



2 CAREER-TRACK POSTS AVAILABLE

Assistant Professorships
in
International Social and Public Policy

FURTHER INFORMATION

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Assistant Professors

We are seeking to hire two career-track Assistant Professors to start in September 2021. The posts are available as a result both of growth in student numbers on our BSc and MSc degree programmes in International Social and Public Policy (ISPP), and following some planned staff retirements. We are looking for talented individuals who will be keen to contribute to the development of the Department and its unique strengths.

LSE is committed to building a diverse, equitable and truly inclusive university. For these posts, we particularly welcome applications from women and from minority ethnic groups.

This document provides further information about the post and the Department of Social Policy. If you wish to apply, please note that you must do so via [LSE's e-recruitment website](#) which also tells you the information you must provide, the nature of the job (Job Specification), the sort of people we are looking for (Person Specification), and the date and time by which applications must be submitted. If you have any further questions about any of the posts, please email socialpolicy.recruitment@lse.ac.uk in the first instance.

Disclaimer: this document is for further information purposes only, and without legal status. The terms and conditions for the posts and the criteria for selection are provided at [LSE's e-recruitment website](#).





The Department of Social Policy

The Department provides top quality multidisciplinary research and teaching on social and public policy challenges facing countries across the world.

We are currently ranked third in the world in Social Policy and Administration ([QS World University Rankings 2020](#)), and first in the UK ([Complete University Guide 2020](#)). We are also the number one UK Social Policy department in terms of overall research quality, as assessed by the most recent (2014) nationwide assessment of research quality, impact and environment, the [Research Excellence Framework](#) (REF2014). REF2014 ranked the Department first in the UK for world leading and internationally excellent research and awarded it joint highest marks for the non-academic impacts of its work. The [next REF assessment](#) will be undertaken in 2021. Candidates for these posts will be expected to produce work of a quality that maintains or increases our current REF standing.

Providing top quality education to our students at all levels is also a priority and the successful candidate will be expected to contribute to the achievement of our education goals.

Some facts and figures about the Department (2020/21)

Number of full-time-equivalent faculty members:	22.7
Number of full-time-equivalent professional services staff:	8.2
Number of BSc students:	180
Number of MSc students:	209
Number of PhD students:	46
Number of nationalities represented among faculty members:	9
BSc students paying fees at Home/EU / Overseas rates (%):	69/31
MSc students paying fees at Home/EU / Overseas rates (%):	43/57

Undergraduate and Masters programmes

- BSc in International Social and Public Policy
- MSc in International Social and Public Policy
- MSc in Criminal Justice Policy



Department profile

Social Policy at LSE is about applied social and public policy analysis. At the graduate level, the Department is in many respects similar to a small North American graduate school of public policy. Unlike almost all of those schools, we also have an undergraduate degree programme.

From its foundation in 1912, the Department has carried out cutting edge research on core social problems, and helped to develop policy solutions. In our first decades, many of our activities focused on the design and analysis of the UK welfare state. While we retain specialist expertise in this area, our activities are now much more international in perspective and broader in scope and application.

Today the Department is distinguished by its multidisciplinary, its international and comparative approach, and particular strengths in poverty and inequality; work and welfare; education; race, ethnicity and migration; non-governmental organisations (NGOs), crime and criminal justice policy, and behavioural public policy.

Our faculty members, who come from all round the world, have backgrounds in anthropology, demography, economics, political science, psychology, sociology, as well as social and public policy. Faculty interests cover policies and issues in high and low and middle income countries. Our pedagogical approach is research-led and inclusive, focused on policy problems and solutions, using applications from around the world, and maximising opportunities for student learning. For more information about our faculty members and their research interests and latest publications, see the Departmental [People](#) webpages.

Our [alumni](#) can be found in government positions in numerous countries, in national and international NGOs, in the private sector and consulting, in public sector organisations, and in universities across the world.

Our Mission Statement is shown in Appendix 1 at the end of this document. It cites our principal areas of interest and approaches currently (these may of course evolve over the longer term).



The Department and LSE

[LSE](#) is a specialist social science university with around 12,000 students of whom approximately two-thirds come from outside the UK, and more than half are postgraduates. For more 'facts at a glance', see [here](#).

At LSE, teaching and most other activities are organised at the department level – there are 24 academic departments. (Reflecting its size, LSE does not have faculties.) There are also cross-departmental research centres and institutes. The largest of these in terms of participation by Department of Social Policy faculty members are the [Centre for Analysis of Social Exclusion](#), the [International Inequalities Institute](#), and the [Mannheim Centre for the Study of Criminology and Criminal Justice](#).

LSE is renowned for its diversity and international orientation, and this is true for our Department as well. Not only does LSE go out into the world, but the world comes to LSE. For an example of this, look at the programmes in the School's [Events](#) series.

The Department of Social Policy is located on the second floor of LSE's Old Building, in the centre of the campus (look at the maps [here](#)). Our central London location places us within easy reach of Parliament, government departments and agencies, think-tanks, and national and international NGOs, and the campus is next door to green space – [Lincoln's Inn Fields](#) (the largest public square in London) – and five minutes' walk from the [River Thames Path](#). [Public transport connections](#) are excellent.



The post: general

This post is a career-track Assistant Professor post. The successful candidate will be expected to make contributions to teaching, research, and service to the Department/School, commensurate with the level of the post.

We are looking to the long-term with this appointment, seeking the very highest quality candidate who can meet the criteria set out in the Person and Job Specifications associated with the post (available from [LSE's e-recruitment website](#)).

We are seeking a candidate who will contribute to the Department as a whole – someone who not only has specialist teaching and research skills that will augment those within the Department, but who will also contribute to Departmental core teaching in substantive policy areas or research methods and applications.

An ability to draw on both national and international/global perspectives in research and teaching is essential as this characteristic is one of the defining features of the Department's mission and underpins our degree programmes.

We seek a faculty member who is an all-round team player in terms of engagement with students and colleagues – faculty and professional services staff – and assisting the smooth running of the Department and its teaching programmes.



The post: teaching

The teaching-related criteria for the posts advertised are set out in the Person and Job Specifications. We seek candidates with the ability to teach courses (otherwise known as 'modules') within our BSc and MSc degree programmes in International Social and Public Policy (ISPP). The degree programmes represent the outcome of an earlier major restructuring and consolidation of Departmental degree programmes and are now established. The MSc ISPP admitted its first cohort of students in 2018/19, and the new BSc ISPP began in 2019/20.

We seek candidates who can provide teaching for both the BSc ISPP and the MSc ISPP programmes in terms of both core and specialist courses and can support their further development, including by, in the medium-term, offering new courses reflecting their specific research interests, and thus enhancing our provision of research-led teaching.

For further information about the degree programmes with which this post is associated, see [BSc ISPP](#) and [MSc ISPP](#). The BSc ISPP allows students to elect to graduate with a specialism in development. The MSc ISPP programme allows students to elect to graduate with a specialism in development, migration, non-governmental organisations, or research. Each of the BSc and MSc programme webpages provides more information about programme content, structure and courses.



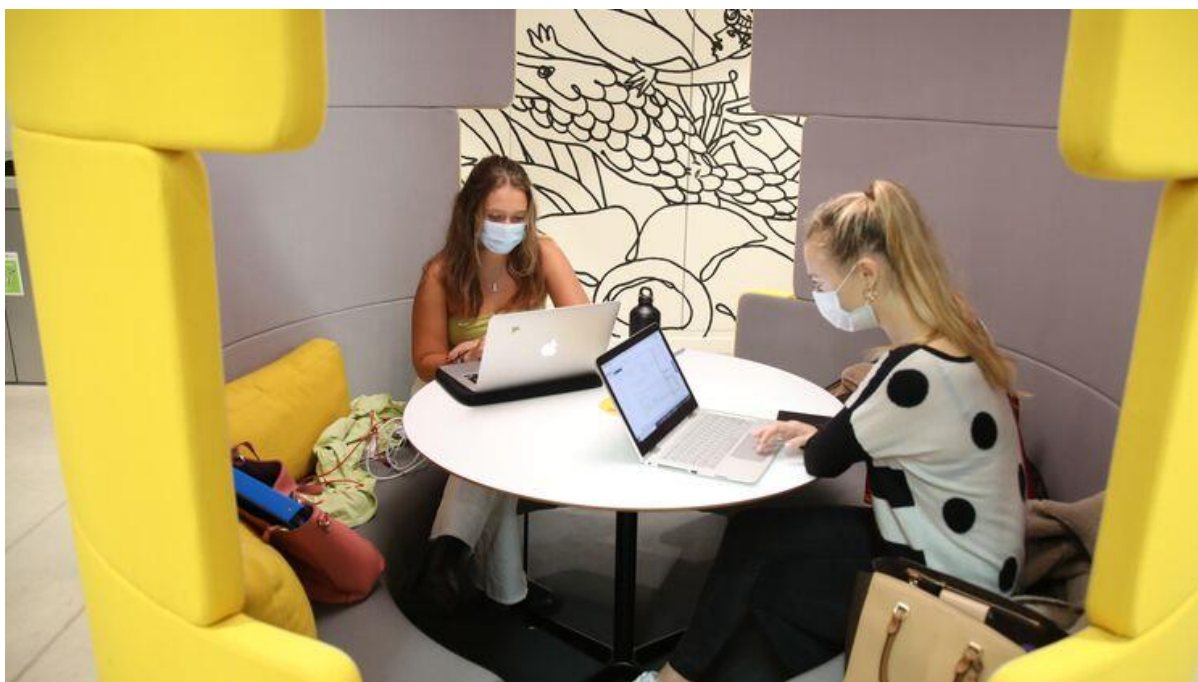
The post: research

The research-related criteria for the post advertised are set out in the Person and Job Specifications. While we are interested in receiving applications from excellent researchers across all areas of social and public policy, we are soliciting in particular applications from those whose research interests are in *education* (including education policy, and whether with a national, international or comparative focus), or in *inequality* (broadly conceived to include inequality of income and wealth, or inequalities across specific characteristics such as ethnicity or disability, or inequalities associated with domains such as housing and neighbourhood, family, or those created by climate change).

Candidates should make a strong case in their applications that their research will make a substantial contribution in the short-term and long-term to the Department (see also Appendix 1). We seek the internationally excellent researchers of today who will be the world-leading researchers of tomorrow. Demonstration of the ability to produce the highest quality research is more important than the ability to produce research output in quantity.

The post: service

The service-related criteria for the post advertised are set out in the Person and Job Specifications. Examples of Departmental service undertaken by a newly appointed Assistant Professor include contributions to course and degree programme innovations, convening a course, editorial responsibility for the department's blog series, helping organise and participating in student engagement activities, and service on Departmental committees.



Responsibilities

Every faculty member is expected to undertake teaching, research, and service. See the Job Specification for details.

In addition to classroom teaching, every faculty member in the Department is allocated responsibilities for marking (grading) of student work and providing feedback, for supervision of student research, and for being an Academic Mentor (advising students). Departmental classroom teaching loads in 2021/2 will average around 105 hours per full-time equivalent faculty member, which corresponds to an average of around 70 sessions of 90 minutes duration giving lectures or leading seminar classes. We aim to ensure that the teaching load for career-track Assistant Professors is around 80% of a standard load. In the North American context, a 100% teaching load would be roughly equivalent to a 2:2 load. Note also that sharing teaching/lecturing responsibilities for one course is common.

There are opportunities for teaching at both undergraduate and masters levels, as well as co- or second supervision of PhD students. Faculty members cannot be lead supervisors for PhD students until they have passed Major Review (this review is discussed below), but they can be part of a supervisory team.

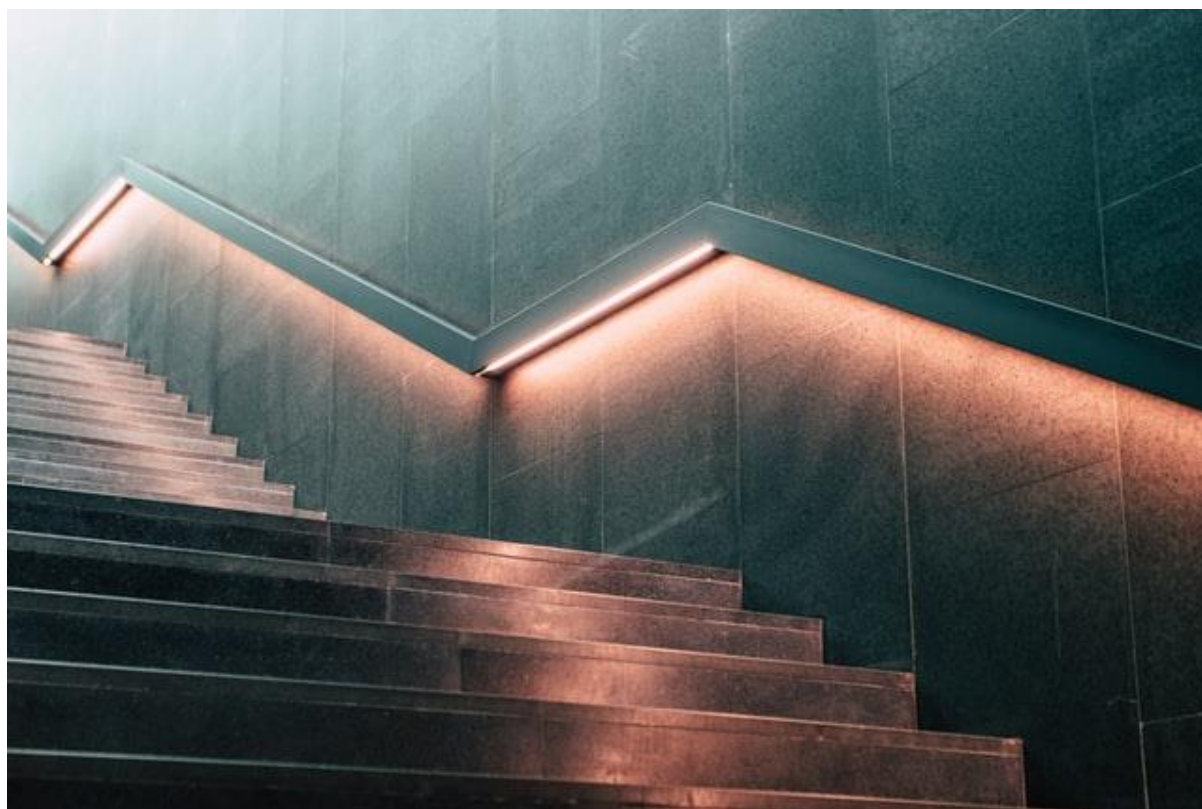
Teaching and other responsibilities are allocated at the Departmental level under the supervision of the Head of Department.

Most classroom teaching takes place in the Michaelmas Term (an 11-week term running from October to mid-December, including one mid-term non-teaching 'reading week') and the Lent Term (an 11-week term running from January to March, inclusive of a 'reading week'). The Summer Term (a 7-week term starting in April) is primarily devoted to revision

classes, assessment and examinations. There are various pre-sessional activities requiring faculty members' participation from around the start of September each year, including MSc dissertation marking. Assessment-related activities extend 3–4 weeks beyond the end of the Summer Term.

Undertaking research is of course an important and expected part of the job, and faculty members have a high degree of autonomy in how they do this, whether as sole researcher, or in conjunction with colleagues whether based within the Department, elsewhere in LSE, or outside LSE. There are opportunities for collaboration with LSE research centres and institutes (see above). There is a [Departmental seminar series](#) and many other seminar series in research centres, institutes, and other departments; and faculty are expected to participate in the research culture of the Department.

Faculty members are expected to attend meetings associated with the Department's activities, in particular, Department Meetings and Teaching meetings, which are also attended by Departmental Professional Service Staff.



Promotion prospects and rewards

LSE operates a career-track model for Assistant Professors, with the decision about continuation of the appointment ('Major Review') occurring at eight years after initial appointment or potentially sooner. There is also an Interim Review within this period to assess progress to Major Review. The outcomes of these reviews are decided by LSE's Promotions Committee, not by Departments. Each faculty member below the level of full Professor, does though, have an annual Career Development Review with a senior member

of the Department. To pass Major Review, you have to meet specified standards in research, teaching and service. The references to 'international excellence' and 'world leading' in the Job and Person Specifications for these posts are deliberate echoing of the words that LSE uses to formulate these criteria. For more details of LSE's procedures, see the Guidelines available [here](#).

We offer salaries that are highly competitive with departments at our peer institutions nationally and worldwide. Assistant Professors may also benefit from LSE's Contribution Pay process for rewarding exceptional performance in teaching, research, and/or service. Nominations are made by Heads of Departments in an annual round; decisions are made by LSE's Academic Staff Reward Committee. This process can lead to award of a one-off lump sum or a recurrent increase (i.e. an incremental salary increase). See [here](#) for more details. LSE's Remuneration Policy for faculty members is [here](#).

LSE operates a generous sabbatical system related to qualifying service. (Sabbatical Policy is described [here](#).) In short, 8 terms (two years and two terms) of qualifying service provide 1 term of sabbatical leave entitlement, 16 terms of qualifying service provide 2 terms of sabbatical leave entitlement, and 21 terms of qualifying service provide 3 consecutive terms (one academic year) of sabbatical leave entitlement. Thus Assistant Professors build up sabbatical entitlement prior to Major Review. Whether sabbatical leave entitlements can be used at a particular point depends on whether Departmental commitments can be covered over the relevant period. The Department of Social Policy's goal is that entitlements be used; the *quid pro quo* is that faculty members are flexible and willing to cover for colleagues during periods of leave.





Making your application

Applications must be made via [LSE's e-recruitment website](#). Please ensure that you provide all of the information requested, including a full *curriculum vitae* (CV), electronic copies of three examples of your best published or unpublished research outputs, and an application covering letter.

Your CV should include information, with dates, about: your education and employment history; teaching experience (with full details of the degree level taught at, course title, year, whether lecture(s) or seminar(s), and total hours contributed); research published, submitted, and in progress (each with full authorship details, and journal or book publisher targeted); research grant funding received and applications pending (with full details of funder, amount and period, and whether Principal Investigator or Co-Investigator); as well as any other information that you think is relevant.

The covering letter in which you **set out how you meet the essential and desirable criteria of the post for which you are applying is a very important part of the application process**. Do not simply cite your CV. Construct a persuasive narrative addressing each criterion.

Do some research on us before preparing your application.

Make sure you get your application in on time – late applications will not be considered.

Short-listing and selection

Applicants are selected in accordance with LSE's Recruitment and Selection policies. These are intended to promote and maintain fair and equitable recruitment and selection procedures across the School and to ensure consistency in their application.

The rest of this section sets out the procedures that the Department of Social Policy will use for these posts.

Once the application deadline has closed, the Department will review applications. First, a long-list of potential candidates is drawn up consisting of all candidates who appear to strongly fulfil all the essential criteria for the post. This may be based on candidates'

application covering letters and CVs only. Second, there is a short-listing stage, with selection based on the same materials plus, crucially, reading of candidates' supporting documents (research items). If a large number of candidates perform strongly on all the essential criteria for a post, the short-listing selection can take into account candidates' ability to meet the desirable criteria, and/or who fulfils the essential criteria better. It is normal practice at LSE to short-list around 4 candidates for each post for Assistant Professor positions such as these.

The final stages of the selection process for short-listed candidates consist of presentations, informal meetings with members of the Department and PhD students, and interviews with a Selection Committee. While we expect all these to take place online, we will aim to provide the opportunities for engagement with the Department, which would normally accompany short-listed applicants attending in person.

Presentations will be approximately one hour long (including questions) and involve talking about teaching as well as research. Further details about the presentation protocol and informal meeting opportunities will be circulated closer to the relevant time.

The Selection Committee will be chaired by a senior member of LSE and have two Departmental members (one of whom is the Head of Department) and a member from another LSE department. Selection Committees take into account the recommendations of the Department.

Candidates familiar with faculty recruitment processes in North American universities should note that the process that the Department of Social Policy is using for these posts differs. The Department places greater reliance on the application materials submitted as part of the application, partly for Equity, Diversity and Inclusion reasons, and we cannot short-list candidates unless they have been able to demonstrate that they meet the criteria. We do not use interviews at conferences to screen applicants and, even without the constraints of COVID-19, we do not use a series of one- to two-day visits to the Department ('fly outs'). We intend to hold presentations shortly before the formal interviews by the Selection Committee.

We will endeavour to provide short-listed candidates with as much notice as possible of the dates of interview, and the date and protocol for the presentations. Given we will be interviewing by Zoom or equivalent, we will also schedule interviews so that they can accommodate candidates' time zones. At the time of writing, we expect that interviews for the posts will occur in the latter part of April 2021.

Appendix 1. Mission Statement of the Department of Social Policy

MISSION STATEMENT

1. We analyse and evaluate public policies, the social challenges they address, and their outcomes, specialising in applications to education, income and wellbeing, migration, criminology, considering individuals' behaviours and outcomes as well as institutions such as families, governments, the private sector, and civil society.
2. We are multidisciplinary in approach; international in our perspectives and applications, covering both developing and developed nations; and we are particularly concerned with assessing inequalities in policy drivers and outcomes.
3. We conduct excellent research to international standards; have a significant impact in the social and public policy arena nationally and internationally; and provide a high quality education to our students, supporting them in development of understanding of and skills in social and public policy within an intellectually vibrant environment.

Extract from Department of Social Policy, *Strategic Plan* (2016, minor edit 2019).