

JOB DESCRIPTION

Research Manager – What Works Hub for Global Education

Blavatnik School of Government, Social Sciences Division

Summary

Job title	Research Manager – What Works Hub for Global Education
Division	Social Sciences
Department	Blavatnik School of Government
Location	Radcliffe Observatory Quarter, Woodstock Road, Oxford, OX2 6GG
Grade and salary	Grade 7 Researcher: £40,178 - £48,700, with a discretionary range to £54,518 per annum (dependent on experience)
Hours	Full-time
Contract type	Fixed-term for 12 months
Reporting to	Senior Research Manager - What Works Hub for Global Education
Vacancy reference	189625
Additional information	The closing date for applications is **12 noon (UK time) on Monday 23 November 2026**. Interviews are expected to be held online in early January 2027.

The role

The Blavatnik School of Government is looking for an outstanding self-starting and enthusiastic Research Manager to manage innovative new workstreams with new WWHGE funding partners.

The What Works Hub for Global Education (WWHGE) aims to dramatically improve learning outcomes for children in developing countries by generating new evidence on the "implementation science" of delivering what works at scale, with governments, and across contexts. The WWHGE works with policymakers and NGOs directly to ensure evidence is translated into improved learning outcomes in practice. It is an unusual collaboration of excellent and highly

committed academics; low- and middle-income country governments; grassroots organisations who deliver education and advocate for change; and with strategic partners from the international education community, from UN agencies to the World Bank. We also work very closely with our anchor funder: the UK's Foreign, Commonwealth and Development Office; and other funders, including Australia's Department of Foreign Affairs and Trade, the Gates Foundation, and the Hempel Foundation.

The Research Manager will work with the Academic Director, Technical Director and Senior Research Manager on Pillar 3 of the WWHGE (the development of a new science of implementation). This role will manage research partnerships with specific philanthropic funder grantees, connecting the dots between leading implementing organisations and WWHGE technical offers. You will be primarily responsible for leading engagements with implementing organisations, including conducting original implementation science research (e.g. leading A/B tests, applying evaluation at scale methodologies such as diff-in-diff approaches, etc.); advising on implementation measurement and survey design; and drawing insights from data on process monitoring and learning outcome data.

This appointment offers a unique opportunity to support both research and operational aspects. The ideal candidate will have experience managing complex research projects with a range of stakeholders along with exceptional organisational, interpersonal and communication skills. You should have a passion for international development, with a strong sense of curiosity and attention to detail. A Masters in a subject relevant to the WWHGE and significant and relevant work experience are essential.

Flexible working

Where it is operationally possible, the School's flexible working policy provides individuals the opportunity to work remotely for up to 40% of their working hours (which translates to two days per week for full-time positions).

Leaver cover post

This post is to cover the absence of a team member, who is taking a period of leave. The post is available for 12 months.

Responsibilities

- Engage with in-country implementers to identify opportunities to support data collection, data analysis, and codification of findings, in alignment with WWHGE frameworks.
- Provide demand-driven support for implementers to act on findings.
- Design innovative evidence generation approaches in collaboration with implementers, such as A/B tests, analysis of existing monitoring data, and diff-in-diff evaluations with existing data.
- Manage research activities and complex research projects and support with building team collaboration and culture, and quality assuring work. This will include managing Research Assistants.
- Manage research and administrative activities of Pillar 3, within guidelines provided by senior colleagues.
- Support analytical research, including analysis of quantitative data, conducting literature reviews, and other work to complement WWHGE research.

- Support engagement activities with new funding partners and their grantees and collaborate with the synthesis team on common consortium projects and policy products.
- Support writing of high-impact, high-quality research papers and policy products.
- Contribute to wider project planning, including proposing new ideas for research or policy projects within the scope of the WWHGE's new funding streams.
- Work closely with the Hub's Technical Director and Senior Research Manager to ensure a smooth pipeline of research deliverables.
- Participate actively and fully in the WWHGE research and broader community, including Monitoring and Evaluation activities.
- The role will involve travel, donor and partner engagement, including ensuring quality delivery within the guidelines provided by major funders, such as FCDO and the Hempel Foundation.

Selection criteria

Essential selection criteria

- Hold a Master's degree in a subject relevant to the WWHGE;
- Significant and relevant work experience in International Development, Economics, Political Science, Political Economy, Public Policy, Education or a related field;
- Ability to undertake data analysis, and to manage own research and associated activities;
- Experience managing partner relationships and complex stakeholder environments;
- Experience managing research activities and complex research projects;
- Demonstrated creativity and initiative to turn conceptual discussions into concrete activities and outcomes;
- Demonstrated experience with academic and policy communication, including exceptional written and oral communication skills;
- Outstanding interpersonal skills, professionalism and comfort engaging with senior colleagues and stakeholders;
- Demonstrated ability to take personal initiative, work independently, while also working as a member of an integrated team;
- Outstanding organisational skills and attention to detail, with the ability to multi-task and manage competing priorities, and to work well in a fast-paced environment;
- Passion for international development and for improving lives around the world through effective public policy;
- Entrepreneurial team player with a strong sense of curiosity and positive attitude.

Desirable selection criteria

- Experience working in a low- or middle-income country and/or working in or with governments.

Pre-employment screening

Standard checks

If you are offered the post, the offer will be subject to standard pre-employment checks. These include:

- **right to work and identity checks -** you will be asked to provide proof of your right-to-work in the UK and proof of your identity;
- **references, -** if we have not already done so, we will contact the referees you have nominated;
- **previous University employment -** if you have previously worked for the University, we will verify key employment information with the relevant department or unit, including your dates of employment and reason for leaving and;
- **health declaration -** you will 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.

For more information about the University's pre-employment screening, please read the candidate guidance https://www.ox.ac.uk/about/jobs/explore-our-careers/applications-process/pre-employment-screening.

Hazard-specific/safety-critical duties health questionnaire

This job includes hazards or safety-critical activities. If you are offered the post, you will be asked to complete a health questionnaire which will be assessed by our Occupational Health Service, and the offer of employment will be subject to a successful outcome of this assessment.

The hazards or safety-critical duties involved are as follows.

- Travel outside of Europe or North America on University business

About the University of Oxford

We are the University of Oxford, the world's oldest and top-ranked university, sitting in the heart of one of the UK's most dynamic and diverse cities. 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.

Our people are central to our success, and we are committed to fostering an inclusive environment where everyone can thrive. We recognise that diversity is a strength and is vital for innovation and creativity. We aspire to build a truly diverse community which values and respects every individual's unique contribution.

Join us and you will become part of a unique, democratic and international community, with a great range of staff benefits and access to a vibrant array of cultural activities in the beautiful city of Oxford. Further information regarding the staff benefits can be found on the final page.

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

The Blavatnik School of Government

Our vision is of a world better led, a world better served and a world better governed. We are a global school committed to improving the quality of government and public policymaking worldwide, through three routes: teaching current and future leaders; applied research; and engagement with government and practitioners.

The School was founded in 2010 and our founding dean is Professor Ngaire Woods. We admitted the first 38 Master of Public Policy (MPP) students in 2012 and we currently accept around 140 MPP students and around eight doctoral students a year. We also accept a small group of students for our MSc in Public Policy Research.

At the Blavatnik School, we think of diversity as spanning multiple dimensions of individual experience that shape our ideas, ways of thinking and being including, but not limited to, race, gender, age, ethnicity, geography, sexual orientation and differential abilities. We regard such diversity as core to our institutional identity and values, and aim to provide staff with a range of events and resources to support them throughout their time with us. For further details, please visit our Work for Us page.

The Blavatnik School of Government holds a bronze Athena Swan award to recognise advancement of gender equality: representation, progression and success for all. You can find more information on the Blavatnik School of Government's website.

How to apply

Applications are made through our online recruitment portal. Information about the application process is available on our Jobs website https://www.ox.ac.uk/about/jobs/explore-our-careers/applications-process/how-to-apply

Your application will be assessed solely on the basis of your ability to meet the selection criteria stated in the job description.

As part of your application, you will be asked to provide:

- your CV;
- a supporting statement explaining how you meet each of the selection criteria, 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); and
- details of two referees, including whether we may contact them at this stage.

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

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

Additional information for applicants

If you currently work at the University

If you are a current University employee, please note that:

- as part of the referencing process, we will contact an appropriately senior member of your current department to confirm basic employment details, including your 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 currently work at the University and are a priority candidate:

- Please 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

For application FAQs and technical support, visit: https://www.ox.ac.uk/about/jobs/explore-our-careers/applications-process/support-with-online-applications

For questions about the role, please contact: recruit@bsg.ox.ac.uk.

You can return to your online application at any time via: https://www.ox.ac.uk/about/jobs/explore-our-careers/applications-process/how-to-apply

You will receive an automated email confirming receipt of your application. If you do not receive this, please check your spam or junk folder.

Important information for candidates

Data privacy

Personal data submitted 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://www.ox.ac.uk/about/how-we-are-run/policies-and-statements/policy-hub/job-applicant-privacy-policy.

The University's Policy on Data Protection is available at: https://www.ox.ac.uk/about/how-we-are-run/policies-and-statements/policy-hub/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.

For **existing** employees on these grades, any employment beyond the retirement age is subject to approval.

There is no normal or fixed age at which staff in posts at other grades must retire. Staff at these grades may choose to retire in accordance with the rules of the applicable pension scheme, as may be amended from time to time.

Equal opportunity

The University of Oxford is committed to equal opportunity, and to being a place where everyone belongs and is supported to succeed. We recognise how the diversity of our community enriches our ability to deliver on our academic mission.

We welcome applications from individuals from all backgrounds, including those under-represented within higher education. No applicant or members of staff shall be unlawfully discriminated against on the basis of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

Appointment and progression are based on personal merit and the application of criteria relevant to the duties and requirements of the post. In all cases, the primary consideration will be the ability to perform the job.

As stated in the University's Equality Policy and Equality, Diversity and Inclusion Strategic Plan, our commitment to equality and diversity goes hand in hand with our commitment to academic freedom and free speech.

Working at Oxford - Benefits

Join an international community where you can do meaningful work, develop your career and be supported to do your best.

38 days	24/7	6 nurseries
paid holiday	confidential wellbeing support	plus 380+ full-time places

Work-life balance

We recognise the importance of balancing work with your personal life and offer a variety of flexible working options.

Staff benefits at the University of Oxford | Oxford University

Your wellbeing

Free, confidential Employee Assistance Programme available 24 hours a day, 365 days a year, alongside wider health and wellbeing support. We are also committed to supporting colleagues with disabilities or long-term health conditions.
Health and wellbeing

Family-friendly benefits

Extensive family leave and childcare support, including six University nurseries, more than 450 full-time nursery places and salary-sacrifice childcare.
Family benefits and childcare

Belonging and community

Be part of a welcoming and inclusive community, with staff networks, recognised trade unions, opportunities to connect across the University, and the Newcomers' Club for partners of new staff.
Trade unions and employee representation | Oxford University

Pension and financial benefits

If eligible, you will be automatically enrolled into an appropriate pension scheme. Other financial benefits include access to a relocation scheme for eligible new staff, and a Give As You Earn charitable giving scheme.

Staff benefits at the University of Oxford | Oxford University

Travel and commuting

The University offers a range of travel discounts and schemes for University staff.

Transport | Oxford University

Life in Oxford

Free University Club membership, discounted access to the University Sports Centre, and practical support for relocating and settling into Oxford, including a visa loan scheme to help cover UK visa application costs for staff and their dependants.
Life in Oxford

Grow your career

The University offers many opportunities for training and career development. Find out more and access personal and professional development opportunities.
Learning & Organisational Development

For researchers on fixed-term contracts, the Researcher Hub supports career development, connections and next steps.
Researcher Hub

Discover more

Find out more about working at Oxford, our benefits and life in the city: Staff benefits at the University of Oxford | Oxford University