



<p><b><i>Associate Professorship (or Professorship) in Linguistics at the University of Oxford with Tutorial Fellowship at Somerville College and Lecturership at St Hugh's College.</i></b></p>		
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## Job Description and Person Specification

<b>Post</b>	Associate Professorship (or Professorship) in Linguistics
<b>College</b>	Somerville (with Lecturership at St Hugh's College)
<b>Department/Faculty</b>	Linguistics, Philology and Phonetics
<b>Division</b>	Humanities
<b>Contract type</b>	Five years in the first instance, then reappointment to retirement upon completion of a successful review.
<b>Salary</b>	£45,066 - £60,513 p.a.

## Overview of the post

The University of Oxford uses the grade of Associate Professor for most of its senior academic appointments. Associate professors are eligible for consideration through regular recognition of distinction exercises for award of the title of Professor. This promotion in status, which brings an enhanced salary, is dependent on merit and does not normally occur until some years after reappointment to retirement. In exceptional cases, where the candidate has previously established an academic standing at an appropriate level of distinction, the title of Professor may be awarded at the time of appointment.

The University proposes to appoint an Associate Professor (FL) in Syntax in the Faculty of Linguistics, Philology and Phonetics from 1 April 2017 or as soon as possible thereafter. The post will be held in conjunction with a Tutorial Fellowship at Somerville College and a Lecturership at St Hugh's College, Oxford.

The Faculty and the College are looking to appoint a specialist in Syntax. The successful applicant will hold a doctorate in Linguistics with a research specialisation in syntax, including constraint-based as well as transformational theories. The applicant will have experience in teaching syntax at the undergraduate and graduate level; the ability to develop undergraduate and graduate course materials in syntax; a record of, or potential for, internationally excellent publications in highly-ranked academic journals and with major presses; and an interest in and willingness to participate in outreach activities for the Faculty. A record of teaching and publication in one or more other areas of Linguistics is desirable.

Queries about the post should be addressed to Professor Aditi Lahiri at Faculty of Linguistics, Philology & Phonetics, University of Oxford, Clarendon Institute, Walton Street, Oxford, OX1 2HG or telephone: +44 (0)1865 280400

All enquiries will be treated in strict confidence; they will not form part of the selection decision.

### **Duties of the post**

The Associate Professor will be a member of both the University and the College community. She or he will be part of a lively and intellectually stimulating research community which performs to the highest international levels in research and publications and will have access to the excellent research facilities which Oxford offers. She or he will have a role to play in the running of the College as a member and trustee of its Governing Body.

The main duties of the post are as follows:

- i. to engage in research at an internationally competitive level in Syntax;
- ii. to provide five contact hours of tutorial teaching in Linguistics each week during full term for Somerville College and two hours for St Hugh's College;
- iii. to give, under the direction of the Faculty of Linguistics, Philology and Phonetics, not less than twenty lectures and classes in each academic year;
- iv. to make an appropriate contribution to the supervision and teaching of graduate students;
- v. to share in University examining as reasonably required;
- vi. to undertake a reasonable share of faculty and college administrative duties;
- vii. to share pastoral duties for undergraduates studying degrees including Linguistics (Modern Languages and Linguistics and Psychology, Philosophy and Linguistics) and participate in the organisation of teaching in Linguistics in College;
- viii. to participate in the undergraduate admissions process in College.

The person appointed will be a member of Governing Body of Somerville College and will hold the Fellowship under the terms of the College Statutes and By-Laws in force from time to time. As a Tutorial Fellow, the appointee will be expected to play a full part in the general life of the College, including attendance at and participation in College meetings, College committees and Open Days; the assumption of College Offices if asked; and such other duties as are customarily undertaken by Tutorial Fellows. The duties of a Tutorial Fellow are thus, in practice, incompatible with residence outside Oxford or the Oxford area during term.

A Fellow of Somerville College is also a Trustee of the College, which is a registered charity regulated by the Charity Commission. All members of Governing Body are required to complete the 'Trustee details and Declaration form' from the Charity Commission. Further details of the role and responsibilities of a charity trustee are available upon request.

### **Person specification**

Applications will be judged only against the criteria which are set out below. Applicants should make sure that their application shows very clearly how they believe that their skills and experience meet these criteria.

Oxford is committed to fairness, consistency and transparency in selection decisions. Chairs of selection committees will be aware of the principles of equality of opportunity and fair selection and there will be a member of each gender wherever possible.

The successful candidate will demonstrate the following.

- (a) A doctorate and research record in syntax of international standing appropriate to the stage of the candidate's career, with evidence of, and potential for, producing further distinguished research in syntax. The successful candidate will have familiarity with constraint-based as well as transformational syntactic theories. A good record of teaching and research in one or more other areas of linguistics is also desirable.
- (b) Native or near-native competence in English.
- (c) Evidence of excellence or of the potential for excellence, in teaching linguistics, at both undergraduate and graduate levels.
- (d) Evidence of the ability to lecture at an appropriate level to undergraduate audiences and to conduct graduate classes in an interesting and engaging manner, along with the personal qualities needed to make a significant contribution to fostering a high level of achievement in both undergraduate and graduate students.
- (e) Evidence of participation in conferences, seminars, and other research meetings.
- (f) Experience of, or potential for, participating effectively in the running and development of the subject at Faculty level, including the development of externally-funded research projects.
- (g) Evidence that the candidate would be willing to participate, and would be effective, in the other work of the College and the Faculty, in particular administration.
- (h) Willingness to participate in outreach activities for the College and the Faculty.

The successful candidate should be able to teach the following topics, as defined in the current exam paper syllabus definitions:

Grammatical Analysis (Prelims: Modern Languages Paper X; Psychology, Philosophy, and Linguistics, Introduction to Linguistics). First-year undergraduate introduction to morphology and syntax.

Syntax (FHS: Modern Languages, Paper XII Syntax; Psychology, Philosophy, and Linguistics, Paper B2). Advanced undergraduate syntax, covering typological generalisations and modern syntactic theory.

Introduction to syntax (Paper A): Graduate-level introduction to syntactic theory and typology.

Advanced graduate syntax (Paper B(ii)): Advanced graduate-level lectures in syntactic theory, typology, diachronic change, or the interface between syntax and one or more other grammatical modules.

Some further information may be found at [http://www.ling-phil.ox.ac.uk/prelims\\_course](http://www.ling-phil.ox.ac.uk/prelims_course) and [http://www.ling-phil.ox.ac.uk/fhs\\_ppl](http://www.ling-phil.ox.ac.uk/fhs_ppl) and [http://www.ling-phil.ox.ac.uk/fhs\\_mll](http://www.ling-phil.ox.ac.uk/fhs_mll)

## How to apply

1. Candidates should submit all application materials by email to [academic.office@some.ox.ac.uk](mailto:academic.office@some.ox.ac.uk) quoting **reference 900240**. *It would be helpful if candidates could submit their application as one pdf document*
2. The closing date for applications and the last date for receipt of references direct from referees, is noon (UK time) on **24 October 2016**
3. Applications must include:
  - A completed Cover sheet
  - A letter of application which includes a brief description of teaching experience.
  - A *curriculum vitae*
  - A statement of current and proposed research, including a list of publications.
  - Candidates should include on the cover sheet the names of three referees who will be submitting references to the College by the application deadline. Candidates should ask their referees to write directly to [academic.office@some.ox.ac.uk](mailto:academic.office@some.ox.ac.uk), and should supply each referee with a copy of these further particulars.

The colleges wish to take this opportunity to thank in advance those referees who write on behalf of applicants. Please note that it is the responsibility of the applicant to ensure that references are submitted promptly, as referees will not be approached by the College

4. Please also complete and return an equal opportunities form, available from [www.some.ox.ac.uk/jobs](http://www.some.ox.ac.uk/jobs) and return it to the HR Manager, by post to Somerville College, or by email to [human.resources@some.ox.ac.uk](mailto:human.resources@some.ox.ac.uk). This form is used for monitoring purposes only and will not be seen by any member of the selection committee.
5. Interviews will be held on Tuesday 29 November 2016
6. Communication regarding the status and outcome of your application will be made via e-mail. All applications will be acknowledged after receipt and will be considered by the selection committee as soon as possible after the closing date.

Should you have any queries about how to apply, please contact [academic.office@some.ox.ac.uk](mailto:academic.office@some.ox.ac.uk)

Candidates invited for interview will then be asked to send in up to two pieces of written work (amounting to no more than a total of 30,000 words) written in English on a topic in the field of syntax. At interview, candidates will be asked to give a short research presentation, as well as a mini-lecture. Further details will be sent to shortlisted candidates.

All reasonable interview expenses will be reimbursed.

Applications for this post will be considered by a selection committee containing representatives from Somerville College, the Faculty of Linguistics, Philology and Phonetics, and the Humanities Division. The selection committee is responsible for conducting all aspects of the recruitment and selection process; it does not, however, have the authority to make the final decision as to who should be appointed. The final decision will be made by the Faculty of Linguistics, Philology and Phonetics, Humanities Divisional Board and the Governing Body of Somerville College on the basis of a recommendation made by the selection committee. No offer of appointment will be valid, therefore, until and unless the recommendation has been approved by the Faculty Board, the Humanities Division and the Governing Body, and a formal contractual offer has been made.

## **Equal Opportunity Monitoring**

Please download and return an equal opportunities recruitment monitoring form which will assist us with monitoring equal opportunities in recruitment. This should be emailed to: [human.resources@some.ox.ac.uk](mailto:human.resources@some.ox.ac.uk) or sent in hard copy to:

Equal Opportunities Monitoring Assistant, Human Resources Department  
Somerville College, Woodstock Road, Oxford, OX2 6HD

Equal Opportunities information collected does not form part of the selection process and will not be circulated to the selection panel. Completion of the equal opportunities monitoring form is voluntary. Data collected is used solely to monitor the effectiveness of the College's Equality and Diversity Policy and helps the College to meet its duties under the Equality Act 2010

## **Essential Information for Applicants for the Associate Professorship in Linguistics**

### **The University**

The University of Oxford aims to sustain excellence in every area of its teaching and research, and to maintain and develop its position as a leader amongst world-class universities. Placing an equally high value on research and on teaching, the colleges, departments and faculties of Oxford aspire both to lead the international research agenda and to offer a unique and exceptional education to our undergraduate and graduate students.

Oxford's self-governing community of scholars includes university professors, readers, and associate professors, college tutors, senior and junior research fellows and over 2,500 other university research staff. The University aims to provide facilities and support for colleagues to pursue innovative research and outstanding teaching, by responding to developments in the intellectual environment and society at large, and by forging close links with the wider academic world, the professions, industry and commerce. The Strategic Plan, detailing strategy for the period 2013-18, can be found at <http://www.admin.ox.ac.uk/pras/planning/>.

Research at Oxford combines disciplinary depth with an increasing focus on inter-disciplinary and multi-disciplinary activities addressing a rich and diverse range of issues, from deciphering ancient texts and inscriptions using modern scientific and computational methods developed in Oxford, through to global health, climate change, ageing, energy and the effects on our world of rapid technological change.

Oxford seeks to admit undergraduate students with the intellectual potential to benefit fully from the college tutorial system and small group learning to which Oxford is deeply committed. Meeting in small groups with their tutor, undergraduates are exposed to rigorous scholarly challenge and learn to develop their critical thinking, their ability to articulate their views with clarity, and their personal and intellectual confidence. They receive a high level of personal attention from leading academics.

Oxford has a strong postgraduate student body which now numbers nearly 10,000, nearly 45% of the full-time students. Postgraduates are attracted to Oxford by the international standing of the faculty, by the rigorous intellectual training on offer, by the excellent research and laboratory facilities available, and by the resources of the museums and libraries, including one of the world's greatest libraries, the Bodleian.

For more information please visit [www.ox.ac.uk](http://www.ox.ac.uk)

## **The Humanities Division**

The Humanities Division is one of four academic divisions in the University of Oxford, bringing together the faculties of Classics; English; History; Linguistics, Philology and Phonetics; Medieval and Modern Languages; Music; Oriental Studies; Philosophy; and Theology and Religion, as well as the Ruskin School of Art. The Division has over 500 members of academic staff, approximately 4,100 undergraduates (more than a third of the total undergraduate population of the University), 1,000 postgraduate research students and 720 students on postgraduate taught courses.

The Division offers world-class teaching and research, backed by the superb resources of the University's libraries and museums, including the famous Bodleian Libraries, with their 11 million volumes and priceless early book and manuscript collections, and the Ashmolean Museum of Art and Archaeology. Such historic resources are linked to cutting-edge agendas in research and teaching, with an increasing emphasis on interdisciplinary study. Our faculties are among the largest in the world, enabling Oxford to offer an education in Arts and Humanities unparalleled in its range of subjects, from music and fine art to ancient and modern languages. For more information please visit: [www.humanities.ox.ac](http://www.humanities.ox.ac).

## **The Faculty of Linguistics, Philology and Phonetics**

The Faculty of Linguistics, Philology and Phonetics is a vibrant community of linguists working in various aspects of the discipline, both synchronic and diachronic. The Faculty offers two thriving Master's degrees (the one-year Master of Studies and the two-year Master of Philosophy), and has a large number of students registered for the DPhil degree. The Faculty offers undergraduate teaching in all areas of linguistics for its joint undergraduate degree with the Faculty of Modern Languages and a new undergraduate degree in Psychology, Philosophy and Linguistics.

For more information please visit: <http://www.ling-phil.ox.ac.uk/>

## **Somerville College**

There are 38 self-governing and independent colleges at Oxford, giving both academic staff and students the benefits of belonging to a small, interdisciplinary community as well as to a large, internationally-renowned institution. The collegiate system fosters a strong sense of community, bringing together leading academics and students across subjects, and from different cultures and countries.

Somerville College was founded in 1879 as a non-sectarian college as one of the first Oxford colleges to admit women tutors and students; it has been a mixed college since 1994. Somerville takes great pride in its pioneering history, its academic excellence and its intellectual and social openness.

There are approximately 160 graduate students currently reading for masters and doctoral degrees and 400 undergraduates following three and four-year courses across a wide variety of disciplines. The undergraduate body includes a higher than average proportion of state-school students.

The College is governed by its Principal and a Governing Body consisting of professorial, tutorial and administrative fellows. Tutors are assisted by college lecturers, and the research community is also supported by a similar number of postdoctoral research fellows. There are approximately 100 members involved in the College's academic community and the College also employs approximately 100 support staff. Further information about the College may be found at [www.some.ox.ac.uk](http://www.some.ox.ac.uk)

Somerville College is particularly strong in Linguistics. Oxford's Professor of Linguistics is a Fellow of Somerville College, and Somerville houses a Lecturer in Linguistics and, currently, a British Academy Post-doctoral Fellow in Linguistics as well as four Master's or D.Phil. students in Linguistics. In addition, Oxford's Chair of Computational Linguistics, working in the Computer Science Department, is also a Fellow. There are also strong connections between Linguistics and related subjects at Somerville, underpinned by our undergraduate degrees in Modern Languages and Linguistics (three Fellows at Somerville in Medieval and Modern Languages) and Psychology, Philosophy, and Linguistics (A Fellow and a Lecturer in Experimental Psychology, two Fellows in Philosophy), and supporting a strong cohort of undergraduates reading for one of these two degrees.

## **Somerville College Terms and Conditions**

### *Probationary period*

The appointment is subject to an initial probationary period of up to five years. Satisfactory completion of this period, through demonstration of competence in teaching and research, and reasonable participation in College administration, will result in appointment to retiring age under the College statutes, currently at 30 September immediately preceding the 68th birthday, subject to legislation in place at the time. The appointment is subject to quinquennial reporting under the terms of the College statutes. This is subject to change with legislation. Evidence of a satisfactory performance in all the duties of the post is a prerequisite for re-election after the initial period of five years. If the Fellow should vacate the Associate Professorship, Lecturership, or other University office on which the holding of this Fellowship is dependent, the Fellowship must thereupon be vacated.

### *College benefits*

- (i) A taxable and pensionable housing allowance (currently £7750 per annum) for a Fellow not living in College accommodation.
- (ii) Assistance with house purchase (details can be provided by the College Treasurer on request).
- (iii) Free lunches in College when the kitchens are open and available for meals. Dinner is available during term time only.
- (iv) Membership of a private health care plan including dependents up to the age of 21.
- (v) An annual entertainment allowance of £200.
- (vi) Annual tax-free book allowance of £250
- (vii) Reimbursement of research expenses of up to £2000 per year, which can be accumulated for up to four years.

### *Accommodation and teaching room*

Free accommodation may be available within the College for single occupancy. A teaching room will be provided in the College free of charge.

### *Sabbatical leave*

The Fellow will be eligible for sabbatical leave from College duties, without deduction of stipend, at a rate of one term of leave for every six terms of service. The college may be able to grant an additional term of leave from College teaching duties from time to time under the provision of the Rosmund Countess of Carlisle and Constance Lee trust fund.

### *College Nursery*

Somerville has an on-site nursery which offers up to 16 places for babies and children up to the age of 5 – see [www.some.ox.ac.uk/living-here](http://www.some.ox.ac.uk/living-here) for further details.

### *College Trustee*

In common with other Fellows on the Governing Body, the Fellow will be a trustee of the College, and responsible to discharge the duties of a trustee by acting lawfully and prudently in the interests of the College.

The holding of any outside appointment must be approved by the Governing Body. A maximum of 30 days per annum may be spent on such activities before any deduction of stipend is considered.

### **St Hugh's College**

St Hugh's College was founded in 1886 as a women's college and became fully mixed in 1986. The College has some 400 undergraduates and around 300 graduates, a fellowship of 58, 40 college lecturers and a non-academic staff of 90. From its beautiful site in North Oxford, the College promotes a thriving culture of research and intellectual engagement.

St Hugh's admits around three students each year to read for the Undergraduate degree in Psychology, Philosophy, and Linguistics (PPL), around the same number to study Experimental Psychology, and one or two to read for the Joint School of Modern Languages and Linguistics; the College also has as a small number of graduate students pursuing graduate and taught research degrees. The Fellowship includes academics in the fields of Psycholinguistics, Experimental Psychology, and Philosophy.

More details about St Hugh's can be found at [www.st-hughs.ox.ac.uk](http://www.st-hughs.ox.ac.uk).

### **Standard Terms and Conditions**

#### *Salary, benefits and pension*

The successful candidate will be appointed on the Oxford scale for associate professors (combined salary £45,066 - £60,513 p.a. plus college benefits as mentioned above)

Those appointed below the top of this range will receive annual increments until they reach the top point. There is also an annual 'cost-of-living' review. [Departments/Faculty boards] may also, in wholly exceptional cases, propose the awarding within the substantive scale of additional increments to associate professors at any time during their appointment.



Additional remuneration is currently paid to those undertaking examining and graduate supervision. Additional payments are also available for some tutorial teaching. [Those holding administrative appointments within the faculty/department may be eligible for additional payments.]

Associate professors who are awarded the title of Professor receive from the University an additional salary payment of £2,600 per annum (unless they already receive additional recruitment or retention payments at that level or above); and they will be eligible for consideration in subsequent regular exercises for distinction (unless they already receive additional recruitment or retention payments in excess of the level of the relevant distinction award). The conferment of the title of professor does not result in any change in the duties of the post-holder.

Eligible staff may join the Universities Superannuation Scheme. Details are available on the website at <http://www.admin.ox.ac.uk/finance/pensions/uss/>.

### *Length of appointment*

Upon completion of an initial period of appointment (which is normally five years), an associate professor is eligible for reappointment until retirement, subject to the provisions of the Statutes and Regulations of the University. Evidence of lecturing competence and of substantial progress in research are prerequisites for reappointment to retirement.

For all academic and academic-related staff the University has adopted a retirement age of 30 September before the 68th birthday. There is a procedure for requesting an extension of employment beyond that date.

It is a condition of this appointment that the associate professor continues to hold the college teaching post(s) in association with which the appointment is advertised. In the event of the termination of the college teaching post(s), for whatever reason, the appointment as associate professor shall itself automatically terminate on the same date as the college teaching posts(s).

### *Sabbatical leave/dispensation from lecturing obligations*

The appointee is eligible to apply for dispensation from lecturing obligations in conjunction with sabbatical or other leave granted by the college. The appointee may be dispensed from up to four courses of eight lectures or classes in any period of fourteen years, or from up to two courses in any period of three years.

### *Relocation expenses*

Subject to HMRC regulations and the availability of funding, a relocation allowance may be available.

### *Family support*

The University has generous maternity and adoption leave arrangements, and also offers support leave to fathers and partners. Additional paternity leave of up to 26 weeks (for children born or placed for adoption after 3 April 2011) is available where parents decide to share the 52 week maternity leave entitlement. Details are available on the website at <http://www.admin.ox.ac.uk/personnel/during/family/>.

All staff are eligible to apply to use the University nurseries (although there is a long waiting list for nursery places), and the full range of tax and National Insurance savings scheme is in operation. Details are available on the University's childcare website at <http://www.admin.ox.ac.uk/eop/childcare/>.

The University will try to accommodate flexible working patterns as far as possible and there is considerable flexibility in the organisation of duties. More information on family support and flexible working policies is available on the website at <http://www.admin.ox.ac.uk/personnel/during/family/>.

### *Facilities and services*

The University has a range of facilities and benefits for its staff; more details are available on the website at <http://www.admin.ox.ac.uk/personnel/staffinfo/benefits/>.

The University Disability Office provides support to staff and students with a disability and may be contacted through its website at <http://www.admin.ox.ac.uk/eop/disab/>.

### *Equality of opportunity*

The policy and practice of the University of Oxford require that all staff are offered equal opportunities within employment. Entry into employment with the University and progression within employment will be determined only by personal merit and the application of criteria which are related to the duties of each particular post and the relevant salary structure. In all cases, ability to perform the job will be the primary consideration. Subject to statutory provisions, no applicant or member of staff will be treated less favourably than another because of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

### *Medical questionnaire and the right to work in the UK*

The appointment will be subject to the satisfactory completion of a medical questionnaire and the provision of proof of the right to work in the UK.

Applicants who would need a work visa if appointed to the post are asked to note that under the UK's points-based migration system they will need to demonstrate that they have sufficient points, and in particular that:

(i) they have sufficient English language skills (evidenced by having passed a test in English, *or* coming from a majority English-speaking country, *or* having taken a degree taught in English)

*and*

(ii) that they have sufficient funds to maintain themselves and any dependents until they receive their first salary payment.

Further information is available at:

<http://www.ind.homeoffice.gov.uk/visas-immigration/working/tier2/general/>

### *Special arrangements*

Oxford welcomes applications from candidates who have a disability. These documents will be made available in large print, audio or other formats on request. Applicants invited for interview will be asked whether they require any particular arrangements to make the interview more convenient and effective for them.

### *Data Protection*

All data supplied by candidates will be used only for the purposes of determining their suitability for the post<sup>1</sup> and will be held in accordance with the principles of the Data Protection Act 1998 and the University's Data Protection Policy (available on the website at <http://www.admin.ox.ac.uk/councilsec/dp/policy.shtml>).

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<sup>1</sup> But NB if the person appointed to the post is a migrant sponsored under the UK's points-based migration system, we are required to retain the applications of all shortlisted candidates for one year or until a UK Border Agency compliance officer has examined and approved them, whichever is the longer period.