



RECRUITMENT PACK

This document includes the following information:

- Job Description
 - Person Specification
 - Additional information
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Making an application:

Please complete the short on-line application form and attach the following 2 documents:

- a) A covering letter setting out how you meet the requirements of the role as set out in the person specification and description of the network at <https://divine.unimi.it/>. In addition, information about BA and MA with details of study results, your interest and suitability for the project should be included, alongside a brief description of a specific research idea (including research question, relevant literature, arguments, methods). The cover letter cannot exceed more than 2 pages.
- b) A full curriculum vitae (CV) including any publications. 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 current REF and any assessment of the rating for each piece of work; For more information about the REF visit www.ref.ac.uk

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.

We recommend that you take a copy of this recruitment pack to help with your preparation.

Our commitment to Equality, Diversity and Inclusion

At Essex our people are at the centre of everything we do and we aspire to build a culture in which every member of the University feels valued and can flourish.

We are committed to equality of opportunity, to being fair and inclusive. We therefore particularly encourage applications from candidates who are likely to be underrepresented in our workforce.

These include people from Black, Asian and Minority Ethnic backgrounds; disabled people and LGBTQ+ people and from women in our grades 9-11 roles.

The [diversity of our community](#) is more than where our staff and students come from. More than 1000 of our staff and students identify as LGBTQ+, more than 1,300 have declared a disability and many members of our community follow a religion or belief.

You can read more about our commitment to Equality, Diversity and Inclusion [here](#).

Our [Strategy](#) sets out how we will do this through the delivery of a fair and supportive working environment for all.

The University of Essex is proud to be part of the Disability Confident scheme and is committed to supporting diversity and equality, representative of our inclusive community. As part of our commitment to this scheme any candidate who has a disability and meets all the essential criteria for the role will be offered an interview. We also work in partnership with national disability organisation **AccessAble** 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 (resourcing@essex.ac.uk) for help.



Closing Date: 11 November 2026

Interviews are planned for: 23 – 27 November 2026

Expected start date: To be discussed at interview (January 2027, or as soon as possible thereafter)

UNIVERSITY OF ESSEX JOB DESCRIPTION

Job Title and Grade:	Senior Research Officer (ASR); Grade 8
Contract:	Fixed-term, Full-time for 3 years due to a temporary funding source
Hours:	Your hours of work are as required to perform the duties of your role, for a full-time employee this is normally 36 hours per week.
Salary:	£38,784 - £46,049 per annum
Department/Section:	Department of Government
Reports on a day-to-day to:	Supervisor for the project and coordinator
Responsible to:	Head of Department (HoD)
Purpose of role:	<i>Funded PhD fellowships as part of Marie Curie Doctoral Training Network DIViNE - Democratic Institutions and Violence Network in Europe.</i>

The DIViNE Doctoral Training Network

DIViNE has two main ambitions: (1) to advance scientific understanding of how and why political violence persists, transforms, or is contained within democracies; and (2) to train a new generation of cross-disciplinary, multi-method scholars, capable of producing world-leading research that is scientifically rigorous and relevant to policy and stakeholders. DIViNE organizes the research around four research themes that address the overarching question from complementary temporal, institutional and analytical perspectives.

1. Conflict inheritance and legacies in democracies. How does historical violence, patterns of repression, and transitional compromises shape contemporary political behavior and institutional functioning.
2. Democratization and conflict resolution. How do reforms enacted during democratic transitions (transitional justice mechanisms, decentralization, land and territorial reform, constitutional redesign, power-sharing) influence incentives for violence and reconciliation.
3. Dynamics of support for violent movements and responses. What are the micro-foundations of public support for, and tolerance of, state and non-state political violence, including how violent organizations and state actors cultivate legitimacy.
4. Democratic resilience and violent stress. How can institutional design, public policy, and civil society enhance democratic resilience, focusing on securitization dynamics, militarization, and institutional responses that either constrain or exacerbate violence.

Doctoral Candidate (DC) Research Themes

DC1 – Historical Legacies of Violence and Democratic Institutions

DC2 – Exogenous Shocks, Violent Legacies, and Democratic Resilience



DC3 – Endogenous Persistence of Violence after Democratization

DC4 – The Unintended Consequences of Democratic Reforms

DC5 – Institutional Reform, Violence, and Democratic Consolidation

DC6 – Security Externalities and Post-Conflict Democratization

DC7 – Public Support for Political Violence in Advanced Democracies

DC8 – Militarization, Public Support, and Democratic Erosion in Latin America

DC9 – Democratic Decline, Political Violence, and Cycles of Repression

DC10 – Recruitment Dynamics and Behavioral Output of Violent Organizations
Faculty and Partners

KEY RESPONSIBILITIES OF THIS POST

- To complete a PhD of the highest standard
- To contribute to the DIViNE Network

STANDARD EXPECTATIONS OF A GRADE 8 SENIOR RESEARCH OFFICER AT THE UNIVERSITY OF ESSEX (MAY NOT FORM SPECIFIC REQUIREMENT FOR THE DURATION OF THIS APPOINTMENT)

- To engage in individual and/or collaborative research activity resulting in internationally excellent publications that is in keeping with [Research Excellence Framework](#) (REF) criteria.
- To contribute to applications for external research funding appropriate in scale to career stage and subject area norms where appropriate.
- To enhance the scholarly reputation of the Department and the University by contact with the wider academic community and supporting knowledge exchange activity.
- To undertake leadership duties related to research appropriate to career stage and as allocated by the HoD.
- To contribute expertise and knowledge to departmental and/or institutional initiatives as directed by their Head of Department.

MAIN DUTIES OF THE POST

Research

- To develop research objectives and proposals for own or joint research under the direction of or with assistance of a Principal Investigator/Supervisor.
- To undertake or manage practical elements of research such as setting up and conducting experiments, developing questionnaires and conducting fieldwork, recording data and identifying trends or patterns.
- To produce research outputs for publication at acceptable levels of volume and academic excellence and disseminate the result of research and scholarship through appropriate



Knowledge Exchange activities (such as at relevant national and international conferences and scholarly publications not intended for the REF).

- To contribute to the development and maintenance of research resources (examples of which include household surveys, databases, specialist equipment and infrastructure, software packages and computer models) used within the Department or wider user community external to the Department.
- To, supervise and/or mentor postgraduate research students into relevant communities of research at Essex as appropriate to the departmental context to generate meaningful connections between research and education at Essex. – *A standard University of Essex requirement at this level, however, this will not be expected for the duration of this appointment.*

Leadership and Citizenship

- To play an active and constructive role in the Department and engage in activities beyond your own research team, as may be reasonably required by the Head of Department.
- To proactively participate in and develop internal and external networks and establish links with relevant academic and professional bodies, contacts and employers.
- To support knowledge exchange activities, for example, by contributing to research projects funded by commerce, industry or public sector organisations ensuring that appropriate impact of the research (outside academia) is achieved.
- To engage in continuing professional development in relevant subjects/disciplines, incorporating the outcomes from research and scholarship, ensuring skills are up-to-date and applied in education and research.

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.

TERMS OF APPOINTMENT

For a full description of the terms of appointment for this post please visit our [website](#).



UNIVERSITY OF ESSEX PERSON SPECIFICATION

JOB TITLE: Senior Research Officer (ASR); Grade 8	POST REF: REQ10346
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QUALIFICATIONS / PROFESSIONAL RECOGNITION	Essential	Desirable
■ Relevant MA/MSC level degree in political science, or equivalent professional experience or practice sufficient to be admitted to a PhD programme.	X	
■ Eligibility: Any candidates appointed must be able to satisfy the Marie Curie mobility requirement – they cannot have resided in the UK for more than 12 months in the last 36 months before January 2027. Candidates with a PhD are not eligible. Candidates who cannot be meet the eligibility rules should not apply for the position.	X	
■ Willing to relocate to the UK, work on campus, and engage in visits to other nodes in the DIViNE network.	X	
EXPERIENCE/KNOWLEDGE	Essential	Desirable
■ Evidence of a developing research agenda, engagement in high-quality research activity and a developing research profile.	X	
■ A developing record of publications in internationally recognised, reputable journals (and other media of similar standing) appropriate to career stage and discipline norms, or evidence of research outputs such as reports and briefings.	X	
■ Experience of, or the ability to, generate income to support research and/or knowledge exchange appropriate to career stage and discipline norms. - <i>Would normally be a University standard to be essential, however, not specifically required for this position for the duration of the contract and therefore, will not be assessed at application/interview stages.</i>	X	
■ Experience of working with developing and/or maintaining research resources used within a Department or wider user community external to the Department (examples include household surveys, databases, specialist equipment and infrastructure, software packages and computer models).	X	
■ Experience of contributing to small research programmes or defined areas of larger projects, and of developing research objectives and proposals, relevant to the topic of violence in democracies	X	
■ Candidates must be able to demonstrate sufficient ideas to complete a doctoral thesis around one of the four divine research themes: 1. Conflict inheritance and legacies in democracies. How does historical violence, patterns of repression, and transitional compromises shape contemporary political behavior and institutional functioning; 2. Democratization and conflict resolution. How do reforms enacted during democratic transitions (transitional justice mechanisms, decentralization, land and territorial reform, constitutional redesign, power-sharing) influence incentives for violence and reconciliation.	X	



3. Dynamics of support for violent movements and responses. What are the micro-foundations of public support for, and tolerance of, state and non-state political violence, including how violent organizations and state actors cultivate legitimacy. 4. Democratic resilience and violent stress. How can institutional design, public policy, and civil society enhance democratic resilience, focusing on securitization dynamics, militarization, and institutional responses that either constrain or exacerbate violence.		
■ Knowledge of existing research on violence and democratic institutions.	X	
■ Knowledge of quantitative methods and core principles of research design in the social sciences.	X	
SKILLS/ABILITIES	Essential	Desirable
■ The ability and willingness to engage in knowledge exchange and outreach activities. - <i>Would normally be a University standard to be essential, however, not specifically required for this position for the duration of the contract and therefore, will not be assessed at application/interview stages.</i>	X	
■ The ability and willingness to complement and enhance the research project/department/school's education and research strengths and areas of planned development.	X	
■ Strong communication skills, both written and verbal.	X	
■ An appreciation of the value of appropriate technologies in research and an ability and/or willingness to deploy these when relevant.		X
■ Candidates must demonstrate the ability to conduct research of a high standard, demonstrated either by prior work/thesis or capacity.		X
PROFESSIONAL VALUES	Essential	Desirable
■ A commitment to helping develop dynamic communities of research and education at the University.	X	
■ A strong and well-articulated commitment to the University's values and mission to deliver excellence in both education and research (integrated academic practice).	X	
■ A commitment to respect individual learners and diverse learning communities and to promote participation in higher education and equality of opportunity for all learners via student-centred practice if called upon to do so.	X	
■ A commitment to using evidence-informed approaches and the outcomes from research, scholarship and continuing professional development in their academic practice.	X	
■ An acknowledgement of the wider context in which higher education operate.	X	
■ A willingness to participate in extra curricula departmental activities if required.	X	
■ To be committed to sustainable education practice as defined in the University's Sustainability Sub-Strategy and our goal of achieving net zero by 2035.	X	



ELIGIBILITY	Essential	Desirable
■ The ability to meet UK 'right to work' requirements.*	X	
■ Eligibility: Any candidates appointed must be able to satisfy the Marie Curie mobility requirement – they cannot have resided in the UK for more than 12 months in the last 36 months before January 2027. Candidates with a PhD are not eligible. Candidates who cannot be meet the eligibility rules should not apply for the position.	X	

* In accordance with Home Office guidance and the Asylum, Immigration and Nationality Act 2006 the University of Essex has a responsibility to ensure 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. **For those who do not have a right to work in the UK, the University will be able to support a fast-track Global Talent visa application under the Endorsed Funders route.**



ADDITIONAL INFORMATION

Department

You can find more information about the department on our website:

www.essex.ac.uk/government

Our Strategy

Please find a link to our Strategy webpages below:

<https://www.essex.ac.uk/about/university-strategy>

General information

Informal enquiries may be made to Kristian Skrede Gleditsch (telephone: +44 1206 872517, e-mail: ksg@essex.ac.uk). However, all applications must be made online.

At the University of Essex we use consistent language and terminology that articulates more clearly the responsibilities for education, research and leadership/citizenship associated with each academic role. This will help new colleagues to understand the University values from the moment they engage either as an applicant or new colleague, and help them to understand the future career pathways available to them as they become more established in their role.

We advertise our salaries on a range to indicate the trajectory of progression that can be made. Appointments are usually made at the start of the salary range. The university salary structure includes automatic pay progression within the published grades, subject to service and performance. In addition to this, there are performance related annual pay review schemes in place.

****Please note – the appointment of this post will be made as Senior Research Officer****

The University of Essex is a campus-based University and all academic appointments are made with the expectation that you will be present on campus to fulfil the requirements of your position. At the time of a job offer, the possibility of hybrid working, will be discussed and considered on an individual basis, but you will be required to be based within the UK.

Benefits

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
- Relocation support package for qualifying staff
- Interest free season ticket loan
- Range of optional salary exchange tax benefits (pension and bicycle schemes)

Staff communities, networks and forums



We are proud to have a number of [staff Networks](#) including: [Access Forum](#), [Black Asian and Minority Ethnic community Staff Forum](#), [Essex Women's Network](#), [Global Forum](#), [LGBTQ+ and Allies Community](#) and [Parent's Support Network](#).

Our Colchester campus based [Faith Centre](#) hosts regular services, meetings and events organised by our chaplains and faith representatives.

This document is produced by:

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