

Job Title: Nuclear Deterrence Fellow (PostDoc)

Grade: 7

Salary: £39,906 to £43,482 per annum, pro-rata if part-time

Department: History, Politics and International Relations

Hours/Contract: Full-time, fixed term contract from 01 October 2025 to 31 March 2027

Job Family: Teaching and Research

Reference: 11914

Role Purpose

The UK Nuclear Deterrence Network is a consortium comprising King's College London, the Royal United Services Institute and the University of Leicester. The network seeks to understand the practice and theory of deterrence, assess the value of deterrence against a changing international landscape, generate evidence-based research and recommendations, and develop a UK-based community of practice engaged with the role and future of deterrence for the UK and its allies. More information on the network can be found here: <https://www.rusi.org/networks/uk-nuclear-deterrence-network>

As part of this initiative, the University of Leicester is seeking to appoint a postdoctoral 'Nuclear Deterrence Fellow' for 18 months, starting in October/November 2025. The fellow will be supported to undertake research on any aspect of - or approach to - nuclear deterrence. We particularly welcome applications from groups historically under-represented in deterrence research.

Proposals must include a plan of work for how the 18-month position will be used. The Fellow will be expected to produce two peer reviewed articles and at two policy papers, as well as support other Network activities, including the Deterrence Futures Programme.

The Fellow must be a UK national or a citizen of a NATO or UK-allied country and will be based in Leicester. The Fellow will be supported through the University of Leicester Mentoring System and will be encouraged to attend workshops and to develop their skills. The Fellow will be directly lined managed by Professor Andrew Futter. The Fellow will also undertake a tailored programme of continuing professional development, depending on their skills and experience.

Main Duties and Responsibilities

Research

- Responsible for producing two independent peer reviewed articles on any aspect of nuclear deterrence.
- Produce at least two shorter commentaries / op-eds on any aspect of nuclear deterrence.

Research Dissemination and Knowledge Exchange

- The Fellow will provide assistance to the Nuclear Deterrence Network, particularly helping to manage the "Defence Futures Fellowship" Programme.
- This will include participation in the activities of the programme and providing assistance in the development and execution of the meetings, and assuring continuity to the programme across the meetings.
- The Fellow will present research at conferences, workshops and seminars, as appropriate and possible both in the UK and abroad.





Professional Development and Other Project Activities

- The Fellow will attend and participate in regular Network meetings in London and Leicester, including via Zoom or Teams when necessary.
- The Fellow will be encouraged to develop and maintain a social media presence relating to project work.
- The Fellow will be supported through the University of Leicester Mentoring System and will be encouraged to attend workshops and to develop their skills.
- The Fellow will have a formal monthly meeting and annual review with Professor Futter as line manager.

The Fellow will be required to ensure compliance with health and safety, ethics and data management requirements, and financial regulations, in all aspects of work.

Internal and External Relationships

- Co-ordination with Professor Futter and the Nuclear Deterrence Network leadership team.
- Delivery of research presentations at conferences, workshops and seminars.

Planning and Organising

- Long term planning/organisation of work in delivery of varied aspects of the job specification
- Seek guidance from Professor Futter, professional services staff and other academic colleagues as necessary.

Qualifications, Knowledge and Experience

Essential

- Educated to PhD level (or equivalent research experience) in International Relations or a related field;
- Experience and knowledge of research on nuclear politics and/or nuclear deterrence;
- Evidence of research productivity (e.g., research publications in peer review journals and/or conference presentations), commensurate with career stage;

Desirable

- Experience of workshop and/or conference organisation.
- Experience running War Game/simulation exercises.

Skills, Abilities and Competencies

Essential

- Fluent in English, sufficient to undertake research and administrative activities utilising English Language materials and to communicate effectively;
- Excellent written* and verbal communication skills, including good IT competency;
- Ability to work both independently and as part of a team;





Ability to plan, organise, implement and deliver programmes of work.

****Criteria to be used in shortlisting candidates for interview***

Reason for Fixed Term Contract

The reason for the fixed term contract is stated in section 1.9 in the summary of contractual terms in your contract of employment.

Criminal Declaration

If you become an employee, you must inform your manager immediately, in writing, if you are the subject of any current or future police investigations/legal proceedings, which could result in a criminal offence, conviction, caution, bind-over or charges, or warnings.

Supporting University Activities

As a University of Leicester citizen, you are expected to support key university activities such as clearing, graduation ceremonies, student registration and recruitment open days. We expect all staff as citizens to work flexibly across the University if required.

University Values

Inclusive - We are diverse in our makeup and united in ambition. Our diversity is our strength and makes our community stronger.

Inspiring - We are passionate about inspiring individuals to succeed and realise their ambitions. We challenge our community to think differently, to get involved, and to constantly embrace new ideas.

Impactful - As Citizens of Change we will generate new ideas which deliver impact and empower our community

Equity and Diversity

We believe that equity, diversity and inclusion is integral to a successful modern workplace. By developing and implementing policies and systems that challenge stereotypes across all aspects of our work, we have a culture that recognises and values the diverse contributions of our staff which benefits everyone. Our strong values of inclusivity and equity support our efforts to attract a diverse range of high quality staff and students, and identify our University as a progressive and innovative workplace that mainstreams equity, diversity and inclusion.

