

SOMERVILLE COLLEGE, OXFORD
FIXED-TERM FELLOWSHIP IN PHILOSOPHY
FURTHER PARTICULARS

I. GENERAL

As part of our goal to develop and strengthen both the teaching and research capabilities of Somerville College and the Faculty of Philosophy at the University of Oxford, and contributing to maintaining Oxford as a leading centre for teaching and research in the subject, we are inviting applications for a Fixed-Term Fellowship in Philosophy.

The successful candidate must be willing and able to teach the following subjects:

- General Philosophy
- Introductory Logic
- Moral Philosophy
- 102 Knowledge and Reality (FHS)
- 103 Ethics (FHS)

In addition, the successful candidate should be willing and able to teach at least two of the following four FHS papers:

- 104 Philosophy of Mind
- 108 Philosophy of Logic and Language
- 109 Aesthetics
- 128 Practical Ethics

The ability to teach additional FHS papers is welcome.

In return, we are offering the opportunity for continuing research to an outstanding academic, at an early stage of their career. The successful candidate will be elected to a 2-year Fellowship from 1 September 2021, with the appointment held on a probationary basis in the first year. The Fellowship may be extended for a third year.

The Course

Somerville College has a long and proud tradition of scholarship in Philosophy. This was the college of the eminent philosophers Elizabeth Anscombe and Philippa Foot.

We offer three undergraduate degrees with Philosophy as part of those courses: Philosophy, Politics and Economics (PPE), Philosophy and Linguistics, and Lit Hum, where Philosophy courses are a major component. We currently accept 10 students a year to read for the undergraduate BA in PPE, one or two students per year to read for the undergraduate BA in Philosophy and Linguistics, and about 6 students a year to read for the BA in Lit Hum. In addition, there are 5-10 students reading for taught and postgraduate degrees in Philosophy.

More details can be found at:

<https://www.philosophy.ox.ac.uk/undergraduate/courses>

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 takes great pride in its pioneering history, its academic excellence, and its intellectual and social openness. It was founded in 1879 as a non-sectarian College, and one of the first Oxford Colleges to admit women tutors and students. It has been a mixed College since 1994. There are approximately 200 graduate students currently reading for masters and doctoral degrees and approximately 400 undergraduates following three and four-year courses across a wide variety of disciplines.

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 includes a number of postdoctoral research fellows. There are approximately 100 members involved in the College's academic community. We employ approximately 125 support staff whose role is to work together to support the provision of an inclusive, stimulating and safe environment in which the academic and research activities of the academic members and students may thrive.

More information about the College may be found at www.some.ox.ac.uk.

II. COLLEGE DUTIES

The successful candidate will work closely with Professor Karen Margrethe Nielsen, our Ancient Philosophy Fellow, and Fellows in linked disciplines to share responsibility for teaching, pastoral care and administration for the degrees which include Philosophy components.

Academic

i) Teaching and associated duties

You'll be expected to organise teaching, teach undergraduates in tutorials and small classes in the papers for which they are responsible, and share responsibility for the academic welfare of undergraduates in the subject.

Your College teaching stint will be 12 'weighted' hours per week, averaged over three eight-week terms. You should be able to teach the full range of first-year courses in Philosophy (currently Introductory Logic, General Philosophy and Moral Philosophy), and, for the Final Honours Schools, 102 Knowledge and Reality and 103 Ethics, as well as at least two of the following four papers: 104 Philosophy of Mind; 108 Philosophy of Logic and Language; 109 Aesthetics; 128 Practical Ethics.

You'll help to arrange teaching with tutors in other colleges to ensure that all the students on a course receive tuition in all the necessary subjects and specialisms.

In addition to these teaching responsibilities, you will take part in the administration of the undergraduate Philosophy courses, carrying out the normal duties of a College Tutor. These include organising tuition and the teaching of papers by external specialist tutors, setting and marking Collections (internal termly examinations), attending Education Committee meetings, monitoring progress and writing termly reports on students. You will also take part in the annual admissions procedures for the selection of new undergraduates to read PPE, Lit Hum and Philosophy and Linguistics.

Pastoral

The successful candidate will share responsibility for the care and welfare of the College's Philosophy undergraduates. In addition, you may act as College Adviser to graduate students of the College reading for higher degrees in Philosophy (this is in addition to the graduate student's supervisor, appointed by the University, who is responsible for directing the academic work of the student). The College Adviser is available as a source of help and advice, which may concern academic matters in a broad sense, but may also be required in connection with pastoral issues, usually by signposting to appropriate dedicated support, such as the College Welfare Officer.

Administrative

All Fellows are members of Governing Body and thereby trustees of the College as an educational charity. The successful candidate will be required to take part in the governance of the College through regular attendance at Governing Body meetings; you may also be asked to participate in academic and other committees supporting the Governing Body. You'll be expected to support the College's access and schools' liaison strategy and play a part in the College's Open Days. As part of your role, you'll be a member of the Senior Common Room (SCR).

ii) Research involvement

You'll need to demonstrate a strong academic record, have research expertise as demonstrated by publications or other written work, and have a coherent plan of research for the duration of this Fellowship. The successful candidate must then engage in advanced study and research in Philosophy for the period of the post.

The University's Centre for Teaching and Learning (CTL) supports all those who teach at the University of Oxford, and promote a range of teaching practices that are relevant to Oxford's unique learning environment. As this is a career development post, the successful candidate will be supported to develop their skills by making use of these resources, and more information can be found at <https://www.ctl.ox.ac.uk/>.

Both a mentor and the Senior Tutor will also be available to discuss career development, to support the intention that this position will provide a springboard for career progression.

The Faculty of Philosophy at Oxford

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.

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 and Philosophy; Philosophy and Theology; Philosophy and Modern Languages; Mathematics and Philosophy; 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>.

III. SELECTION CRITERIA

The formal selection criteria for the post are as follows:

- i. Ability to provide excellent tutorial and small group teaching for the following subjects: Introductory Logic; General Philosophy; Moral Philosophy: 102 Knowledge & Reality; 103 Ethics; as well as at least two of the following four papers: 104 Philosophy of Mind; 108 Philosophy of Logic and Language; 109 Aesthetics; 128 Practical Ethics
- ii. A research record of a standing appropriate to the stage of the candidate's career, with evidence of potential for producing distinguished research within the broad field of Philosophy and the intention to continue researching and publishing
- iii. Ability and willingness to undertake College administration and to co-operate in College affairs
- iv. Ability and willingness to undertake pastoral responsibilities
- v. The successful candidate will already hold a PhD in Philosophy, though candidates who are close to completion of a PhD will also be considered (i.e. have submitted their thesis at the time of application)

The qualities that we are seeking include:

- i. Scholarship of the highest quality with evidence as appropriate to the stage of the candidate's career; an ability to bring advanced research projects to fruition; excellent presentation skills; and the ability to contribute to a research community
- ii. A sound knowledge of Philosophy in the relevant subjects
- iii. An understanding of the learning needs of undergraduate students and how to address them
- iv. Excellent communication and interpersonal skills
- v. Excellent organisational skills, including personal initiative
- vi. A willingness to work in close cooperation with the other PPE, Classics and Linguistics Fellows in running joint degrees with Philosophy within the College
- vii. Sympathy for the nature and aims of the College and willingness to participate in and assist its collegiate life and government
- viii. We recognise that candidates can contribute to these goals in many different ways and we use our professional judgement, based on the evidence available, to decide how successfully candidates could make such contributions, bearing in mind the needs of the College. It's particularly important to us to consider the likelihood that candidates will produce research and teaching of a high standard

IV. SALARY AND BENEFITS

The stipend is on the first point of the recommended scale for Fixed-Term fellowships in the Senior Tutors' Committee register of payments. This is currently set at £30,046 per annum. Salaries are taxable and are reviewed annually for cost of living. The salary will also be subject to annual increments in addition to any cost of living increases that may be applied. The position is superannuable under the University's Superannuation scheme.

The following benefits also apply:

- An annual housing allowance of £9,982, which is taxable and pensionable
- Full USS (pension) benefits
- Free lunches and dinners with the Senior Common Room throughout the year except during brief periods when the kitchens are closed.

- An entertainment allowance (currently £459 p.a.)
- A tax-free book allowance of £400 p.a.
- The ability to apply for reimbursement of up to £2,000 per year of research-related expenditure.

We will also look to provide you with a room in College which is suitable for teaching and study.

V. APPLICATION PROCEDURE

Informal contact. If you'd like to speak to someone informally about the post, please contact Dr Stephen Rayner directly, on senior.tutor@some.ox.ac.uk

Selection Committee. Applications for this post will be considered by a selection committee made up from both Somerville College and the Faculty of Philosophy staff.

Applications

1. You must submit all elements of your application by email to academic.office@some.ox.ac.uk quoting reference 900416. *(It's helpful if you submit your application as one pdf document.)*
2. We must have received your application by **09:00 UK time, 21st December 2020**.
3. Your application must include:
 - A completed cover sheet (available at the end of this document and from www.some.ox.ac.uk/jobs)
 - a covering letter setting out which subjects you could offer to teach for the College
 - a brief description of teaching experience, at no more than one side of A4
 - a statement of current and proposed research, including a list of publications and/or research projects, at no more than 4 sides of A4
 - your CV, preferably at no more than 2 sides of A4
 - the names of three referees
 - The panel may request a writing sample or a link to a writing sample from shortlisted candidates but this should not be submitted with the initial application
4. You should ask your referees to write directly to academic.office@some.ox.ac.uk, and you should supply each referee with a copy of these further particulars. Please note that it is your responsibility to ensure that references are submitted promptly, as we will not approach your referees directly.
You can find a copy of these further particulars at www.some.ox.ac.uk/jobs
5. Please also complete and return an **Equal Opportunities recruitment monitoring form** which will assist us with monitoring equal opportunities in recruitment (available from www.some.ox.ac.uk/jobs). Please email this, separately, to human.resources@some.ox.ac.uk. Completion of the form is voluntary. Equal Opportunities does not form part of the selection process and is not circulated to the selection panel. We use it solely to monitor the effectiveness of the College's Equality and Diversity Policy under its public equality duty.

6. We consider completed applications on receipt, and we aim to inform you by mid-January 2021 as to whether you will be invited for interview.
7. We will communicate with you via email on the status and outcome of your application.

Applications are particularly welcome from women and black and minority ethnic candidates, who are currently under-represented in academic posts in Oxford.

The policy and practice of Somerville College requires that all staff are offered equal opportunities within employment and that entry into employment with the College 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 criterion.

We expect to hold interviews on 27th and 28th January 2021. Interviews will be conducted remotely, using Microsoft Teams.

At interview, we'll ask you to give a teaching presentation, at which College Fellows who are not involved in the selection panel and College Philosophy students may be present. After that you'll be interviewed by members of the Selection Committee, and this will cover both research and teaching.

The Selection Committee's recommendation will be subject to the approval of the Governing Body of Somerville College. The appointment is also subject to the satisfactory completion of a medical questionnaire, disclosure of any criminal convictions (and agreement following appropriate discussion of any such convictions), and proof of right to work in the UK. If you are likely to need visa sponsorship in order to obtain right to work in the UK, it would be helpful if you could advise human.resources@some.ox.ac.uk of this at an early stage so they can assist you with the necessary arrangements.

Special arrangements

We welcome 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.