

<p>Associate Professorship or Professorship of Philosophy</p>		
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Job Description and Person Specification

Post	Associate Professorship or Professorship of Philosophy
College	Somerville
Department/Faculty	Philosophy
Division	Humanities
Contract type	Up to five years in the first instance, then reappointment to retirement upon completion of a successful review.
Salary	£45,066 - £60,513 p.a.

Overview of the post

The University, in association with Somerville College, proposes to appoint an Associate Professor or Professor of Philosophy with effect from 1 October 2017 or as soon as possible thereafter. This is a joint appointment: the person appointed to the Associate Professorship or Professorship will also be appointed to a Tutorial Fellowship at Somerville College. The combined University and College salary will be on a scale from £45,066 to £60,513 per annum (as at 1 April 2016). Additional allowances are provided by the College, details of which can be found below.

The area for this post is Feminist Philosophy/Theoretical Philosophy. More precisely, the successful candidate must have at least an area of competence in Feminist Philosophy, and an additional area of specialization in some area of theoretical philosophy, understood broadly so as to include either Metaphysics, or Epistemology, or Philosophy of Language, or Philosophy of Mind, or Philosophy of Science, and so on. The successful candidate will have the potential to enhance the high reputation of the Faculty of Philosophy in research, will have a proven record of internationally recognised scholarship and research appropriate to their career stage, and will provide a high standard of research-led teaching at both undergraduate and postgraduate levels, including the supervision of research students. They will be expected to play an active role in developing Feminist Philosophy as a subject of undergraduate study, and will have the opportunity to contribute to the interdisciplinary MSt in Women's Studies. The postholder will deliver 16 hours of lectures or classes per year, participate in examining and play a full and active role in Faculty administration. For the College, the postholder will be required to give eight hours of tutorial teaching each week during term time (averaged over the year), to share in organizing the tuition and pastoral care of students studying for joint schools (i.e. joint degree courses) involving Philosophy, and to participate in the administrative work of the College.

Oxford has very significant strengths and concentrations of expertise across a wide range of areas in theoretical philosophy, including (but not restricted to) metaphysics, epistemology, the philosophy of logic and language, the philosophy of mathematics, the philosophy of physics, and the philosophy of mind and action. Postholders working in these areas include three statutory professors (Martin Davies, Ofra Magidor and Tim Williamson) and a large number of associate professors or professors, including Anita Avramides, Ralf Bader, Harvey Brown, Bill Child, Paul

Elbourne, Lizzie Fricker, John Gibbons, Anil Gomes, Volker Halbach, John Hyman, Philipp Korulus, Adrian Moore, Alex Paseau, Ian Phillips, Oliver Pooley, Gonzalo Rodriguez-Pereyra, Simon Saunders, James Studd, and Chris Timpson. Feminist Philosophy is an area in which the Faculty is eager to expand its provision, though two Faculty members (Pamela Anderson and Katherine Morris) have interests in Feminist Philosophy and the Faculty has contributed for a long time to the interdisciplinary MSt in Women's Studies.

The University of Oxford uses the grade of associate professor for most of its senior academic appointments. Associate professors are eligible, through regular recognition of distinction exercises, for consideration for the award of the title of full professor, although the title does not carry any variation in duties. 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 full professor may be awarded at the time of appointment.

Informal enquiries about the post should be directed in the first instance to the Chair of the Philosophy Faculty Board, Edward Harcourt (edward.harcourt@philosophy.ox.ac.uk), or to the Senior Tutor at Somerville College, Steve Rayner (senior.tutor@some.ox.ac.uk). All enquiries will be treated in strict confidence; they will not affect the selection decision.

Duties of the post

The Associate Professor will be a member of both the University and the College community. They 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. They 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 advanced study or research at an internationally competitive level in Feminist Philosophy/Theoretical Philosophy
- ii. to provide eight hours of tutorial teaching (i.e. teaching in very small groups, usually of 2 students) in Philosophy each week during full term for Somerville College. This teaching will cover at least two of General Philosophy, Moral Philosophy, and Introduction to Logic for the First Public Examinations in Philosophy ('prelims'), and a range of papers for the Final Honours Schools, including Knowledge & Reality and at least one other paper in theoretical Philosophy;
- iii. to give, under the direction of the Philosophy Faculty, the equivalent of not less than sixteen lectures or 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 administrative duties;
- vii. to share pastoral duties and participate in the organisation of Philosophy teaching in College;
- viii. to participate in the undergraduate admissions process in College.

The college teaching obligation will be 8 contact hours per week. No formal limitation is placed on examining or other work, but it is expected that associate professors/professors will limit their total commitments so that time will be available for research.

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 participating in attendance at College meetings and College committees, Open Days, the assumption of College Offices if asked and such other duties as are customarily undertaken by Tutorial Fellows.

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 objectives of Somerville College and the University in making this appointment are to develop and strengthen the research and teaching capacities of the College and the Faculty of Philosophy, and to maintain and improve the position of Oxford University as a world-leading centre for research and teaching in Philosophy. The successful candidate will have published, or will have the potential to publish, research in Philosophy that is original, important, and rigorous. Clear evidence of this achievement, or of the potential for it, will be crucial in the evaluation of candidates. The successful candidate will have the experience, skills, and commitment necessary for success both as a Tutor within the College and as an Associate Professor or Professor within the Faculty of Philosophy.

Below are the selection criteria for the post; candidates should address these in their applications and ask their referees to do so in their letters of recommendation.

The successful candidate will demonstrate the following.

- i. At least an area of competence in Feminist Philosophy, and, additionally, an area of specialization in some area of Theoretical Philosophy, interpreted broadly to include, for example, Philosophy of Language, Metaphysics, Epistemology, Philosophy of Mind, Philosophy of Science. They will have a research record of international standing appropriate to the candidate's career stage, with evidence of and potential for producing further distinguished research. Candidates should normally have received the degree of PhD or DPhil by 1 September 2017. Candidates who do not meet this requirement may be considered if they have attained a comparable level of publication.
- ii. the ability to teach Philosophy at undergraduate level within Oxford's range of undergraduate degree courses, specifically at least two of General Philosophy, Moral Philosophy, and Introduction to Logic for the First Public Examinations in Philosophy ('prelims'), and theoretical philosophy papers for the Final Honours Schools, to include Knowledge & Reality and at least one other;
- iii. the ability to carry out excellent undergraduate tutorial teaching;
- iv. the ability to prepare and deliver lectures of the highest quality;
- v. the ability to act as a graduate supervisor;

- vi. the ability to undertake College and University administration and the willingness to cooperate in College and University business;
- vii. the ability to undertake pastoral responsibilities for both undergraduates and graduates.

How to apply

There is no application form.

Candidates are requested to submit all their application materials, in a single pdf document, by email to academic.office@some.ox.ac.uk, inserting the vacancy reference number **900246** into the subject line.

Applications must include:

- i. a Somerville College cover sheet
- ii. covering letter or statement explaining how you meet the criteria set out above
- iii. a full CV and publications list
- iv. The names and addresses of three referees. It is not necessary to name a referee from one's current institution. Candidates should ask their referees to write directly to academic.office@some.ox.ac.uk by the deadline below, and should supply each referee with a copy of these further particulars. The College and the Faculty of Philosophy wish to take this opportunity to thank in advance those referees who write on behalf of applicants. If you would prefer a referee or referees to be approached only with your specific permission or if you would prefer them to be approached only if you are being called for interview on the final short list, then you must state this in your application, alongside the details of the relevant referee(s). You should provide the names and full contact details of three referees even if you do not wish them to be contacted yet.
- v. A sample or samples of written research work, published or unpublished, which may be an article or a thesis or book chapter (co-authored pieces should be identified as such). A candidate who submits more than 20,000 words should indicate which 20,000 they wish to draw to the particular attention of the selection committee.

The deadline for applications is **12.00 midday (UK time) on Monday, 21st November 2016**

Interviews will be held on Monday, 16th or Tuesday, 17th January 2017

Should you have any queries about how to apply, please contact the Tutorial and Graduate Officer at Somerville College: email academic.office@some.ox.ac.uk

All applications will be acknowledged after receipt and will be considered by the selection committee as soon as possible after the closing date. All shortlisted candidates will be invited for interview in Oxford. Candidates invited for interview will be asked to give two presentations in advance of the interview itself. Candidates are asked, first, to give a presentation or 'job talk' on an aspect of their current research. Though talks should last no more than half an hour, candidates are encouraged to frame the content of their talk with a specialist philosophical audience in mind, in order to show the detail of their research at its best, though they should also provide a brief introduction which situates the talk within the context of their research overall. A period for questions from the audience will follow. The audience will comprise the members of the selection committee; other members of the Philosophy Faculty, graduate students, and fellows and students of Somerville College will be invited to attend. Secondly, candidates will be asked to conduct a short teaching exercise, presenting a topic on the undergraduate curriculum to an audience including the selection committee and current undergraduate students at Somerville College. Finally, there will be an interview with the members of the selection committee. Further details

about this, and about all other aspects of the selection process, will be sent to short-listed candidates in advance of the interviews.

Applications for this post will be considered by a selection committee containing representatives nominated by both Somerville College and the Faculty of Philosophy.

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 Philosophy, the 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 both the divisional board 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 can be emailed to 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 Philosophy

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

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.

The Faculty of Philosophy

The Oxford Philosophy Faculty has over 150 academic members, all of whom are undertaking teaching and/or research in Philosophy at Oxford. Of these, over 50 hold permanent posts within the Faculty; many distinguished philosophers hold posts elsewhere in the University. Oxford thus contains the largest group of philosophers in the UK, and one of the largest in the world. It has a vigorous research culture. The Faculty performed outstandingly in the 2014 REF, with 51% of overall research activity assessed at the top grade of 4*, ahead of all other UK philosophy departments; and over 70 Faculty members were submitted, by far the largest number nationally. Each year, many distinguished philosophers from around the world visit Oxford to give lectures and seminars. There are over one thousand students studying Philosophy at undergraduate level, always in combination with at least one other subject. The courses available are: PPE; Literae Humaniores (Philosophy, Classical Languages and Literature, and Ancient History); Psychology, Philosophy; Philosophy and Theology; Philosophy and Modern Languages; Mathematics and Philosophy and Linguistics; Computer Science and Philosophy; and Physics and Philosophy. There are over 100 graduate students in Philosophy, about half of whom are studying for the BPhil or the specialist MSt courses in Ancient Philosophy and Philosophy of Physics, and the rest for the DPhil. A list of current Faculty members and their research interests can be found on the Philosophy Faculty website at: <http://www.philosophy.ox.ac.uk>.

In August 2012, the Philosophy Faculty moved to the refurbished Radcliffe Infirmary building on the Woodstock Road, now known as Radcliffe Humanities. As well as housing the Philosophy Faculty, the Grade II* listed building also contains a combined Philosophy and Theology Library and the administrative offices of the Humanities Division. The move – which amongst other things, enhanced the quality and quantity of space available for our graduate students – meant that Philosophy became the first academic unit to be located within the Radcliffe Observatory Quarter, the site on which an integrated Humanities Centre (including new space for the Faculty) will be established in due course.

Undergraduates studying Philosophy at Oxford are taught in two ways, through tutorials (which are arranged and usually given by College Fellows) and through lectures and seminars (which are organized by the Philosophy Faculty). The appointee will contribute to both forms of teaching. For

the College, they will give tutorials for a range of introductory and advanced subjects. For the Philosophy Faculty, they will normally give undergraduate lectures (and/or graduate classes) in areas close to his or her research specialisation. The tutorial system is a unique feature of the Oxford teaching and learning experience. Our students are typically very able, committed, and well-motivated. Teaching them in very small groups (a tutorial typically involves a tutor and two students) allows the tutor to respond directly to students' ideas, to tailor teaching to the different interests and enthusiasms of different students, and to develop the links between Philosophy and the other elements of each student's course of study. Tutorial Fellows at Oxford give tutorials both in the areas of their own research and in other broader areas (for example, some of the basic first-year and second-year courses) which reflect their interests and expertise, but are not necessarily the focus of their current research. Associate Professors participate in graduate teaching by supervising BPhil and DPhil students, and giving graduate classes. Further details of courses offered may be found on the Philosophy Faculty website at http://www.philosophy.ox.ac.uk/undergraduate/course_descriptions and http://www.philosophy.ox.ac.uk/admissions/graduate/bphil_in_philosophy.

Somerville College

Somerville College is one of the thirty-eight constituent colleges of the University of Oxford. It was founded (as Somerville Hall) in 1879 to provide an opportunity for women, who at that date were excluded from membership of the University, to gain some higher education at Oxford. The founders' insistence that students should not be subjected to religious tests or obligations marked Somerville off from its Anglican counterpart, Lady Margaret Hall, and set the tone of cultural diversity which has characterized the College to this day.

Somerville first admitted male Fellows in 1993 and male undergraduates in 1994. At present there are 44 members of Governing Body, and *circa* 390 undergraduates and 150 graduates, with roughly equal numbers of women and men at each level. The College has a record of particular strength in Philosophy. Professor Elizabeth Anscombe and Professor Philippa Foot were both Tutorial Fellows in Philosophy at the College.

The College is located at a short distance from the City Centre and the main libraries, including the Bodleian. The Faculty of Philosophy is located in the old Radcliffe Infirmary building, next door to Somerville College.

More detailed information about the College may be found at www.some.ox.ac.uk. Candidates may also contact the Senior Tutor, Dr Steve Rayner (senior.tutor@some.ox.ac.uk).

The College formally admits undergraduates to read for all the undergraduate joint courses in Philosophy except Philosophy and Theology and Philosophy and Mathematics. Teaching in Philosophy for these students is provided and organized by two Tutorial Fellows. The new appointee will be one of these; the other is Dr Karen Nielsen, whose current research has centred on questions at the intersection of Aristotle's ethics and moral psychology. The College also welcomes graduate students in philosophy and has extensive library holdings in Philosophy.

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 renewal 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, 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 £7,750 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 meals in College when the kitchens are open and available for meals. Dinner may not be available every night in undergraduate vacations.
- (iv) An annual entertainment allowance of £200.
- (v) Annual tax-free book allowance of £250
- (vi) Reimbursement of research expenses of up to £2000 per year, which can be accumulated for up to four years.
- (vii) Subject to Nursery capacity constraints, the post holder will be eligible for subsidized places at the College nursery.

Accommodation and teaching room

Free accommodation may be available within the College for single occupancy. For a Fellow not living in College, 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. Eligibility for College sabbatical leave is designed to align with eligibility for sabbatical leave from the University (see below). 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 Rosalind 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 <http://www.some.ox.ac.uk/living-here/st-pauls-nursery/> 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.

University of Oxford Standard Terms and Conditions

Salary, benefits and pension

The successful candidate will be appointed on the Oxford scale for associate professors. The combined college and university salary will be from £45,066 to £60,513) per annum. 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.

Additional remuneration is currently paid to those undertaking examining and graduate supervision. Additional payments are also available for some tutorial teaching.

Associate professors who are awarded the title of full professor receive from the University an additional salary payment of £2,626 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 awards (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 www.admin.ox.ac.uk/finance/epp/pensions/schemes/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.

The University operates an employer justified retirement age for all academic and academic-related posts, for which the retirement date is the 30 September immediately preceding the 68th birthday.

The justification for this is explained at:

www.admin.ox.ac.uk/personnel/end/retirement/revisedejra/revaim/

For **existing** employees any employment beyond the retirement age is subject to approval through the procedures outlined at: www.admin.ox.ac.uk/personnel/end/retirement/revisedejra/revproc/

It is a condition of this post that it be held at the same time as your college teaching post. In the event of the termination of your college teaching post, for whatever reason, the University may terminate this appointment.

Sabbatical leave/dispensation from lecturing obligations

The appointee is eligible to apply for dispensation from lecturing obligations either independently or 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.

Membership of Congregation

Appointment to this post carries with it the right to vote in Congregation, the sovereign body in the University. More information is available at www.ox.ac.uk/about/organisation/governance and www.admin.ox.ac.uk/statutes/781-121.shtml.

Relocation expenses

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

Family support

The University has generous family leave arrangements, such as maternity, adoption and paternity leave. Eligible employees may also benefit from the Shared Parental Leave system, which enables them, if they so wish, to share a period of up to 50 weeks' leave and up to 37 weeks' pay with their partner, in the 52 weeks immediately following the birth or adoption of their child. Details of the different family leave arrangements are available on the website at www.admin.ox.ac.uk/personnel/during/family/.

In addition to access to the Somerville nursery (subject to availability) available to this postholder, 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 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 www.admin.ox.ac.uk/personnel/during/family/.

Information for parents and carers is available at www.admin.ox.ac.uk/eop/parentsandcarersinformation/.

Facilities and services

The University has a range of facilities and benefits for its staff; more details are available on the website at 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 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: www.gov.uk/tier-2-general/overview.

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 post¹ 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 www.admin.ox.ac.uk/councilsec/dp/policy.shtml).

¹ 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 six months after the employer has ceased sponsoring the migrant.