



Job Description

This form summarises the purpose of the job and lists its key tasks. It is not a definitive list of all the tasks to be undertaken as those can be varied from time to time at the discretion of the School, in consultation with the postholder.

Job title: Research Fellow in Racial Inequality

Department/Centre/Institute: International Inequalities Institute

Accountable to: Executive Director, Atlantic Fellows for Social and Economic Equity programme (AFSEE)

Job Summary

The International Inequalities Institute (III) was established by LSE in response both to the growing international concern about inequality and its consequences and to the high level of interest across all of the School's departments and disciplines in inequality. The Atlantic Fellows in Social and Economic Equity programme housed in III is committed to building a community of people who are "committed to using collective leadership to work towards social and economic justice for all".

III is seeking to appoint a Research Fellow for a fixed period of 24 months to develop and conduct an independent research project that aims to advance our understandings of racial inequality. Ideally, the research should connect to one of the existing research themes at the III.

The Research Fellow will be expected to conduct rigorous, original research on racial inequalities, working independently and in collaboration with other academics. They will be expected to develop outputs leading to high quality academic publications and may also be expected to contribute to publications and reports for a broader audience, such as consultation and policy interventions, through blogs and other social media outlets. The Research Fellow will also liaise with the Atlantic Fellows for Social and Economic Equity (AFSEE) programme to foster interaction with Fellows and knowledge exchange. They will work with a wider team of LSE academics and will assist the AFSEE Executive Director in the organisation of regular meetings and topic development more broadly.

The Research Fellow will be required to maintain knowledge of relevant policy and practice debates and discussions relevant to racial inequalities globally. They will be supported to develop their research career within III and will be expected to contribute to the development of research funding proposals as part of this.

The Research Fellow will also be expected to contribute to the drafting of project reports and papers and to the dissemination of findings to a range of stakeholders, including funders, policy analysts and other academics.

The post-holder will also be expected to play a full role in the work of the III by organising seminars, other events and contributing to its public interventions and web presence.

The Research Fellow should be able to work independently within a research team. The Research Fellow will be expected to contribute to the III's wider research programme and to play an active role in the life and activities of III and AFSEE.



Duties and Responsibilities

- Developing a coherent programme(s) of research.
- Demonstrating the ability to analyse and research complex ideas, concepts or theories and applying appropriate methodologies.
- Formulating peer reviewed research grant applications.
- Leading a small project team or assisting in the running of a large research group.
- Developing a body of high-quality publications in peer reviewed outlets.
- Acting as a reviewer for academic journals and research grant applications.
- Initiating and sustaining links with external bodies to foster collaboration and influence decision- making.
- Presenting research at national and international conferences.
- Organising conferences, seminars and workshops.
- Developing creative approaches to research challenges.
- Acting as a point of reference for others and contributing to the development of new knowledge and understanding within the field.
- Developing a national/international reputation for research in their area of expertise.

Activities relating to administration and management and/or School service may include:

- Playing a constructive role in the life of the Institute.
- Training and managing the work of research assistants.
- Supervising Masters students.

All of the above subject to the contractual obligations imposed by the external funding agency and with the agreement of the grant-holder, Principal Investigator and/or AFSEE Executive Director.

Flexibility

To deliver services effectively, a degree of flexibility may be required in the duties performed in order to meet the exigencies of service. Job roles may also naturally develop over time and ongoing substantial changes to a role will be discussed between line managers and their staff, with job descriptions updated as and when appropriate.

Equity, Diversity and Inclusion (EDI)

LSE is committed to building a diverse, equitable and truly inclusive university. All posts (and post holders) will seek to ensure diversity and inclusion, while opposing all forms of unlawful and unfair discrimination on the grounds of age, disability, gender identity, marriage and civil partnership, pregnancy and maternity, race, nationality, ethnic or national origin, religion or belief, sex and sexual orientation, or social and economic background.



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**Ethics Code**

Posts (and post holders) are assumed to have a responsibility to act in accordance with the School's Ethics Code and to promote the principles and values that the Code enshrines. The Ethics Code clearly states that the whole LSE community, including all staff, students, and governors of LSE, are expected to act in accordance with the principles which are set out in the Code. As such you are required to read and familiarise yourself with it. The School's Effective Behaviours Framework is designed to support this Code. It sets out examples for the six behaviours that all staff are expected to demonstrate, these can be found on the following link: [click here](#)

Environmental Sustainability

The post holder is required to minimise environmental impact in the performance of the role, and actively contribute to the delivery of the LSE Environmental Policy.