Appointmnent

Promote the Department’s recruitment strategy:

- Gathered field exercise for all jobs
- Convene search committees for senior and/or niche roles
- Encourage the use of social media and online advertising methods among hiring managers
- Commit to gender representation on shortlisting and interview panels
- Aim for gender representation in job applications

All NDM interview panels include at least one member of each sex. The aim going forward is to achieve gender balance, where possible.

The Department has run directional advertising campaigns on Facebook and Nature online, targeting underrepresented groups. We continue to use LinkedIn and researchgate as advertising platforms to ensure we reach a diverse range of potential applicants. Hiring managers are encouraged to use the existing social media sharing functionality on the NDM jobs pages.

In an effort to redress the gender disparity in applications and appointments at grades 9 and above (research), search committees are being convened to reach out to both passive and active jobs seekers who may not otherwise consider a role in NDM/Oxford.