



Jesus College
OXFORD

NON-STIPENDIARY JUNIOR RESEARCH FELLOWSHIP (JRF) IN MANAGEMENT FURTHER PARTICULARS

I THE APPOINTMENT

The College invites applications for a Non-Stipendiary Junior Research Fellowship in Management, tenable for a fixed term of three years from 1 October 2024, or as soon as possible thereafter. This post is non-renewable. The Fellowship is intended for candidates who are at an early stage in their academic career. Applicants should have been awarded their doctorate after 1 October 2019 or be nearing submission of their doctoral thesis. Applications from people working in the fields of sociology, psychology, economics, or other cognate social sciences are welcome so long as their research is relevant to the study of management, including management in the non-profit and public sectors.

The objectives of the College in making this appointment are to develop and strengthen the research profile of the College, and more generally to contribute to the goal of maintaining the University of Oxford as a leading centre for research.

Duties

- Build an international research profile.
- Engage in original and high quality research in the field of Management.
- Disseminate the results of research through publication of books and/or articles in scholarly journals, and participation in conferences and seminars. Journal articles and conference proceedings must be deposited in an open access archive within three months of acceptance, or in exceptional cases (where this was not possible) within three months of publication.
- Engage in knowledge transfer activities, as and when appropriate.
- Act as Graduate Advisor to postgraduates.
- Attend/co-organise College research symposia or other academic events.
- Contribute to the general academic life of the College.

Criteria for appointment

1. Have secured funding for post-doctoral research at the University of Oxford.
2. Strong educational background, with a good first degree in Management or an equivalent qualification.
3. In possession of a doctorate in Management or a related field (awarded since 1 October 2019), or close to completion of the doctorate. Applicants who have not yet been awarded a doctorate must be nearing submission of their doctoral thesis with a clear timetable for completion by the start date of the post (expected to be 1 October 2024).
4. Possess a high level of research ability in the field.
5. Have a coherent proposed research programme for the duration of the Fellowship, of a standard which will contribute to and enhance the national and international profile of the field in the University.
6. Have a record of publications and other output demonstrating research expertise in the field, appropriate to the career stage of the applicant.
7. Be able to communicate well about their subject.
8. Be able to demonstrate the suitability of Oxford for carrying out the proposed research.

Jesus College

Jesus College has a strong commitment to promoting and enabling education, learning, scholarship and research at the highest levels amongst its students and academic staff, whilst preserving an informal and friendly atmosphere. Founded in 1571 by Elizabeth I, the College is a self-governing educational charity and is one of the 39 constituent colleges of Oxford University. With Professor Sir Nigel Shadbolt FRS FREng, as its Principal, the College comprises over 100 Fellows, 50 lecturers, just over 330 graduates and just under 400 undergraduates, and 90 support staff. The College is located on an attractive historic site in the centre of Oxford, with excellent access to the Bodleian Library and other University libraries, the Science Area, and the University's department and faculty buildings. Two annexe sites, in north and east Oxford, allow the College to provide accommodation for almost all its students.

In 2022 the College opened [the Cheng Yu Tung Building](#) on its main Oxford site. In addition to postgraduate accommodation, teaching and learning spaces and other student facilities, this transformational space includes [the Cheng Kar Shun Digital Hub](#), fostering innovation with digital technology, within and across disciplines, and enabling researchers to explore new methodologies and share research results in innovative ways. The Digital Hub engages academics, students, staff, schools, and the public with digital research and teaching, events and activities, thus building on the University of Oxford's world-leading research, teaching, collections, and technologies.

The College encourages the academic achievements of its students (being regularly towards the top of the table for the best performance in final examinations) with excellent teaching, and generous and varied financial support. Similarly it celebrates and supports the academic endeavours of its Fellows, both in research and teaching.

The College held a [Strategic Review of its activity for 2023-2027](#), setting out a number of important academic themes.

Full information about the College is available on the [college website](#).

Information about academic staff at Jesus College, including their research and teaching interests, may be found at <https://www.jesus.ox.ac.uk/about-jesus-college/our-community/people/>.

Management at Jesus College

The College's Fellow and Tutor in Management is Associate Professor Ivona Hideg. Her main programme of research includes workplace equity, diversity, and inclusion (EDI). In her work, she focuses on gender, but also examines issues surrounding race, ethnicity, language and accent including intersection of various identities that we all hold.

The College seeks to admit 4 undergraduates in Economics & Management each year, making a total body of 12 at any one time. It also admits a number of postgraduates in taught (MBA) and research programmes.

II ENTITLEMENTS

1. *Office space*: in College (equipped with a standard Windows desktop PC and black & white printer) will be provided if the post-holder has no Departmental office.
2. *Accommodation*: a single Fellow may rent furnished rooms, if available.
3. *Dining rights*: the Fellow will be entitled to lunch and dinner free of charge with members of the Senior Common Room during term and vacation, except when the kitchens are closed.
4. *Membership of the Senior Common Room (SCR)*: £60 per annum charge payable.
5. *Research Allowance*: to the value of £1,000 per annum (reviewed annually) is available towards the support of research (e.g. laboratory expenses, purchase of books, travel, or attendance at conferences).
6. *Major Research Grants Fund*: Junior Research Fellows are eligible to apply to a cash-limited Major Research Grants Fund, currently worth approx. £40,000 per annum. Applications are invited in Hilary and Trinity Terms each year. Preference may be given to Fellows at an early stage in their career and to those with little access to alternative funding sources.

Please note that a Junior Research Fellowship does not carry with it membership of Governing Body.

Intellectual life and the College community

Each term there are a number of events for members of the Senior and Middle Common Rooms to meet to present and discuss their research, as well as many varied and interesting online events open to Fellows, staff and alumni. Additional events throughout the year include student musical, dramatic and choral productions.

The Fellows of the College form a lively multi-disciplinary and international community. Weekday lunches in particular are a popular time and there would be excellent opportunities for the Junior Research Fellow to speak to a broad range of other Fellows and lecturers in many different disciplines. Guest Nights on Wednesdays and Fridays during term offer very pleasant occasions for Fellows to entertain professional and personal guests, and a chance to meet a wide range of interesting people. The College hosts a number of well-attended formal dinners throughout the year, at which the Junior Research Fellow and their guest would be most welcome.

Facilities

Junior Research Fellows may make use of the College's well-equipped seminar and other rooms for meetings, entertainment, conferences etc., and can book accommodation for guests in dedicated Fellows' guest rooms. Junior Research Fellows regularly use College facilities to host seminars, colloquia and conferences of several days' duration. The Fellows' Resources Room provides networked computers, printers, fax, and photocopiers. The College's beautiful 17th-century library offers working and reading spaces for all Fellows, with Wi-Fi (the student library is separate and may also be used).

III OTHER TERMS AND CONDITIONS

Probation: the appointment will be subject to an initial probationary period of one year, during which the appointment may be terminated by three months' notice on either side. Probation is assessed in the third term by the Governing Body on the basis of a self-report from the JRF. A usual condition of passing probation is that any JRF who took up the post without having completed their doctorate should have gained their doctorate by the time they write the probationary report. Upon satisfactory completion of the initial first year of appointment, the post-holder will be eligible for re-election for a further two years, non-renewable. A further self-report should be submitted at the end of the Fellowship tenure.

Mentor: the College will ascribe a Fellow in a cognate area to be the Junior Research Fellow's academic mentor.

Teaching: Junior Research Fellows are encouraged to develop their teaching skills, if appropriate, and may undertake a maximum of six hours teaching per week in term. However, there is no requirement to undertake any teaching at all during the Fellowship if the holder does not wish to do so.

Equal opportunities: Jesus College welcomes and celebrates diversity. We strive towards creating an inclusive environment, where our staff and those associated with the College feel valued and respected. We want them to thrive, regardless of their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation. Our staff are an integral part of our community, and we cherish equally those qualities that make each of us unique, and those that bring us together.

Applicants invited for interview will be asked whether they require any particular arrangements to make the interview more convenient and effective for them. Where suitably qualified individuals are available, the selection committee will contain at least one member of either sex.

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 2018 and the [College's Data Protection Policy](#).

Work permits: All appointments are made in accordance with the University of Oxford Equal Opportunities Policy and Code of Practice and applications are welcomed from a wide range of candidates. The University undertakes not to discriminate unlawfully against any applicant on the basis of any information revealed.

The Immigration, Asylum and Nationality Act 2006 makes it a criminal offence for employers to employ someone who is not entitled to work in the UK. We therefore ask applicants to provide proof of their right to work in the UK before employment can commence.

IV APPLICATION PROCEDURE

To apply please complete the online form at <https://ams.jesus.ox.ac.uk/Forms/url/JRFinManagement> by **12 noon on Friday, 17 May 2024**.

Please note that you will be asked to upload the following **(in PDF file format only)**:

1. A covering letter
2. A Curriculum Vitae containing a list of any publications
3. An outline of the proposed programme of research (two sides of A4 max)
4. A note containing the names and contact details, including email addresses, of two referees
5. An outline of a plan to submit doctoral thesis with a clear timetable for completion by the start date of the post (expected to be 1 October 2024), if applicable.

References:

The College will seek references at a shortlisting stage. There is no need for referees to send in a reference prior to being contacted.

It is anticipated that interviews will take place on Tuesday, 18 June 2024. If interviews are conducted in-person, reasonable interview expenses will be reimbursed, and overnight accommodation can be offered if required. Interviews may be conducted remotely.

Queries may be addressed through the Principal's PA, Mrs Helen Gee (helen.gee@jesus.ox.ac.uk).