



THE GRADEL INSTITUTE OF CHARITY JUNIOR RESEARCH FELLOWSHIP From 1 September 2026

The College invites applications for this post, which is tenable for a fixed period of two years from 1st September 2026 based at The Gradel Institute of Charity, New College, Oxford. This is a full-time position, with work carried out in Oxford at the GIC Offices.

The person appointed will be expected to undertake their own independent and original academic research focused on any aspect of the nonprofit and voluntary sector.

The Fellowship is open to those who are either in the early stages of post-doctoral research (having completed a PHD no longer than 2 years ago¹), or at an advanced stage of doctoral research (having completed at least 2 years of a DPhil/PhD at the point of application). We are particularly interested in those whose research focus on charity management and governance, performance management within charities, sustainability and scaling strategies; the policy and regulatory environment around the sector; public sector contracting with charities; international NGOs and global civil society, individual and institutional philanthropy; informal helping and organised volunteering, or other related topics.

Candidates may not previously have held a Junior Research Fellowship or comparable appointment of more than two years (excluding breaks for parental/caring leave etc).

The College

Founded in 1379, New College is one of the oldest and largest of the colleges of Oxford University. The colleges are independent, self-governing establishments which function both as academic institutions and as social and residential centres for students and academics. New College currently has approximately 450 undergraduate and 350 graduate students, studying most of the subjects offered by the University of Oxford.

Undergraduate teaching at New College is organised and provided by around 38 Tutorial Fellows (nearly all of whom also hold University posts), assisted by about 24 Stipendiary Lecturers (college tutors employed on a fixed-term basis). There are also 12 Professorial Fellows and, at any one time, about 24 Junior Research Fellows. All these categories are members of the Senior Common Room, which provides dining and social benefits. Governing Body, which has overall responsibility for all aspects of the running of the College, comprises the Warden (the Head of the College) together with the Official Fellows.

The Gradel Institute of Charity (GIC) at New College

¹ Excluding breaks for parental/caring leave etc.

The Gradel Institute of Charity opened on 29 September 2023 and is focused on using its research and collaboration with like-minded organisations to educate and inspire charities and other third sector organisations to embrace purposeful change to impact the world. Based in a striking tower in Savile Road, the Institute aims to become a beacon for both the academic study of charity and the charity sector itself.

The Institute will conduct the highest quality research; provide a recognised global forum where ideas relating to charity can be discussed; fill the current gap in the availability of practical, soundly based programmes which will deliver change in the sector; and help create teaching, as well as executive development.

We aim to help develop the governance and leadership of charities and help them measure and so improve the impact they have both nationally and globally.

The Institute's Governing Committee consists of Miles Young, Warden of New College and Chair, Sir Stephen Bubb, the Executive Director and Professor Peter Frumkin the Academic Director. In addition, there are two non-executive members Leonard Stall and Anne-Marie Piper.

Details of the Advertised Post

Duties

The Junior Research Fellow will be expected to undertake advanced research on a range of topics related to the charity sector.

Qualifications and Abilities Required

This Junior Research Fellowship is intended for researchers at an early stage in their career who show outstanding ability and potential in their chosen field. Applicants will be expected to be either in the early stages of post-doctoral research (having completed a PhD no longer than 2 years ago²), or at an advanced stage of doctoral research (having completed at least 2 years of a DPhil/PhD at the point of application).

We are particularly interested in hearing from researchers who are developing or have established a track record of combining academic rigour and public impact in their work. We are open to a range of disciplinary perspectives, including sociology, political science, economics, business, public policy and other related fields.

4. Salary and Conditions

The Fellowship carries a stipend of £33,400 *p.a.* (subject to review). The appointment will be pensionable under the USS scheme, details of which are available here:

<https://www.uss.co.uk/>.

² Excluding breaks for parental/caring leave etc.

The Fellow is entitled to a housing allowance (currently £2,571 *p.a.*) or to free accommodation in College if suitable rooms are available³. In addition, Fellows are entitled to free lunch and dinner at the common table when this is available, a research account of £1,700 *p.a.* and an entertainment budget of £285 *p.a.*

The appointment will be for a fixed period of two years without possibility of renewal.

5. Equality and Diversity

New College is committed to increasing diversity across all parts of the institution and to welcoming under-represented groups. It aims to provide an inclusive environment which promotes equality and maintains a working, learning and social context in which the rights and dignity of all its members are respected to assist them in reaching their full potential. The College is an equal opportunities employer and adheres to the University's Equal Opportunities Policy and Code of Practice, a copy of which is available on request.

6. Application Procedure

Applicants should please:

- Complete the online application
- Upload a cover letter outlining their research interests and agenda and include the names and contact details of three referees. (Please note that referees will not be contacted until final interview stage).
- Upload a curriculum vitae

The closing date for applications is 11.59pm on 22nd November 2025.

It is the responsibility of each applicant to ensure that their application arrives in full by the deadline.

Early applications are encouraged.

³ Employer-provided residential accommodation is subject to taxation as a benefit-in-kind for the 'services' involved, for any payment of Council Tax, and on the 'value' of the property. The total amount varies somewhat between different flats across College and the Home Bursar or Accountant can give you a guide as to the amount of tax you will face in any particular unit - in all cases, given the age of the College buildings and assuming JRFs are at a 20% marginal rate of taxation, the total is not likely to exceed £1,800 per annum. Please note that, if the HMRC change the taxation rules again (as done recently), College does not compensate employees for any increased level of tax.