

## Thomas Hazell

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<https://t-hazell.github.io/>

### Research Interests

Autocracy & institutions	Central Asia & the FSU
Bureaucracy & bureaucrats	State building
Computational social science	Subnational governance

### Education

**DPhil (PhD) in Politics** 2024 –  
Department of Politics and International Relations, University of Oxford

Funded by an Economic and Social Research Council Studentship. Supervised by Dr Katerina Tertychnaya.

**MPhil in Politics (Comparative Government)** 2022 – 2024  
Department of Politics and International Relations, University of Oxford

Grade: *Distinction*. Funded by an Economic and Social Research Council Studentship. Thesis: ‘Subnational governance, patronage, and political careers in Kazakhstan,’ supervised by Dr Katerina Tertychnaya.

**BA in Philosophy, Politics, and Economics** 2019 – 2022  
Lincoln College, University of Oxford

Grade: *First Class*. Finals examinations in politics and economics. Thesis: ‘Changing the rules of autocracy: the politics of electoral reform in competitive authoritarian Ukraine,’ supervised by Dr Jody LaPorte.

### Selected Scholarships and Awards

**Grand Union Doctoral Training Programme Studentship**, Economic and Social Research Council, 2022–2026.

Competitively awarded doctoral studentship, covering fees and stipend for the MPhil in Politics followed by the DPhil (PhD) in Politics, both at Oxford. Value:  $\approx$  £145,000.

### Work in Progress

*For abstracts and working papers, see <https://t-hazell.github.io/research>*

‘Subnational governance, co-optation, and political careers in Kazakhstan’. *Working paper*.

‘The manager, the bureaucrat, and the autocrat: Personnel appointments in authoritarian bureaucracies’. *Working paper*.

‘Which merits matter? Political performance, economic meritocracy, and elite loyalty in authoritarian states’. *Working paper*.

‘Local elections and elite management in authoritarian regimes: evidence from Kazakhstan’. With Eleonora Minaeva and Kirill Melnikov. *Working paper*.

**Conferences  
and Workshops**

‘Which merits matter? Political performance, economic meritocracy, and elite loyalty in authoritarian states.’ *Conference of the European Political Science Association (EPSA)*. 27 June 2025. European Political Science Association, Madrid.

‘The manager, the bureaucrat, and the autocrat: Personnel appointments in authoritarian bureaucracies.’ *3rd APSG Conference on Authoritarian Politics*. 23 June 2025. Authoritarian Political Systems Group, King’s College London.

‘The manager, the bureaucrat, and the autocrat: Personnel appointments in authoritarian bureaucracies.’ *3rd Conference “New Advances in the Political Economy of Development in Eurasia.”* 6 June 2025. Almaty Management University, Almaty.

‘Subnational governance, patronage, and political careers in Kazakhstan.’ *Conference of the Midwestern Political Science Association (MPSA)*. 5 April 2025. Midwestern Political Science Association, Chicago.

‘Shuffling to co-opt: Subnational governance, patronage, and political careers in Kazakhstan.’ *ESRC Grand Union DTP Annual Conference*. 4 June 2024. Grand Union Doctoral Training Programme, University of Oxford.

‘Shuffling to co-opt: Subnational governance, patronage, and political careers in Kazakhstan.’ *Emerging Scholars Workshop on the Study of Challenges in Eurasian Politics and Society*. 24 May 2024. Center for Slavic, Eurasian, and East European Studies, University of North Carolina at Chapel Hill. Presented Online.

**Professional  
Experience**

**Consultant Researcher**

Ridgeway Information, London  
June 2024 –

Occasional consultancy supporting the International Atomic Energy Agency (IAEA)’s nuclear non-proliferation work. I provide open source methods and Russian-language support, especially on projects related to the former Soviet Union.

**Election Observer (Short-term), Samarqand region, Uzbekistan**  
OSCE ODIHR Election Observation Mission  
October 2024

**Research  
Experience**

**Research Assistant on Non-Violent Repression in Electoral Autocracies**  
Department of Politics and International Relations, University of Oxford  
September 2024 – present

Research assistance to Dr Katerina Tertychynaya's ESRC-funded project on administrative and bureaucratic repression.

**Research Assistant on AUTHLIB (PI: Stephen Whitefield)**  
Department of Politics and International Relations, University of Oxford  
September 2023 – January 2024

Part of the joint UKRI/Horizon Europe funded project 'neo-authoritarianisms in Europe and the liberal democratic response' (<https://www.authlib.eu/>), led at Oxford by Stephen Whitefield, Spyros Kosmidis, and Zofia Stemplowska. Coding tweets to train a natural language processing model.

**Research Assistant to Dr Lenka Bušíková**  
Oxford School of Global and Area Studies, University of Oxford  
May – September 2023

Data collection for projects on illiberalism and irregular armed groups' political role in Ukraine.

**Research Assistant on the Oxford University Economic Recovery Project**  
Smith School of Energy and Enterprise, University of Oxford  
February – November 2021

Research assistance, using government and media sources to track state spending in response to Covid-19.

**Other  
Experience**

**Intern**  
Oxford Internet Institute, University of Oxford  
Summer 2021

**International  
Experience**

Intensive Russian language training in Bishkek, Kyrgyzstan, Summer 2022.  
Travel in Kyrgyzstan, Kazakhstan, Uzbekistan, Azerbaijan, Georgia.

**Languages**

Native English. Intermediate Russian.

**Computer Skills**

**Advanced R:** Modelling. Managing/wrangling large datasets. `tidyverse`. Visualisation with `ggplot2`. Web scraping with `rvest`, `RSelenium`, `Chrome DevTools`. R Markdown/Quarto. Basic machine learning with `tidymodels` and hosted LLM fine-tuning. GIS with `SF`.

**Basic Python:** Scraping (`Selenium/SeleniumWire`). Data management.

*Other:* Advanced  $\text{\LaTeX}$ . Functional use of Git (and GitHub), SSH, Azure (VMs and pipelines).

**Additional Training**

**Comprehensive E-learning Course for OSCE/ODIHR Observers**, September 2024.

**Fieldwork Safety Overseas**, University of Oxford Safety Office, June 2023.

**Advanced R for the Social Sciences**, Social Sciences Division, University of Oxford, February 2023.

**References**

Dr Jody LaPorte  
Gonticas Fellow in Politics and  
International Relations  
Lincoln College  
University of Oxford  
`jody.laporte@lincoln.ox.ac.uk`

Dr Katerina Tertytchnaya  
Associate Professor of  
Comparative Politics  
Department of Politics and  
International Relations  
University of Oxford  
`katerina.tertytchnaya@politics.ox.ac.uk`

Professor Lenka Buřtiková  
Department of Political Science  
University of Florida  
`lenka.bustikova@ufl.edu`