



JOB DESCRIPTION

Summary

Job title	Policy Officer, Young Lives
Division	Social Sciences Division
Department	Oxford Department of International Development
Location	Queen Elizabeth House, 3 Mansfield Road, Oxford, OX1 3TB
Grade and salary	Grade 7 £38,674 - £ 46,913 pa.a.
Hours	Full time or Part time (flexible depending on appointee's expertise and availability)
Contract type	Fixed-term (until 31st December 2025)
Reporting to	Young Lives Deputy Director
Vacancy reference	176159
Additional information	Ideally, the successful candidate(s) will start as soon as possible. Potential to extend the fixed term contract will be dependent on further funding.
Closing date	Closing date – midday (UK time) on Thursday, 14 November 2024

Research topic	Childhood poverty & transition in developing countries in the context of climate change & Environmental Shocks
Project team	Young Lives
Project web site	www.younglives.org.uk
Funding partner	Foreign, Commonwealth & Development Office (FCDO)

The role

The Oxford Department of International Development is seeking to recruit a Policy Officer who will be a key member of the Young Lives study, based in Oxford. This post will deliver policy outputs across the Young Lives programme, with a strong focus on laying the foundations for a new Young Lives Research



Hub on Climate Change and Environmental Shocks. The delivery of high-quality impactful policy outputs is central to the success of Young Lives as an innovative international longitudinal study, including supporting new fundraising opportunities.

The post holder will report directly to the Young Lives Deputy Director, and will work closely with the Young Lives Director, Senior Researchers and Head of Communications based in Oxford. S/he will also collaborate closely with researchers and policy leads in each of the four Young Lives study countries.

At ODID we embrace and cherish our differences, and endeavour to be considerate and welcoming of all. You are most welcome at ODID, without the need to hide any part of who you are. We acknowledge societal inequalities and how these affect us, and those around us, personally and professionally. We hold an Athena Swan bronze award in recognition of our efforts to introduce organisational and cultural changes which promote equality, cherish diversity and create a better working environment for all. We are also taking active steps to promote race equality and reduce the risk of bias and discrimination. We work together to enrich, fortify and grow our community and dedicate our combined efforts to teaching and research to increase our impact and influence in development debates at the national and global level. We encourage all eligible candidates to apply for our vacancies and join us in pursuing our goals.

Responsibilities

- Contribute to laying the foundations for a new Young Lives (YL) Research Hub on Climate Change and Environmental Shocks.
- Support the Deputy Director to deliver the YL Policy Influencing Strategy and key research-to-policy outputs across the YL programme, including key messages, policy briefs, impact case studies, blogs and other policy focused materials relating to YL research themes. Key themes include education and skills, employment, health & wellbeing and family lives, with a specific focus on the cross-cutting impacts of climate change and environmental shocks, poverty and inequalities.
- Track and analyse international and national policy debates, with a specific focus on the impact of poverty, inequalities and climate change on young people in low- and middle-income (LMICs) countries, including the disproportionate effects on girls and women.
- Proactively engage and build relationships with key international policy stakeholders working on the impacts of poverty, inequalities and climate change in LMICs, including policy influencers and practitioners (e.g. governments, donors and civil society), research-to-policy networks and researchers.
- Work closely with the Deputy Director and YL Country Directors to identify opportunities to influence policy debates both internationally and in the four study countries and provide technical support in developing research-to-policy engagement plans.
- Work closely with the YL Head of Communications to ensure research findings and related policy implications are effectively disseminated for maximum impact, including through website and social media, webinars, conferences, policy events and meetings to encourage the maximum uptake and impact of Young Lives evidence. Represent Young Lives at external events and meetings where necessary.

- Provide support to the Young Lives Director and Deputy Director in the development of fundraising proposals and submission of grant applications to generate future Young Lives research income.

Selection criteria

Essential selection criteria

- Education to Degree level in a relevant subject (e.g. social or public policy, development studies, sociology, anthropology, or economics).
- Substantial experience in a policy analysis/advocacy role within the international development arena, including experience of developing and implementing policy influencing and engagement strategies.
- Proven track record of contributing to high-quality policy-related publications, including policy briefs and blogs. Significant experience of using research evidence to engage with policy and practice.
- Broad knowledge of relevant international policy and practice debates including the cross-cutting impacts of climate change, poverty and inequalities on young people in LMICs.
- Excellent analytical skills, able to synthesise and distil key messages from a wide range of technical academic research and policy reports.
- Excellent written and oral communication skills. Ability to write quickly for publication, tailor communications to different audiences for maximum user access and impact, and experience of presenting at external events and high-profile meetings.
- Strong interpersonal and relationship-building skills. Ability to work collaboratively within a large team as well as independently, to prioritise tasks, to manage multiple demands and to work to deadlines.

Desirable selection criteria

- Experience of writing fundraising proposals.
- Experience of working in a multidisciplinary, multi-national research team and contributing ideas for new research projects.
- Willingness to undertake overseas travel.

Pre-employment screening

Standard checks

If you are offered the post, the offer will be subject to standard pre-employment checks. You will be asked to provide: proof of your right-to-work in the UK; proof of your identity; and (if we haven't done so already) we will contact the referees you have nominated. You will also be asked to complete a health

declaration so that you can tell us about any health conditions or disabilities for which you may need us to make appropriate adjustments.

Please read the candidate notes on the University's pre-employment screening procedures at: <https://www.jobs.ox.ac.uk/pre-employment-checks>

About the University of Oxford

Welcome to the University of Oxford. We aim to lead the world in research and education for the benefit of society both in the UK and globally. Oxford's researchers engage with academic, commercial, and cultural partners across the world to stimulate high-quality research and enable innovation through a broad range of social, policy and economic impacts.

We believe our strengths lie both in empowering individuals and teams to address fundamental questions of global significance, while providing all our staff with a welcoming and inclusive workplace that enables everyone to develop and do their best work. Recognising that diversity is our strength, vital for innovation and creativity, we aspire to build a truly diverse community which values and respects every individual's unique contribution.

While we have long traditions of scholarship, we are also forward-looking, creative and cutting-edge. Oxford is one of Europe's most entrepreneurial universities and we rank first in the UK for university spin-outs, and in recent years we have spun out 15-20 new companies every year. We are also recognised as leaders in support for social enterprise.

Join us and you will find a unique, democratic and international community, a great range of staff benefits and access to a vibrant array of cultural activities in the beautiful city of Oxford.

For more information, please visit www.ox.ac.uk/about/organisation.

Oxford Department of International Development

The Oxford Department of International Development (ODID) is the focus in the University for post-graduate teaching and advanced research on developing countries and emerging economies, and on their relationship with the rest of the world. ODID is located at Queen Elizabeth House in central Oxford, and is thus often known as "QEH". The Department is recognized as one of the leading international centres in its field. It was ranked as the top development studies department in the country in the UK government's national assessment of research excellence in both 2008 (Research Assessment Exercise) and 2014 (Research Excellence Framework), with most of its research rated as world-leading and internationally excellent. ODID maintains a world-wide network of scholars and policy researchers in developing countries. The Department has particular strength in the study of Africa, Asia and Latin America. It has close relationships with cognate departments in Oxford, such as Politics and International Relations, Anthropology, Area Studies, Economics and Law.

The Department comprises a core of some 25 academic staff engaged in teaching and research, together with 71 research staff in five research centres - the Refugee Studies Centre, the Young Lives Study, the Oxford Poverty and Human Development Initiative, the Technology and Management Centre for Development and the International Growth Centre, which is led by ODID and the Department of Economics, with the LSE. These centres have support from key research partner institutions in developing countries, and engage in extensive policy advisory work for governments, international agencies and civil society organisations.

ODID teaches around 260 postgraduate students on doctoral and Masters' programmes. Students come with outstanding academic track records from all over the world. Degrees offered at ODID include the DPhil in International Development, a DPhil in Migration Studies (based at Anthropology), a two-year MPhil in Development Studies and four one-year MSc courses on Economics for Development, Refugee

& Forced Migration Studies, Global Governance & Diplomacy, and Migration Studies. These programmes are research-led, and combine rigorous research methods training with applied thesis work which prepares students for both academic and policy careers. The Department is also home to a considerable number of post-doctoral fellows and academic visitors from a wide range of developing countries. Further information about the Department can be found at <https://www.geh.ox.ac.uk/> and on the courses at <https://www.geh.ox.ac.uk/content/study>.

Young Lives

Young Lives is a unique longitudinal study of poverty and inequality, led by the University of Oxford, delivering research-to-policy impact in Ethiopia, India (Andhra Pradesh and Telangana), Peru and Vietnam since 2001. The study has been following 12,000 children, growing up in poverty from infancy into adulthood, across two age cohorts: in each country, the older cohort (OC) of about 1,000 children, born in 1994-5, have been tracked since age 8, while the younger cohort (YC) of about 2,000 children, born in 2001-2, have been tracked since age 1.

With over two decades of research, Young Lives has generated unmatched insights into the consequences of growing up in poverty and experiencing intersecting inequalities on young people, from early childhood through adolescence and into adulthood. Our recent research also examines the compounding impacts of global crises, such as the COVID-19 pandemic, climate change and conflict. Our holistic approach allows us to investigate the interconnected aspects of young people's lives, including their health and well-being, education, employment and family lives.

Young Lives is a collaborative partnership between the University of Oxford and research and government institutes in our four study countries. The study has been core funded by the UK's Foreign, Commonwealth & Development Office (FCDO, formally DFID) since 2001, with additional support from a broad range of funders including UNICEF, Irish Aid, the Netherlands Ministry of Foreign Affairs, the International Development Research Centre (IDRC), the Economic and Social Research Council (ESRC), the Children's Investment Fund Foundation (CIFF), the Hewlett Foundation, the Packard Foundation, the OAK Foundation, the National Institute of Health (NIH), the Medical Research Council (MRC), the Wellcome Trust and the Old Dart Foundation (among others).

Further information, including publications and impact case studies, can be found on the Young Lives website: www.younglives.org.uk

Social Sciences Division

The University's academic departments and faculties are organised into four large groups, known as Academic Divisions (Social Sciences, Mathematical, Physical and Life Sciences (MPLS), Medical Sciences, and Humanities). The divisions are responsible for academic strategy and operational planning, oversight of the teaching and research of their constituent departments and faculties, and for personnel and resource management. The social sciences at Oxford are distinctive for both their depth and breadth, with over 1,000 academic and research staff working across fifteen departments, faculties and schools. The Head of the Social Sciences Division is Professor Timothy Power.

The Division is a world-leading centre of research and education in the social sciences. The Times Higher Education (THE) University Rankings placed the University of Oxford as number one in the world for Social Sciences in 2018 and 2019. REF 2014 confirmed Oxford as the UK powerhouse for research in the social sciences, accounting for more 4* research than any other institution. Our academic and research staff and students are international thought leaders, generating new evidence, insights and policy tools with

which to address some of the major global challenges facing humanity, such as sustainable resource management, poverty and forced migration, effective governance and justice. As well as active interdisciplinary links with researchers in other divisions at Oxford, we engage and collaborate extensively with other universities and a wide range of governmental and non-governmental practitioner communities such as law, business, public health and welfare, international development and education around the world. The Division has an extensive portfolio of external funders, partners and supporters, with competitively-awarded external research income exceeding £50 million per year and philanthropic income over £25 million a year. As part of our commitment to equality of opportunity, seven of our departments have achieved Bronze Athena SWAN Awards: the Blavatnik School of Government, Economics, Education, International Development, Law, Anthropology and Museum Ethnography and the Saïd Business School. The School of Geography and the Environment now holds an Athena SWAN Silver Award. All our other departments are either in the process of applying or scheduled to do so shortly.

The Division delivers an exceptional range of high-quality educational programmes all underpinned by the innovative research being undertaken by our academics. The student body is made up of over 2,000 undergraduate students, nearly 3,000 students studying postgraduate taught programmes and 1,200 postgraduate research students. The programmes we offer are wide-ranging, often interdisciplinary and include professionally-oriented provision in areas such as business, law and education. The Division is home to several of Oxford's most widely recognised teaching programmes, such as Philosophy, Politics and Economics (PPE) at undergraduate level; and at the Masters level programmes such as the Bachelor in Civil Law (BCL), Environmental Change and Management, International Relations, and Social Data Science.

For more information, please visit: www.socsci.ox.ac.uk.

How to apply

Applications are made through our e-recruitment system and you will find all the information you need about how to apply on our Jobs website <https://www.jobs.ox.ac.uk/how-to-apply>.

Your application will be judged solely on the basis of how you demonstrate that you meet the selection criteria stated in the job description.

As part of your application you will be asked to provide details of two referees and indicate whether we can contact them now.

You will be asked to upload a CV and a supporting statement. The supporting statement must explain how you meet each of the selection criteria for the post using examples of your skills and experience. This may include experience gained in employment, education, or during career breaks (such as time out to care for dependants)

Please upload all documents **as PDF files** with your name and the document type in the filename.

All applications must be received by **midday** UK time on the closing date stated in the online advertisement.

Information for priority candidates

A priority candidate is a University employee who is seeking redeployment because they have been advised that they are at risk of redundancy, or on grounds of ill-health/disability. Priority candidates are issued with a redeployment letter by their employing department(s).

If you are a priority candidate, please ensure that you attach your redeployment letter to your application (or email it to the contact address on the advert if the application form used for the vacancy does not allow attachments).

If you need help

Help and support is available from: <https://hrsystems.admin.ox.ac.uk/recruitment-support>

If you require any further assistance please email recruitment.support@admin.ox.ac.uk.

To return to the online application at any stage, please go to: www.recruit.ox.ac.uk.

Please note that you will receive an automated email from our e-recruitment system to confirm receipt of your application. **Please check your spam/junk mail** if you do not receive this email.

Important information for candidates

Data Privacy

Please note that any personal data submitted to the University as part of the job application process will be processed in accordance with the GDPR and related UK data protection legislation. For further information, please see the University's Privacy Notice for Job Applicants at: <https://compliance.admin.ox.ac.uk/job-applicant-privacy-policy>. The University's Policy on Data Protection is available at: <https://compliance.admin.ox.ac.uk/data-protection-policy>.

The University's policy on retirement

The University operates an Employer Justified Retirement Age (EJRA) for all academic posts and some academic-related posts. The University has adopted an EJRA of 30 September before the 69th birthday for all academic and academic-related staff in posts at **grade 8 and above**. The justification for this is explained at: <https://hr.admin.ox.ac.uk/the-ejra>

For **existing** employees, any employment beyond the retirement age is subject to approval through the procedures: <https://hr.admin.ox.ac.uk/the-ejra>

There is no normal or fixed age at which staff in posts at **grades 1–7** have to retire. Staff at these grades may elect to retire in accordance with the rules of the applicable pension scheme, as may be amended from time to time.

Equality of opportunity

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. No applicant or member of staff shall be discriminated against because of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

Benefits of working at the University

Employee benefits

University employees enjoy 38 days' paid holiday, generous pension schemes, travel discounts, and a variety of professional development opportunities. Our range of other employee benefits and discounts also includes free entry to the Botanic Gardens and University colleges, and discounts at University museums. See <https://hr.admin.ox.ac.uk/staff-benefits>

University Club and sports facilities

Membership of the University Club is free for all University staff. The University Club offers social, sporting, and hospitality facilities. Staff can also use the University Sports Centre on Iffley Road at discounted rates, including a fitness centre, powerlifting room, and swimming pool. See www.club.ox.ac.uk and <https://www.sport.ox.ac.uk/>.

Information for staff new to Oxford

If you are relocating to Oxfordshire from overseas or elsewhere in the UK, the University's Welcome Service website includes practical information about settling in the area, including advice on relocation, accommodation, and local schools. See <https://welcome.ox.ac.uk/>

There is also a visa loan scheme to cover the costs of UK visa applications for staff and their dependents. See <https://staffimmigration.admin.ox.ac.uk/visa-loan-scheme>

Family-friendly benefits

With one of the most generous family leave schemes in the Higher Education sector, and a range of flexible working options, Oxford aims to be a family-friendly employer. We also subscribe to the Work+Family Space, a service that provides practical advice and support for employees who have caring responsibilities. The service offers a free telephone advice line, and the ability to book emergency back-up care for children, adult dependents and elderly relatives. See <https://hr.admin.ox.ac.uk/my-family-care>

The University has excellent childcare services, including five University nurseries as well as University-supported places at many other private nurseries.

For full details, including how to apply and the costs, see <https://childcare.admin.ox.ac.uk/>

Disabled staff

We are committed to supporting members of staff with disabilities or long-term health conditions. For further details, including information about how to make contact, in confidence, with the University's Staff Disability Advisor, see <https://edu.admin.ox.ac.uk/disability-support>

Staff networks

The University has a number of staff networks including the Oxford Research Staff Society, BME staff network, LGBT+ staff network and a disabled staff network. You can find more information at <https://edu.admin.ox.ac.uk/networks>

The University of Oxford Newcomers' Club

The University of Oxford Newcomers' Club is an organisation run by volunteers that aims to assist the partners of new staff settle into Oxford, and provides them with an opportunity to meet people and make connections in the local area. See www.newcomers.ox.ac.uk.