



Early Career Teaching Appointment in Sustainable Management
£36,057 per annum (St Edmund Hall Grade 6.2) plus additional benefits
Job Description and Further Particulars

1. THE ROLE

St Edmund Hall proposes to create an Early Career appointment associated with a Junior Research Fellowship in Sustainable Management. The appointment is fixed for two years from the successful candidate's agreed start date and is non-renewable. The anticipated start date is 1 January 2027, or as soon as possible thereafter.

The appointment is intended to allow the post-holder to become familiar with the portfolio of activities - teaching, pastoral oversight, and administration - associated with an academic career, while allowing time for them to undertake their postdoctoral research. The objective of the College in making this appointment is to support the College's educational activities whilst strengthening the research profile of the College.

An important feature of the appointment is the opportunity for the post-holder to be embedded within the Saïd Business School (SBS), University of Oxford, where they will contribute to the Innovative Finance research project. Working collaboratively with researchers at SBS, HEC Montréal and the University of Michigan, the post-holder will undertake research relating to the project while also having opportunities to engage with the wider research community at SBS and the Skoll Centre for Social Entrepreneurship. Further information about the project and the research responsibilities associated with the post is provided in Appendix I.

In making this appointment, the College wishes to promote equality of opportunity. Applications for this post are particularly welcome from women, disabled, and black and ethnic minority candidates, who are under-represented in academic posts in Oxford.

2. ST EDMUND HALL

St Edmund Hall's roots are in the 13th Century, making it one of the oldest educational institutions within the University of Oxford. It is the only medieval academic Hall to have preserved its identity; the ancient name of 'Hall' has been retained to reflect its long history and pre-collegiate university roots. At Oxford, the collegiate university comprises the colleges collectively associated with the academic departments and central offices. However, in legal, financial and organisational terms each college is an independent corporation, self-governing and self-contained. St Edmund Hall, in common with all Oxford colleges, has been granted status as a registered charity. Our current Principal, Professor Baroness Katherine Willis, joined the Hall in October 2018.

St Edmund Hall is one of the constituent colleges of the University of Oxford and occupies a historic site in the middle of Oxford, just off the High Street. The Hall currently has approximately

70 academic staff (Fellows and Lecturers), 410 undergraduate students, 320 graduate students and hosts around 35 visiting students each year. Students are admitted in a range of subjects. Further information about the College is available at www.seh.ox.ac.uk.

The Queen's Lane main site accommodates many of our facilities, including the administration, Fellows' rooms, the Senior, Middle and Junior Common Rooms, Dining Halls and student accommodation. Our library is on this site, occupying the former church of St Peter-in-the-East. We have further extensive student accommodation properties in north and east Oxford: in Norham Gardens, and on Iffley Road and Dawson Street.

3. MAIN RESPONSIBILITIES AND DUTIES

The aim of this post is to contribute to the academic life of St Edmund Hall, while providing an opportunity to undertake advanced research. The duties of the post-holder will therefore include teaching and administration alongside research activity. The precise balance of teaching and other administrative support (pastoral oversight, admissions, learning support) will be under the direction of the Tutorial Fellow in Management. The post-holder will be expected to work in Oxford during weeks 0 to 9 of the University term.

Teaching

The post-holder will be expected to provide teaching in their field of expertise to undergraduates and Visiting Students.

They will undertake no more than four hours per week of tutorials during full term, submit reports on those tutorials at the end of each term, and contribute to the setting and marking of Collections (internal College assessments).

Administration

The post-holder will assist in the organisation of cognate undergraduate subjects and may participate in the undergraduate admissions exercise (held each December, after the end of term). They will assist in the educational and pastoral oversight of undergraduates, and act as College Adviser for up to four graduate students in fields adjacent to their research interests. The post-holder will also be encouraged to participate in the College's outreach activities.

Research

The post-holder should be engaged in advanced study or research, leading to publications in peer-reviewed journals, edited collections, or a monograph, such that the College could reasonably expect to submit as part of its return for a Research Excellence Framework. An academic allowance will be available to assist with research costs.

As outlined above, the post-holder will be embedded in the Saïd Business School (SBS), University of Oxford, as part of the Innovative Finance project (see Appendix I for a fuller description of the project).

Working collaboratively with the project's co-PIs, Dr Marya Besharov (SBS, Oxford), Dr Luciano Barin Cruz (HEC Montréal) and Dr Charlene Zietsma (University of Michigan), the Fellow will be responsible for developing and executing empirical and conceptual research for the project.

The post-holder will be involved in activities that span the entire spectrum of the research process, including reviewing relevant literature to identify critical research questions, developing appropriate research designs, gathering and analysing data, developing new insights based on systematic analysis, and writing up and disseminating these insights to a variety of academic and non-academic audiences. Whilst a variety of research methods and analytic techniques may be used, the primary focus will be on in-depth, qualitative inductive analysis based on interview, observation and archival data collected from participating field sites, along with field experiments.

The post-holder will have opportunities to interact with, and contribute to, the wider community of researchers at SBS, HEC Montréal and the University of Michigan, working on related topics. In addition, as a member of the Skoll Centre team, the post-holder will engage with students and social impact practitioners, including contributing to the design and delivery of curricular and co-curricular teaching and engagement activities, including marquee convenings such as the Skoll World Forum.

While there will be some flexibility in the discharge of the different duties of this appointment, the post-holder will be expected to spend the majority of their time on direct research activities.

4. SELECTION CRITERIA

- 4.1 This Fellowship cannot be held in conjunction with any other full-time employment.
- 4.2 Applications will not be considered from individuals who have previously held a career development appointment (such as a stipendiary Junior Research Fellowship or Career Development Fellowship, or a Fellowship in association with a Leverhulme, Royal Society or British Academy postdoctoral fellowship) at Oxford or at another university.
- 4.3 Applicants must normally have received the degree of PhD or equivalent by 1 October 2026 and should not normally have completed a PhD or equivalent earlier than 1 October 2021 (excepting career breaks, for example, for parental leave).
- 4.4 Applicants must demonstrate:
 - an outstanding level of academic achievement, appropriate to the stage of their career, with evidence of, and potential for, producing distinguished research in their field.
 - a commitment to supporting and inspiring academic excellence in all students.
 - the organisational skills and motivation to contribute to college administration.
 - an informed interest in the full range of academic duties of the post and the ambition to progress to an academic post, whether at Oxford or elsewhere.
 - evidence of commitment to their professional development.
 - evidence that the post-holder's development as an academic will benefit from this

appointment.

5. TERMS AND CONDITIONS

Full terms and conditions of employment will be provided in writing to the successful candidate.

Term of appointment

The appointment is fixed for two years from the successful candidate's agreed start date and is non-renewable. The anticipated start date is 1 January 2027, or as soon as possible thereafter.

Salary & Pension

The successful applicant will be appointed on a salary of £36,057 per annum (St Edmund Hall Grade 6.2) and will have the option of becoming or remaining a member of the Universities Superannuation Scheme (USS). Contributions to the scheme are made by salary exchange which is an implied consent scheme under which all USS members are enrolled automatically unless they choose to opt out. Salaries are paid in arrears on or around the 25th of the month by bank transfer. Salaries are reviewed annually in August in line with the cost-of-living allowance.

The post-holder will be entitled to an Academic Allowance (currently £3,000 per annum).

Dining Rights

Fellows are full members of the Senior Common Room and entitled to lunch and dinner free of charge when the College kitchen is open.

The post-holder will be elected to a Junior Research Fellowship but will not become a member of the Governing Body. A shared study room in college will be available.

Fellows are entitled to membership of Congregation, the University's sovereign body.

The College has a generous parental leave policy for all staff.

The appointment will be subject to completion of the College's pre-employment health assessment process, which is intended to identify any health considerations or reasonable adjustments relevant to the role.

The appointment will also be subject to provision of evidence of right to work and live in the United Kingdom.

6. APPLICATION PROCESS

There is no application form.

Applicants should submit the following documents:

1. A covering letter no longer than two pages of A4, setting out their research plans and teaching experience.
2. A curriculum vitae.
3. A sample of their research output of no more than 5000 words.
4. The names of **three academic referees** (see below).

Applications should be sent to recruitment@seh.ox.ac.uk by no later than noon on **Monday, 2 November 2026**.

Interviews are expected to be held remotely as soon as possible after the closing date.

Any enquiries relating to the post should be directed to the Human Resources Department at recruitment@seh.ox.ac.uk.

Please note that applications received after the closing date will not be accepted.

Referees

You are advised to contact your referees before applying, to ensure that they are aware of your application and the requirements for the post, and to confirm that they would be content to write a reference for you for this post if asked to do so, in the event that you are shortlisted.

Your application should include for each referee their name, position, relationship to you, postal address, email address and contact telephone number. Shortlisted candidates will be asked to contact their referees and ask them to submit a reference directly to the Human Resources Department.

The College welcomes applications from candidates who have a disability or long-term health condition and are committed to providing long-term support. The University's disability advisor can provide support to applicants with a disability, please see <https://academic.admin.ox.ac.uk/disability-advisory-service> for details. Please let us know if you need any adjustments to the recruitment process, including the provision of these documents in large print, audio or other formats. If we invite you for interviews, we will ask whether you require any particular arrangements at the interview.

Recruitment Monitoring

Please also consider completing the online Equal Opportunity Monitoring Form. Submission of this form is voluntary and does not form part of the selection process, but we would be grateful if you are willing to return it with your application to assist us with our equal opportunity monitoring. A paper copy can be obtained on the website or by emailing recruitment@seh.ox.ac.uk. All applications will be acknowledged after receipt.

Equality of Opportunity

The Equal Opportunities policy of the College requires that all staff are offered equal opportunities within employment. Entry into employment will be determined only by personal merit and the application of criteria related to the post. Subject to statutory provisions, no applicant will be treated less favourably than another because of age, disability, gender

reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

Privacy Notice

The College's Privacy Policy can be found by visiting <https://www.seh.ox.ac.uk/policies-accounts-and-legal-documents>.

Notes

1. *This employment is subject to the candidate demonstrating that they have the right to work in the UK. At all times your employment is subject to the provision of original documentation to establish your right to work and remain in the UK, which the College requires in order to comply with its duties under the Immigration, Asylum and Nationality Act 2006. It will remain your responsibility to ensure that you are able to produce such documentation as and when requested from you. Candidates that require a visa to work in the United Kingdom are encouraged to check before applying to ensure that they are eligible for an appropriate visa using the information provided by the [University of Oxford Staff Immigration Team](#).*
2. *All data supplied by applicants will be used only for the purpose of determining their suitability for the post, and will be held in accordance with the principles of the General Data Protection Regulations.*
3. *St Edmund Hall is an Equal Opportunities Employer. Conduct against fellow employees and college members that is offensive or detrimental to them on grounds of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation, is not tolerated.*
4. *Smoking (including electronic devices) is not permitted at any of the sites or buildings belonging to St Edmund Hall.*

Appendix I: The Innovative Finance Project

The project responds to a major challenge: the lack of access to finance tailored to the needs of micro, small and medium-sized enterprises (MSMEs), particularly those led by women in developing countries. Indeed, 40% of MSMEs have unmet financial needs, holding back their growth and their contribution to employment and socio-economic development. This deficit is explained by the lack of interest of commercial banks in financing these companies, which are considered to be high-risk due to their lack of credit history and acceptable collateral. Small-scale microfinance institutions (MFIs), although well rooted locally and sensitive to social and environmental issues, often lack the technical and financial capacity to respond effectively to these needs.

The project aims to address these gaps by examining and testing mechanisms to reconcile financial return and positive societal impact, such as the Aequitas Impact Fund which mobilizes patient capital in the form of equity or debt, and with technical support strengthening the capacities of MFIs to integrate inclusive and climate-resilient policies. This two-pronged approach will help drive inclusive and sustainable growth of MSMEs, especially those led by women, by developing gender-responsive and climate-smart financial products and support services.

The project aims to generate new knowledge on these mechanisms, in particular on gender equality and climate resilience. It will analyse the profiles, needs, barriers and strengths of MFIs and MSMEs, as well as the combined effect of financial and technical support on their practices. The methodological approach favours applied, experimental and qualitative research. The project aims to provide financial and technical support to 24 MFIs in Africa, Latin America and Asia and to enhance women's economic participation and climate resilience. It also mobilizes a strong partnership between local actors, researchers and funders, guaranteeing the relevance, impact and sustainability of interventions.