



UNIVERSITY OF OXFORD

School of Interdisciplinary Area Studies

Further Particulars Departmental Lecturership in African Studies

LN/S 22562

The School of Interdisciplinary Area Studies seeks applications for full time fixed term Departmental Lecturership in African Studies. The Lecturership is tenable from 1 October 2008 for 21 months. The post-holder will be associated with St Antony's College as the Atiku Junior Research Fellow. The closing date for applications is 18 July 2008. The appointment will be made on the University's Departmental Lecturer salary scale, currently £27,466 to £33,780 p.a.

The post-holder will be responsible to the Heads of the Schools of Interdisciplinary Area Studies. He/she will have shared office facilities in the African Studies Centre.

1) DEPARTMENTAL DUTIES

The primary functions of the departmental lecturer will be to assist in teaching, marking and supervision for the MSc in African Studies at the discretion of the Director of the African Studies Centre. Teaching will largely focus on the core courses for the MScs in African Studies. Activities will include delivering a limited number of lectures, leading relevant classes, tutorial teaching, producing reading lists in advance of the teaching, and marking class essays over the course of three terms each year. Duties will also involve: supervising or co-supervising a limited number of dissertations, participating in the marking of extended essays and dissertations, examining, and keeping office hours for consultation by masters students. The post-holder will be responsible for the well-being of students during contact time, and will act as the first point of contact for course-work related problems arising from the lectures and classes taught by the post-holder.

The African Studies Centre organises a range of lectures, seminars, workshops and conferences as part of its programme and the appointee will be expected to participate and assist in some of these activities. The appointee will be a member of the African Studies Centre teaching committee.

The lecturer will also be encouraged to develop his/her research, to publish in peer-reviewed journals and books, and submit research proposals to outside funders.

2) CRITERIA FOR SELECTION

The School is looking for the candidate who most fully meets the following criteria:

- (i) a doctorate in a relevant field or evidence that a doctoral thesis will be submitted by the starting date of the post;
- (ii) a track record of research of international quality, including the capacity to publish in international journals and with major presses in African Studies;
- (iii) the ability to teach graduate students of high calibre, and to carry out student assessment;
- (iv) teaching experience in relevant fields;
- (v) the ability to supervise advanced degree students in African Studies;

- (vi) preference may be shown for candidates who have expertise in eastern and/or southern Africa.

3) THE SELECTION PROCESS AND HOW TO APPLY

Candidates will be considered for this post on the basis of the selection criteria outlined above. Applications (seven copies of all documents except for candidates from overseas who need send only one), including a letter addressing the selection criteria, a curriculum vitae, and an outline of current research interests in African Studies, should be sent to the Administrator, School of Interdisciplinary Area Studies, for receipt not later than 18 July 2008. Candidates are also asked to arrange for two referees to write or email in support of their application, for receipt not later than this date to the same address, or to email address vacancies@area.ox.ac.uk. There is no application form.

Informal enquiries about the post can be made to Professor William Beinart, Head of the School of Interdisciplinary Area Studies (email: william.beinart@sant.ox.ac.uk).

Those interviewed will be asked to discuss their research and teaching experience. The selection committee for this post is composed of representatives of the School.

All reasonable interview expenses will be reimbursed. The appointment will be subject to satisfactory completion of a medical questionnaire and the provision of proof of the right to work in the UK.

Equality of opportunity: The policy and practice of the University of Oxford require that all staff are offered 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 status, racial group, disability, or sexual orientation. Where suitably qualified individuals are available, selection committees will contain at least one member of each 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 1998 and the University's Data Protection Policy.

4) BACKGROUND TO THE SCHOOL OF INTERDISCIPLINARY AREA STUDIES

The School of Interdisciplinary Area Studies (SIAS) is part of the Social Sciences Division. It represents a major commitment by the University to enhancing teaching and research in Area Studies. The School brings together six units: the African Studies Centre, the Latin American Centre (including the Brazilian Studies Programme and the Mexican Studies Programme), the Nissan Institute of Japanese Studies, Contemporary China Studies (including the Contemporary China Studies Programme supported by the Leverhulme Grant for Contemporary Chinese Studies), Russian and East European Studies, and the Contemporary South Asia Studies Programme. In addition, the School encourages academic co-operation with, and provides support to, a number of related academic activities which have their principal home in the Humanities Division such as Middle Eastern Studies. It also provides a home for the British Inter-University China Centre funded by HEFCE. SIAS is undergoing significant expansion with new taught courses and major external research grants. The administration of the School is based at 12 Bevington Road.

The School of is devoted to research and graduate teaching in academic disciplines which attempt to understand the complexity and the interrelatedness of society through anthropology, economics, politics, history, sociology and culture. Its teaching and research seek to take into account both the insights provided by the separate disciplines and the contextualisation provided by in-depth knowledge of specific regions and countries. Interdisciplinary collaboration to study specific social processes is encouraged, and a number of the current research projects are in collaboration with other departments.

Currently, Masters courses are run by the African Studies Centre, Latin American Centre, the Nissan Institute of Japanese Studies, and Russian and East European Studies, which admit in total between 70 and 80 graduate students a year. Masters courses in Contemporary India and Modern Chinese Studies are being launched in October 2008. Additionally, the School's academic staff supervise doctoral students and teach on a range of undergraduate programmes in other parts of the University.

Potential applicants can find out more about the School at www.area-studies.ox.ac.uk

The African Studies Centre: The post-holder will be a member of the African Studies Centre within the School. Staff directly employed in the Centre are currently William Beinart (Southern African History and Politics, Environmental Issues), David Anderson (East African History and Politics), David Pratten (West African Anthropology), Nicolas Cheeseman (African Politics), Helene Neveu (Anthropology), and Ami Shah (African Studies). Post-doctoral post holders include Kate Meagher (West Africa/ Sociology), Christopher Low (Southern Africa/History), Hugh Macmillan (Southern Africa/History), Marco Bassi (East Africa/Anthropology), David Turton (East Africa/Anthropology), and Graciela Gil-Romera (Paleoecology). The African Studies Committee draws on staff throughout the University, including Jocelyn Alexander (Development Studies); Elleke Boehmer (English); Paul Collier (Economics); Patricia Daley (Geography); Jan-Georg Deutsch (Modern History); Mark Harrison (Wellcome Unit for the History of Medicine); David Johnson (Comparative Education); Tony Lemon (Geography); Sloan Mahone (Wellcome Unit for the History of Medicine); Peter Mitchell (Archaeology); Abdul Raufu Mustapha (Development Studies); Michael Noble (Social Policy); John Pinfold (Rhodes House) and Nicholas Van Hear (Anthropology).

Potential applicants can find out more about African Studies in the School of Interdisciplinary Area Studies at www.africanstudies.ox.ac.uk

5) ABOUT THE UNIVERSITY OF OXFORD

The University of Oxford is an independent and self-governing institution, consisting of the central University and the Colleges in a federal system. The University also allows fruitful opportunities for experiment and development and helps to provide a stimulating multi-disciplinary academic community.

The central University: The central University determines the content of the courses within which College teaching takes place. It organises lectures and seminars and provides a wide range of resources for teaching and learning in the form of libraries, laboratories, museums, computing facilities, etc. It selects and supervises graduate students, and also sets and marks examinations, examines theses and awards degrees.

The central University introduced a new system of governance in October 2000. It now has four academic divisions (Humanities, Social Sciences, Mathematical, Physical and Life Sciences, and Medical Sciences) through which its academic administration is conducted. Each division is led by a full time Head of

Division who chairs the Divisional Board and major committees. The School of Interdisciplinary Area Studies is one of the departments of the Social Sciences Division, headed by Professor Roger Goodman. The Division provides a framework for teaching and research and also includes the Departments of Politics and International Relations, Economics, Education, Social Policy and Social Work, Sociology, the Saïd Business School, the Faculty of Law, Queen Elizabeth House (Development Studies), the School of Anthropology and Museum Ethnography, the School of Archeology, the Oxford Internet Institute, the Centre for the Environment, and the Oxford-Man Institute of Quantitative Finance.

About the Colleges: The first Colleges began as medieval halls of residence for students under the supervision of a Master. Today, thirty-nine independent, self-governing Colleges form a core element of the University. Each is governed by a Head of House and a number of Fellows, who are academics specializing in a wide variety of disciplines, most of whom also hold university posts. There are also six Permanent Private Halls, which were founded by different Christian denominations, and which still retain their religious character. The Halls have similar powers and duties as Colleges. Thirty Colleges and all six Halls admit students for both undergraduate and graduate degrees. Seven other Colleges are for graduates only; one, All Souls, has fellows only, and one, Kellogg College, specialises in part-time graduate and continuing education.

Colleges receive fees for educating students, board and lodging charges and income from endowments. Through a College Contributions Fund, better-endowed colleges contribute to the needs of poorer colleges. Colleges and Halls select their own undergraduate students and are responsible for their tutorial teaching and welfare. They provide accommodation, meals, common rooms, libraries, sports and social facilities and pastoral care for their student members.

6) TERMS AND CONDITIONS OF APPOINTMENT

Stipend: The successful candidate will be appointed according to the Oxford University scale for departmental lecturers. If appointed to a salary below the top of the standard range, the post-holder's salary will automatically increase each year until it reaches the top point. Increases beyond this point may be available in certain cases. There is an annual 'cost-of-living' salary review, which normally takes place in summer each year

Annual leave: The appointee will be entitled to 38 days 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 (www.admin.ox.ac.uk/ps/staff/handbooks)

Pension scheme: The lecturer will have the option of becoming or remaining a member of the Universities Superannuation Scheme (USS). 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 30th of September preceding their 66th birthday unless they can demonstrate a vested interest as defined in the University's statutes in retirement at 67. If the post-holder contributes to the Universities Superannuation Scheme (USS), the post-holder will also be automatically enrolled in the University's Salary Exchange scheme for pension contributions from three months after joining the pension scheme, unless the post-holder gives notice in writing to the Payroll Manager, Finance Division, University of Oxford, 23-38 Hythe Bridge Street, Oxford OX1 2ET that he/she elects **not** to take advantage of this facility at least one month before automatic enrolment.

Probationary period: The post holder will be required to complete a probationary period of six months before the appointment is confirmed for the remainder of the fixed term.

Eligibility to work in the UK: applicants who would need a work visa if appointed to this 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 dependents until they receive their first salary payment. Further information is available at: <http://www.ukba.homeoffice.gov.uk/workingintheuk/tier2/generalarrangements/eligibility/>

Intellectual property: The Statutes and Regulations of the University record the extent of the University's claims to intellectual property, and the proportions in which exploitation revenues are shared with researchers. Copies of the relevant extracts are available on request.

Appraisal scheme: All staff participate in the University's appraisal scheme which is currently under review.

Parental leave: The University has generous maternity leave arrangements. Provided that they have at least 26 weeks' service with the University at the fifteenth week before the expected week of childbirth, women may take up to 26 weeks' leave on full pay, plus 13 weeks SMP, plus a further 13 weeks unpaid leave. Arrangements are available to enable a phased return to full duties; for women to return to work on a part-time basis after the birth of their child; and for paternity leave. Requests for flexible working arrangements will be considered.

Childcare facilities: The University has three subsidised nurseries and also subsidises places at some local nurseries, although at present there is a waiting list. There is also a salary sacrifice scheme whereby parents with children at university nurseries are able to save on income tax and national insurance contributions, and a virtual voucher scheme for parents with children not at university nurseries whereby a saving is made on national insurance contributions. There is also a holiday play scheme for school-age children. Further information may be obtained from the childcare website (www.admin.ox.ac.uk/eop/child) or by e-mailing childcare@admin.ox.ac.uk, or writing to the Diversity and Equal Opportunities Unit, University of Oxford, University Offices, Wellington Square, Oxford OX1 2JD.

Other terms and conditions of appointment: All appointments are subject to the relevant provisions of the Statutes and Regulations of the University in force from time to time, as published from time to time in the University Gazette.

Working for the University of Oxford: 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 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.

St Antony's College

Subject to Governing Body approval, the post-holder will be associated with St Antony's College, as the Atiku Junior Research Fellow.

St Antony's College was founded in 1950, through the generosity of Antonin Besse, a French entrepreneur who, from his base in Aden, had established a trading empire in Arabia and North East Africa. His admiration for the independence of Oxford University and its emphasis on the individual led him to found the first international Graduate College there. It was named after St Antony of Egypt, the founder of ascetic monasticism in the deserts where Besse had prospered.

St Antony's chosen field is the interdisciplinary study of the modern history, politics, international relations, economics, sociology and culture of the regions of the world. It provides an informal and multicultural environment for advanced research and postgraduate education and has become the leading European centre for international studies, competing with the best graduate schools in the United States and adding a uniquely European viewpoint to its international vision.

During its 58 years, St Antony's has had five Wardens. Sir William Deakin (1950-68) was a young Oxford academic who was an assistant to Winston Churchill and in the Second World War became an adventurous soldier. He won Antonin Besse's confidence and played the key role in turning his vision into the centre of excellence that St Antony's has become. Sir Raymond Carr (1968-87), a distinguished historian of Spain, expanded the College and its regional coverage and opened its doors to visiting scholars from all over the world. Sir Ralf (later Lord) Dahrendorf (1987-97) came to St Antony's after an outstanding career as a social theorist and politician in Germany, a European Commissioner and Director of the London School of Economics. He further enlarged the College and developed its role as a source of policy advice. The fourth Warden, Sir Marrack Goulding, served in the British Diplomatic Service for 26 years before becoming an Under Secretary-General at the United Nations. His appointment underlined the international nature of the College and its links with government and the international community. The current Warden, Professor Margaret MacMillan, was a student at the College. Before becoming Warden she was Provost of Trinity College, Toronto. She has published extensively, her most recent book being on Nixon's visit to China.

Like other Oxford colleges, the College is an independent self-governing institution. Its Governing Body consists of between 30 and 40 Fellows and is chaired by the Warden. The Fellows are distinguished scholars in their chosen fields and most of them hold senior academic posts in the University. Each conducts his or her own research programme. Almost all of them supervise postgraduate students from St Antony's and other colleges and some teach undergraduates as well. They also take part in University and College administration.

The Fellowship will be a non-stipendiary position. The Fellow will be entitled to free lunches and dinners when the College Hall is open and to six free High Tables each term.; while the High table meal is free wine and dessert have to be paid for by the Fellow as taken. The fellow will also be entitled to use the College's Common Rooms. There will be no College duties associated with the post, but the post-holder will be expected to participate in St Antony's College academic life and attend the African Studies seminar.