



SCHOOL OF ANTHROPOLOGY AND MUSEUM ETHNOGRAPHY

The School of Anthropology and Museum Ethnography invites expressions of interest from INTERNAL applicants for the role of COMPAS Director. The role is offered on the basis of a partial secondment.

To apply please provide a CV and a supporting statement explaining how you meet the selection criteria for the post using examples of your skills and experience. Applications should be sent by email to [Gil Middleton](mailto:gil.middleton@anthro.ox.ac.uk).

The closing date for applications is **Monday 29th July 2019 at noon**.

Informal enquiries should be addressed to Elizabeth Ewart: hod@anthro.ox.ac.uk or to any member of the COMPAS Management Committee (contact [Karla-Maria Perez-Blanco](mailto:karla.maria.perez@anthro.ox.ac.uk) for details)

Job Description

Job title	Director of the Centre on Migration Policy and Society (COMPAS)
Division	Social Sciences
Department	School of Anthropology and Museum Ethnography
Location	Banbury Road, Oxford
Reporting to	Head of the School of Anthropology and Museum Ethnography
Additional information	This position is offered to INTERNAL applicants only on the basis of a partial secondment It attracts a partial buy-out or a responsibility allowance The position is initially for two years from September 2019 with the possibility of extension

The role

The Centre on Migration Policy and Society is seeking a new Director to lead its ambitious programme of research, teaching, knowledge exchange and impact.

COMPAS was founded in 2003 as a centre of research excellence, and to contribute to public and policy debates. It has fulfilled that mission, illuminating the complex and interconnected phenomenon that is migration at the local, regional, national and global levels. COMPAS' international reputation for authoritative findings and crisp analysis reflects the contributions it has made to understanding the dynamics and impacts of migration; the factors that influence the movement of people, their engagement in countries of transit and destination, and their sense of identity and place.

At COMPAS we integrate four pillars of excellence: **Research**, addressing some of the most pressing questions of the 21st century; **Teaching** future generations of scholars and policy makers through our interdisciplinary programmes at Masters, Doctoral and postdoctoral levels; sharing research insights in mutual exchange of expertise with the government, market and civil society interests that need to understand migration dynamics, through our **Global Exchange on Migration and Diversity**; informing public debate through accessible data and analysis, through our **Migration Observatory**.

This role provides an exciting opportunity for an exceptional scholar with a track record in migration related research to lead the next phase of development for COMPAS, building on strong foundations for success. You will work with a dynamic and experienced Management Committee to support the day to day running of the centre, providing strategic leadership and setting the long term vision for COMPAS to ensure financial sustainability and to meet its ambitious aims.

Responsibilities

Strategic Leadership

- To provide overall strategic and academic leadership to COMPAS
- To chair the COMPAS Management Committee working to develop plans for the future of the four 'pillars' of activity at COMPAS, strengthening the relationship and synergies between them
- To prepare a strategic plan and annual operating plans for the work of the Centre, within the overall strategic and operational plans for the School, the Social Sciences Division and the University and fulfilling the requirements of the Centre's funding contracts
- To work in close partnership with the Management Committee to secure the external funds to achieve the ambitions of COMPAS
- To take a lead in broadening and strengthening relationships both within and external to the University of Oxford to enhance the reputation of COMPAS and to develop new interdisciplinary partnerships and establish links with a range of external stakeholders within national and local government, international bodies, and non-governmental organisations
- To ensure the day to day running of COMPAS and other such other duties as are expected by the Head of the School of Anthropology and Museum Ethnography
- To contribute to the strategic aims and management of the School of Anthropology & Museum Ethnography, for example as a member of the School Management Board

Financial Planning

- Work with the Management Committee to ensure the long term sustainability of COMPAS
Work with the Management Committee to agree both the 5 year rolling COMPAS Business Plan and annual budget in discussion with the School of Anthropology and Museum Ethnography the Social Sciences Division

Management

- Work with the Management Committee to take overall responsibility for research appointments and secondments to the Centre
- To have line-management responsibility for senior research staff within the Centre, setting personal targets, monitoring performance, and conducting annual appraisals
- to contribute to the management of academic staff as requested by the HoD
- To have managerial oversight for COMPAS support staff (line-managed by the School's Head of Administration, this arrangement is currently under review as part of a department wide exercise)

Research, Teaching and Supervision

- To carry out your independent research and writing
- To establish research links which foster interdisciplinary collaboration with those working in related fields across the University including the Refugee Studies Centre, and among national and international networks of scholars including attracting visiting scholars
- Champion the MSc and DPhil programmes to ensure the continued success of both programmes including working with the SAME Director of Graduate Studies to attract prospective students and building strong partnerships to support the delivery of the programme (including with ODID)
- To supervise doctoral students in relevant areas
- To contribute to the teaching at the graduate and undergraduate level as required

Knowledge Exchange, Impact and Communications

- Work closely with the Directors of the Global Exchange, Migration Observatory in developing and implementing their approaches to knowledge exchange and impact, including engagement with relevant policy debates and inputting into the broader contribution of social sciences including in the context of understanding the UKRI funding ecosystem
- Oversee the centre's Communications Strategy
- Represent the Centre and its research within the University and to external audiences including the press and broadcast media

Person Specification

Essential criteria

- Ability to provide strategic, inspirational leadership with an existing track record in a department, research centre or equivalent unit, including strategic planning and line management of staff
- Experience of leading a senior team
- Experience of long term financial and sustainability planning
- Experience taking a leading role in the development of major research proposals and funding bids
- A track record of success in securing funding
- Significant experience of developing and sustaining strategic partnerships with a wide range of stakeholders – both within academia but also with prospective and current funders, policy makers and others
- Reputation for excellence in research and publication on migration or in a migration-related field
- Sound knowledge of the literature and key trends and issues, conceptual and empirical, in the migration field
- Track record of intellectual innovation and leadership in the development of research
- Higher degree in a relevant social science discipline
- Strong communication skills, including in public speaking and broadcasting