



**UNIVERSITY OF OXFORD
Social Sciences Division**

**OXFORD DEPARTMENT OF INTERNATIONAL DEVELOPMENT
AND
JAMES MARTIN 21ST CENTURY SCHOOL**

INTERNATIONAL MIGRATION INSTITUTE (IMI)

**Research Officer, Global Migration Futures
(Ref: VG-09-002)**

Grade 7: Salary £28,839 - £35,469 p.a.

The Oxford Department of International Development (also known as Queen Elizabeth House) acts as the hub for the study of development in Oxford University, and provides links to all the major fields of study which bear on the subject. It is also the centre of a worldwide network of scholars and practitioners in developing countries, many of whom have been visitors to the Department.

The Department comprises a core of some twenty University academic staff engaged in teaching and research together with thirty further research staff members working in several major research centres, including the Refugee Studies Centre, the International Migration Institute (jointly with the James Martin School), International Gender Studies, the Young Lives project, the Centre for Research on Inequality, Human Security and Ethnicity, and the Sanjaya Lall Programme for Technology and Management for Development. These programmes produce a range of research publications, lectures, workshops and seminars. They also provide facilities under which a large number of visitors from developing countries come to the department to follow their own courses of study.

The department has about 180 graduate students reading for the two year MPhil in Development Studies, the MSc. in Forced Migration and the MSc. in Economics for Development (jointly with the Dept of Economics) and the MSc in Global

Governance and Diplomacy. The Foreign Service Programme is also responsible for the Certificate and the Postgraduate Diploma in Diplomatic Studies. The department currently has about 60 students pursuing doctoral research in development studies on topics that require an interdisciplinary approach or methodology. Further information about the department can be found at: <http://www.qeh.ox.ac.uk/> .

Further information about the courses can be found at:
www.admin.ox.ac.uk/postgraduate/caz/deve.shtml

Background

The International Migration Institute (IMI) at the University of Oxford is seeking to appoint a Research Officer or a Senior Research Officer to work on a new project entitled:

Global migration futures: Towards a comprehensive perspective.

This project will assess future global and regional migration trends and their effects on European receiving countries and sending countries mainly located in Africa, Asia and the Middle East through the elaboration of scenarios, taking into account future social, cultural, economic, political, demographic and environmental change in sending, transit and receiving countries.

This project is a joint initiative of the International Migration Institute (IMI) and the James Martin 21st Century School at the University of Oxford, and the Dutch Foundation: The Hague Process on Refugees and Migration (THP). The responsibility for carrying out the research lies with the IMI.

The International Migration Institute (IMI) is a research unit within Oxford University's Department of International Development (ODID): <http://www.qeh.ox.ac.uk/> It is also part of the James Martin 21st Century School. IMI examines patterns of human mobility typical of the 21st century. International migration is one of the key factors shaping the world in which we live. The IMI aims to develop long-term, comprehensive perspectives on global migration dynamics and their implications for global development working with researchers, practitioners and policy-makers in both the global South and North. A particular focus for IMI research and partnerships is migration within and from Africa: <http://www.imi.ox.ac.uk/>

The James Martin 21st Century School, founded in June 2005 at the University of Oxford, is a unique collaborative research effort. It is likely that the 21st century will be an unusually challenging one in the history of humankind. The goal of the School is to develop strategies for responding to the most serious problems, while also seeking to harness the most promising opportunities facing the world in the new century. The School is funded by a multi-million pound endowment from the information technology pioneer James Martin: <http://www.21school.ox.ac.uk/>

The Hague Process on Refugees and Migration (THP) seeks to build awareness of the multiple ways in which refugees, migrants and other displaced persons add value to

societies. It contributes to policy making based on factual evidence; it focuses on innovative approaches and concrete solutions. THP functions as initiator, catalyst and facilitator. The project on Global Migration Futures falls under THP's working strand 'Migration and Development' <http://www.thehagueprocess.org/>

The Research Officer will be appointed initially for one year and may be reappointed for a further period subject to funding. He or she will be responsible for the implementation of the first phase of the project, which will develop a conceptual framework by integrating and amending insights from existing migration theories developed for sending and receiving contexts. This comprehensive framework will conceptualise the ways in which migration (1) is part of and driven by broader processes of change and development in sending and receiving countries; (2) has its internal, self-sustaining and self-undermining dynamics, and (3) impacts on such processes of in its own right and restructures the context in which it takes place.

This first phase of the project will consist of a review of social scientific literature in the fields of economics, political economy, demography, geography, development studies, anthropology and sociology. This will lead to the elaboration of a conceptual framework and/or model of the social, cultural, economic and demographic factors in sending and receiving countries driving international migration and the linkages between them. Theory-linked hypotheses will be derived from this framework on the basis of quantitative analysis of existing data. Data will be drawn from existing migration databases developed by the World Bank, Eurostat, Sussex University, OECD, national statistical services and existing household surveys.

Subject to external funding, the Research Officer may also be involved in the second phase of the project, which will consist of in-depth case-studies focusing on a limited number of African, Middle Eastern and Asian countries experiencing large-scale migration to Europe and a limited number of EU immigration countries towards which this migration is directed. These case-studies will serve to examine how social, economic, cultural and environmental change at the local and national levels affect and are affected by mobility. A third phase, equally subject to external funding, will consist of the preparation of migration scenarios, mapping out a range of possible outcomes at various spatial levels and their consequences for change and development processes in sending and receiving countries.

Candidates should be experienced social scientists with a relevant doctorate and an outstanding research and publication record on issues, particularly on the main drivers and multiple causes of migration. The post-holder should also have high-level experience of engaging with public policy and with actors outside the academic field, such as community groups, non-governmental organisations, the media, and civil servants. The ability to work in a multi-disciplinary environment is essential.

The post-holder will be initially based in the IMI offices in the Old Indian Institute, Broad Street, Oxford. However, the IMI offices will be moving to the Oxford Department of International Development at 3 Mansfield Road, Oxford, later this year.

Main Responsibilities

The post-holder will be required to perform the following duties to the satisfaction of the Director of IMI:

- Work under the supervision of the Director of the IMI and in collaboration with other researchers at IMI and elsewhere engaged on this project;
- take responsibility for carrying out theoretical, methodological and conceptual research on the factors shaping international migration and the linkages between them;
- review the relevant social scientific literature in the fields of economics, political economy, demography, geography, development studies, anthropology and sociology
- on the basis of this review: elaboration of a conceptual framework and/or model of the social, cultural, economic and demographic factors in sending and receiving countries driving international migration and the linkages between them.
- analyse existing quantitative and qualitative data on international migration from a range of social-scientific disciplines
- derive hypotheses from the theoretical framework on the basis of quantitative analysis of existing data
- supervise research assistants and clerical staff;
- write high quality material suitable for academic and non-academic audiences, and engage the media as needed;
- engage with non-academic users to discuss aspects of research design, progress and findings;
- co-organise, and participate in, relevant workshops and conferences;
- participate in the intellectual life of the IMI, ODID and the James Martin 21st Century School.

Selection Criteria

- Doctorate in a relevant social science discipline
- Quantitative research skills and experience - including multivariate regression techniques
- Good research and publication record on relevant migration issues
- Familiarity with international migration data sources such as UN, OECD, World Bank.
- Experience of working with large datasets, including national census data.

- Good knowledge and understanding of migration theory
- Good knowledge and understanding of current international migration policy debates
- Proven capacity to design and carry out advanced research projects in the migration field

The following would be useful:

- Experience with research on the main drivers and determinants of migration
- Network of contacts in academic migration studies, NGO sector and policy circles (national and international)
- Record of successful engagement with policy and practice in the migration field
- Proven ability to communicate effectively with academic and non-academic audiences
- Knowledge of other languages, especially French.

Conditions of Employment

This is a full-time, Grade 7 (salary £28,839 - £35,469 p.a.) post, to start as soon as possible, and tenable for one year, with the possibility for renewal subject to available funding. If you are appointed at a salary below the top of the standard 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. There is also an annual ‘cost-of-living’ salary review, which normally takes place in summer each year.

The appointee will be entitled to 38 days (pro rata) of annual leave (this figure of 38 includes 8 public holidays). The actual distribution of annual holidays, excluding the public holidays, is as detailed in the relevant Staff Handbook (<http://www.admin.ox.ac.uk/ps/staff/handbooks/>).

This appointment will be subject to satisfactory completion of an initial probationary period of **9** months, with a mid-way review, during which 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.

The post is pensionable and the postholder eligible for membership of the Universities Superannuation Scheme (USS), a contributory scheme to which members currently pay 6.35 per cent of annual salary. Subject to the University's Statement of Pensions Policy, which will be issued to the successful candidate, the appointee will be deemed to be in membership of USS until such time as he or she gives notice in writing to exercise the

right not to be a member of the scheme. Members of staff are required to retire not later than the 30 September preceding their 66th birthday unless they can demonstrate a vested interest as defined in the University's statutes in retirement at 67.

The University operates a no-smoking policy in all its buildings.

Working for the University of Oxford

The University has several subsidised nurseries for under-fives, a holiday play scheme and tax and national insurance savings schemes. For further information look at the childcare website (www.admin.ox.ac.uk/eop/child) or email childcare@admin.ox.ac.uk. If you do not have web access, please write to Equal Opportunities, University of Oxford, University Offices, Wellington Square, Oxford OX1 2JD.

As well as providing childcare facilities, the University has generous maternity, paternity and adoption leave schemes to help new parents on its staff.

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

The University offers an interest-free season ticket loan scheme for bus or train season tickets. Annual passes for Oxford Bus Company routes are available at discounted rates.

All University staff can use the study facilities provided by the University libraries and museums; join the University Club, a sports and social club which has its own bar, café and reading room; and make use of the University Sports Complex and the Pulse fitness centre.

A number of discounts are available to University staff with various companies, please see the staff benefits handbook (www.admin.ox.ac.uk/ps/staff/benefits/)

The range of benefits is continuously reviewed and extended. For further information see: www.admin.ox.ac.uk/ps/staff/benefits/

How to apply

Applications, **clearly marked with reference number VG-09-002 and including a completed cover sheet** (available from the departmental website: <http://www.qeh.ox.ac.uk/vacancies> or from the address below), a detailed curriculum vitae, covering letter, and names and contact details of two referees (please see below), should be sent to:

The Administrator
Oxford Department of International Development
University of Oxford
3 Mansfield Road
Oxford OX1 3TB
Tel: 01865 281805

Fax: 01865 281801
Email recruitment@qeh.ox.ac.uk

Please do not send reference letters or any additional documents, other than the requested material, with your initial application.

Email applications are acceptable (please send these to the address above). There is no need to send a hard copy in addition to an email application.

Applications should be received no later than **12 noon on Thursday 26 March 2009**.

Applicants should include their daytime telephone number and the names and addresses of two persons to whom reference may be made. **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 their details of the relevant referee(s)).** At least one of those named as a referee should have direct experience of the candidate's work, either as a manager or through a sustained period of professional interaction, and ideally at least one should be a formal line manager at the most recent employer. It would be helpful if candidates could indicate the capacity in which their referees have gained knowledge of their work.

Any 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.

Applicants who would need a work visa if appointed to the post are asked to note that under the UK's new points-based migration system they will need to demonstrate that they have sufficient points, and in particular that:

(i) they have sufficient English language skills (evidenced by having passed a test in basic English, *or* coming from a majority English-speaking country, *or* having taken a degree taught in English)

and

(ii) that they have sufficient funds to maintain themselves and any dependants until they receive their first salary payment.

Further information is available at:

<http://www.ukba.homeoffice.gov.uk/workingintheuk/tier2/generalarrangements/eligibility/>

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

Equal Opportunities Statement

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, 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, 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

Data protection

All data supplied by applicants will be used only for the purposes of determining their suitability for the post¹, and will be held in accordance with the principles of the Data Protection Act 1998 and the University's Data Protection Policy.

¹ N.B. But if the person appointed to the post is a migrant sponsored under the UK's new points-based migration system, we are required to retain all applications for the duration of the sponsorship.