Regent’s Park College Oxford

Post
Post-Doctoral Researcher

Overview of the Post
Regent's Park College is a permanent private hall of the University of Oxford, situated in the centre of the City. The College admits both undergraduate and graduate students to take Oxford degrees in a variety of arts, humanities and social science subjects. The college also trains men and women for ordained ministry among Baptist Churches in Great Britain and overseas. Regent’s Park has a particularly strong track record in inter-disciplinary research, fostered by the Oxford Centre for Religion and Culture. Further details on the College can be found in the Annex.

The College is looking to appoint a Post-Doctoral researcher who will undertake a two-year study of the state of freedom of religion or belief in the UK. This project will be overseen by the Oxford Centre for Religion and Culture, and under the guidance of Baroness Berridge of the Vale of Catmose, a member of the House of Lords and Trustee of Freedom Declared Foundation.

Job Title: OCRC Study Research Fellow
Contract: 2 years
Hours: Full time
Salary: £32,500
Reports to: OCRC and the Study Director

Overview of the Project
This research will seek to draw on and reflect the lived experience of people in the UK today. This will involve the organisation and conducting of workshops, surveys and focus groups in addition to desk-based research and data analysis. The research will consider questions concerning, inter alia, sharing and changing religion or belief; the implications of faith or belief adherence in education and participation in public life; the place and role of reserved occupations; the impact of hate speech and crimes on enjoyment of freedom of religion or belief.

Role of Regents Park College
Originally founded by non-conformists (Baptist) in 1810, Regents Park College is now a Permanent Private Hall of the University of Oxford. Its Principal, Professor Sir Malcolm Evans, KCMG is a renowned human rights expert, including the international protection of the freedom of religion or belief. Baroness Berridge has long championed the religious freedom, through her establishment of the UK APPG on the Freedom of Religion or Belief and the international platform of parliamentarians, www.IPPforb.com, the origins of which lie in collaborations established at Regents Park College.

The current project will be based at Oxford Centre for Religion and Culture and run in partnership of Baroness Berridge of the Vale of Catmose, Trustee of the Freedom Declared Foundation (FDF) and member of UK House of Lords. The Director of the Centre is the noted theologian Professor Anthony Reddie. The Centre will oversee the work of the Post-Doctoral researcher who will undertake this two-year study of the state of freedom of religion or belief in the UK. In addition to the final Project Report, it is anticipated that the research will also generate a number of academic articles to be submitted for publication in appropriate academic journals, an interim report at the end of year 1.
and oversee the hosting and delivery of two project seminars, at the end of each year, to be held at the College at the end of year 1 and in the House of Lords at the end of year 2. It is anticipated that the Report will help inform the work of the Freedom Declared Foundation and assist its generation of policy papers and future research.

Terms of Appointment
1. This is a two-year fixed term, full-time appointment.
2. The salary for this post is £32,500 pa.
3. The Researcher will be automatically enrolled into the Universities Superannuation Scheme (USS) unless they notify the College otherwise.
4. The Researcher will be provided with office space furnished with appropriate equipment which will be considered their normal place of work.
5. The Researcher will have the right to dine in College when meals are available to staff, up to five meals per week, and will be made a member of the Senior Common Room.
6. The holiday entitlement is 30 days plus 8 bank holidays a year (pro-rata for part-time). Holiday is not normally permitted during term time, though may be taken with prior agreement of the Principal under special circumstances.
7. The College offers a health cash plan, contributory for partners.

Person Specification and Selection Criteria
The successful candidate will demonstrate the following in application and at interview:

Essential
1. To have, or to have submitted for, a PhD in a field relevant to the focus of the research.
2. Experience in undertaking socially related forms of research, particularly using participative forms of methodology.
3. Proven ability at conceptualising, designing and managing research projects.
4. Proven track record in completing research outputs – peer review articles, reports, book chapters, books etc.
5. Demonstrated ability to use social media to disseminate research findings and to write cogent reports for funders and other stakeholders.
6. Can evidence an ability to work with others and the ability to organise research consultations and seminars.
7. Can demonstrate a competent level of religious literacy.
8. Proven experience of being a self-starter who can work for long periods unsupervised.
9. Experience in drafting policy papers and willingness and experience of engaging with policy makers in the UK.

Desirable
1. An interest in research in law, politics or social sciences research methods.
2. Interest in how research can inform social policy and cultural and social attitudes.
3. Experience in designing and making presentations.
4. Familiarity with some of the concerns relating to ‘Freedom of Religion’ in the UK and internationally.
5. To be a person who is understanding of the importance of religion or believe to the life of individuals and society.

**Application Procedure and Selection Process**

1. Persons considering applying who would like an informal conversation with the Principal/Study Director about the post may arrange such a conversation by contacting the PA to the Principal-Human Resources, Kristin Anderson kristin.anderson@regents.ox.ac.uk

2. Candidates should address a letter of application to the Principal explaining how the applicant believes that they meet the selection criteria specified.

3. The letter along with current CV and the names of three referees should be received by the PA to the Principal-Human Resources kristin.anderson@regents.ox.ac.uk by 9am Friday 13th October.

4. All applicants will be asked to complete an Equal Opportunities Monitoring Form.

5. Shortlisted applicants will need to arrange for their three referees to submit references directly to the College via email.

6. Interviews are expected to be held on Tuesday 31st October.

7. The postholder will start at their earliest availability.

**Selection process**

Applications for this post will be considered by a selection panel comprising the Principal, the Study Director and a Research Fellow of the College. Candidates invited for interview will be asked to make a presentation as part of the process. No offer of appointment will be valid until and unless a formal contractual offer has been made. The appointment will be subject to standard pre-employment screening, as applicable to the post, including right-to-work, proof of identity and references.

**Equal Opportunities Statement**

The policy and practice of the College and the University of Oxford require that all staff are offered equal opportunities within employment and that entry into employment 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 age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation. For monitoring purposes we ask all applicants to complete an equal opportunities monitoring form.

**Documentary proof of right to work in the UK**

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. Information on acceptable right work documentation can be found at www.gov.uk. Do not include these documents with your application. You will be sent a request for the relevant information at the appropriate point in the selection process.

**Valid NI number**

The College is required by HM Revenue and Customs (HMRC) to have a valid national insurance (NI) number for payroll purposes and we request that a valid national insurance number is provided.
before commencing employment. If applicants are not currently in possession of a valid national insurance number, they should apply without delay to HMRC. For further information please see the HRMC website at [http://www.hmrc.gov.uk/ni/intro/number.htm](http://www.hmrc.gov.uk/ni/intro/number.htm).

**Data Protection**
Regent’s Park College is committed to protecting the privacy and security of personal data. Our [Staff Applicants Privacy Notice](http://www.hmrc.gov.uk/ni/intro/number.htm) explains what personal data Regent’s Park College holds about applicants, how we use it internally, how we share it, how long we keep it and what your legal rights are in relation to it.
Annex

Regent’s Park College, Oxford

The University of Oxford comprises 38 Colleges and 5 Permanent Private Halls collectively associated with the academic departments and central offices. Regent’s Park College was founded in Stepney, London, in 1810, incorporating a Baptist Education Society formed in 1752. It became a Permanent Private Hall of the University of Oxford in 1957, with full rights to matriculate undergraduate and postgraduate students in the University and with its Fellows as teaching members of the University Faculties.

Regent’s Park College is the largest of the Permanent Private Halls. There are currently about 250 people in the College, comprising the academic staff, the student body and the administrative, library and domestic staff. The student body is made up of about 150 undergraduates working for an honours degree of the University in the arts or social sciences, about 130 postgraduates working for a higher degree, diploma or certificate of the University, and about 25 visiting students from international universities. There are between 20 and 30 students taking the University’s vocational qualification in theology, many of whom are preparing for Baptist ministry. The academic staff includes the Principal and Fellows, research fellows and college lecturers, all of whom study and teach their respective subjects within College, and some of whom engage in research and teaching in the wider University.

As a Permanent Private Hall of the University, the College is governed by its Charity Scheme, Statutes and a Governing Body comprising the Principal and Fellows, and several external members representing particular organisations or elected by subscribers. As a Baptist foundation holding membership in the Baptist Union of Great Britain, an indispensable part of the work of Regent’s Park College is the training of candidates for the Baptist ministry in the United Kingdom and abroad, through both residential and church-based courses.

The College occupies an historic site in Oxford on the corner of St. Giles and Pusey Street, an advantageously central location between the Ashmolean Museum and the University’s Radcliffe Observatory Quarter. Regent’s Park College is committed to academic excellence and has a reputation as a friendly and supportive community.

Further information can be found on the college’s web site: http://www.rpc.ox.ac.uk.