet and related technologies are likely to contribute to a substantial restructuring of social practice and institutional arrangements. Having developed critical mass in these areas, the OII’s strategy for the next five years is geared towards deepening and extending the range of grant-funded research around each theme and disseminating the outputs in high-quality journals, while ensuring that research helps inform and shape policy and practice.

Research at the OII focuses on 8 research clusters:

- **Connectivity, Inclusion & Inequality**: understanding the shifts in the power dynamics caused by information and communication technologies.
- **Digital Knowledge and Culture**: charting the on-going digital transformations of the sciences, social sciences, arts and humanities, and their implications.
- **Digital Politics & Government**: investigating political behaviour, digital government and government-citizen interactions in the age of the internet, social media and big data.
- **Education, Well-Being and Digital Life**: addressing the psychological, social and educational implications of the Internet, for people of all ages, across the full lifespan, with a particular focus on children and young people.
- **Ethics and Philosophy of Information**: investigating the ethical, epistemological, logical and ontological aspects of information, its sciences, phenomena and dynamics.
- **Internet Economics**: understanding the economic and social implications of new business models, new market structures, and new types of economic activity.
- **Information Governance & Security**: analysing the challenges created by the digitisation of information, seeking solutions through new governance rules, processes and institutions, and investigating the relationship between emerging technologies, their design, and information security and privacy.
- **Social Data Science**: seeking a quantitative understanding of how individuals behave and interact in society.

In all its research, the OII aims to operate at the cutting edge in both quantitative and qualitative methodologies that cut across disciplines and topics. Methodological innovation is vital given the changing nature of the Internet and advances in ICTs which both necessitate and facilitate the development of new techniques. OII researchers are developing methodologies such as the embedding of ICTs for real time observation of social phenomenon; webometric techniques for observing the underlying structure of the web presence of social institutions; artificial intelligence design; experimental research; on-line action research; content analysis; investigation of virtual environments; and online survey research.
For more information about the Oxford Internet Institute please visit http://www.oii.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 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

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/.