

JOB DESCRIPTION – REQ00933

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| 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 A number of 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. |

ISER is seeking to appoint a professor with a background in social policy, economics or a related discipline to lead a programme of research in the area of comparative social/public policy and to take forward the EUROMOD tax and benefit micro-simulation model.

EUROMOD is the multi-country tax-benefit microsimulation model, based on household micro-data and unique in its coverage of the EU28. It celebrated its first 20 years in 2016 and 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 several regions of the world.¹ There are ample opportunities to make an impact on public policy and policy-making processes.

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

EUROMOD is currently developed and maintained in ISER by a talented multidisciplinary group of 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.

In the medium-term, responsibility for the routine updating and maintenance of the EU content of the model will pass from ISER to the European Commission. There will be a transition period, which is expected to last until the end of 2020, and ISER will be able to re-orientate its EUROMOD activities to have a greater focus on research and model innovation. After the transition is complete, ISER researchers will continue to have access to EU-EUROMOD with the expertise to make full use of it.

¹ Including so far Serbia, FYR Macedonia, Russia, South Africa, Namibia, Mozambique, Tanzania, Zambia, Ghana, Ethiopia, Vietnam and Ecuador.

The University of Essex will retain ownership of the software platform, and ISER is expected to play a key role in the scientific oversight of the EU model.

EUROMOD's present Director, Professor Holly Sutherland, is due to stand down before the end of 2018, and this provides scope for new leadership and strategic direction at a time of many new opportunities.

Role Description

The new Director will be in a position to shape this process of re-orientation with the goal of producing world-class research outputs, while also taking strategic oversight of the final stages of the transition process.

There are many directions that EUROMOD could take, and it would be for the candidate to set the strategic direction. Examples that build on current activities include (i) 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; indeed, while for now we continue to refer to EUROMOD, the software platform and programme in general could be justifiably renamed "WORLDMOD" in due course; (ii) exploiting the UK part of EUROMOD to inform policy debates in the UK (including in Scotland, Wales and Northern Ireland); (iii) 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 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. This will build on the existing record of research by the EUROMOD group at ISER, funded from a variety of sources. EUROMOD is also currently used in the core research of the ESRC-funded Research Centre on Micro-Social Change (MiSoC), based at ISER. In doing so, the candidate will be able to draw on EUROMOD's existing network of collaborators across the EU and elsewhere in the world.

The successful candidate will be an internationally recognised leader in their field. It is expected that they will specialise in quantitative comparative or international social policy or public policy, broadly defined, with a disciplinary background from one of economics, sociology, social policy or political science, probably with interests in income distribution and income measurement in developed and/or developing economies. There are no undergraduate teaching duties associated with this post.

Alongside the role in leading the EUROMOD research programme, 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. There will also be opportunities to contribute to the future agenda (from 2019) of the MiSoC research centre.

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 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 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, including strategic oversight of the remaining transition process, 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 their 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 this post please visit:
<http://www.essex.ac.uk/hr/current-staff/terms.aspx#>

September 2017

PERSON SPECIFICATION

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| JOB TITLE: Professor and Director of EUROMOD |
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Qualifications /Training

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

Experience/Knowledge

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

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 | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| <ul style="list-style-type: none"> ▪ A substantial established professional reputation related to the applicant's main area of academic activity | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| <ul style="list-style-type: none"> ▪ The ability to work collaboratively in a multidisciplinary environment | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| <ul style="list-style-type: none"> ▪ Effective leadership and management skills | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| <ul style="list-style-type: none"> ▪ The ability to establish positive and effective working relationships with colleagues and external partners | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| <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 | <input checked="" type="checkbox"/> | <input type="checkbox"/> |

Other

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



* 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 2017

Department information

You can find more information about ISER at the following link:

<https://www1.essex.ac.uk/depts/iser.aspx>

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

For further details, including how to apply, please visit: <https://candidates.perrettlaver.com/vacancies/> quoting reference 2916 or contact Daniel Mullen at Daniel.Mullen@perrettlaver.com. The closing date for applications is Friday 17th November at 23.59 BST.

The University of Essex has Government contracts, some of which require it to access 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 (ISER), applicants who are offered employment will be subject to a vetting procedure before the appointment is confirmed 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 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/docs/CRBdocumentpolicy.pdf>

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 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.