

UNIVERSITY OF OXFORD

Saïd Business School

Athena SWAN Bronze Award

GENDER CHARTER

Postdoctoral Research Fellow in Economics

Saïd Business School, University of Oxford, Park End Street, Oxford
Grade 8 - 3 Year FTC: £50,067 - £59,396 (Full-time) per annum including the Oxford University Weighting of £1,730 per annum

Vacancy reference: 189642
Closing date for applications – Wednesday 18 November at midday GMT
Interviews - online interviews will be held on the 23rd and 24th of November



The role

The post holder will undertake high-quality, independent research in the broad field of business taxation and will manage their own grant-funded research activities. Working under the direction of the Centre Director and alongside senior colleagues, they will contribute original research, policy-related outputs, collaborative projects and the wider intellectual life of the Centre.

The role requires advanced specialist expertise, independent judgement and responsibility for coordinating research activities, resources and timelines. The post holder will also contribute to research funding, teaching, knowledge exchange and the development of the Centre's external profile.

The position offers ample time for independent research and is therefore ideally suited for recent PhD graduates who plan to go on the academic job market in 2-3 years and wish to prepare by building a strong portfolio of papers. There is a clear preference for candidates who are not going on the junior academic job market in 2026/27.

Responsibilities

- Develop independent research within the broad area of business taxation. Research output should primarily be aimed at leading peer-reviewed academic journals; however, all researchers in the Centre are also expected to contribute to policy-related output.
- Contribute significantly to a collaborative research project led by Professor Niels Johannesen, investigating the incidence of business taxes using Danish administrative data.
- Play an active role in the life and activities of the Centre, contributing as an experienced team member and providing supportive guidance and occasional supervision to more junior colleagues.
- Raise research funds through grant applications and manage own area of a larger research budget.
- Share responsibility for shaping the research group's plans and contribute to the writing of group-funding applications for new research projects.
- Contribute to developing the Centre's public profile by taking part in external activities as required by the Director.
- Contribute to teaching on the MSc in Taxation degree programme, as required, including the supervision of students and dissertations.

Selection criteria

Essential selection criteria

- Hold a Ph.D/D.Phil in Economics with post-qualification research experience
- An established (inter)national reputation and publication record, demonstrating a track record of producing independent research of international quality in a discipline relevant to the Centre.
- Possess sufficient specialist knowledge in economics to develop research projects and methodologies
- Ability to independently plan and manage a research project, including a research budget, and to collaborate effectively within a research team.
- Experience of raising research funds through making grant applications and to contribute to reporting on funded projects.

Desirable selection criteria

- Experience of managing a research budget

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 Centre for Business Taxation

The Centre for Business Taxation
The Oxford University Centre for Business Taxation is an independent research centre which aims to promote effective policies for the taxation of business. The Centre provides analysis independent of government, political party or any other vested interest. The Centre has no corporate views: publications of the Centre are the responsibility of named authors. The Centre is not a consultancy: it reserves the right to publish the results of its research.

The Centre also co-founded and co-organises an MSc in Taxation, jointly with the Law Faculty. This is a two- year part-time programme, which took its first students in 2016. The Centre takes responsibility for directing and teaching half of the programme.

The research programme of the Centre commenced in September 2006. The Centre undertakes research primarily in economics and law, but also has interests in accounting, finance and political science. It is located in the Saïd Business School but has close links with other departments in the University of Oxford, especially the Law Faculty, the Economics Department and the Blavatnik School of Government. The Centre was initially funded by a donation from the Hundred Group of UK companies. It has since received substantial research grant income from the ESRC. In recent years, it has also received substantial funding by contributing to the MSc in Taxation, hosted by the Law Faculty.

The Centre undertakes and publishes inter- and multi-disciplinary research into the aims, practice and consequences of taxes which affect business. Although it engages in debate on specific policy issues, the main focus of the centre's research is on long-term, fundamental issues in business taxation. Its findings are based on rigorous analysis, detailed empirical evidence and in-depth institutional knowledge. It interprets the field of "business taxation" very broadly. Although its research has primarily focused on taxes on profit, it has also undertaken research in several other areas of tax, and also outside the field of taxation altogether.

The Centre's research aims to make an original and substantial contribution to the understanding of these questions. The research uses a variety of techniques, both theoretical and empirical.
The Centre organises and hosts a number of conferences and other events each year. It hosts an annual three- day academic symposium, which attracts the best academics and papers from across the world. It also organises an annual doctoral conference for PhD students and other junior researchers in the broad field of business taxation. It also organises policy conferences, reflecting current issues of policy, both nationally and internationally.

The Centre's Director is Professor Niels Johannesen while Professor John Vella directs the legal research. In addition, Michael Devereux (Emeritus Director), Richard Collier (Associate Fellow) and a number of post-doctoral research fellows are active at the Centre, which also hosts a network of International Research Fellows, comprising many of the world's leading scholars in the field.

Further details are at
https://oxfordtax.sbs.ox.ac.uk/

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.

Saïd Business School

Saïd Business School blends the best of new and old. We are a vibrant and innovative business school, but yet deeply embedded in an 800 year old world-class university. We create programmes and ideas that have global impact. We educate people for successful business careers, and as a community seek to tackle world-scale problems.

We deliver cutting-edge programmes, including the highly regarded MBA, Executive MBA, a number of specialist MScs, a portfolio of custom and open programmes and accredited diplomas for executives, and we undertake ground-breaking research that transform individuals, organisations, business practice and society. We are an international and outward looking School with our programme participants coming from more than 50 countries.

We seek to be a world-class business school community, embedded in a world-class University, tackling world-scale problems.

Sustainability

Saïd Business School is committed to the highest standards of environmental sustainability, preserving the planet for future generations and acting in a socially sustainable manner. As an employee you are expected to uphold these commitments in accordance with our Environmental Policy. You can learn more about our organisation's sustainability efforts at: https://www.sbs.ox.ac.uk/about-us/school/sustainability.

Diversity and Inclusion

Oxford Saïd is committed to fostering an inclusive culture which promotes equality, values diversity and maintains a working, learning and social environment in which the rights and dignity of all its staff and students are respected. We recognise that the broad range of experiences that a diverse staff and student body brings strengthens our research and enhances our teaching, and that in order for Oxford to remain a world-leading institution we must continue to provide a diverse, inclusive, fair and open environment that allows everyone to grow and flourish.

Oxford Saïd holds a bronze Athena Swan award to recognise advancement of gender equality: representation, progression and success for all.



Our Values

To better understand our Values, what behaviours demonstrate them and how they are involved in your everyday work we have created the below descriptors.

Transformational

We challenge constructively, provoke thought, and influence and inspire others to develop.

Respectful

We are caring, supportive, appreciative, embrace difference and value each other's opinions.

Entrepreneurial

We embrace and encourage change and innovation. We are creative, flexible and brave.

Collaborative

We are stronger together. We are inclusive, approachable, listen to others and value good communication.

Purposeful

We are a community who believe in sustainable growth, and are responsible, principled and transparent.

Excellence

We are professional, focused and aligned, and have a responsibility to do the very best we can.

Wellbeing

Saïd Business School acknowledge the importance of wellbeing, in enabling people to thrive at work and ensure a work-life balance. It provides a number of initiatives to help support wellbeing and would encourage you to participate. At an individual level, wellbeing means recognising what helps us remain resilient and taking appropriate steps. If we experience difficulties, doing our best to rectify them and making our line manager aware of aspects that they could support us with.

Further information about Saïd Business School is available at www.sbs.oxford.edu.

Social Sciences

Oxford Saïd is a department within the Social Sciences Division, one of four academic Divisions in the University, each with considerable devolved budgetary and financial authority; and responsibility for providing a broad strategic focus across its constituent disciplines.

The Social Sciences Division represents the largest grouping of social sciences in the UK: home to a number of outstanding departments and to the internationally ranked Law Faculty; all are committed to research to develop a greater understanding of all aspects of society, from the impact of political, legal and economic systems on social and economic welfare to human rights and security. That research is disseminated through innovative graduate programmes and enhances undergraduate courses. For more information please visit https://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.

If you currently work for the University please note that:

- As part of the referencing process, we will contact your current department to confirm basic employment details including reason for leaving.

- Although employees may hold multiple part-time posts, they may not hold more than the equivalent of a full time post. If you are offered this post, and accepting it would take you over the equivalent of full-time hours, you will be expected to resign from, or reduce hours in, your other posts(s) before starting work in the new post.

If you need help

Application FAQs, including technical troubleshooting advice is available at https://staff.web.ox.ac.uk/recruitment-support-faqs.

Non-technical questions about this job should be addressed to HR.Recruitment@sbs.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 very senior research posts at grade RSIV/D35 and clinical equivalents E62 and E82 of 30 September before the 70th birthday. 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 other grades 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.



Oxford Saïd Exclusive Benefits

Wellbeing initiatives

Oxford Saïd runs an annual Wellbeing Day for all staff. In addition to this, there is yoga, healthy food deliveries, health MOTs and a range of other ad hoc programmes. Our excellent catering facilities provide a high standard of food, including healthy eating and vegetarian options at a subsidised cost.

Staff Summer and Christmas parties

Oxford Saïd like to reward all of their staff for their great work and their Christmas and Summer parties are our way of saying thank you. The Christmas party is for all staff and the summer party is for staff and their immediate family members, because we know how important family is to all of us.

Employee Assistance provider

Validium is an employee assistance and wellbeing consultancy that works in partnership with the Business School to provide staff and their immediate family with a free 24-hour per day helpline providing confidential information and counselling services on personal issues.

University of Oxford Benefits

Annual leave

38 days (inc. public holidays). Long service additional annual leave – up to 5 days per annum, pro rata for part time employees. Previous service within higher education sector can be recognised. An additional scheme enables staff to request to purchase up to 10 additional days in each holiday year.

Salary and salary sacrifice schemes

The University salary and grading structure allows for annual incremental progression until a scale-bar point is reached. This incremental progression is automatic. Additionally, there are salary sacrifice schemes for bicycles and electric cars. See https://hr.admin.ox.ac.uk/staff-benefits.

Pension

If you are on an academic or academic related pay scale (grade 6 or above), you are automatically a member of USS. Employer contribution is 14.5% and Employee contribution is 6.1%.

If you are on a pay scale other than academic or academic related (grade 1-5) you are automatically a member of OSPS. Employee contribution can be between 4%- 8% and Employer contribution 6%-10%.

University discounts

All University staff can purchase a NUS Extra discount card for £12 for 12 months (£22 for 2 years, £32 for 3 years) which gives access to numerous exclusive offers and discounts from many popular retailers. There are a wide range of other discounts from external companies available using a university card.

University Club

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/.

Access to Oxford buildings

Free access to a number of Oxford colleges, Botanic Gardens, Harcourt Arboretum, Wytham Woods and discount at numerous restaurants/shops.

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All information is correct at the time of going to press.

Please check our website for the most up-to-date information.