

RECRUITMENT PACK

This document includes the following information:

- Job Description
- Person Specification
- Additional information

Making an application:

Please complete the short on-line application form and attach the following 5 documents. Shortlisting is undertaken by a panel after the closing date on the basis of information provided and failure to upload the requested documents will result in an application being rejected.

- a) Please include a covering letter setting out how you meet the requirements of the role as set out in the person specification.
- b) Include a full curriculum vitae (CV) including any publications. You should provide information on the range and content of your teaching and supervision experience, as well as on curriculum development. For posts with a research component, you should specify your 4 most significant papers published within the past 5 years (or an equivalent number appropriate to being an early career researcher). Applicants from within the UK should indicate which publications have been submitted to the REF 2014 and any assessment of the rating for each piece of work; For more information about the REF visit www.ref.ac.uk
- c) Include an education statement of no more than two sides of A4 setting out your track record in terms of contribution to pedagogical developments and, where appropriate, the development of professional practice. You should also include a reflective statement on your approach to research-led education and how it draws on pedagogical research. Also indicate how you ensure your continuing professional development as an excellent teacher in higher education.
- d) For posts with a research component, please include a research statement of no more than two sides of A4 providing details of your research plans for the next three years. This should include details of books, chapters or papers in progress together with planned publication dates. For journal articles please provide details of target journals and planned submission dates. If you have papers that are currently under review please detail the stage these have reached and the timescale you expect those papers to be accepted for publication. If you have papers that have been accepted for publication but not yet published please provide the date the paper was accepted for publication.
- e) For posts with a research component, applicants should also submit no more than two sides of A4 setting out their three year plan for generating external funding to support their research.

A commitment to sustaining an inclusive and diverse community is one of the University's Core Values and we are keen to address any imbalances in our workforce.

We are proud to have been a Two Ticks employer since August 2008 and, as part of our commitment to this scheme, we guarantee an interview to any candidate with a disability who meets the essential criteria for the post. We also work in partnership with national disability organisation DisabledGo who provide detailed online access guides to many of our campus buildings and facilities which you may find useful.

Please note: We are only accepting on-line applications for this post. However, if you have a disability that makes it difficult for you to provide us with information in this way, please contact the Resourcing Team (01206-874588/873521) for help.

Closing Date:

Interviews are planned for :



JOB DESCRIPTION – Job ref REQ00167

Job Title and Grade:	Professor and Director of EUROMOD Grade 11
Contract:	Permanent, Full-time
Hours:	A notional minimum of 36 hours per week
Salary:	On the professorial salary scale and commensurate with skills and experience.
Department/Section:	Institute for Social and Economic Research (ISER)
Responsible to:	Director, ISER
Responsible for:	Executive Director of EUROMOD 10 Research Fellows and Senior Research Officers
Purpose of the job:	To provide leadership within ISER on research on the effects of public policies and income distribution in cross-national perspective, making use of EUROMOD.

Role Description

EUROMOD is the multi-country tax-benefit microsimulation model, based on household micro-data and unique in its coverage of the EU28. It is developed and maintained in ISER by a talented multidisciplinary group (currently 10) of early career researchers in collaboration with a long-standing network of national teams. Day-to-day project management is taken care of by an experienced Executive Director.

EUROMOD has a well-established international reputation. As well as the ISER group's own research using the model, it has many other academic users, with a growing volume of EUROMOD-based analysis being published in high-impact scientific journals. Its use is also embedded in the regular analysis and processes of the policy directorates of the European Commission and is increasingly used by other international organisations (OECD, IMF) and national governments for policy design and impact analysis. EUROMOD software provides an effective short-cut for the construction of models for non-EU countries with the aim of building local capacity for evidence-based policy-making in many regions of the world. There are many opportunities to make an impact on public policy and policy-making processes.

For more about EUROMOD see: www.euromod.ac.uk

EUROMOD celebrates its first 20 years in 2016 and, with its present Director Professor Holly Sutherland due to stand down in the near future, this is an opportunity for new leadership and strategic direction. Furthermore, there is a developing medium-term plan for the European Commission to itself take over responsibility for much of the routine updating and maintenance of the EU model. This transition will permit ISER to re-orientate its EUROMOD activities with a greater focus on research and innovation. The new Director will be in a position to shape this process with the goal of producing world-class research outputs, while also taking strategic oversight of the final stages of the transition process.

The EUROMOD group at ISER already carries out and publishes research that uses EUROMOD, funded from a variety of sources. EUROMOD is also used in the core research of the ESRC-funded Research Centre on Micro-Social Change (MiSoC), based at ISER. The successful candidate will have the ability to develop and attract large-scale funding for a programme of substantive research linked to the use of EUROMOD, building on the interests and expertise of the existing group of

researchers, as well as their own interests, potentially also drawing on EUROMOD's network of collaborators across the EU and elsewhere in the world.

There are also many opportunities to take EUROMOD in new directions including: making more of the potential to apply the EUROMOD framework in emerging economies as well as non-EU OECD countries, and developing associated research and impact agendas; exploiting the UK part of EUROMOD to inform policy debates in the UK (and Scotland, Wales etc.); designing academic teaching and training courses (e.g. as the basis for practical public finance or comparative social policy workshops); addressing a wider range of policy and research questions through the use of new data (e.g. exploiting the potential synergies between EUROMOD and longitudinal studies, another area of ISER expertise) or links to other policy-relevant types of model.

The successful candidate will be an internationally recognised leader in their field. It is expected that they will specialise in quantitative comparative social policy, broadly defined, with a disciplinary background that could range from economics to political science and with interests in income distribution and measurement. There are no undergraduate teaching duties associated with this post.

Alongside the role in EUROMOD, the successful candidate will join ISER's senior group of 11 professorial staff and 1 Reader, and will provide research leadership within ISER, consolidating and extending ISER's international reputation in quantitative analysis of social science research issues within a vibrant multi-disciplinary research environment.

See the ISER website for further details about EUROMOD and the other research programmes at ISER (<https://www.iser.essex.ac.uk/>).

Duties of the Post also include:

1. To undertake a programme of research and publication that consolidates and extends ISER's international reputation for research on the effects of public policies internationally and/or comparatively.
2. To publish research in high quality peer reviewed journals.
3. To lead and to support the team of researchers using EUROMOD (among other approaches and methods) to address research questions applying quantitative social science analysis to socioeconomic and/or policy issues.
4. To secure sustained external funding for research from a range of possible sources.
5. To be responsible for managing the relationships with current EUROMOD funders and stakeholders in the European Commission as well as establishing new relationships with other potential funders/stakeholders.
6. To disseminate research to users (including policymakers) in order to obtain and promote maximal impact from research and to ensure knowledge transfer.
7. To maintain and develop links with other departments in the University of Essex and to establish and develop links with other similar world-class institutions.
8. Any other such duties as may be assigned from time to time by the Director of ISER or his/her nominee.

These duties are a guide to the work that the post holder will initially be required to undertake. They may be changed from time to time to meet changing circumstances.

It should be noted that there is a contractual requirement for some members of academic staff to undertake research duties. If this requirement applies to a post it will be clearly stated in the job description, which forms part of the contract of employment.

Terms of Appointment:

For a full description of the terms of appointment for these posts please visit: <http://www.essex.ac.uk/hr/current-staff/terms.aspx#>

September 2016

PERSON SPECIFICATION

JOB TITLE: Professor and Director of EUROMOD

Qualifications /Training

	Essential	Desirable
<ul style="list-style-type: none"> ▪ A PhD, or equivalent research experience, in a relevant social science discipline 	X	

Experience/Knowledge

	Essential	Desirable
<ul style="list-style-type: none"> ▪ A distinguished publication record and evidence of a strong personal contribution to the next Research Excellence Framework at a minimum 3* level 	X	
<ul style="list-style-type: none"> ▪ Evidence of prior experience of successful academic leadership and management of large scale projects 	X	
<ul style="list-style-type: none"> ▪ Experience of and sustained performance in winning external research funding 	X	
<ul style="list-style-type: none"> ▪ Experience of leadership, management and recruitment of research staff 	X	
<ul style="list-style-type: none"> ▪ Well connected within UK and/or international networks 	X	
<ul style="list-style-type: none"> ▪ Experience in the use of sample survey data 		X
<ul style="list-style-type: none"> ▪ Experience in, or appreciation of, analysis using tax and benefit microsimulation methods 	X	
<ul style="list-style-type: none"> ▪ Experience in, or appreciation of, international comparative research 	X	
<ul style="list-style-type: none"> ▪ Experience in, or appreciation of, research on income distribution and measurement 	X	
<ul style="list-style-type: none"> ▪ Experience in, or appreciation of, applying research to policy issues 	X	

Skills/Abilities

	Essential	Desirable
<ul style="list-style-type: none"> ▪ The ambition and ability to provide new leadership and strategic direction for EUROMOD, building on its successful record of the past two decades 	X	
<ul style="list-style-type: none"> ▪ A substantial established professional reputation related to the applicant's main area of academic activity 	X	
<ul style="list-style-type: none"> ▪ The ability to work collaboratively in a multidisciplinary environment 	X	
<ul style="list-style-type: none"> ▪ Effective leadership and management skills 	X	
<ul style="list-style-type: none"> ▪ The ability to establish positive and effective working relationships with colleagues and external partners 	X	
<ul style="list-style-type: none"> ▪ Ability to lead a team, providing clear direction and support to junior colleagues and working with others to achieve common goals 	X	

Other

	Essential	Desirable
<ul style="list-style-type: none"> ▪ Can meet the requirements of the UK 'right to work' legislation* 	X	
<ul style="list-style-type: none"> ▪ Can fulfil the staff vetting requirements for Government contracts (see general information for more details) 	X	



* The University has a responsibility under the Asylum, Immigration and Nationality Act 2006 to ensure that all employees are eligible to work in the UK. Prior to commencing employment, the successful candidate will be asked to provide documentary evidence to this effect. The University may be able to offer Tier 2 Sponsorship for this role. For further information about UK immigration requirements please follow this link <https://www.gov.uk/government/organisations/uk-visas-and-immigration>

September 2016

Additional Information

The Institute for Social and Economic Research (ISER)

ISER, founded over 25 years ago, is a research department in the Faculty of Social Sciences of the University of Essex. It has a worldwide reputation as a multidisciplinary centre of quantitative social science research and as a producer of household panel data of the highest quality (*'Understanding Society'* the UK Household Longitudinal Study and its predecessor the British Household Panel Survey (BHPS)). ISER is also home to the long-running ESRC Research Centre on Micro-Social Change (MiSoC) and EUROMOD, the tax-benefit micro-simulation model for the European Union. ISER's research excellence is demonstrated by its outstanding publication record and substantial research funding. ISER employs scholars of international prominence publishing in the top journals in their fields.

An excellent record of high-quality research

ISER's research currently addresses topics including: income distribution and poverty; employment and self-employment dynamics; the family and intergenerational transmission processes; health and ageing across the lifecourse; social behaviour, beliefs and values; education, labour markets, and skill formation; social policy; social stratification and disadvantage; risky behaviour; ethnicity and migration; neighbourhood influences on individual outcomes; cross-national comparative research; the measurement and use of data on individuals' expectations; analysis methods; and survey methodology.

ISER has a strong publication record, with regular contributions to top-five journals in Economics and to leading journals in Sociology such as *European Sociological Review* and *American Journal of Sociology*. We have strong links with the University's departments of Economics and Sociology, both of which are recognised as being among the strongest in the country. ISER contributes to these two Units of Assessment in the REF, and in future is likely to support two more. ISER has its own seminar series and also runs joint seminars with Economics and Sociology and for health researchers across the University. It operates an active Working Paper Series providing an outlet for papers prior to publication: <http://www.iser.essex.ac.uk/publications>.

Substantial research funding

ISER is currently one of the largest single recipients of research and resource funding from the ESRC, with quinquennial core funding currently supporting our two primary activities: the Research Centre on Micro-Social Change (MiSoC) for substantive research, and the UK Household Longitudinal Study. With its unique combination of research and resource functions, and a core focus on the use of advanced quantitative techniques applied to micro-data usually on individuals, families or households, ISER offers quantitative social scientists an ideal research environment.

The MiSoC research centre (<https://www.iser.essex.ac.uk/misoc/>) has enjoyed continuous ESRC funding from its inception in 1989. The 2014-2019 research programme, "Understanding individual and family behaviours in a new era of uncertainty and change", is organised in three main strands:

- Vulnerability, social insurance, and the dynamics of family finances, employment and health;
- New members of society: the formation of capabilities in children and young adults, and social mobility and integration amongst immigrants;
- Values, preferences and expectations.

A cross-cutting strand will focus on advancing statistical methods to improve our ability to obtain robust empirical evidence from data analyses with statistical and econometric methods. It is directed by Professor Mike Brewer, with co-Directors of Professors Sonia Bhalotra, Paul Clarke, Emilia Del Bono, Adeline Delavande, Steve Pudney and David Voas.

'*Understanding Society*' <https://www.understandingsociety.ac.uk/> is a flagship ESRC initiative, which started with a sample of 40,000 households across the four countries of the UK and includes the former BHPS sample. The BHPS is one of the most heavily used social science data sets in the UK, and recognized as one of the world's highest quality longitudinal surveys. Unique features of *Understanding Society* are the *Innovation Panel* which is reserved for experimentation, immigrant and ethnic minority boost samples and the collection of objective health measures including biomarkers, direct physical measures and genetic data. The Study is underpinned by survey methodological research which is world leading. There is an extensive programme of data linkage to a wide range of administrative records. The Study also has its own Policy Unit which works directly with government departments to undertake research and share findings.

The EUROMOD micro-simulation project (<https://www.euromod.ac.uk/>), funded by the European Union, provides a major resource for European comparative tax-benefit policy research. As well as calculating the effects of actual policies it is also used to evaluate the effects of tax-benefit policy reforms and other changes on poverty, inequality, incentives and government budgets. EUROMOD is a unique resource for cross-national research, designed to produce results that are comparable across countries and meaningful when aggregated to the EU level.

In addition to our substantial funding from the ESRC, ISER has a strong track record of success in securing funding from other sources including the European Union, the Joseph Rowntree Foundation, the Leverhulme Trust, the Nuffield Foundation, government departments such as the Department for Work and Pensions, the Department for Education, and the Home Office, and organisations such as the Equality and Human Rights Commission, the Low Pay Commission, the Financial Services Authority, and the Equal Opportunities Commission.

Research with impact

ISER has a very good record at communicating and disseminating its research, and our key audiences include policy-makers, government departments, opinion formers, data providers, the third and private sectors, national and international organisations, the media and funding bodies. Its research also has impact at the highest level (research from ISER underpinned 7 Impact Case studies submitted to the 2014 REF, for example). This is all achieved through a professional communications and web team, the Understanding Society Policy Unit, and activities that are part of the MiSoC and EUROMOD research programmes, working alongside University and Faculty staff.

A top research environment in a leading university

ISER is a flagship social science department within the University of Essex, internationally recognised as a centre of excellence and expertise in the analysis of longitudinal data and providing a stimulating and innovative research environment. The University of Essex is one of the leading universities in Europe for social science research: the results of the 2014 Research Excellence Framework (REF) put it in the top 5 in the UK for social science, and the University is ranked 7th in the UK for economics. ISER makes a major contribution to the University's success. The University also appeared in the top 100 of The Times's World Social Science University Rankings ([World University Rankings in the Social Sciences](#)).

ISER contributes to three masters degrees run jointly with the departments of Economics and Sociology. Each has ESRC '1+3' recognition status.

ISER occupies a modern purpose-built building on the University campus. The building provides spacious office accommodation for all ISER staff and PhD students, meeting and seminar rooms, a common room, and a specialist research library. There are excellent IT facilities in ISER and throughout the university. The University's Albert Sloman Library is widely acknowledged to have excellent holdings in the social sciences. ISER's two weekly multidisciplinary seminar series are regularly attended by some 30-40 researchers from ISER and other departments, and researchers from ISER also regularly engage in departmental seminars in other departments in the Faculty.

ISER has about 80 staff in total, including researchers from several disciplines (mainly economics, sociology, health sciences and survey methods), survey specialists, and computing and support staff. There are over 30 part- and full-time PhD students and ISER hosts a large number of visitors from around the world. Forty external Research Associates are actively engaged in collaborative research with ISER staff.

The ISER senior management team consists of the ISER Director (Nick Buck), the Director of MiSoC (Mike Brewer), the Research Director (from October 2016, Adeline Delavande), the Director of EUROMOD (Holly Sutherland) and the Director of Understanding Society (Michaela Benzeval).

Strategic planning and management are organised by senior staff. There are six Research Groups with a strategic role of promoting collaboration in our main areas of research interest: Work; Family and education; Policy, incomes and welfare; Ethnicity and migration; Health; and Methods. These groups also have a strategic role in planning research funding initiatives.

Further information about ISER, its staff, and its activities, is available from our website: <http://www.iser.essex.ac.uk>. Information about the University of Essex is available from <http://www.essex.ac.uk>.

Removal and Relocation

A Removal and Relocation package is available.

Staff Vetting Procedures for Government Contracts

The University of Essex has Government contracts, some of which require it to access UK government systems, information or data. We have a duty to protect these assets and this obligation extends to our employees.

Due to the nature of the work in the Institute for Social and Economic Research, some job roles require a Baseline Personnel Security Standard (BPSS) check before appointment is confirmed. Applicants who are offered employment to qualifying roles will be subject to a vetting procedure to enable the University to verify the following for the successful candidate:

- Identity
- Employment history (for a minimum of the past 3 years)
- Nationality and immigration status
- Criminal Record (unspent convictions only)

Criminal Record Disclosure Checks

We encourage all applicants to provide details of warnings, reprimands, cautions or criminal offences at an early stage in the application process. This includes telling us if you are on Probation; under a suspended prison sentence; released from prison on parole; or still under a conditional discharge. Should you wish to declare such information, please email the Recruitment Team in confidence, (resourcing@essex.ac.uk) attaching brief details, or alternatively post details to the Recruitment Manager, Human Resources, University of Essex, Wivenhoe Park, Colchester CO4 3SQ. This information is seen only by those directly involved in the recruitment process.

Should you be appointed to this post you will be asked to complete a Criminal Record Declaration Form and make an application for a basic disclosure from Disclosure Scotland. More information about Disclosure Scotland can be at <http://www.disclosurescotland.co.uk/>.

Having a criminal record will not necessarily bar you from working with us – this will depend on the nature of the position and the circumstances and background to your offence. A copy of the University of Essex policy on the recruitment of ex-offenders is available on the University website:

<http://www.essex.ac.uk/hr/policies/>

Information Security

Information is the lifeblood of ISER. All ISER staff and students are responsible for its security to the organisations and individuals who provide it. ISER is ISO27001:2013 certified and all ISER staff and students have a responsibility to adhere to the Institute's information security policies and procedures.

People Supporting Strategy

Please find a link to the People Supporting Strategy.

<http://www.essex.ac.uk/hr/policies/docs/people-oct15.pdf>

General information

Informal enquiries about the post and the work involved are encouraged: potential applicants should contact the Director of EUROMOD, Holly Sutherland (hollys@essex.ac.uk), or the Director of ISER, Nick Buck (nhb@essex.ac.uk) or the PVC for Research, Heather Laurie (laurh@essex.ac.uk). However, applications for the post must be made online.

Benefits

Our staff and students are members of the University for life. We believe a person's potential is not simply defined by grades or backgrounds, but by a willingness to question, to collaborate and to push at the edges of knowledge and their own potential.

As an employer we offer a range of benefits and a commitment to career development and equal opportunities in an environment that both reflects and creates a rich interaction of people, disciplines and ideas.

- Pension scheme
- Generous holiday entitlement
- Competitive salaries
- Training and development Family Friendly policies
- On campus childcare facilities, for more information visit www.wivenhoeparkdaynursery.co.uk
- Childcare vouchers
- Relocation package for qualifying staff
- Interest free season ticket loan
- Range of optional salary exchange tax benefits (pension, childcare and bicycle schemes)

No smoking policy

The University has a no smoking policy.

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