# Job description and selection criteria

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| Job title | Postdoctoral Researcher; Becoming Good: Early Intervention and Moral Development in Child Psychiatry (BeGOOD) |
| Division | MEDICAL SCIENCES |
| Department | PSYCHIATRY |
| Location | WARNEFORD HOSPITAL OXFORD |
| Grade and salary | Grade 7: £30,434-£37,394 (discretionary range to £40,847) per annum |
| Hours | Full time |
| Contract type | Fixed-term (funded for three years) |
| Reporting to | Professor Ilina Singh |
| Vacancy reference | 119322 |
| Additional information | Post to start January 2016 or earlier |

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| cid:image001.jpg@01D07DB3.8A80A8D0  Committed to equality and advancing women’s careers in science, technology, engineering, mathematics and medicine (STEMM*)* | The **University of Oxford** is a member of the [Athena SWAN Charter](http://www.athenaswan.org.uk/) and holds an institutional Bronze Athena SWAN award.  The **Department of Psychiatry** holds a Silver departmental Athena SWAN award in recognition of its efforts to introduce organisational and cultural practices that promote gender equality in STEMM and create a better working environment for both men and women. |

## Introduction

### The University

The University of Oxford is a complex and stimulating organisation, which enjoys an international reputation as a world-class centre of excellence in research and teaching. It employs over 11,000 staff and has a student population of over 22,000.

Our annual income in 2013/14 was £1,174.4m. Oxford is one of Europe's most innovative and entrepreneurial universities: income from external research contracts exceeds £478.3m p.a., and more than 80 spin-off companies have been created.

Oxford is a collegiate university, consisting of the central University and colleges. The central University is composed of academic departments and research centres, administrative departments, libraries and museums. There is a highly devolved operational structure, which is split across four academic divisions, Academic Services and University Collections and University Administrative Services. For further information, please see:

[www.ox.ac.uk/staff/about\_the\_university/new\_to\_the\_university/structure\_of\_university](http://www.ox.ac.uk/staff/about_the_university/new_to_the_university/structure_of_university).

For more information please visit <http://www.ox.ac.uk/about>

**Medical Sciences Division**

For more information please visit: <http://www.medsci.ox.ac.uk>

**Department of Psychiatry**

The Department of Psychiatry based on the Warneford Hospital site in Oxford has an international reputation for excellence. The Head of Department is Professor John Geddes.  The Department has a substantial research programme, with major funding from Medical Research Council (MRC), Wellcome Trust and National Institute for Health Research (NIHR) and provides highly rated medical training in psychiatry. There are approximately 180 staff including 32 principal investigators leading research groups investigating applying a wide range of approaches from translational neuroscience, experimental medicine, epidemiology, clinical trials and health services research to developmental disorders, mood disorders, cognitive disorders and self-harm and suicide. There are strong links with other departments and institutes both within and outside Oxford: these links ensure that we can apply the best scientific methods to psychiatric and cognitive disorders. The Department has an annual turnover approaching £10 million with more than 50 research grants.

For more information please visit: <http://www.psych.ox.ac.uk>

## Job description

### Overview of the role

**Becoming Good: Early Intervention and Moral Development in Child Psychiatry (BeGOOD)**

The post is for postdoctoral researcher to work on the BeGOOD project, which is held within the Neuroscience Ethics & Society (NeuroSec) Team in the Department of Psychiatry. This is a new and developing team, and BeGOOD is the flagship project, funded by a Wellcome Trust Senior Investigator Award to Professor Ilina Singh. BeGOOD is comprised of five distinct but overlapping studies, which will cumulatively enrich understanding in the following areas: political, ethical and scientific dimensions of early intervention into children’s moral development; young people’s experiences of and moral reasoning about early intervention strategies and programmes; and ethical and social impacts of prenatal early intervention, particularly around epigenetic theories, motherhood and mothering practices. The project is highly interdisciplinary, bringing together expertise in empirical ethics, developmental psychopathology, anthropology and neuroscience.

The NeuroSec Team is uniquely situated within Oxford Psychiatry and Neuroscience. We build collaborative research relationships with scientists and clinicians whilst maintaining a critical perspective and a portfolio of independent research projects. We have formal affiliations, and conduct research and training activities, with the Oxford Uehiro Centre in the Department of Philosophy and The Oxford Ethox Centre in the Nuffield Department for Population Health. The Psy-Ethics education and training platform enables activities within the Oxford Health Trust and engagements with academic and health groups across Oxford. Further engagements with groups across Oxford are welcomed, and will be established as the Team’s work develops.

**Motherhood: Early Intervention Ethics (MO:EIE)**

The postholder will work with the PI to develop and lead MO:EIE, an empirical sub-study on the social and ethical dimensions of prenatal intervention. A main aim of the study is to critically engage with epigenetic theory where it intersects, in programmatic forms, with the ordinary ethics of motherhood and mothering. Conceptual and empirical interests in this study include care, love and attachment; maternal responsibility; citizenship; and child flourishing. The project is likely to involve a multi-sited ethnography of a prenatal early intervention programme, and participant observation and interviews in relevant scientific consortia and policy groups, such as the EU scientific consortia AGGRESSOTYPE and the UK Early Intervention Foundation. A collaboration with a prenatal early intervention programme has been established (based in Ireland and the UK), and a general approach to the work and areas of enquiry have been discussed with the lead researchers in that programme. There is good scope for the postholder to contribute original questions, ideas and methods within this preliminary framing, and to pursue associations with relevant scientists and consortia as part of the research. The postholder will establish links to other relevant research groups in the Department, across Oxford, and internationally; and will organize local meetings to support the sub-study.

In addition to the key leadership role in MO:EIE, the postholder is expected to play a senior role in the BeGOOD team, and to contribute to growing the Neuroscience Ethics & Society Theme. The postholder will have two primary responsibilities in this regard; first, to take a lead in supporting the BeGOOD team with knowledge and resources in qualitative methodologies, and in investigating innovative methods for data collection and presentation, which might benefit MO-EIE and other BeGOOD sub-studies. Second, to take the lead in organizing a major international meeting in year 2 or 3 of the study. Participation in departmental seminars, teaching and training activities, and collective writing projects is expected of all members of the Neuroscience Ethics & Society Theme.

### Responsibilities/duties

* Take a lead role in key aspects of the MO:EIE sub-study, including developing the research protocol, research ethics, recruitment, data collection, storage and analysis
* Take a lead role in supporting the BeGOOD team in investigating innovative research methodologies, particularly digital technologies, e.g. mobile health devices, video, games, remote sensor technologies
* Take a lead role in organizing an international scientific meeting
* Create and maintain effective and ethical data management and storage systems
* Monitor the use of resources in MO:EIE and identify the need for further resources as appropriate
* Ensure that project milestones and commitments to deliverables are met and on-time
* Write research papers and reports, and present BeGOOD research at conferences
* Publicise the research, including contributions to a BeGOOD blog, newsletters, and websites; media and policy outlets
* Engage with, and involve relevant publics in the research
* Ensure that MO:EIE engages early and constructively with policymakers, in order to ensure future impact of the study
* Work with BeGOOD team members in a spirit of collective support for the sub-studies in BeGOOD, including participation in seminars, meetings, writing projects and other opportunities as they arise
* Contribute to departmental teaching and training activities, and attend departmental seminars
* Establish links to and activities with relevant researchers within the Department, across Oxford and internationally, in order to help develop the study and activities within the Neuroscience Ethics and Society Theme

## Selection criteria

## Essential

* PhD (or equivalent) or working towards the completion of a PhD in Anthropology, Geography, Sociology, Bioethics or a related social science discipline
* Proven ability to develop a rigorous and feasible research design
* Proven ability to carry an empirical research project related to human health, science or medicine through to successful completion
* Knowledge of ethnographic methods and interest in digital ethnography
* Interest in early intervention, biosocial developmental models/theories, and/or epigenetic theories
* Demonstrated excellence in qualitative methods
* Extensive intellectual engagement with relevant literature and concepts in bioethics, moral anthropology and/or sociology
* Demonstrated ability to interact constructively and to communicate effectively with scholars across scientific and social science disciplines
* Excellent academic writing ability
* Proven track record of publications
* Ability to work independently and as a member of a team
* Well organized, highly motivated and enthusiastic
* Ability to engage with research populations, some of whom may be vulnerable, in a thoughtful, respectful manner
* Able to start January 2016 or earlier

**Desirable**

* Research experience in psychiatry, medicine or a relevant science
* Experience with research involving children and/or families
* Knowledge of developmental theory and research
* Engagement with models of child development and/or epigenetic theories
* Knowledge about research with children and/or families
* Experience of innovative research methods as outlined in the job responsibilities
* Knowledge of quantitative methods
* Demonstrated leadership skills

**Pre-employment screening**

Please note that the appointment of the successful candidate will be subject to standard pre-employment screening, as applicable to the post. This will include right-to-work, proof of identity and references. All applicants must read the candidate notes on the University’s pre-employment screening procedures, found at:

<https://www.ox.ac.uk/about/jobs/preemploymentscreening/>.

Furthermore, additional pre-employment screening is required for this post, as such; the successful candidate will be required to undergo a Disclosure and Barring Service check.

All academic and related posts (any grade above grade 5) are subject to the University’s retirement policy. The University operates an employer justified retirement age, for which the retirement date is the 30 September immediately preceding the 68th birthday. Applicants should be aware that any employment beyond the University’s retirement age is subject to approval through the procedures outlined at:

[www.admin.ox.ac.uk/personnel/end/retirement/acrelretire/ejra/](http://www.admin.ox.ac.uk/personnel/end/retirement/acrelretire/ejra/).

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## Working at the University of Oxford

For further information about working at Oxford, please see: [www.ox.ac.uk/about\_the\_university/jobs/research/](http://www.ox.ac.uk/about_the_university/jobs/research/)

## How to apply

If you consider that you meet the selection criteria, click on the **Apply Now** button on the ‘Job Details’ page and follow the on-screen instructions to register as a user. You will then be required to complete a number of screens with your application details, relating to your skills and experience. When prompted, please provide details of two referees and indicate whether we can contact them at this stage. You will also be required to upload a CV and supporting statement which explains how you meet the selection criteria for the post. The supporting statement should explain your relevant experience which may have been gained in employment, education, or you may have taken time away from these activities in order to raise a family, care for a dependant, or travel for example.  Your application will be judged solely on the basis of how you demonstrate that that you meet the selection criteria outlined above and we are happy to consider evidence of transferable skills or experience which you may have gained outside the context of paid employment or education.

Please save all uploaded documents to show your name and the document type.

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

**Information for priority candidates**

*A priority candidate is a University employee who is seeking redeployment owing to the fact that he or she has 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 departments.*

*If you are a priority candidate, please ensure that you:*

*- attach your redeployment letter to your application*

*- explain in your covering letter how you meet the selection criteria for the post.*

Should you experience any difficulties using the online application system, please email [recruitment.support@admin.ox.ac.uk](mailto:recruitment.support@admin.ox.ac.uk)

Further help and support is available from <http://www.ox.ac.uk/about_the_university/jobs/support/>

To return to the online application at any stage, please click on the following link [www.recruit.ox.ac.uk](http://www.recruit.ox.ac.uk)

Please note that you will be notified of the progress of your application by automatic e-mails from our e-recruitment system. **Please check your spam/junk mail** regularly to ensure that you receive all e-mails.