



# Professorship in Social Policy

## FURTHER INFORMATION

Web: [lse.ac.uk/socialPolicy](http://lse.ac.uk/socialPolicy)  
Twitter: [@SocialPolicy](https://twitter.com/SocialPolicy)  
Facebook: [@LSESocialPolicy](https://facebook.com/LSESocialPolicy)  
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## **Professor of Social Policy**

The Department of Social Policy is seeking to appoint a Professor to start any time from January 2022. We are looking for an outstanding individual producing world leading research and with a commitment to excellence in education.

Following both the expansion of our undergraduate and postgraduate programmes and staff retirements, the LSE is investing in a senior appointment for the Department, who will sustain and develop our reputation for excellence in teaching and research. This is a unique opportunity for a leading researcher to help shape the future direction of one of the best Social Policy departments in the world.

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 Description), 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](mailto: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](#) is now underway and we are expecting a strong showing. 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 concerned with 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 full Professor post. The successful candidate will be expected to make contributions to teaching, research, and service to the Department/School as well as to the wider academic community, commensurate with the level of the post.

We are seeking the very highest quality candidate who can meet the criteria set out in the Job Description and Person Specification associated with the post (available from [LSE's e-recruitment website](#)). Given the multidisciplinary nature of the Department, we are seeking a candidate who commands a strong reputation in their own discipline while being able to engage with other disciplines.

Similarly, we invite those whether undertaking nationally focused research on high or low income contexts or who are carrying out internationally comparative research to apply. Nevertheless, we are seeking a candidate whose work and reputation speaks across contexts and who can draw on both national and international/global perspectives in research and teaching. The latter is one of the defining features of the Department's mission and underpins our degree programmes.

Given the seniority of the position, we are seeking a candidate who can contribute to shaping the future direction of the Department, while building on its core strengths.

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: research

We are seeking candidates with an international reputation for their world-leading research contributions.

The research-related criteria for the post advertised are set out in the Person and Job Specifications. We are interested in receiving applications from outstanding researchers regardless of discipline and whose work is concerned with any specific domain of social and public policy. We are particularly interested in candidates whose research interests both strengthen and complement existing departmental strengths, to help support our strategic development. Such existing strengths include: *economic and social inequality* (including distributional issues), *migration* (including immigrant integration), *race and ethnicity* (including discrimination), *education* (including education policy), *welfare states* (including policy analysis), *labour markets and institutions*, *gender* (including family policy and change), *civil society*, *development and policy*, and *comparative approaches* to policy issues.

Candidates should make a strong case in their applications that their past research and their future research plans make substantial contributions to the short- and long-term research profile of the Department (see also Appendix 1).

Candidates are expected to be able to evidence their wider research contributions, which themselves contribute to their standing and which will form part of their future fulfilment of their role. These include leading scholarly initiatives in the field, membership of boards of relevant learned societies, and the provision of expert advice to external bodies, including to government and policy-makers more widely.





### **The post: teaching**

The teaching-related criteria for the posts advertised are set out in the Person Specification and Job Description. 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 academic input into both the BSc ISPP and the MSc ISPP programmes, and in terms of both core and specialist courses. We would also expect that the candidate would be able to offer course(s) reflecting their specific research interests, and thus enhancing our provision of research-led teaching.

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).

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. While most final marking (grading) takes place within the Summer Term, there are various assessment-related activities that extend 3–4 weeks beyond the end of the Summer Term.



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

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.

As well as our taught courses, we have a competitive PhD programme, with around 120 applications each year from an internationally diverse set of students. Our highest quality applicants come from a wide range of backgrounds and interests, and have a strong record of obtaining good academic posts following graduation. Many are interested in program evaluation. We currently have over 40 PhD students at different stages of completion. PhD students typically have two supervisors from within the department. We seek a candidate who can provide effective PhD supervision. See [additional information about the Department's PhDs](#).



## The post: service

Every faculty member is expected to undertake teaching, research, and service. The service-related criteria for the post advertised are set out in the Job Description and Person Specification.

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.



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.

All members of the Department are expected to take on an administrative role that is commensurate with their position. Professors may also be invited to take on a School-level administrative role, such as on one of the School Committees. All School service roles are advertised among faculty. All Professors can expect to take on the position of Head of Department at some point.

The candidate for this post is also expected to have a record of service to the wider community, whether through participation in learned societies, editorial roles, organisation of scientific meetings, mentoring of junior colleagues, and/or through other forms of scholarly and developmental service contribution.

Within the Department, the specific role that Professors undertake is the evaluation of junior faculty applications for Interim Review, Major Review with Promotion to Associate Professor, and Associate Professors' applications for promotion to Professor. For this

purpose, the Professors meet twice a year. Professors are also asked to conduct annual Career Development Reviews of junior colleagues, as delegated by the Head of Department.



## Rewards

We offer salaries that are competitive with departments at our peer institutions nationally and worldwide. Faculty may also benefit from LSE's Contribution Pay process for rewarding exceptional performance in teaching, research, and/or service. 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. A research-funding allocation, to cover conferences or other academic costs, is provided for each member of faculty. Faculty with external grants can also take advantage of the personal financial rewards arrangements, for supplementing research funding, for teaching buyout, by arrangement with the Head of Department, or for additional income.

LSE operates a generous [sabbatical system](#) related to qualifying service. 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. 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.



### Application process

Applications must be made by the deadline 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 the required examples of your research outputs, and an application covering letter.

We would invite you to make contact with the Head of Department ([l.platt@lse.ac.uk](mailto:l.platt@lse.ac.uk)) and to find out more about the post, the Department and the LSE prior to your application.

Once applications are submitted, they are short-listed 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. For this reason, it is important to ensure that your covering letter sets out clearly **how you meet the essential and desirable criteria of the post**. Your covering letter should not simply reference or repeat your CV.

It is also important to provide a complete CV, which includes information (with dates) about: your education and employment history; teaching experience; research published, submitted, and in progress; research grant funding received and applications pending; membership of and contribution to learned societies, editorships, impact-generating activities, and any other information that you think is relevant.

Once the application deadline has closed, short-listing will be carried out by the selection committee taking account of all submitted materials submitted and the match to the Person Specification criteria.

Assuming circumstances permit, short-listed candidates will be invited to the Department to have the opportunity for informal meetings, as well as to make a formal presentation to faculty. If it is not possible to attend in person, the presentation will take place via Zoom. This will be followed by an interview chaired by the Pro-Director for Faculty Development with representatives from the Department, a Professor from another department within the LSE and an external Professor.



## 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).