

## Thomas Hazell

Somerville College, Woodstock Road, Oxford OX2 6HD

[thomas.hazell@politics.ox.ac.uk](mailto:thomas.hazell@politics.ox.ac.uk)

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

### Research Interests

Autocracy & institutions

Bureaucracy & bureaucrats

Computational social science

Central Asia & the FSU

State building

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.

### Work in Progress

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

‘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*.

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

### Conferences & 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. UC3M, 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. Chicago.

'Shuffling to co-opt: Subnational governance, patronage, and political careers in Kazakhstan.' *ESRC Grand Union DTP Annual Conference*. 4 June 2024. University of Oxford, 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 & 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 Tertytchnaya's ESRC-funded project on administrative and bureaucratic repression.

### **Election Observer (Short-term), Uzbekistan**

OSCE ODIHR Election Observation Mission  
October 2024

UK-seconded short-term observer for the OSCE ODIHR mission in Samarqand region during the 2024 parliamentary elections.

### **Consultant Researcher**

Ridgeway Information, London  
June 2024 – October 2024

Consultancy supporting the International Atomic Energy Agency (IAEA)'s nuclear non-proliferation work. Open source methods and Russian-language support, especially on projects related to the former Soviet Union.

**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.

**Intern**

Oxford Internet Institute, University of Oxford  
Summer 2021

**Service**

Reviewer for *Journal of Elections, Public Opinion and Parties* and *Communist and Post-Communist Studies*

**Selected Scholarships & 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.

**International Experience**

Intensive Russian language training in Bishkek, Kyrgyzstan, Summer 2022.

Travel in Kyrgyzstan, Kazakhstan, Uzbekistan, Azerbaijan, Georgia, Armenia.

**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. GIS.

*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.terytchnaya@politics.ox.ac.uk`

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