



## **Job Title: Senior Research Fellow**

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Further particulars

**School of Geography and the Environment (SoGE), Environmental Change Institute, (ECI).**

**Salary scale £36,532 to £43,622 for up to 3 years**

This post is full-time reporting to the Director of ECI.

### **Background**

The Environmental Change Institute (ECI) is a research centre within the Oxford University School of Geography and the Environment (SoGE). The ECI is an interdisciplinary research centre that works towards cross-sectoral solutions to environmental risks (such as climate change, land degradation and ecosystem change) through analysis and design of policies and activities for lower carbon futures, sustainable development and nature conservation. It aims to combine high-quality research with impact and relevance for a broad range of non-academic audiences.

### **The University**

The University is a complex and stimulating organisation, which enjoys an international reputation as a world-class centre of excellence in research and teaching. It employs over 8,000 staff: most are directly appointed and managed by one of the University's departments or other cost-centres within a highly devolved operational structure – this includes 2,900 'academic-related' staff (postgraduate research, computing, senior library, and administrative staff) and 2,800 'support' staff (including clerical, library, technical, and manual staff). There are also over 1,300 academic staff (professors, readers, lecturers), whose appointments are in the main overseen by a combination of broader divisional and local faculty board/departmental structures. Academics are generally all also employed by one of the 39 constituent colleges of the University as well as by the central University itself. Annual turnover is over £400m. Income from external research contracts exceeds £140m p.a. More than 20 spin-off companies have been created, including a number of highly successful market capitalisation.

This post is in the Environmental Change Institute, School of Geography and the Environment which is based in the Dyson Perrins Building, South Parks Road, Oxford, OX1 3QY. For more information, please visit our web-site at [www.eci.ox.ac.uk](http://www.eci.ox.ac.uk)

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The main ECI focus is currently on three environmental topics - climate impacts and policy; ecosystem dynamics; and low carbon energy futures. In the spring of 2009 the ECI undertook a strategic planning exercise, one output of which was a Vision and Strategy document which consolidated around these three topics but also identified six research themes that cut across these three topics. The six research themes are:

- Greenhouse gas sources and sinks
- Greenhouse gas mitigation technologies, strategies and policies
- Sector resilience and adaptation to environmental change
- Ecosystem resilience and adaptation to environmental change
- Environmental governance
- Societal and cultural contexts to environmental change

The ECI is creating a Research Fellowship Programme with a remit to address these six research themes. Pre-existing ECI Fellows will join this programme and be complemented by new appointments. There is an immediate need to appoint a Senior Fellow to enhance our research and teaching capacity in these areas. The Fellow will work with the Director, Deputy Director and four Programme Directors to develop and implement an integrated, interdisciplinary research agenda with supporting projects and activities that provide a focus for new intellectual development and synthesis within and across those themes. The Fellow will be expected to develop his/her own team and lead grant applications to fund these projects and activities. The post will be offered for a period of 2-3 years with the possibility of extensions subject to success in raising external funds.

. The main purpose of this post is to develop and take forward ECI's research vision and strategy in the area of environmental governance at all scales, local-national-international. The scope of the Fellowship will cover the range of formal and informal institutions and organisations across the public, private and non-governmental sectors, with the Fellow especially encouraged to explore the relationship between environmental governance and other forms of governance (corporate, state, community). Work will contribute to critical and constructive analysis of various forms of policies and strategies aimed at preserving or minimising damage to the environment and ecosystems and/or the development of new approaches and instruments for environmental governance that address key concerns such as climate change, land degradation and deforestation. Key issues to be addressed here could include equity and justice within and between communities, or emerging forms of social empowerment.



## **Main responsibilities**

1. Production of high quality and topical research leading to publication in peer-reviewed journals, books or similar
2. Engagement with policy, practice and the public
3. Engagement in and contribution to the work of ECI research programmes
4. Development of research grant applications and other funding bids to develop the programme of work
5. Management of research projects and activities including staff management for any staff employed on such activities and projects
6. Contributing lectures in the Fellows area to Undergraduate and MSc students, and supervising some MSc and DPhil students in dissertations on this topic
7. Participation in seminars and other activities of the ECI
8. Contribution to the general intellectual life of the ECI and School of Geography and Environment and Oxford University
9. Presentations at international conferences and workshops

## **Selection Criteria**

Applicants must have a doctoral degree in a relevant discipline or in exceptional circumstances an MSc followed by appropriate experience with an extensive research and policy record. You should also have at least five years research experience in the chosen area, a strong publication record and evidence of engagement in policy, practice or public discourse. You must have worked in or with interdisciplinary teams that include both natural and social scientists. In addition you should meet the following criteria:

- Advanced degree (PhD) or relevant professional experience with evidence of quality publications in the environmental field
- Willing to network across the Department, University, nation and internationally in order to improve their individual research and those of others
- Evidence of existing participation in international research networks and collaborations
- Demonstrated record of research and innovation in solving problems and analysing data and information associated in the chosen field
- Willingness to work as a member of a team to deal tactfully and effectively with a wide range of contacts, including academics, students, other university staff, the media and decision makers
- Presentation skills and experience of presenting Conference and Workshop papers
- Ability to work independently
- It is also desirable to have had success in securing funding in competitive bidding situations or to have developed and managed such competitions within funding bodies



## General Conditions

The salary offered for a full-time appointment to this job will be University grade: 8 £36,532 to £43,622 pa, depending on qualifications and experience. If you are appointed at a salary below the top of the normal range, your salary will automatically be increased each year until you have reached the top point. Increases beyond this point may be available in certain cases. The salary quoted is subject to any general increases applied to all salaries of that grade. Pay and benefits for part-time appointments are worked out on a 'pro-rata' basis. Annual leave entitlement will be 38 days including fixed closure days and bank holidays. The appointment will be subject to an initial probationary period of 6 months, during which time the appointment may be terminated by one month's notice on either side. Following the successful completion of the probationary period the period of notice would be three months on each side.

This is a fixed-term post for up to three years.

The post is pensionable and the post holder eligible for membership of Universities Superannuation Scheme (USS), a contributory scheme to which members pay 6.35 per cent of annual salary. Subject to the Statement of Pensions Policy, which will be issued to the successful candidate, the appointee will be deemed to be in membership of the above pension scheme until he/she gives notice in writing to exercise the right not to be in membership of the above pension scheme. Members of staff are required to retire no later than the 30 September following their 65th birthday unless they can demonstrate a vested interest as defined in the University's statutes in retirement at 67.

The University has a generous maternity leave scheme and also offers paternity leave to expectant fathers and partners, and adoption leave. It offers subsidised nursery places, a holiday play-scheme, and tax and National Insurance savings schemes. Further information see <http://www.admin.ox.ac.uk/eop/child>.

The University runs a comprehensive programme of in-house training and staff development activities.

The University operates a no-smoking policy.

## How to apply

Applications should be made in the form of a detailed CV, a covering letter addressed to Mr Steve Morgan indicating clearly how the candidate meets the selection criteria for the post outlined above, and the names and contact details (postal and e-mail addresses, telephone and fax numbers) of three referees who have agreed to act on this occasion (at least one of whom should be a representative of the candidate's current or most recent employer). The University will assume that it is free to approach referees at any stage unless the candidate's application stipulates otherwise (i.e. candidates who wish a referee or referees to be approached only with their specific permission and/or if they are being called for interview on the final short list or are in receipt of a conditional offer, are asked to state such requirements explicitly alongside the details of the relevant referee(s)).



Please send your application to the **HR Officer, School of Geography and the Environment, OUCE, Dyson Perrins Building, South Parks Road, Oxford, OX1 3QY** or to [recruitment@ouce.ox.ac.uk](mailto:recruitment@ouce.ox.ac.uk), by **no later than noon on 30 November 2009**. Applications received after this date will not be considered. Please make sure you quote the relevant reference number **AC09019** at the beginning of your application and state where you saw this job advertised. Interviews will be held early in January 2010. A confirmed date will be posted on this website by the end of November.

Your appointment will be subject to (i) the return of a completed medical questionnaire which is acceptable to the University, (ii) the provision of original documentation which indicates your right to work in the UK, and (iii) the completion of an initial probationary period of six months.

The University reserves the right to screen individuals for employment. Any such screening would be discussed with you in advance of it taking place.

### **Equal opportunities at the University of Oxford**

As an Equal Opportunity employer, we positively encourage applications from people of different backgrounds. All our jobs are filled in line with our equal opportunities code of practice, which helps us make sure that men and women, people of different religions or beliefs, ages, racial groups, and those with disabilities are all treated fairly.

#### **POLICY STATEMENT**

The policy and practice of the University of Oxford require that all staff are afforded equal opportunities within employment and that 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. Subject to statutory provisions, no applicant or member of staff will be treated less favourably than another because of his or her sex, marital or civil partnership status, sexual orientation, religion or belief, age, racial group, or disability.

If you have any questions about equal opportunities at the University of Oxford, please visit our web-site at [www.admin.ox.ac.uk/eop](http://www.admin.ox.ac.uk/eop).

### **Data protection**

All data supplied by applicants will be used only for the purposes of determining their suitability for the post, and will be held in accordance with the principles of the Data Protection Act 1998 and the University's Data Protection Policy.



## **Background information on the School of Geography and the Environment**

The School of Geography and the Environment (SoGE) is comprised of the School of Geography, the Environmental Change Institute and the Transport Studies Unit. In 2005 the department moved into the refurbished Oxford University Centre for the Environment (OUCE) building in the university science area. The OUCE building includes high quality laboratory facilities, classrooms and offices for academic staff, researchers and postgraduate students.

**The School of Geography** at Oxford is one of the founding Geography departments in the UK with six statutory professorships and a further academic staff of over 22. There are approximately 300 undergraduates working in the School and over 90 postgraduate research students. In addition there are about 100 students doing the one-year taught MSc courses. Numbers of postgraduate students have increased substantially in the last 10 years and have been matched by recent developments of a new site for the School. (<http://www.geog.ox.ac.uk/>)

Oxford has unparalleled library facilities in the Bodleian, which is a copyright library. The School's OULS library and map collection contain over 80,000 volumes and over 60,000 maps; over 200 periodicals are taken currently and more than 130 series of research papers are taken from 70 other geography departments and research institutions. The library is on four floors with two large reading rooms and an extensive map and atlas store (Mansfield Road). In addition, geographers are able to use the library resources of the Bodleian, other departments of the University, and their own colleges, which generally concentrate on providing basic material for undergraduates.

**Environmental Change Institute** is an interdisciplinary unit administered within the School of Geography and the Environment. ECI undertakes research on environmental issues, teaches an MSc in Environmental Change and Management, and fosters university-wide networks and outreach on the environment. Founded 1991 through benefactions, ECI was designed to answer questions about how and why the environment is changing and how can we respond through public policy, private enterprise, and social initiatives. ECI research and teaching is characterised by a focus on global and regional environmental change, projects that bring together the natural and social sciences, and by an orientation to applied and public policy. Many of the research projects have a goal of influencing and informing public policy and decisions about the environment. The Institute is currently organized around three major research themes - [Climate](#), [Energy](#), and [Ecosystems](#). Most ECI staff are full time researchers and scientists working on specific externally funded projects within these research themes although we also host a number of senior research fellows working more independently on cross-cutting issues. We have a thriving body of doctoral and post-doctoral students. Many researchers and students contribute to MSc teaching.

**The Transport Studies Unit** ([www.tsu.ox.ac.uk](http://www.tsu.ox.ac.uk)). The Transport Studies Unit (TSU) in the School of Geography and the Environment has an established international research reputation in the fields of transport policy analysis, the development of new methodologies and behavioural studies. The TSU's mission is to maintain and enhance this reputation for excellence in research and to extend it into teaching. To this end, the TSU aims to be at the leading edge in national and international transport developments. Particular emphasis is placed on understanding the social,



economic and environmental implications of transport over both time and space. The TSU's work ranges in geographic scale from the local to the global, and the full spectrum of quantitative and qualitative research techniques is deployed. Most TSU staff are full time researchers and scientists working on specific externally funded projects within these fields of research although we also host a number of academic visitors working more independently on cross-cutting issues.

Further details of the teaching and research interests of SoGE research clusters, staff and students are available from <http://www.geog.ox.ac.uk>