



Candidate Information Pack

'Associate Fellow' position,

Development, Concepts and Doctrine Centre (DCDC), UK Ministry of Defence

Closing Date for Applications: 23:55 on Sunday 16th April 2023

Overview

We are looking to recruit six early-career scholars to undertake a one-year role as Associate Fellows of DCDC (with the possibility of extension). Applicants must be UK-nationals who are at any stage between passing their PhD upgrade and three years' post-graduation (allowing for career breaks, such as child or dependent care, illness, etc). These fellows will expand the diversity of thought in DCDC and help challenge our assumptions and ways of thinking.

Interviews for the scheme will take place by the end of April, with successful candidates notified in early-May. Candidates will officially start their tenure as Associate Fellows on 31 May 2023. Successful applicants will need to complete BPSS vetting prior to undertaking the role.

What is the Development, Concepts and Doctrine Centre?

The Development, Concepts and Doctrine Centre (DCDC) produces future horizon-scanning, concepts and doctrine, underpinned by evidence-based research and experimentation. Our mission is to enhance the conceptual component to inform and guide Defence policy, strategy, capability and operations. DCDC was created as a result of the 1998 Strategic Defence Review which took the view that Defence needed a clear long-term, truly joint vision of how our Armed Forces should operate. DCDC's outputs and responsibilities include:

- **Futures:** providing the long-term strategic context for policy makers.
- **Concepts:** outlining how our Armed Forces and Defence may operate and warfight in future.
- **Doctrine:** providing guidance for commanders based on best practice and operational experience; and,
- **Legal:** providing oversight of the legal content of operational law training.

What Will the Role Involve?

The Associate Fellow role will involve the production of one research paper per year. In addition to this 'core' output, fellows will be provided with a range of optional opportunities to help enhance the impact of their own research expertise. This may include, but is not limited to, participating in DCDC workshops, discussions and brainstorming sessions, consulting on new ideas relevant to their experience and expertise, and enhancing connections between DCDC and traditionally overlooked perspectives and networks. In line with DCDC's desire for greater challenge and diversity of thinking, fellows will also be actively encouraged to advocate for and proffer initiatives for innovation and reform that are close to their heart, with the support of relevant DCDC officials.



Is this a Paid Role?

There is no salary for this position. However, Associate Fellows will be paid £350 per research paper produced. DCDC can also provide travel and accommodation reimbursements for workshops and research events that specifically require in-person attendance from Associate Fellows.

How Do I Apply?

We are seeking applications that provide a sense of candidates' qualifications as well as their personal perspectives and priorities. To help with this, candidates are asked to provide a combined document (in docx or pdf form) with the following items:

- Part 1 | Curriculum Vitae (max. 2 pages)
Please include the following information:
 - Key details: name, email, telephone, address
 - Educational qualifications (inc. PhD thesis title and supervisor names)
 - Professional experience (i.e. relevant employment / work experience)
 - Career breaks (if relevant to eligibility)
 - Research expertise (inc. core focus and secondary interests)
 - Relevant methodological expertise
 - Selected outputs (may include scholarly articles, think pieces or creative work)

- Part 2 | Personal Insights (max. 800 words)
Provide responses to the four questions below (max. 200 words per question). Please do not seek to interpret what you think we wish to hear. Instead, answer as honestly and transparently as possible:
 - Why are you interested in this role?
 - What is it that you possess that can help our organisation?
 - What are the most significant weaknesses of UK defence and security thinking?
 - If you had a mandate, free of all constraints, what would you do to ensure a secure future for the UK?

This document should be submitted to Group Captain Paul Cole, Chief of Staff, DCDC (Paul.Cole102@mod.gov.uk) by **23:55 on Sunday 16th April 2023**, with the email header "Associate Fellow Application". We will then seek to arrange interviews with shortlisted candidates by the end of April.

Who should I contact if I have questions?

For questions relating to the content of the application and wider personal enquiries, please contact Dr. Duraid Jalili, Senior Academic Advisor, DCDC (duraid.i.jalili@kcl.ac.uk)

For organisational questions – such as employment and nationality status – please contact Group Captain Paul Cole, Chief of Staff, DCDC (Paul.Cole102@mod.gov.uk)