

Social Sciences at Birmingham

IDD is located within the School of Government, which is in turn part of the College of Social Sciences. The College is a welcoming place to work. It is also highly successful – with good student satisfaction, an excellent record on employability, and a reputation for thought-provoking research which impacts on all areas of society. Our influence on society dates back to the University's civic roots. A century ago we pioneered business and social work education. More recently, we founded the UK's first University secondary school and we continue to expand our global reach being at the very heart of the University's new campus in Dubai.

The College has an exciting and ambitious growth and diversification plan for the next ten years. This includes investment in new academic posts, leveraging external research income from government, business and philanthropic sources, extending our links with the city and the region, as well as improving the quality of the student experience on campus, overseas and through digital education.

The College is currently home to almost 500 academic staff. Our proportion of female professors and readers has grown in the last five years and we have staff from over 53 countries around the world. But we are committed to doing more to improve equality and diversity and make the College a place that better reflects our city and the wider community. We will do this drawing on the world-leading research carried out in the College on this area, including within centres and institutes such as the Centre for Research in Race and Education (CRRE) and the Department of Inclusion and Special Needs in the School of Education, the Institute for Research into Superdiversity (IRiS) in the School of Social Policy, a strong research cluster on inclusivity in work in the Birmingham Business School, and our work on gender and feminist theory in the School of Government.

Our offer

We want colleagues who join us to flourish and develop their academic career here.

We start by supplementing an induction session which is run centrally by the University with a structured induction in the College, including offering you an induction “buddy” who you can ask all those questions you may not want to ask a line manager.

If you are an Assistant Professor on probation (usually a three year term) we will give you protected time and a reduced workload in the first couple of years so you can really establish your research and/or teaching career. You will also have an academic mentor who will meet regularly with you. We are happy to provide other staff with a mentor if they feel it would be helpful.

We offer developmental programmes (including a series of seminars “CoSS Essentials” annually) to assist you to develop your career further and, when the time is right, we offer support to assist you in formulating an application for promotion.

We also have excellent support for research, both pre and post-award, for developing publications for the Research Excellence Framework and for impact development.

Social Sciences also has a staff-run [Early Career Academic and Research Staff network](#) which is run jointly with the College of Arts and Law and also hosts the [WIN:WIN](#) network – a bottom up initiative which has been in place since 2013 convened by and for academic staff which holds termly events. The University's [Rainbow Network](#) aims to provide a space for staff and PhD students who identify as lesbian, gay, bisexual, transgender, queer, or questioning, as

well as friends and allies of these communities, to meet and develop contacts across campus, and we are leading work to develop a [LGBTQ inclusive curriculum](#) for our students.

We support flexible working, and offer enhanced maternity, parental and adoption leave and staff have access to two on-site nurseries, as well as a [parent and carers network \(amongst other network groups\)](#). The College has a nursing and quiet room located in the School of Education.

On return from maternity leave we support female staff who can drop either teaching or research for a term in order to re-establish themselves in the workplace.

Our campus

Our beautiful campus is one of our greatest assets. Our 250-acres of parkland give the University an excellent working environment. Transport links are excellent, as we have our own train station on site and we are situated on a main route to the city centre.

Our city

Birmingham is a city on the up. It is one of the youngest cities in Europe in terms of its population profile and also one of the most diverse. It has coupled its proud heritage as the workshop of the world with a modern outlook.

Birmingham is a truly diverse city with a rich cultural mix which is reflected in its restaurants, shops and cultural activities. You can find more information on Birmingham's [official visitor website](#).

Birmingham is within an hour's drive of Stratford-upon-Avon and the Cotswolds. From Birmingham International Airport, more than 50 different airlines operate scheduled services to 100 destinations worldwide. The University has its own dedicated railway station, while 50 million passengers a year use Birmingham New Street Station, and the city will be a major hub for the high-speed rail network. London is 80 minutes away by shuttle service, with trains every 20 minutes.