Chair in Comparative Politics
Department of Politics

Closing date: 08 May 2022
Interview date: 22 June 2022
Vacancy reference: 10530
INTRODUCTION

We are seeking to appoint an exceptional academic as Chair in Comparative Politics to play a leading role in research and teaching in the Department of Politics. As an internationally recognised scholar of Comparative Politics, you will publish research of the highest quality, attract external funding, provide academic leadership to colleagues who work in this area, and related sub-disciplines. Expertise in quantitative methods is desirable but not essential.

We are a collegiate, supportive department. Our senior academics nurture and support early career colleagues and play an active role in developing collaborations across the University and with external partners.

This post arises from a strategic investment in the area of Comparative Politics, which is one of the Department’s areas of traditional strengths and remains core to our research and teaching strategies. You would be joining an excellent group of colleagues in our Comparative Politics research cluster who embrace cross-national and cross-regional approaches, including research focused on UK politics.

Our research covers political behaviour, democratisation processes, electoral politics, political parties, and state design. Areas of particular interest include democratic challenges, populism, and authoritarianism; post-war politics; environmental politics; and distributional politics. The Department prides itself on its collaborative research that often cuts cross sub-disciplines and disciplinary boundaries. We strongly value applied research and encourage impactful research for the public good.

This post is an exciting opportunity to join a vibrant and growing department; one of the largest Politics departments in the UK. In the last REF, we were ranked eighth in the UK for overall research performance and were one of the first Politics departments in the UK to be awarded an Athena Swan bronze award in 2018.

Professor Nina Caspersen
Head of Department
Main purpose of the role

Chairs at York are expected to advance their subject nationally and internationally and to contribute to maintaining the University as an international centre of excellence for the relevant subject area through research and publication, teaching, networking and consultancy.

Chairs are required to undertake the duties outlined below:

Key responsibilities

(Role holders will be required to undertake some or all of the duties below)

To support the research activities of the Department

- To carry out internationally outstanding research and scholarship
- To disseminate this research through monographs, articles in journals of international standing, and other appropriate forms of dissemination, including national and international conference presentations
- To play a leading role in the Department in identifying and securing external funding through research grants and contracts, and in developing collaborative research income-generating activities
- To attract and supervise research students, and, as appropriate, post-doctoral researchers and other support staff
- To support, comply with, and contribute fully to research plans and policies of the Department and the University

To support the teaching objectives of the Department

- To design and be responsible for delivery of modules and teaching programmes for undergraduate and graduate students
- To play a leading role in departmental and interdepartmental curriculum development and quality enhancement
- To coordinate team teaching, as required, including liaison with other staff and with postgraduates who teach
- To design and mark assessments, and give feedback
- To supervise undergraduate and graduate projects and dissertations
- To carry out teaching in Continuing Professional Development
- To undertake pastoral support of students, as a personal supervisor or in another designated role
- To support and promote fully the University and Department teaching quality assurance standards and procedures

To contribute to the efficient management and administration of the Department

- To make an important contribution to the leadership and management of the Department, including supporting early career staff and developing new collaborative initiatives
- To attend Departmental meetings, meetings of the Board of Studies, and other committees and working groups within the Department and University
- To carry out relevant professional duties, commensurate with the Professorial grade
- To undertake specific departmental roles and management functions as may be reasonably required by the Head of Department
### PERSON SPECIFICATION

| **Qualifications**                   |  
|-------------------------------------|----------------------------------|
| PhD in Politics                     | Essential                        |
| Membership of professional societies| Desirable                        |

| **Knowledge**                       |  
|-------------------------------------|----------------------------------|
| Outstanding and internationally recognised knowledge of relevant subject area | Essential                        |

| **Skills, abilities and competencies** |  
|---------------------------------------|----------------------------------|
| Ability to define, lead, manage and attract funds for internationally excellent research, operating across disciplinary boundaries | Essential                        |
| Proven leadership and managerial skills | Essential                        |
| Ability to manage and interact with staff and students at all levels and to contribute to broadening the strategic development of the Department | Essential                        |
| Evidence of international collaboration | Desirable                        |
| Evidence of peer review activities    | Desirable                        |
| Expertise in quantitative methods    | Desirable                        |

| **Experience**                      |  
|-------------------------------------|----------------------------------|
| International leader in a major research field, leadership of research group/theme | Essential                        |
| Substantial publication record in leading peer-reviewed journals | Essential                        |
| Attraction and effective supervision of postgraduate students | Essential                        |
| Significant and sustained success in accessing research grants and other external funding | Essential                        |
## PERSON SPECIFICATION

### Experience (continued)

<table>
<thead>
<tr>
<th>Experience</th>
<th>Essential/Desirable</th>
</tr>
</thead>
<tbody>
<tr>
<td>Exceptional achievement in curriculum development, course design and teaching, learning and assessment methods at UG and PG levels and in encouraging student access and engagement</td>
<td>Essential</td>
</tr>
<tr>
<td>Invited presentations at major international conferences</td>
<td>Essential</td>
</tr>
<tr>
<td>Effective and sustained involvement in major administrative tasks or positions of responsibility within a department or research unit</td>
<td>Essential</td>
</tr>
<tr>
<td>Experience of translating research into economic and/or societal impact e.g. Knowledge Exchange or public engagement activities</td>
<td>Desirable</td>
</tr>
<tr>
<td>Authorship of books</td>
<td>Desirable</td>
</tr>
<tr>
<td>Editorial duties with journals</td>
<td>Desirable</td>
</tr>
<tr>
<td>Activity as an invited examiner at other institutions</td>
<td>Desirable</td>
</tr>
<tr>
<td>Participation in national teaching initiatives or international equivalents</td>
<td>Desirable</td>
</tr>
</tbody>
</table>

### Personal attributes

<table>
<thead>
<tr>
<th>Personal attributes</th>
<th>Essential</th>
</tr>
</thead>
<tbody>
<tr>
<td>Demonstrable capacity for strategic thinking and planning</td>
<td></td>
</tr>
<tr>
<td>Ability to take a lead in key administration functions within the department</td>
<td></td>
</tr>
<tr>
<td>Self-motivated, pro-active and innovative</td>
<td></td>
</tr>
<tr>
<td>Strong personal commitment to equality, and diversity and inclusion</td>
<td></td>
</tr>
</tbody>
</table>
The Department of Politics is one of the leading centres for research and teaching in Politics and International Studies in the United Kingdom. We were ranked eighth in the country for our research performance in the 2014 Research Excellence Framework. We are characterised by a strongly international character, intellectual pluralism, and a commitment both to innovative research and to the application of this knowledge to significant political problems. We share the University of York’s commitment to the public good and to global social justice.

We pride ourselves on our collaborative ethos, and we frequently research and teach across sub-disciplines and disciplinary boundaries. All academic staff belong to one or more of our four, very active research clusters: Comparative Politics and Public Policy, Political Economy, Political Theory, and International Studies. We are also home to four internationally recognised centres: the Centre for Applied Human Rights, the Interdisciplinary Global Development Centre, the York Centre for Political Theory, the York Centre for Conflict & Security. The Department is in a strong financial position, and we are investing significantly in research and impact activities and support.

Over the last decade, we have undergone a period of significant growth, and now consist of 68 academic staff and 17 support staff.

We were one of the first Politics departments in the UK to be awarded an Athena Swan bronze award in 2018.

Teaching and Learning:

Although we are a research-intensive department, we take our teaching very seriously and have a reputation for excellent, research-led teaching.

We currently have 566 undergraduate students and offer four BA (Hons) degrees within the Department:

- Politics
- Politics with International Relations
- International Relations
- Global Development (joint degree with the Department of Environment & Geography and the Department of History)

Students registered on any of the above programmes can also opt to add an additional year between year two and three to study abroad or to take a professional work placement.

In addition we offer two joint degrees:

- Politics and English
- Politics and History
THE DEPARTMENT OF POLITICS

We also participate in two interdisciplinary undergraduate degree programmes:

- Philosophy, Politics and Economics
- Social and Political Sciences

The Department has a large graduate school, with currently 258 MA students and 44 PhD students.

There are eleven postgraduate taught programmes in the Department:

- MA in Conflict, Governance and Development
- MA in International Political Economy
- MA in International Relations
- MA in Peace and Conflict Studies
- MA in Political Theory
- MA in Public Administration and Public Policy
- Masters in Public Administration (MPA)
- MPA in International Development
- MA in Applied Human Rights
- MA in Contemporary History and International Politics
- MA in Social Research

For more details about the Department, please visit our website: http://www.york.ac.uk/politics/
Our commitment to equality, diversity and inclusion

Founded on the principles of excellence, equality and opportunity for all, the University is proud to create an environment that attracts staff and students from all over the world. What we gain from diversity is immeasurable.

Our [Equality, Diversity and Inclusion Strategy](#), which was developed in partnership with our staff and student communities, describes our commitment to create a culture where everyone can contribute to university life, knowledge and growth.

We want to create a working, learning, social and living environment that will enable all staff and students to achieve their full potential. Our strategy sets out an ambitious set of objectives to succeed in our commitment, but we have a challenging journey ahead. We recognise that we are not truly representative of our communities locally, nationally and internationally. We would like to pay particular focus to gender parity across all levels, particularly in senior roles; the recruitment, retention and success of a more ethnically diverse staff and student community; an accessible and inclusive campus and ensuring that the values and behaviours we expect from everyone embrace inclusive responsibility and leadership.

Opportunity for all

Our outreach programmes and widening participation work have made us one of the most socially diverse universities among our peers. The York Students in Schools (YSIS) programme has been providing a helping hand in the city’s classrooms for 25 years, placing around 700 students with local schools every year. It recently introduced a new English and Mathematics tutoring scheme.

A report by The Reform Research Trust in September 2017 ranked York second out of 29 high-tariff institutions for our track record in increasing access for disadvantaged students from 2011/12 to 2015/16.

Wellbeing and support

Students are encouraged to balance their studies with activities and interests to give them a healthier and more rounded student experience. We have invested heavily in support of physical health with new and improved sports facilities, and in mental health through our Open Door counselling and crisis team which now opens in the evenings during term time. We have also developed a support network of staff trained in Mental Health First Aid. University staff have access to wellbeing help and support, and can access advice through our site. Further information on our health and wellbeing support can be found at [https://www.york.ac.uk/staff/support/](https://www.york.ac.uk/staff/support/).
THE UNIVERSITY

We are a world-class institution, focused on creating an environment of excellence in which all our students, staff and researchers can thrive. Our Research Strategy encompasses our vision that York should provide a home for some of the best research in the world. (https://www.york.ac.uk/research/)

We are a high-performing member of the Russell Group, ranked 16th in the Guardian’s Best University UK Universities 2021 League Table, and 30th in the Complete University Guide 2020. We have been awarded TEF Gold for our research-led teaching which provides "consistently outstanding outcomes for students from all backgrounds".

Our Equality, Diversity and Inclusion Strategy speaks to the core of our values. We hold 23 awards from Athena SWAN, recognising the advancement of gender equality: representation, progression and success for all.

At the heart of the region

The University is deeply embedded in the local community of North Yorkshire. Our values and commitment to the public good have never been more important. We are a hub for sharing knowledge, inspiring collaboration and enriching lives.

In 2021 we were shortlisted for Times Higher Education’s University of the Year Award in recognition to the University’s response to the Covid pandemic The Year We Came Together - Our Covid-19 response.

Across the University, we are mobilising our knowledge, our people and our resources to tackle the immediate and long-term challenges. The new University Strategy 2030, (A University for Public Good) was launched at the end of 2021, outlining our vision and strategy for the next decade.

Further information on the new strategy can be found on the following webpages; https://www.york.ac.uk/about/mission-strategies/
THE UNIVERSITY

Centred around the picturesque village of Heslington on the edge of the city of York, our colleges are set in an attractive landscaped campus. York enjoys a safe, friendly atmosphere with facilities including bars, shops, theatres and concert halls all within easy walking distance.

The University has undergone an unprecedented period of expansion and renewal since 2000. We have invested in twenty new buildings on the original campus and have completed the first and second phases of a £750m campus expansion. Our investment in new colleges, teaching and learning spaces, laboratories, research facilities and a new sports village mean there has never been a better time to join us.

During this period of change we’ve worked hard to retain our friendly, informal and collegiate atmosphere, which is important to our core values of inclusivity and interdisciplinarity.

We have a thriving international community and are committed to providing staff moving to York with as much support as possible through our Relocation Package and Welcome Officers.

The University is committed to promoting a diverse and inclusive community - a place where we can all be ourselves and succeed on merit. We offer a range of family friendly, inclusive employment policies, flexible working arrangements, staff engagement forums, campus facilities and services to support staff from different backgrounds.

For further information please visit our employee benefit pages.
The City of York
Internationally acclaimed for its rich heritage and historic architecture, York’s bustling streets are filled with visitors from all over the world. Within its medieval walls you will find the iconic gothic Minster, Clifford’s Tower and the Shambles - just a few of the many attractions.

But York isn’t just a great place to visit - it’s also a great place to live and work. While nourishing a vibrant cosmopolitan atmosphere, York still maintains the friendly sense of community unique to a small city.

Visit [www.visitoryork.org](http://www.visitoryork.org) for more information on the city of York.

Shopping, culture and entertainment
York boasts specialist and unique boutiques but also all the high street stores on its busy shopping streets. Alongside them you will find cinemas, theatres, an opera house, art galleries, a vast range of restaurants, live music venues and clubs. York is particularly renowned for its multitude of pubs and bars, from the modern to the medieval.

Housing and schools
Whether you choose to live close to the city, in one of the surrounding villages or further afield, you will find a wide range of housing within comfortable distance of York and the University. For families, the area has a range of excellent schools both in the state and independent sector.

Great location
York is one of Britain’s best-connected cities. Halfway between London and Edinburgh on the East Coast mainline, on intercity trains you can reach London King’s Cross in less than two hours and Edinburgh in two and a half hours. York is also well served by road links, and it is easily accessible from the A1, M1 and the M62.

For those travelling from overseas, Manchester Airport is two hours away and Heathrow Airport just three and a half. Flights from nearby Leeds Bradford Airport provide easy access to mainland Europe. By Eurostar from London St Pancras, Paris is just over six hours away.

Yorkshire
The Lonely Planet guide recently declared Yorkshire the third best region in the world to visit. There is something to cater to every taste, whether it be the rugged landscapes of the Moors or the Dales, the picturesque seaside towns of Scarborough and Robin Hoods Bay, the gothic architecture of Whitby or the vibrancy of cosmopolitan Leeds.
Apply online

- Go to https://jobs.york.ac.uk
- Find this job using reference 10530
- Complete the online application form

You will need to submit your completed application by midnight (local UK time) on 08 May 2022.

What will I need?

We will ask you for details of:

- Your CV
- A letter describing how you meet the requirements of the job
- A statement of your research and teaching intentions

You will also need details of three academic referees (one International) and one Employment referee.

Help and assistance

For an informal discussion regarding this post, please contact the Head of Department, Prof Nina Caspersen (nina.caspersen@york.ac.uk)

If you have any questions about your application, contact the HR Services team:

recruitment@york.ac.uk
+44 (0)1904 324835