SOMERVILLE COLLEGE
UNIVERSITY OF OXFORD

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Job Description and Selection Criteria

Post	**Associate Professorship (or Professorship) of Philosophy**
Department/Faculty	Faculty of Philosophy
Division	Humanities
College	Somerville College
Contract type	**Permanent upon completion of a successful review. The review is conducted during the first 5 years.**
Salary	*£59,396 - £79,163 inclusive of Oxford University Weighting*

Overview of the post

Somerville College and the Faculty of Philosophy are recruiting an Associate Professor or Professor of Philosophy, to start from 1 September 2027 or as soon as possible thereafter.

The successful candidate will have a research record that includes work in Metaethics and/or Normative Ethics, an area of competence in at least one further area of Ethics (including Metaethics, Normative Ethics, History of Modern Ethics, or Moral Psychology), and an area of competence in either Political Philosophy or Philosophy of Language. 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 *£58,265 - £77,645 inclusive of Oxford University Weighting (pay award pending)* per annum (25/26 rates, 26/27 rates to be confirmed). Additional allowances are provided by the College, details of which can be found below.

The successful candidate (henceforth 'postholder') 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 in metaethics appropriate to their career stage, and will provide a high standard of research-led teaching at both undergraduate and postgraduate levels.

For the Faculty, the postholder will deliver 16 lectures or classes per year, will be able to offer lectures and classes in metaethics and in normative ethics, and will supervise graduate students (both at the Masters and at the Doctoral level). The postholder will participate in examining, and will play a full and active role in Faculty administration. The postholder will pursue their research and enhance their international reputation.

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. For details of the college teaching requirements, see below ('Duties of the post').

The successful candidate will be a Tutorial Fellow at Somerville College. Oxford Colleges are self-governing multi-disciplinary academic communities which offer members the opportunity to engage with scholars across a wide range of academic fields. This role will include teaching undergraduates in tutorials of groups of 1, 2, or 3 and contributing to the running of the College through membership of the Governing Body. Oxford's students are carefully selected to be very capable and are very rewarding to teach in this highly interactive format. The successful candidate will play a key role in selecting the students in joint degrees involving Philosophy that the post-holder may subsequently teach.

If you would like to discuss this post and find out more about joining the academic community at Oxford, please contact either the Chair of the Philosophy Faculty Board, Professor Mark Wrathall (mark.wrathall@philosophy.ox.ac.uk) or the Senior Tutor at Somerville College, Dr Stephen Rayner (senior.tutor@some.ox.ac.uk). All enquiries will be treated in strict confidence and will not form part of the selection decision.

The role of Associate Professor at Oxford

Associate Professor is the main academic career grade at Oxford with a focus on research and teaching. Associate Professors are appointed jointly by a University department/faculty and an Oxford college, and you will have a contract with both.

Associate Professors are full members of University departments/faculties and college Governing Bodies playing a role in the democratic governance of the University and their college. You will join a lively, intellectually stimulating and multi-disciplinary community which performs to the highest international levels in research and teaching, with extraordinary levels of innovation, creativity and entrepreneurship.

There is considerable flexibility in the organisation of duties, with three 8-week undergraduate teaching terms and generous sabbatical leave to balance teaching and research (please see the Benefits, Terms and Conditions section for further details of sabbatical leave). There is the potential for temporary changes to the balance of duties between College and University to enable a focus on different aspects of work at different stages in your career.

Oxford offers many opportunities for professional development in research and teaching. Associate Professors may apply for the title of full Professor in annual exercises. If the title is conferred, you will also have access to professorial merit pay opportunities. In exceptional cases, the title of full Professor may be awarded on appointment.

Appointments are confirmed as permanent on successful completion of a review during the first five years. The vast majority of Associate Professors successfully complete this initial review.

Philosophy Teaching and Examining in Oxford

There are over fourteen hundred students studying Philosophy at undergraduate level at Oxford. There is no undergraduate degree solely in Philosophy at Oxford. Philosophy is a component of eight joint undergraduate degrees: Classics (Literae Humaniores); Philosophy, Politics, and Economics; Philosophy and Modern Languages; Physics and Philosophy; Maths and Philosophy; Computer Science and Philosophy; Philosophy and Theology; and Psychology, Philosophy, and Linguistics. Philosophy postholders therefore work closely with colleagues in these allied fields at the undergraduate level.

College Tutorial Fellows are responsible for the teaching of the College's own undergraduates in tutorials or classes. Classes are usually smaller than eight, and tutorials frequently involve only one or two students.

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Teaching for the University is through lectures and classes open to students from all colleges. The content of an undergraduate lecture course for a given subject is constrained by the syllabus for that subject but is otherwise up to the lecturer. Examining for the University involves the setting and marking of examination papers taken by students across all the colleges.

All three roles of tutor, lecturer, and examiner, are quite distinct. Typically, different postholders will lecture and examine in a given subject at any one time. As an Associate Professor/Professor and college Tutorial Fellow, the postholder will occupy each of these different roles (tutor, lecturer, examiner) at various times and for various papers from the undergraduate philosophy syllabus.

There are around 150 graduate students in Philosophy at Oxford. About half are studying for one of the Master's degrees (the BPhil; the MSt in Ancient Philosophy; the MSt in Philosophy of Physics), and the rest for the doctorate (the DPhil). Master's students are taught via graduate classes, and via essay and thesis supervisions. Examining consists of marking BPhil and MSt essays and theses, and viva voce examinations of DPhil dissertations.

Duties of the post

The main duties of the post are as follows:

1. To undertake and to disseminate advanced research in philosophy.

2. To provide 8 contact hours per week during term of undergraduate tutorial or class teaching for Somerville College averaged across the three eight-week teaching terms of the year and to provide feedback on students' work. This teaching will include tutorials in at least the following courses: for advanced undergraduates (second year and beyond), Ethics, Practical Ethics, and Knowledge and Reality (for details of these courses, see: http://www.philosophy.ox.ac.uk/course-descriptions-finals); for first year undergraduates, General Philosophy and Moral Philosophy (for details of these introductory courses, see: https://www.philosophy.ox.ac.uk/course-descriptions-first-public-examination-fpe.)

3. Under the direction of the Philosophy Faculty Board, to design and deliver up to 16 lectures or classes over the year during term time to undergraduates and/or graduates; and to produce lecture notes, course materials, and reading lists as required.

4. To organise undergraduate teaching in philosophy at Somerville in collaboration with colleagues. This includes arranging teaching by others in areas outside the expertise of the postholder, and coordinating, setting and marking Collections (College termly progress exams), monitoring student progress, writing termly reports, and attending student progress meetings.

5. To share responsibility for the pastoral care of undergraduates reading a joint Philosophy degree in the College, liaising with relevant welfare colleagues as appropriate.

6. To play an active role in the annual undergraduate admissions process for degree schools involving philosophy at Somerville College in liaison with Fellows in cognate subjects; and to assist in undergraduate access and outreach activity insofar as they are able.

7. To supervise and to teach graduate students for the Faculty, at both Masters and Doctoral level, and to participate as requested in the annual Faculty and college graduate admissions processes.

8. To take part in selecting, and act as Adviser to, the College's graduate students in Philosophy.

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9. To participate in University examining, both undergraduate and graduate, as required.

10. To undertake an appropriate share of other Faculty administrative duties, dependent on career-stage, including service on committees or holding Faculty Offices.

11. To take a full part in the administration of the College, including acting as a member of the Governing Body and serving on some college committees once the first probationary year is completed.

12. To participate in the governance, intellectual life and academic activities of the College.

Selection criteria

Your application will be judged only against the criteria which are set out below. You should ensure that your application shows clearly how your skills and experience meet these criteria.

The University and the colleges are committed to fairness, consistency and transparency in selection decisions. Members of selection committees will be aware of the principles of equality of opportunity, fair selection and the risks of bias. There will be both female and male committee members wherever possible.

If, for any reason, you have taken a career break or have had an atypical career and wish to disclose this in your application, the selection committee will take this into account, recognising that the quantity of your research may be reduced as a result.

Essential Selection Criteria

1. A completed doctorate, or a completed doctoral dissertation submitted for examination by the advertised closing date for this position, in Philosophy, or a closely related field.

2. A research record in Philosophy of international standing appropriate to the candidate's career stage, including some research in Metaethics and/or Normative Ethics, with evidence of potential for producing further research distinguished in its originality, significance, and rigour.

3. At least an area of competence in some other areas of Ethics (understood so as to include Metaethics, Normative Ethics, History of Modern Ethics, or Moral Psychology), and at least an area of competence in either Philosophy of Language or Political Philosophy.

4. Experience of teaching philosophy in a range of formats (e.g. lectures, seminars, and small groups), or evidence of being able to do so effectively, ideally at both undergraduate and graduate level. Excellent communication skills and an understanding of the learning needs of highly able students.

5. Evidence of interest and ability in lecturing and small group teaching. The ability to teach Ethics at both undergraduate and graduate level, and to give lectures and graduate seminars on Ethics.

6. Ability to teach tutorials to advanced undergraduates (2nd year and beyond) in Ethics, in Practical Ethics and in Knowledge and Reality. (See http://www.philosophy.ox.ac.uk/course-descriptions-finals).

7. Ability to teach tutorials for the faculty's introductory Moral Philosophy and General Philosophy courses for first year undergraduates. (See https://www.philosophy.ox.ac.uk/course-descriptions-first-public-examination-fpe.)

8. The ability to provide graduate supervision of high quality, and an understanding of the needs of graduate students and how to address them.

9. Communication, interpersonal, time management and organizational skills necessary to undertake pastoral care and administration for both undergraduate and graduate students in a college setting, and the ability to work with students from diverse and sometimes challenging backgrounds to enable them to reach their full potential.

10. Ability and willingness to work collaboratively with a range of colleagues from different disciplines and to promote the study of philosophy.

11. Ability and commitment to undertake a range of administrative duties within both the Faculty and the College.

12. Ability and willingness to participate in the governance, academic activities and intellectual life of the College.

Desirable Selection Criteria:

1. The ability to teach the faculty's Introduction to Logic course for first year undergraduates. (For details, see https://www.philosophy.ox.ac.uk/course-descriptions-first-public-examination-fpe)

2. The ability to teach tutorials to advanced undergraduates (2nd year and beyond) in any of the following subjects: Philosophy of Mind, Philosophy of Logic and Language, Feminist Philosophy, Aesthetics,
Philosophy of Cognitive Science. (For details of these courses, see http://www.philosophy.ox.ac.uk/course-descriptions-finals).

3. Experience of supervising graduate students.

4. A track record of successful research grant applications or evidence of the potential to make successful applications.

How to apply

Informal contact. If you'd like to speak to someone informally about the post, please contact Dr Stephen Rayner directly (senior.tutor@some.ox.ac.uk), or the Chair of the Philosophy Faculty Board, Professor Mark Wrathall (mark.wrathall@philosophy.ox.ac.uk). All enquiries will be treated in strict confidence and will not form part of the selection decision.

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. Applications should be made via the online at www.some.ox.ac.uk/jobs

2. You must submit all elements of your application by **12:00 noon on Thursday 10 December 2026**

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3. Your application must include:

• A covering letter or statement explaining how you meet the selection criteria set out above

• A full CV and publications list

• Details of **three** referees (see below)

• A sample or samples or written work, up to a maximum of 20,000 words, published or unpublished (co- authored pieces should be identified as such). In the case of pieces of written work exceeding 20,000 words, candidates should indicate which part or parts they wish to draw to the attention of the selection committee.

4. You should ask your referees to write directly to academic.office@some.ox.ac.uk by **12:00 noon on Thursday 10 December 2026** 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. References must be submitted by the application deadline.

5. We consider completed applications on receipt, and we aim to inform you by late-January 2027 as to whether you will be invited for interview.

6. We will communicate with you via email on the status and outcome of your application.

7. We expect to hold interviews on 11 and 12 February 2027

At interview, we'll ask you to give a research presentation, at which College Fellows who are not involved in the selection panel may be present along with the selection Committee.

After that you'll be interviewed by members of the Selection Committee, and you will be asked to give a short teaching presentation.

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.

The University and colleges welcome applications from candidates who have a disability or long-term health condition and is committed to providing long term support. The University's disability advisor can provide support to applicants with a disability, please see https://edu.admin.ox.ac.uk/disability-support for details. Please let us know if you need any adjustments to the recruitment process, including the provision of these documents in large print, audio or other formats. If we invite you for interviews, we will ask whether you require any particular arrangements at the interview. The University Access Guide gives details of physical access to University buildings https:// www.accessguide.ox.ac.uk/

Equal Opportunity

The University of Oxford is committed to equal opportunity, and to being a place where everyone belongs

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and is supported to succeed. We recognise how the diversity of our community enriches our ability to deliver on our academic mission.

We welcome applications from individuals from all backgrounds, including those under-represented within higher education. No applicant shall be unlawfully discriminated against on the basis of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

Employment with the University and progression within employment will be determined according to personal merit and the application of criteria related to the duties and conditions of the post. In all cases, the primary consideration will be the ability to perform the job.

As stated in the University's Equality Policy and Equality, Diversity and Inclusion Strategic Plan, our commitment to equality and diversity goes hand in hand with our commitment to academic freedom and free speech.

Somerville College

Somerville College is one of the thirty-nine 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 450 undergraduates and 300 graduates, with roughly equal numbers of women and men at each level. The College has a record of particular strength in Philosophy. Elizabeth Anscombe and 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 Schwarzman Building, next door to Somerville College.

More detailed information about the College may be found at https://www.some.ox.ac.uk/

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 but also where Iris Murdoch and Onora O'Neill studied as undergraduates.

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.

For more information please visit: https://www.some.ox.ac.uk/

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, around 60 hold permanent posts within the Faculty or the colleges; 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 and performed outstandingly in the most recent UK Research Excellence Framework, achieving the highest volume of world-leading (4* ranked) philosophy research of any unit in the country.

Each year, many distinguished philosophers from around the world visit Oxford to give lectures and seminars. There are over 1,400 students studying Philosophy at the undergraduate level, always in combination with at least one other subject, and around 150 graduate students, 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/faculty-members.

Further information about the Faculty can be found on its website at http://www.philosophy.ox.ac.uk.

Humanities Division

The Humanities Division is one of four academic divisions in the University of Oxford, each with a full-time Head and elected Board. The Humanities Division is distinctive for its depth and breadth. Its activity spans nine faculties, one School and two independent research institutes: the faculties of Classics; English; History; Linguistics, Philology and Phonetics; Medieval and Modern Languages; Music; Asian & Middle Eastern Studies; Philosophy; and Theology and Religion; the Ruskin School of Art; the Rothermere American Institute and the Voltaire Foundation. Interdisciplinary links within and beyond the University are strong, extending to the social sciences, medical sciences and the natural and physical sciences.

One of the largest centres for Humanities internationally, with over 800 members of academic and research staff, the Division offers world-class research and teaching, backed by the superb resources of the University's libraries and museums, including the famous Bodleian Library, with its 11 million volumes and priceless early book and manuscript collections, the Pitt Rivers Museum, the History of Science Museum 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 and digital Humanities.

The outstanding quality of Humanities research at Oxford is recognised globally. This reputation for research excellence contributes to the University coming top of several international rankings for Arts and Humanities, including the US News and World Report rankings and the QS World University Rankings by Subject. The Division's 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.

The Division has responsibility for over 4,000 undergraduates (a third of the University's total undergraduate population), and for over 2,000 postgraduate students (over 1,100 doctoral students and some 900 Master's students). Twenty-nine undergraduate courses are offered in Humanities subjects, seven of which are offered jointly with the other academic divisions. The Doctoral and Master's programmes offered are distributed across all of the Division's faculties, along with a suite of Master's courses offered with the Social Sciences Division and a growing portfolio of Master's courses that draw from across the Humanities. The Division is part of the Open-Oxford Cambridge AHRC Doctoral Training Partnership. The Humanities Division has recently completed a major building project on the Radcliffe Observatory Quarter, supported by a £185 million gift to create the Stephen A. Schwarzman Centre for the Humanities.

For more information please visit: www.humanities.ox.ac.uk

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About the University of Oxford

Oxford's departments and colleges aim to lead the world in research and education for the benefit of society both in the UK and globally. Oxford's researchers engage with academic, commercial and cultural partners across the world to stimulate high-quality research and enable innovation through a broad range of social, policy and economic impacts.

Oxford's self-governing community of international scholars includes Professors, Associate Professors, other college tutors, senior and junior research fellows and a large number of University research staff. 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.

Oxford's strengths lie both in empowering individuals and teams to address fundamental questions of global significance, and in providing all staff with a welcoming and inclusive workplace that supports everyone to develop and do their best work. Recognising that diversity is a great strength, and vital for innovation and creativity, Oxford aspires to build a truly inclusive community which values and respects every individual's unique contribution.

While Oxford has long traditions of scholarship, it is also forward-looking, creative and cutting-edge. Oxford is one of Europe's most entrepreneurial universities. It consistently has the highest external research income of any universityin the UK (the most recent figures are available at www.ox.ac.uk/about/organisation/finance-and-funding), and regularly creates spinout companies based on academic research generated within and owned by the University. Oxford is also recognised as a leading supporter of social enterprise.

Oxford admits undergraduate students with the intellectual potential to benefit fully from the 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 who 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/about/organisation

University Benefits, Terms and Conditions

Details of University policy in the following areas can be found at the links provided.

Salary
https://www.ox.ac.uk/about/jobs/working-here/pay-and-reward/pay-structures/academic-staff-pay

Sabbatical leave
https://www.ox.ac.uk/about/how-we-are-run/governance-finance/legislation/council-regulations-4-of-2004

Intellectual Property
https://www.ox.ac.uk/about/how-we-are-run/governance-finance/legislation/council-regulations-7-of-2002

Managing conflicts of interest
https://www.ox.ac.uk/research/support/governance-and-committees/research-policies/conflict-of-interest-policy

Membership of Congregation
https://www.ox.ac.uk/about/organisation/governance
https://www.ox.ac.uk/about/how-we-are-run/governance-finance/legislation/statutes#statute-iv

Family support
https://www.ox.ac.uk/about/jobs/explore-our-careers/applications-process/terms-and-conditions-of-employment
https://www.ox.ac.uk/about/jobs/life-in-oxford/childcare-and-schooling/childcare
https://www.newcomers.ox.ac.uk/.

Welcome for International Staff
https://www.ox.ac.uk/about/jobs/life-in-oxford
https://www.ox.ac.uk/about/jobs/explore-our-careers/applications-process/visas-and-immigration

Relocation
https://www.ox.ac.uk/about/jobs/working-here/pay-and-reward/relocation-scheme-arrangements-guide-for-new-starters

Promoting diversity
https://www.ox.ac.uk/about/how-we-are-run/equality-diversity

Freedom of Speech
https://www.ox.ac.uk/about/how-we-are-run/policies-and-statements/policy-hub/freedom-of-speech

Other benefits and discounts for University employees
https://www.ox.ac.uk/about/jobs/explore-our-careers/applications-process/terms-and-conditions-of-employment

Pre-employment screening
https://www.ox.ac.uk/about/jobs/explore-our-careers/applications-process/pre-employment-screening

Length of appointment
Appointments to Associate Professorships at Oxford are confirmed as permanent on successful completion of a review during the first five years. See https://www.ox.ac.uk/about/jobs/explore-our-careers/applications-process/terms-and-conditions-of-employment

Retirement
The University operates an employer justified retirement age for academic posts of 30 September immediately preceding the 70th birthday. See https://www.ox.ac.uk/about/jobs/explore-our-careers/applications-process/terms-and-conditions-of-employment

Data Privacy
https://www.ox.ac.uk/about/how-we-are-run/policies-and-statements/policy-hub/job-applicant-privacy-policy
https://www.ox.ac.uk/about/how-we-are-run/policies-and-statements/policy-hub/data-protection-policy

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College Benefits, Terms and Conditions

Official Fellows hold their posts on the basis of the statutes and by-laws of the college which can be found on the college's website. The College portion of the salary quoted above is in the range £35,780 to £47,688.

The following conditions apply to Tutors who are Governing Body Fellows at Somerville.

- Housing allowance of £13,148 per annum
- Tutors allowance of £3,807 per annum
- Entertainment allowance of £593 per annum

The above are paid monthly and are taxable and pensionable.

- Claimable research expenses of up to £2,550 p.a. Unclaimed reimbursement may be carried over for a maximum of one year.
- Full dining rights, which mean that all meals are provided free of charge when the kitchens are open.
- Eligibility to participate in joint equity house purchase scheme of up to £250,000 for property purchase
- Tax-free book allowance of £522per annum
- Membership of the Senior Common Room (SCR)
- On-site parking, subject to availability
- Subsidised on-site Nursery for 0–5-year-olds, subject to availability

https://www.some.ox.ac.uk/life-here/st-pauls-nursery/

For more information please visit: https://www.somerville.ox.ac.uk/

Offer of employment

Applications for this post will be considered by a selection committee containing representatives from 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 Governing Body of Somerville College and the Humanities divisional board 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 governing body and the divisional board, and a formal contractual offer has been made.