



CAREER-TRACK POST AVAILABLE

Assistant Professorship in
International Social and Public Policy

FURTHER INFORMATION

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Assistant Professor in International Social and Public Policy

We are seeking to hire a career-track Assistant Professor to start in September 2020. The post is available as a result of a growth in student numbers following the consolidation of our BSc and MSc degree programmes under the label 'International Social and Public Policy' (ISPP). We are looking for a talented individual keen to help the Department further develop its renowned 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 international and multidisciplinary research and teaching on social and public policy challenges facing countries across the world.

We are currently ranked first in the world in Social Policy and Administration ([QS World Rankings 2019](#)), and we are 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 also 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. According to the National Student Survey, a nationwide survey of final-year undergraduate student satisfaction, the Department improved its scores significantly in 2018 by comparison with 2017 on many dimensions. We intend to make further improvements in future, and the successful candidate will be expected to contribute to the achievement of our education goals.

Some facts and figures about the Department (2019/20)

Number of full-time-equivalent faculty members :	20.8
Number of full-time-equivalent professional services staff:	8.2

Number of BSc students:	137
Number of MSc students:	200
Number of PhD students:	39

Number of nationalities represented among faculty members:	7
BSc students paying fees at Home / EU / Overseas rates (%):	56/23/21
MSc students paying fees at Home / EU / Overseas rates (%):	19/21/60

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 change somewhat 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 the 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: teaching

The teaching-related criteria for the post 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 in place in 2019/20 represent the outcome of major restructuring and consolidation of Departmental degree programmes. 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 support the consolidation and development of these programmes and the courses associated with them. The ability to teach additional new courses over and above our existing and already-planned ones would be valuable in the longer-term but is less important in the short-term.

For further information about the degree programmes with which this post is associated, see [BSc ISPP](#) and [MSc ISPP](#). The MSc ISPP programme allows students to graduate with a specialism in development, migration, non-governmental organisations, or research. We plan to incorporate one or more optional specialisms in the BSc ISPP, starting with development.

Each of the MSc programme webpages has a link to the LSE online prospectus where you can find 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. Beyond the broad ISPP-specific requirements, we have no specific research areas, topics or methods in mind when seeking to fill the posts – although our research-led approach to teaching our portfolio of degree programmes provide constraints.

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, 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 each post for details.

In addition to classroom teaching, every faculty member in the Department is allocated responsibilities for marking of student work and providing feedback, for supervision of student research, and for being an Academic Mentor (advising students). Departmental classroom teaching loads in 2020/21 will average around 115 hours per full-time equivalent faculty member, which corresponds to an average of around 90 sessions of 60 or 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.

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).

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) and the Lent Term (an 11-week term running from January to March). 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 as well, and faculty members have a high degree of autonomy in how they do this, whether as sole researcher, in conjunction with colleagues 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.

Faculty members are expected to attend meetings associated with the Department's activities, especially Department Meetings. There are two of these per term, plus a pre-sessional meeting. Department Meetings are also attended by Departmental Professional Service Staff, and researchers in Department-affiliated research centres. Department Meetings are a forum for the sharing of information, and administration and organisation of Departmental Research and Teaching. Student representatives attend the Teaching section of the agenda.



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 most eight years after initial appointment but potentially sooner. There is also an Interim Review within this period. The

outcomes of these reviews are decided by LSE's Promotions Committee, not by Departments. (In addition, each faculty member below the level of full Professor has 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 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 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 of sabbatical leave entitlement. Thus Assistant Professors build up sabbatical entitlement prior to Major Review. Whether sabbatical leave entitlements can be used 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 3 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 PI or co-I); 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. 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 deadlines have closed, the Department will review applications. First, a long-list of potential candidates is drawn up consisting of all candidates that appear to fulfil all of the essential criteria for the post applied for. 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 there are a large number of candidates who meet all the essential criteria for a post, the short-listing selection is also based on a review of candidates' ability to meet the desirable criteria, and/or who fulfils the essential criteria better. It is normal practice at LSE to short-list up to 4 candidates for a post such as this.

The final stages of the selection process for short-listed candidates consist of presentations and informal meetings in the Department and interviews with a Selection Committee. 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 is placing greater reliance on the application materials submitted as part of the application, partly for Equity, Diversity and Inclusion reasons. We shall not use interviews at conferences to screen applicants and we will not be using a series of one- to two-day visits to the Department ('fly outs'). We intend to hold presentations and informal meetings on the day before or on the day of 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 Departmental visit, aware that some candidates may well be coming from outside the UK and may also require getting a visa to enter the UK (which may be a lengthy process). When an overseas applicant is unable to visit LSE for an interview in person, exceptionally departments can conduct the interview by Skype or video conference facility in order to allow the Selection Committee to take place on the scheduled day(s). At the time of writing, we are expecting that interviews for the posts will occur in March 2020.



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).