

## Dr Alex Waterman, AFHEA

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Specialist in the study of order in conflict with broader expertise in Security Studies and International Relations. Regionally focused on South Asia, with extended doctoral fieldwork experience in India and wider experience in elite interviews. Trained in developing face-to-face and online teaching practice, qualitative social sciences, historical research methods and ethical practice in research.

### Education – University of Leeds (2010-2018)

#### PhD Politics and International Studies (2014-2018) – Pass without amendment, 13 November 2018

- *Developed extensive expertise in conflict, counterinsurgency and order, exploring how order is (re)negotiated by a range of state and non-state actors. Data was collected in a five-month period of fieldwork in Delhi and Northeast India, in which I obtained interview, archival and observational data while affiliated to two premier research institutions. I passed with no corrections on 13 November 2018 following a successful viva defence, examined by Professors William Gould (Leeds) and Paul Staniland (Chicago). The thesis was described by the examination committee as 'one of the fullest accounts of counterinsurgency, and perhaps the most in-depth analysis, specifically of Assam to date.'*
- *The thesis was awarded Global Policy Institute's 'Global Policy North Outstanding Thesis Prize 2020' on account of its 'innovative and ground-breaking' research, 'strong policy dimension' and 'scope for wider dissemination' particularly in policy making and analyst communities. [https://twitter.com/Durham\\_SGIA/status/1299258099178627072](https://twitter.com/Durham_SGIA/status/1299258099178627072)*

#### MA Security Terrorism and Insurgency (2013-2014) – Pass with distinction, September 2014

- *Dissertation on Indian counterinsurgency published by Leeds University POLIS Journal in 2014; Translated into Arabic for the Saudi Arabian Ministry of the National Guard Command and General Staff College curriculum in 2019.*

#### BA International History with Politics (2010-2013) – First class honours, July 2013

- *Undergraduate dissertation on British inter-war rearmament published by Leeds History First in 2013.*

### Publications

#### Journal Articles

- 2023. Newman, E., Saikia, J. and Waterman, A. (equal author contributions) **Insurgency and Rebel Governance in a time of Covid-19: Lessons from India's North East.** *Journal of Global Security Studies.* 8(2), <https://doi.org/10.1093/jogss/ogad006>
- 2023. Forough, M., Dahbi, K., Waterman, A. and Woertz, E. **Narratives of Global Order and Re-Ordering from the Global South.** *Antiteses* 16 (31), 292–325. <https://ojs.uel.br/revistas/uel/index.php/antiteses/article/view/47705>
- 2023. Evans, M., Worrall, J. and Waterman, A. **The Command and Staff College Writes Doctrine: The Case of LWD 3-0-1 Counterinsurgency, 2008-2009.** *Australian Journal of Defence and Strategic Studies* 5(1), pp. 163-187. [https://www.defence.gov.au/sites/default/files/research-publication/2023/ajdss\\_v5n1\\_web.pdf](https://www.defence.gov.au/sites/default/files/research-publication/2023/ajdss_v5n1_web.pdf).
- 2022. **The shadow of "the boys:" Rebel Governance without territorial control in Assam's ULFA insurgency.** *Small Wars & Insurgencies.* <https://doi.org/10.1080/09592318.2022.2120324>.
- 2021. **'Ceasefires and State Order-Making in Naga Northeast India,'** *International Peacekeeping.* 28 (3) pp. 496-525, <https://doi.org/10.1080/13533312.2020.1821365>.
- 2021. **Counterinsurgents' Use of Force and "Armed Orders" in Naga Northeast India.** *Asian Security.* 17 (1), pp. 119-137, <https://doi.org/10.1080/14799855.2020.1724099>.
- 2020. Waterman, A. and Worrall, J. **'Spinning Multiple Plates Under Fire: The Importance of Ordering Processes in Civil Wars.'** *Civil Wars,* <https://doi.org/10.1080/13698249.2020.1858527>.
- 2017. **Compressing Politics in Counterinsurgency (COIN): Implications for COIN Theory from India's Northeast.** *Strategic Analysis.* 41(5), pp. 447-463, <http://dx.doi.org/10.1080/09700161.2017.1343236>.
- 2017. **Perception Management in Asymmetric Warfare: Lessons for Democratic Practitioners from Ukraine (2014–16) and Gaza (2014).** *Journal of Defence Studies.* 11 (1), pp. 81-110. [https://idsa.in/system/files/jds/jds\\_11\\_1\\_2017\\_perception-management-in-asymmetric-warfare\\_0.pdf](https://idsa.in/system/files/jds/jds_11_1_2017_perception-management-in-asymmetric-warfare_0.pdf).

#### Works in Progress – Books

- (Under Contract) Waterman, A. and Worrall, J. **Control Regimes: Knowledge, Violence and Complex Ordering Processes in Counterinsurgency.** Cambridge University Press *Intelligence and National Security in Africa and the Middle East.*
- Waterman, A. **Managing Insurgency: Counterinsurgency and Order Negotiation in Northeast India.** Passed editorial screening, out for peer review with Oxford University Press *Modern South Asia* series.

## Works in Progress – Journal Articles

- Waterman, A. and Holt, B. **Highlands, Heartlands and Hinterlands: Spatial Configurations of State-Rebel Conflict in Northeast India.** Submission to *India Review* under review 4 May 2023.
- Waterman, A and O'Connor, R. **The Interplay between Strategic Narratives and Conflict Events: Evidence from the Indo-Naga Conflict.** Submission to *Security Dialogue* expected Summer 2023.
- Waterman, A. and Worrall, J. **Writing the Other Side of the Coin: Incorporating Rebel Knowledge into United States Counterinsurgency Doctrines, 2004-2014.** Part of *Journal of Strategic Studies* special issue, submission expected Winter 2023.
- Worrall, J. and Waterman, A. **Taxonomies of Rebel Governance: A Linnaean Approach to Understanding Shapes of Rebel Rule.** Submission to *Terrorism and Political Violence* Spring 2024.
- Waterman, A. and Worrall, J. **Salvation for Civilisation? Exploring World Government and the Civil Wars Problem.** Submission to *Cooperation and Conflict* expected at end of *Civil Wars* editorial term.

## Chapters in Edited Volumes

- 2022. **Three Narratives of Connectivity, Development and Insurgency in Northeast India: Analysis and Implications.** In: Basu Ray Chaudhury, A. and A. Kumar Ghosh (eds.), *Situating India's Northeast in the Bay of Bengal Regional Architecture.* Global Policy-Observer Research Foundation Series. Durham: Wiley. [https://www.orfonline.org/wp-content/uploads/2022/09/GP-ORF\\_Situating-Indias-Northeast.pdf](https://www.orfonline.org/wp-content/uploads/2022/09/GP-ORF_Situating-Indias-Northeast.pdf)
- 2021. **'Normalcy Restored? The Lingering Drivers of Insurgency in Northeast India.'** In: Raymond Izareli, M. and D. Ahlawat (eds.), *Terrorism, Security and Development in South Asia: National, Regional and Global Implications.* London: Routledge.
- International Institute for Strategic Studies, 2016-2022. Annual *Armed Conflict Survey* contributions, **India: Assam, Manipur, Nagaland (2016-2018), Northeast India (2019-2021), CPI – Maoist conflict (2021), India (2022).**
- 2019. **'Managing War Amongst Peoples.'** In: Brown, D., Murray, D, Riemann, M. Rossi, N. and Smith, M. (eds.), 2019. *War Amongst the People: Critical Assessments.* Foreword by Gen. Sir Rupert Smith. Havant: Howgate, pp. 51-76.

## Reviews

- 2022. **Review: Ordering Violence: Explaining Armed Group-State Relations from Conflict to Cooperation.** *Strategic Analysis.* Available from: <https://doi.org/10.1080/09700161.2022.2115229>
- 2017. **Review: Managing Conflicts in India: Politics of Coercion and Accommodation.** *Civil Wars.* 5 (1). Available from: <http://dx.doi.org/10.1080/13698249.2017.1344180>
- 2016. **Review: Unheeded Hinterland: Identity and Sovereignty in Northeast India.** *Strategic Analysis.* 41 (1), pp. 118-120. Available from: <http://www.tandfonline.com/doi/abs/10.1080/09700161.2016.1249181>
- 2015. **Review: India and Counterinsurgency: Lessons Learned.** *Civil Wars.* 15 (3), pp. 369-372. Available from: <http://www.tandfonline.com/eprint/gh4x4E342j5mKH9pWtMN/full>

## Contributions & Commentaries

- Worrall, J, and Waterman, A. "A New Era for Civil Wars: An Editorial Vision." *Civil Wars* 24, no. 1 (January 2, 2022): 1–5. <https://doi.org/10.1080/13698249.2022.2066308>.
- 2022. Waterman, A. and Worrall, J. **Order, Ordering Processes and the Paths of Civil Wars: Encapsulating a Research Agenda.** *Civil War Paths.* 21 January. Available from: <https://www.civilwarpaths.org/2022/01/21/order-a-research-agenda/>
- 2021. **Managing Violence: Lessons in Irregular Warfare from India.** *Modern War Institute.* 18 November. Available from: <https://mwi.usma.edu/managing-violence-lessons-in-irregular-warfare-from-india/>.
- 2020. **The Third Bodo Accord and Insurgency in Western Assam.** *IDSA Issue Brief.* 19 February. Available from: <https://idsa.in/issuebrief/3rd-bodo-accord-awaterman-190220>
- 2019. **Project Introduction: The UK's Army Field Manual 1-10 Countering Insurgency Ten Years On.** *Dancing with Devils Project Website.* 27 November. Available from: <https://coindoctrines.com/project-introduction-the-uks-army-field-manual-1-10-countering-insurgency-ten-years-on/>
- 2019. **With All Eyes on Kashmir, a Storm is Brewing over India's Longest-Running Peace Process with Naga Militants.** *The Conversation.* 12 September. Available from: <https://theconversation.com/with-all-eyes-on-kashmir-a-storm-is-brewing-over-indias-longest-running-peace-process-with-naga-militants-122887>
- 2018. **India's Counterinsurgency in the Northeast Challenges the Relationship Between Time and Insurgent Success.** *Eleventh Column.* 30 October. Available from: <http://eleventhcolumn.com/2018/10/30/indiascounterinsurgency-northeast-challenges-relationship-time-insurgent-success/>
- 2017. **Marriages of Insurgent Convenience along the Indo-Myanmar Border: A Continuing Challenge.** *Institute for Defence Studies and Analyses Comment.* 10 August. Available from: [http://www.idsa.in/idsacomments/marriages-of-insurgentconvenience-along-the-indo-myanmar-border\\_awaterman\\_100817](http://www.idsa.in/idsacomments/marriages-of-insurgentconvenience-along-the-indo-myanmar-border_awaterman_100817)
- 2016. **Premature Prospects for Peace in Nagaland.** *IJSS Voices.* Available from: <https://www.ijss.org/en/ijss%20voices/blqgsections/ijss-voices-2016-9143/march-71d7/nagaland-peace-process-89fd>
- With Forster, W. 2015. **Beyond Mombasa: Rethinking counter-radicalisation in Kenya.** *Consultancy Africa Intelligence Discussion Paper.* Available from: <http://www.polity.org.za/article/beyond-mombasa-rethinking-counter-radicalisation-in-kenya-2015-02-24>

- 2014. 'Unravel the Scourge of this Evil:' Nigeria's Counterinsurgency Operations against Boko Haram. *Consultancy Africa Intelligence Discussion Paper*. Available from: <http://www.polity.org.za/article/unravel-the-scourge-of-this-evil-nigerias-counterinsurgency-operations-against-boko-haram-2014-08-12>
- 2014. Driving, draining, dividing? The impact of the Islamic State insurgency on African jihadist groups. *Consultancy Africa Intelligence Discussion Paper*. Available from: <http://www.polity.org.za/article/driving-draining-dividing-the-impact-of-the-islamic-state-insurgency-on-african-jihadist-groups-2014-11-25>
- 2014. A long way from Baghdad: US counterterrorism on the African continent. *Consultancy Africa Intelligence Discussion Paper*. Available from: <http://www.polity.org.za/print-version/a-long-way-from-baghdad-uscounterterrorism-on-the-african-continent-2014-10-21>
- 2014. A return to civil war? Militias, coalitions and escalating violence in Libya. *Consultancy Africa Intelligence Discussion Paper*. Available from: <http://www.polity.org.za/article/a-return-to-civil-war-militias-coalitions-and-escalating-violence-in-libya-2014-09-16>

### Media Engagement

- Insecure: A Security Podcast. *Episode 2: Civil Wars Journal Guest appearance* [23 October 2023].
- I24 News, 2023. *Manipur Situation Update* [23 July 2023].
- 2022. Extra Mile Required in Naga Peace Process. *Northeast News* [5 December 2022]. Available from: <https://nenews.in/opinion/extra-mile-required-in-naga-peace-process/734/>
- BBC Radio Leeds, 25 February 2022. Interviewed on Russian military strategy in Ukraine and implications.
- Fight in the Shade Podcast, 29 May 2020. *Dancing with Devils: A Conversation with Dr Alex Waterman*. Available from: <https://podcasts.apple.com/us/podcast/dancing-with-devils-a-conversation-with-dr-alex-waterman/id1517426998?i=1000477334359>
- Quoted in Barnes, Ed. 2020. "It is of Great Significance and Gravity" says Leeds Professor on General Soleimani's Assassination. *The Gryphon*. 4 January 2020. Available from: <https://www.thegryphon.co.uk/2020/01/04/great-significance-and-gravity-says-leeds-professor-general-suleimani/>
- Quoted in Sithou, Makepeace. 2019. Naga Leader Muivah Wary of India after Kashmir Status Scrapped. *Al Jazeera*. 6 October 2019. Available from: <https://www.aljazeera.com/news/2019/10/naga-leader-muivah-wary-india-kashmir-status-scrapped-191003082336819.html>
- Work has also been republished in *The Print*, *The People's Chronicle*, *The Sangai Express* (India), the *Dhaka Tribune* (Bangladesh).

## Employment

**University of Bradford (September 2023-present)**, Lecturer in Peace Studies and International Development

- *In this permanent position, I deliver research and teaching across the fields of conflict studies and international relations.*

**German Institute of Global and Area Studies (July 2021 – September 2023)**, Postdoctoral Research Fellow (India)

- *As part of the "World Order Narratives of the Global South" project, I explored narratives of counterinsurgency and ceasefire in the Indian context as well as contribute to wider project workshops and publications.*

**University of Leeds (Jan-July 2021)**, Teaching Fellow in Conflict Studies

- *I managed and delivered online teaching on postgraduate modules on "Terrorism" and "Conflict, Complex Emergencies and Global Governance" and contributed to strategic planning within the school.*

**University of Leeds (2019-2020)**, Postdoctoral Research Fellow in Security, Terrorism and Insurgency

- *Conducting research comparing knowledge integration processes across multiple counterinsurgency (COIN) doctrines. Organised fieldwork, arranged and conducted interviews with doctrine writers, designed project website [www.coindoctrines.com](http://www.coindoctrines.com). Managed and delivered the MA Terrorism module, supervised 15 undergraduate dissertation students and conducted personal tutor duties.*

**Study Group, Leeds International Study Centre (2019)**, Sessional Tutor

- *Designed, convened and managed two modules on politics and international relations: IY1 Freedom Power and Resistance as well as performing personal tutor duties, as part of a foundational course for University of Leeds international students.*

**Leeds Trinity University (2019)**, Visiting Lecturer

- *Convened and managed a level two module on the politics of the European Union.*

**University of Leeds (2015-2019)**, Teaching Assistant

- *Experience in seminar, module and assessment design and implementation in six modules related to security, terrorism, insurgency, international relations and international development across all levels of study, as well as guest lectures in additional modules.*

### Non-Academic Roles

**International Institute of Strategic Studies (2015- December 2019)**, Research Consultant (Northeast India), Armed Conflict Database

- *Duties involved logging daily armed events, creating and updating conflict profiles, inputting geodata and compiling quarterly and annual reports for four conflicts in India: Assam, Nagaland, Manipur. I also covered the Kashmir conflict during November 2018 –*

March 2019. Delivered a Northeast India Conflict Briefing by invitation in September 2019 to an audience including UK Foreign Office and Ministry of Defence personnel and the Indian military advisor to the High Commission in London. ACD Funding was terminated December 2019. Despite termination of ACD funding, I continue to produce paid annual reports on these conflicts for the Armed Conflict Survey.

**Consultancy Africa Intelligence (2014-2015),** Conflict & Terrorism Research Consultant

- Produced four short papers on contemporary conflict and terrorism developments in Africa, including on Nigerian counterinsurgency and conflict dynamics in Libya. These were republished by [www.polity.org.za](http://www.polity.org.za) and CAI's Africa Conflict Monitor (ACM) magazine. Line managers commented favourably on use of infographics to convey data and overall quality of work, helping to facilitate a fifth paper, co-authored with one of my peers.

**Critical Resource (2021),** Consultancy/Conversation on North Eastern Region Politics and Security

- Interviewed by a resource consultancy firm on politics, criminality, insurgency and regional issues in Northeast India as part of client research being undertaken by the firm.

## Academic Affiliations

**Civil Wars Journal** Co-Editor (2022-present), Associate Reviews Editor (2015-2021)

- Engaged in day-to-day management of submissions and special issues. I am also involved in journal strategic planning, including a bid for Social Sciences Citation Index (SSCI) recognition. I organised a March 2023 journal reception and am in the process of finalising a special issue to celebrate the journal's 25<sup>th</sup> anniversary, while I have also worked to diversify the editorial board and working with our Deputy Editor to develop our support mechanism to encourage Global South submissions. We aim to apply for Social Sciences Citation Index (SSCI) status within two years.

**Centre for the Comparative Study of Civil War, University of Sheffield (2021-present),** Associate Fellow

**School of Politics and International Studies, University of Leeds (2021-present),** Visiting Research Fellow

**Modern War Institute (MWI), US Military Academy West Point (2020-2021),** Non-Resident Fellow

- Contributed to MWI platforms with articles, essays and reports, and contribute to both live and web-based MWI events.

**Global Policy North Network, Durham University (2020),** Member

**Centre for Global Security Challenges, University of Leeds (2018-present),** Member

**UK-India Education and Research Initiative (UKIERI) (2017),** Funding Bid Peer Reviewer

**Journal Peer Reviews (2017-present),** Peer Reviewer

- *International Security; International Peacekeeping; Asian Security; Civil Wars; Small Wars & Insurgencies; British Journal of Politics & International Relations; European Journal of International Security; Indian Politics & Policy; Asian Ethnicity; Journal of Conflict, Aggression and Peace Research; Indian Journal of Defence Studies.*

**Defence Research Network "Counterinsurgency Forum" (2017-present),** Member

- I have taken a lead role in the formation of a Counterinsurgency research interest group within the Defence Research Network, conducting outreach activities at conferences and organising "COIN Forum" events at the UK Armed Forces Land Warfare Centre, Warminster (and remotely during Covid-19) on a biannual basis through to 2023.

**Institute for Defence Studies and Analyses, New Delhi (2016),** International Visiting Fellow

- Engaged the policy-academia interface at an institute financed by the Indian Ministry of Defence. I contributed to the institute's 'Internal Security' research cluster by briefing analysts and retired/serving practitioners on developments in Assam, Manipur and Nagaland, which were forwarded to the institute's Director General. I also organised roundtables and presented and produced papers on information warfare and Indian counterinsurgency during the fellowship.

**Tata Institute of Social Sciences, Guwahati (2016),** Research Affiliate

- Built grassroots-level local academia and social activism into my research participant network.

## Research Project Experience

**'Dancing with Devils: How do Militaries Integrate Understandings of Militias and Rebel Groups into Counterinsurgency Doctrine?' (2018),** Funding Bid Preparation (€80,000)

- Took a leading role in designing a successful research bid comparing the extent to which counterinsurgency doctrine-formulators integrate understandings of rebels and militias into their doctrines across multiple national contexts. The bid was submitted to the Gerda Henkel Foundation on 30 November 2018 and was accepted on 2 May 2019.

**Amphibious Operations in the Eastern Mediterranean during World War One (2017),** Research Assistance

- Transcribed over 100 letters between British commanders for part of a research project exploring plans for amphibious operations.

**'The Driving Forces of Armed Conflict and Instability' (2017)**, Research Assistance

- Assisted Professor Edward Newman with the production of a literature review and list of datasets for a funding bid on the causes of civil wars and armed conflict.

## Teaching

*My teaching philosophy is centred around learner-centric approaches to teaching History, Politics and International Relations. I have developed a range of innovative teaching methods across a range of modules in these fields, drawing lessons from the pedagogical literature and reflecting upon these during and after delivery to identify and reflect on their translation into practice. I am committed to continuous professional development in teaching and learning, as reflected in my successful application for Associate Fellowship of the UK's Higher Education Academy (now Advance HE).*

## Professional Development

**Associate Fellow, Higher Education Academy** (August 2018)

- *Preparing and submitting a successful application for Associate Fellowship with the Higher Education Academy has augmented my ability to reflect on my teaching practice by drawing upon the UK Professional Standards Framework's (UKPSF) core indicators of Areas of Activity, Core Knowledge areas and Professional Values, as well as building in a growing engagement with the pedagogical scholarship. This has aided my ability to reflect on and articulate my own developing philosophy of teaching. I intend to pursue full fellowship to consolidate this process and have developed a strategy for developing D2-level competence in specifically-identified UKPSF Areas of Activity.*

### Training

- *Departmental Training, University of Leeds: Small Group Teaching (Sept 2015), Annual Departmental Teaching Meetings (2015-2019), TA 'Away Days' (2015-2018), 'Becoming a University Teacher' (2017).*
- *Organisational Development and Professional Learning courses, University of Leeds: Professional Recognition in Student Education workshops (2017-2018), Inclusive Teaching Practice resources (2017-2018).*
- *External panels/sessions: Theory and Practice in International Relations Teaching - International Studies Association Conference (April 2018), Teaching South Asia: Challenges and Opportunities – White Rose South Asia Symposium (June 2018).*

## Teaching Experience

### Postgraduate Teaching

**Panel for Transfer of Doctoral Candidature, 20 November 2020**, Internal Examiner

- *Acted as part of a two-member examination panel viva for the transfer of a doctoral candidate whose research focused on internal dynamics of counterinsurgency. The candidate successfully passed into doctoral candidature.*

**Conflict, Complex Emergencies and Global Governance (2020-2021), POLIS, University of Leeds**, Module Leader

- *Updated and managed this core module for the MA Conflict, Security and Development programme at Leeds, which maps the analytical lines of demarcation between conflict, security and development and engages with debates around security, humanitarian intervention and the political economies of conflict. To cultivate a community during the Covid-19 pandemic and enhance the level of seminar discussions, I created out-of-class "reading groups" and used an array of in-class activities to generate debate, such as Likert-scale-type polling exercises. Students commented: "Dr Waterman during a pandemic has managed to turn his module into a community of learning and discussion. He's provided us not just with the knowledge and creativity we require for our academics, but also with social interaction that is required for a healthy mental state."*

**Terrorism (2019-2021), POLIS, University of Leeds**, Module Leader

- *Managed this compulsory postgraduate module, which introduces students to key debates and case studies within the terrorism studies field. As well as designing, updating and delivering weekly content, I played a critical role in running the "T-Server," working with the departmental ethics officer in providing students with access to sensitive primary source material. In advance of the 2020-2021 semester, I redesigned the course to include two additional weeks on the politics of counterterrorism in China and South Asia. Student comments included "Alex was a fantastic lecturer who provided relevant information in a welcoming environment;" "Alex was engaging, keen and readily available when students needed him;" "Alex was a great teacher and this was by far my favourite module;" "used feedback from the class to alter teaching/seminar styles for what worked and did not work for our particular group;" "Both lectures and seminars were top notch. The material indicated for reading by Dr Waterman was complete and instructive;" "Dr Waterman's Terrorism module is ran incredibly efficient. His lectures are incredibly informative and the way in which he explains theory is engaging to all and easily digestible, which is very impressive with such a nuanced topic."*

**Insurgency (2016-2020), POLIS, University of Leeds**

- *Delivered a series of guest lectures introducing insurgent groups from my own research and reflecting on the theories for understanding their evolution covered in the module. During the module's transition from a five-week to an eleven-week course, I played a key role in developing new content, weekly questions and reading materials, the assessment format and essay questions in*

collaboration with the module leader, integrating themes emerging from our own research (including a session on rebel governance and another on internal insurgent politics).

#### **Peacekeeping and Peacebuilding (2023-2024), PSID, University of Bradford**

- *Delivered a series of lectures on contemporary post-conflict security challenges and the processes of elite bargaining in postwar contexts.*

#### **Environment, Trafficking and Crime (2023-2024), PSID, University of Bradford**

- *Delivered a series of lectures on global governance structures and regimes' effectiveness in regulating transnational "bads" such as small arms and landmines.*

#### **International System in Theory and Context (2023-2024), PSID, University of Bradford**

- *Co-managed this module introducing advanced concepts in international relations theory, spanning international law/norms through to terrorism and security studies theories.*

#### **India Since 1947: Community, Caste and Political Violence, School of History, University of Leeds**

- *Delivered a guest lecture on political violence in Northeast India.*

#### **Conflict Resolution (2016), Tata University of Social Sciences, Guwahati, Assam, Convener**

- *Designed and implemented a short series of lectures, seminars and preparatory material within the university's Peace and Conflict Studies MA programme. I focused on the relationship between conflict, security and development, allowing for engagement with the theoretical literature on order, conflict and security, revisiting my own interpretations of key concepts through interaction with students and demonstrating research-led design and practice in a different country context. Faculty members noted that students asked if it was possible that I remain in Guwahati to lead more sessions.*

### **Undergraduate Level Three**

#### **Advanced Study of International Relations (2023-24), PSID, University of Bradford**

- *I co-taught this module, introducing a range of active and problem-based learning initiatives to connect live and ongoing international situations (i.e. Ukraine, Gaza) with theories and debates in the literature on international relations.*

#### **Terrorism: Concepts, Debates, Cases (2016-2020), POLIS, University of Leeds**

- *I delivered two seminar groups on the module (2018-2019), which introduces students to the key debates in the terrorism literature, using a range of delivery techniques including semi-structured and unstructured debates, "human continuum" debates and small group case study work. I delivered a research-led guest lecture on religious terrorism in Punjab, India (2016-2017). I have also contributed to assessment question design, drawing on my own engagement with the terrorism literature and theories of teaching and learning, and module review processes during 2018-2019.*
- *During online delivery in 2020-2021, I adapted several of the above techniques (for example converting 'human continuum debates' into Likert-scale polling followed by discussions of the results) and introduced a weekly "terrorism in the news" segment intended to link theory to ongoing situations in conflict and political violence.*
- *Following online delivery in 2020-2021, students commented: "Gordon and Alex have both been excellent and this has by far been my favourite module during my time at university!!" "The seminar tutor Alex was really amazing, explained everything in detail and we could ask anything even if he talked about it already;" "I also liked that we took the time to discuss Terrorism in the news in Alex Waterman's seminars;" "the weekly emails Alex sent us were so useful as he shared additional resources which I found very useful;" "Keep 'terrorism in the news' please, it is one of the great things about the module."*

#### **Dissertation Supervisor (2019-2020), POLIS, University of Leeds**

- *Supervised 15 students to completion on projects related to international security, conflict, intervention and South Asia, switching supervisions to online delivery during the COVID-19 pandemic, and moderated a number of other dissertations. Students commented that "I always felt like there was support on hand (even in pandemic times), which is really appreciated;" "I truly feel lucky to have been able to work with a supervisor who was continuously proactive in supporting us especially during such odd times;" "Supervisor (Alex Waterman) was excellent and always willing to give feedback and advice." I have also worked with strong candidates working their dissertations up for submission to top undergraduate journals, including the West Point Journal of Politics and Security.*

#### **Dissertation Sub-Supervision (2018), POLIS, University of Leeds**

- *I worked with a member of staff to trial a novel method of postgraduate training in supervising dissertation students. This involved reading drafts and offering comments on an undergraduate dissertation project while closely coordinating with the lead project supervisor, who led discussions in meetings while building in opportunities for me to offer additional comments and support. A reflective account of this process is being developed into a pedagogical article and a model for doctoral student training.*

### **Undergraduate Level Two**

#### **Contemporary Conflict Analysis (2023-24), Department of Peace Studies and International Development, University of Bradford**

- *Co-convened this module through a series of team-based workshops in which students "learn by doing," in this case using conflict analysis tools from the field and applying them to various country contexts in order to develop students' ability to critically reflect on the value of various policy and academic approaches to conflict analysis.*

### **The Politics and Processes of Foreign Policy (2023-24), PSID, University of Bradford**

- *Ran a series of interactive sessions on the evolution of diplomacy since the end of World War I, with specific activities and debates analysing the relationship between public opinion and diplomatic practice.*

### **Contemporary International Relations (2023-24), PSID, University of Bradford**

- *Designed and delivered content on key thematic areas in contemporary international relations. Sessions were designed to encourage students to use theoretical perspectives to reflect on ongoing crises (i.e. Gaza/Ukraine), allowing students to connect to and use their pre-existing knowledge. This was reflected in my design of the summative assessment in which we asked students to reflect on these crises using theoretical tools discussed during the module.*

### **The European Union (2019), School of Arts and Communication, Leeds Trinity University**

- *As a Visiting Lecturer, I managed and delivered this module on the politics of the European Union, designing lecture and seminar content in which students were encouraged to critically reflect, using theoretical perspectives, on contemporary political developments, in doing so allowing students to connect to and utilise pre-existing knowledge. I delivered an innovative assessment in which students designed their own essay questions, while working closely with students and moderation teams to ensure that content and assessment remained aligned.*

### **Security Studies (2016-2018), POLIS, University of Leeds**

- *In this popular level two module, I designed and delivered a range of activities to contribute to broader module objectives. In line with Ambrose's (2010) recognition that students learn by building on prior knowledge, I provided opportunities for students to assess and reflect upon their existing knowledge by designing a theory-definition matching exercise. Other innovative activities included the 'human continuum' approach to debating, in which students physically move to a point along a continuum in relation to a debate question before articulating points. This encouraged discussion between students and was well-received in mid-term and final module evaluation forms.*

## **Undergraduate Level One**

### **IY1 Freedom, Power and Resistance (2019), Leeds International Study Centre, Module Leader**

- *I managed and convened this introductory module to political theory, designing lecture, seminar and assessment materials and delivering them across two cohorts of international students on the International Year One Programme, which prepares students for entry into POLIS level two International Relations programmes. The design process was informed by Biggs and Tang's (2011) notion of "constructive alignment," as well as theories of active and problem-based learning. In one particular activity, Thomas Hobbes' idea of the "war of all against all" was introduced through a prisoner's dilemma role-playing game framed using the popular culture film "Mad Max," inspired by other attempts to introduce theories and concepts in political science (Blanton, 2013).*

### **Understanding the International System (2023-24), PSID, University of Bradford**

- *I designed lecture, seminar and assessment materials and delivered them to a large cohort of predominantly international students. The design process was informed by Biggs and Tang's (2011) notion of "constructive alignment," as well as theories of active and problem-based learning. I also took important steps to expand the module's focus into critical Global South regions such as South Asia.*

### **Making of the Modern World (2015-2021), POLIS, University of Leeds**

- *On this historically-oriented module, I designed and delivered a range of innovative teaching sessions to align with existing course objectives, including primary source analysis exercises and role-playing debate activities. From October 2018, I delivered guest lectures on colonialism in Northeast India, integrating insights from my field research, and in 2021 ran and delivered "week 4: India" in its entirety.*
- *Following changes in the module leadership during the second year of delivery (2017 – 2018), I worked closely with the new module leader to redesign significant aspects of the module's content. This included readings, activities and the module's formative and summative assessment questions, a process which I approached through my understanding of Biggs and Tang's (2011) notion of constructive alignment in ensuring that these all aligned to fulfil the module's wider learning objectives.*
- *I received excellent feedback across all three years of delivery. Seminar group-specific student evaluations for example scored an average of 4.9/5 in agreement with the statement that "I am satisfied with the individual quality of seminars on this module" (2017 – 2018). I also received the following comments: "love my seminar tutor, he's great, really interactive and allows for debate in class;" "seminars with Alex are really good;" "Alex Waterman – really supportive and enthusiastic – made it so much fun;" "Alex is a good tutor;" (2015 – 2016); "seminars have been really interesting and good environment for debate and asking questions;" "Seminars were very engaging and helped increase quality & level of knowledge, as everyone engaged and was led very well" (2017 – 2018).*

### **Global Development Challenges (2017-2019), POLIS, University of Leeds**

- *This module surveys a range of contemporary development issues, including conflict, hunger, migration and the environment, exploring causes, impacts and responses. A particularly innovative learning activity delivered during the module is an adaptation of the "River Basin Game," a practitioner role-playing exercise intended to highlight the complexities of water resource allocation to real-*

world stakeholders. I designed paper-based resources, tweaked elements of the rules and changed the number of actors to make this activity accessible to a one-hour, level one undergraduate seminar, reflecting on the activity to make improvements over two years of delivery. Placing students in the role of stakeholders and chairs generated a sense of active participation in and ownership over learning consistent with Problem-Based Learning Theories. I have also drawn upon aspects of blended learning to enhance participation and shape assessment guidance activities according to student needs. This, along with other activities has been well-received by students, who have commented particularly on the engaging and inclusive nature of seminars (see below).

- I received excellent feedback overall. Comments included: "Alex is a great teacher. He is knowledgeable and easy to understand. He works very hard to make sure that all students are comfortable with the subject and understand everything. He is easy to approach regarding topics and always has time for students;" "My tutor Alex was incredibly enthusiastic and gave me brilliant guidance;" "Alex Waterman led my seminar for this module and was extremely helpful and made me enjoy this module even more, he gave great support and good feedback;" "Alex was very helpful in clarifying any problems in seminars as well as starting and continuing debate which involved everyone and went into more depth than was suggested in the handbook"

#### **International Politics (2017-2018), POLIS, University of Leeds**

- This course offers an introduction to theoretical approaches to understanding International Relations before focusing primarily on key themes within the discipline, such as War and Terrorism, and case study regions such as Asia and the Middle East. I designed and implemented a range of learning activities, including a role-playing exercise designed in conjunction with other TAs and based on a popular board game, to illustrate to students the challenges of international environmental cooperation. The exercise was underpinned by a desire to make accessible the theoretical insights of the cooperation literature in International Relations theory, while drawing upon Problem-Based Learning literature to facilitate student ownership over learning processes.
- My teaching received overwhelmingly positive feedback, particularly on the conducive learning environment that seminars provided as well as teaching staff enthusiasm. A selection of comments include: "Great seminars/teaching;" "Teaching was really enthusiastic;" "for me the best aspects were the seminars. I felt they were really engaging and that I could ask any question I wanted." I also received a follow-up email from a student following completion of the module: "As a student from another country studying a non-POLIS subject, I found the module profoundly interesting and very impressive. The seminars with you, in particular, were inspiring and thought-provocative. You were good at kindling debates and encouraging new ideas, and seminars with you are definitely one of my favorite experiences at Leeds! I think I must say to you a big thank you."

#### **Mentoring and Support**

- **Undergraduate Dissertation Peer Mentor, School of Politics and International Studies, University of Leeds (2014-2016)**
- **Personal Tutor, Study Group International Leeds (2019), University of Leeds (2019-21)**
- **Broader Support (2015-2019):** Provision of references for students applying to internships, jobs and further studies.

#### **Awards and Distinctions**

- **Faculty Partnership Award in "Inspirational Teaching" (2021), Faculty of Social Sciences, University of Leeds**
  - **Nominations included:** "Alex has definitely been one of the best lecturers I've come across during my time at university. He always helped instantly and gave excellent advice;" "He has some unique and exceptional teaching skills. He takes his time to ensure the lectures have been well understood and relates it to our day to day encounters in life. He has made an impact in myself and I am sure many other colleagues will say same;" "Dr Waterman's Terrorism module is ran incredibly efficient. His lectures are incredibly informative and the way in which he explains theory is engaging to all and easily digestible, which is very impressive with such a nuanced topic. Throughout the seminar's he encourages everyone to participate and attempts in these difficult times to create a social environment, which is incredibly difficult over online learning. Most importantly he is always willing to communicate with students at any time. Multiple times I have messaged him over teams with either questions or worries and he never fails to respond straight away, even on weekends and non contact hours. I personally doubt my own skill in the subject due to my lack of confidence, coupled with the stress of the current circumstances too, this almost made me give up on the course. Dr Waterman called me up on teams and told me how capable I was and how proud I should be of myself, such comments did so much for my emotional state and empowered me to have faith in myself. Without Dr Waterman I would have never been able to express my potential and creativity in the field I have had interest in all my life, I thank him dearly for such and have never in my life had support in education like Dr Waterman provided."



- **International Studies Association (ISA) Travel Grants - \$500 (2022), \$800 (2018)**
- **Global Policy North Outstanding Thesis Prize' (2020) - £300**, *Global Policy Institute, Durham University*
- **'Best thesis' nomination (2019)**, *School of Politics and International Studies, University of Leeds*
- **Leeds for Life Conference Fund (2018) – £500**, *University of Leeds*
- **University of Leeds 110 Anniversary Scholarship (2014-2017) – fees + £14,000 p/a**
- **University of Leeds Fee Scholarship (2014) – £5,200**
- **'Postgraduate Researcher of the Year' nomination (2015)**, *School of Politics and International Studies*

## Briefings and Presentations

### By Invitation

- **Science Meets Bundestag** Briefing, *Conflict in Manipur: Update and Human Rights Situation* (23 May 2023).
- **Assam Rifles** Annual Seminar, *Impact of the Indo-Naga Peace Process on Manipur* (Online: 19 October 2022).
- **University of Sheffield** Civil War Paths Fellows' Event, *Managing Insurgency: Counterinsurgency and Order Negotiation in Northeast India* (Online: 2 September 2022).
- **Universitas Muhammadiyah Yogyakarta** Political Science Lecture Series, *Insurgency, Counterinsurgency and Armed Ordering in the Indo-Naga Conflict* (13 December 2021).
- **South Asia Monitor Conversation**, *Is China Active Again in India's Northeast?* Speaker alongside GK Pillai, former Home Secretary of India, Lt. Gen. Arun Kumar Sahni (Retd.), Mr Jaideep Saikia (11 June 2021). Available from: <https://www.youtube.com/watch?v=XPag9Vs6Jcc>
- **Indian Institute of Technology Guwahati** Political Science Speaker Series, *Armed Ordering in the Indo-Myanmar borderlands* (12 April 2021).
- **Observer Research Foundation-India Ministry of External Affairs** International Virtual Conference on the Bay of Bengal Region and the Importance of India's Northeast (5-6 March 2021), *Three Narratives of Connectivity, Development and Insurgency in Northeast India: Analysis and Implications*.
- **Distinguished webinar organised by Jaideep Saikia** (security analyst and advisor to Government of Assam), *India-China Boundary: Eye to the Eastern Sector*, (30 August 2020).
- **Defence Research Network Webinar**, *Outsider Positionality: Reflections on Researching Indian Counterinsurgency in Northeast India*, (24 June 2020).
- **British Army Land Warfare Centre Counterinsurgency Forum**, Warminster, *Know Thy Enemy: Understanding the Conceptualisation of Insurgents in US COIN Manuals* (7 September 2022) *Research Projects Updates* (2 February 2022, 10 February 2021, 2 September 2020, 26 February 2020, 20 June 2019).
- **East China University of Political Science and Law (ECUPL)**, Shanghai, *Counterinsurgency and Generational Change*, (26 November 2019).
- **International Institute for Strategic Studies** Conflict Briefing, Arundel House, London, *Northeast India* (25 September 2019). Audio available from: <https://www.iiss.org/events/2019/09/india-conflict-briefing>
- **Institute for Defence Studies and Analyses** Roundtable Seminar, New Delhi, *Compressing Politics in Counterinsurgency (COIN): Implications for COIN theory with reference to India's Northeast* (19 October 2016), *Weekly Northeast India Conflict Briefings delivered to Internal Security Cluster* (May-October 2016).
- **Assam Police Special Branch Headquarters**, Guwahati (30 September 2016), *Counterinsurgency and Complex Political Order in Assam and Nagaland: Impressions, Reflections & Implications*.
- **Cotton College**, Guwahati, Assam (1 September 2016), *'The Fragility of Stability: "Order" and the 2011 UK Riots*.

### Conference Presentations

- **Conflict Research Society Annual Conference**, *Highlands, Heartlands and Hinterlands: A New Typology of State-Rebel Conflict in Northeast India* (London, September 2023). *The Impact of Covid-19 on Insurgency and Rebel Governance: Lessons from India's North-east* (Belfast, 8 September 2022). *The Shadow of the Boys: Challenging Rebel Governance Assumptions through Assam's ULFA insurgency* (Belfast, 9 September 2022).
- **European International Studies Association Convention**, *Highlands, Heartlands and Hinterlands: A New Typology of State-Rebel Conflict in Northeast India* (Potsdam, September 2023). *The Interplay Between Insurgent Narratives and Conflict Events: Insights from Nagaland* (Potsdam, September 2023) *Framing the grey zone: Insurgent narratives in the Indo-Naga ceasefire* (Athens, 4 September 2022).
- **European Scholars of South Asian International Relations Conference**, *The Shadow of the Boys: Challenging Rebel Governance Assumptions through the ULFA insurgency in Assam* (virtual, 23 June 2022).
- **British International Studies Association Conference**, *Know Thy Enemy: Understanding the Conceptualisation of Insurgents in US COIN Manuals, 2004-2014* (Newcastle, 17 June 2022).

- **International Studies Association Annual Conventions**, *The Politics of the Unified Command Structure in Assam, 1990-2000* (Nashville, 2 April 2022), *Inducing Rebel Fragmentation in Counterinsurgency: Evidence from Assam, Rebels on the Road: Theorising Pressures, Trade-offs and Spill overs between Rebel Governance and Rebel Diplomacy* (Virtual Convention, 7 April 2021) *Taxonomies of Rebel Governance* (Toronto, 27 March 2019) *Variations in India's use of force against Naga insurgents* (San Francisco, 4 April 2018), *World Government and the Civil Wars Problem* (San Francisco, 6 April 2018).
- **Peace Research Institute Oslo/ETH Zurich Ceasefires Conference** 2019, *Counterinsurgency within Ceasefires* (19 September 2019).
- **Royal Military Academy Sandhurst**, *Taxonomies of Rebel Governance* (15 November 2018), *Managing War Amongst Peoples* (31 June 2017).
- **White Rose South Asia Network Symposium**, University of Sheffield (7 June 2018), *Factionalism in the Naga Insurgency*.
- **School of Politics and International Studies Seminar Series**, University of Leeds (3 May 2018), *Pulling Apart the Clenched Fist: Exploiting Internal Insurgent Divisions in Counterinsurgency*.

### Organized Events/Discussion Chair

- **Université libre de Bruxelles-Civil Wars-GIGA Workshop**, *Control in Asymmetric Conflict: Unpacking the Complexities of a Concept*, organised and discussed 12-person workshop, arranged *Civil Wars* journal-sponsored travel for Global South scholars and built in a special issue proposal (19-20 April 2023).
- **International Studies Association Conference**, Discussant on *Narratives and their strategic effects in conflict and peacebuilding* (17 March 2023).
- **European International Studies Association**, Organiser *Non-Western Narratives of Conflict, Cooperation and Friendship* network and special issue development workshop, Rapallo (7-10 November 2022).
- **Conflict Research Society**, Discussant on *Rebel Contributions to Governance during and after War* (9 September 2022)
- **National Army Museum Counterinsurgency Forum Workshop**, *Reimagining COIN After Afghanistan*, organised and discussed a proposed special issue with early-career researchers and solicited feedback in an afternoon session from British Army representatives (26 May 2022).
- **German Institute for Global and Area Studies Lecture Series**, *Exploring Elites' Use of Friendship Narratives through the Erdogan-Obama Relationship*. Organised and chaired discussion with Dr Ryan O'Connor (Birmingham City University) and Dr Yuri van Hoef (Erasmus University Rotterdam) (17 March 2022). *Rebellion at the agrarian frontier: peasant political sociability, globalism and the Colombian state*. Organised and chaired discussion with Professor Francisco Gutiérrez-Sanín (Universidad Nacional de Colombia) (17 April 2023).
- **Global Order**, *Rebuilding Trust in the Indo-Naga Peace Process*. Organised and chaired discussion with Mr G.K. Pillai (former home secretary), Gen. Himalay Singh (rtd.), Mr Jaideep Saikia (conflict and terrorism analyst) (14 March 2022).
- **University of Leeds Seminars in Peace and Conflict Studies**, *Insurgency's Third Wave*, organised and chaired discussion with Dr Steven Metz (US Army War College) (18 May 2021), *Insurgency in North East India*, organised and chaired discussion with Jaideep Saikia (8 June 2021).

## Other Experience/Training

### Doctoral Fieldwork in India (May-October 2016)

- *I spent several months in New Delhi based at the Institute for Defence Studies and Analyses (IDSA), conducting over 50 semi-structured interviews with practitioners, academics and journalists while also conducting archival research in relevant libraries and archives such as the Jawaharlal Nehru Memorial Museum and Library. I also spent six weeks in Northeast India, based in Assam whilst also making trips to Nagaland and Meghalaya states.*

### Professional Training

- Research Methods Courses: Qualitative Field Research (9-11 May 2022), Introductory departmental course (Sept-Dec 2014), interview training (19 March 2015), Qualitative Data Analysis (25 March 2015), Oral Presentation training (28 November 2014)
- Research Best Practices Training: Research ethics (11 November 2014, 26 March 2015), 'Research with Human Participants' (15 June 2015) 'Data Protection and Research' (19 May 2015), 'Ethical Approval for Overseas Fieldwork' (6 May 2015), 'Ethical Challenges in Collaborative and Third-Party Research' (15 May 2015), Risk Assessment Training (26 June 2015).
- Other Research Courses: Obtaining Funding (3 April 2017, 24 October 2018), Research Impact: Introductions and Designing and Planning for Impact (16 February 2015, 7 November 2018, 20 November 2018).
- Language Training: Elementary/Pre-intermediate Hindi. Hindiguru Language Centre, New Delhi (October 2021-present, May-August 2016), Part-Time Urdu, Leeds Beckett University (2014-2015), private tuition with Mr Jagdish Sharma (2015-2016).
- Journal Editor Training: Taylor & Francis Crossref Similarity Check Training for Editors (2022), Editorial Manager Training (2022).