



## Job Description and Selection Criteria

Post	Associate Professorship of Economics
Department/Faculty	Economics
Division	Social Sciences
College	University College
Contract type	<b>Permanent upon completion of a successful review. The review is conducted during the first 5 years.</b>
Salary	Combined University and College salary ranges between Grade 10a (30S): £48,114 - £64,605 per annum, plus additional benefits and allowances including a housing allowance of £11,246 p.a. at current rates.  Associate Professors who are awarded the title of full professor may receive from the University an additional salary payment of £2,804 p.a.

### Overview of the post

The Department of Economics and University College are seeking to appoint a full-time Associate Professor of Economics, to commence employment in September 2020 or as soon as possible thereafter.

This is a joint appointment: the successful candidate will be a member of the Department of Economics as well as an Official Fellow and Tutor in Economics at University College. The role will involve undertaking independent research, undergraduate and graduate teaching, and graduate supervision. It will also encompass administrative and pastoral duties for the department and college. We welcome candidates undertaking research in any field in Economics; however the post-holder will be required to teach Microeconomics at undergraduate level for University College.

The Department of Economics is one of Europe's leading research departments and its members include some of the world's most distinguished academic economists. University College is a vibrant, diverse, inclusive community with a strong commitment to excellence in research and teaching, and an exceptional record of academic success.

Further information about the duties of the post, about University College and the University, and the terms and conditions of employment are provided below. If you would like to discuss this post and find out more about joining the academic community at Oxford, please contact [personnel@economics.ox.ac.uk](mailto:personnel@economics.ox.ac.uk). All enquiries will be treated in strict confidence and will not form part of the selection decision.



## ***Salary and Allowances***

The combined University and College salary scale ranges between £48,114- £64,605 p.a. In cases of particular merit, the Department may make a recommendation to the University for the award of an additional salary supplement above the maximum of the scale. Additionally the College provides a housing allowance (currently £11,246 p.a.) provided the Fellow does not occupy residential accommodation wholly provided by the College. The College also runs, as an alternative, a Joint Equity Scheme up to £550,000 College investment to assist with house purchase.

On appointment, an Associate Professor will have at their disposal a computing set-up allowance of £2,500 provided by the Department. Annual personal research allowances are provided by both the department and the college, currently £2,500 p.a. and £2,801 p.a. respectively. A relocation allowance is available, subject to UK tax regulations and the availability of funding.

Full details of these and other allowances are provided in Annexes 1 and 2, *Benefits, Terms and Conditions*.

## **The role of Associate Professor at Oxford**

Associate Professor is the main academic career grade at Oxford with a focus on research and teaching, spanning the full range of professor grades in the USA. 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* Annex for further details of sabbatical leave). There is the potential for temporary changes to the balance of duties between College and University, or between University and College, 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.

### ***Further Information***

For more information on the salary and duties of Associate Professors with Tutorial Fellowships in Economics, and the range of economics degrees and courses offered in Oxford, please refer to: [https://www.economics.ox.ac.uk/images/2.Background Information for Applicants.pdf](https://www.economics.ox.ac.uk/images/2.Background%20Information%20for%20Applicants.pdf)

The colleges provide a general description of the duties of a Tutorial Fellow, which can be found at:

[https://www.economics.ox.ac.uk/images/3.The Tutorial Fellowship - General Template of Duties.pdf](https://www.economics.ox.ac.uk/images/3.The%20Tutorial%20Fellowship%20-%20General%20Template%20of%20Duties.pdf)

## **Duties of the post**

The successful candidate will be expected to engage in advanced study or research from any field of Economics, give high-quality lectures, classes and tutorials in Economics at both undergraduate and graduate level, and contribute to the teaching, research, and academic administration of the Department and the College. The post-holder will be required to teach Microeconomics at undergraduate level for University College.

The main duties of the post **in the Department** are as follows:

- a) to engage in research of a quality commensurate with publication in top-ranked international economics journals;
- b) to play an active role in the intellectual life and administrative work of the Department (both during term-time and vacations) including working collaboratively with academic colleagues in areas of shared interest, and taking part in Department seminars and events as appropriate, or other duties as directed by the Head of Department;
- c) to secure research funding to support the Department's research activities;
- d) to provide lectures for undergraduate and graduate students on behalf of the Department of Economics (an average of 36 hours per year);
- e) to supervise graduate students (an average of 3 or 4 students in any year);
- f) to examine as required by the Department.

The main duties of the post for the **College** are as follows:

- a) to engage in advanced study and research;
- b) to deliver six hours of high-quality undergraduate tutorial teaching per week in Economics, averaged over three eight-week terms, including teaching the first and second year papers in Microeconomics. The College operates a 'weighted hours' scheme, under which a one-to-one tutorial counts as one stint hour, a double tutorial as 1.25 hours; a triple as 1.5 hours. Tutorials consist of an hour of academic discussion between tutor and students, and tutors are expected to mark written work as part of each tutorial;
- c) to participate in the undergraduate Admissions process for the College, taking shared responsibility for admission to the degree of Politics, Philosophy & Economics (PPE);
- d) to undertake the normal duties of a college Tutor, which include coordinating, setting and marking Collections (College termly exams), monitoring student progress, writing termly reports on students' work, and organising, where necessary, teaching by specialist colleagues in other colleges;
- e) to take responsibility for pastoral care of undergraduates reading PPE in the College, including acting as Director of Studies to some undergraduates;
- f) to act as College Adviser for graduate students;
- g) to assist with access and outreach activities (including College Open Days); and
- h) to serve as a Trustee of University College, an educational charity, and to participate fully in the administrative work of the College, including attendance at Governing Body, service on College committees, and taking on College offices.

The total amount of college teaching, departmental teaching and supervision must not normally exceed an average of 288 teaching units per year without the approval by the Divisional Board<sup>1</sup>.

The post-holder will be responsible to the Head of the Department of Economics, and to the Governing Body of University College.

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<sup>1</sup> A one-hour tutorial for two students counts as one *teaching unit*, a one-hour lecture is three *teaching units*, and supervising a doctoral student for a year is twenty-four *teaching units*. A fuller description of the system of accounting for teaching is available at: [https://www.economics.ox.ac.uk/images/2.Background Information for Applicants.pdf](https://www.economics.ox.ac.uk/images/2.Background%20Information%20for%20Applicants.pdf)

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

The University and colleges welcome applications from candidates who have a disability or long-term health condition, and are committed to providing long term support. The University's disability advisor can provide support to applicants with a disability, please see [www.admin.ox.ac.uk/eop/disab/](http://www.admin.ox.ac.uk/eop/disab/) for details. University College works in close collaboration with the University's disability advisor to ensure appropriate support is put in place at the College level for any post-holders with a disability or long-term health condition.

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 Criteria*

- a) Completed doctorate in any field of Economics from a major research university;
- b) Proven high standard of research - a record of peer-reviewed publication commensurate with post-doctoral academic experience and the demonstrable ability to publish in top-rated international journals;
- c) Proven high standard of teaching - teaching experience, with the ability to provide excellent tutorial and small-group teaching to high-achieving undergraduate and graduate students in relevant subjects (see duties above)-particularly Macroeconomics at 1st and 2nd year undergraduate level (For the College);
- d) Ability to carry out student assessment, and to design and deliver degree programmes;
- e) Capable of providing graduate supervision;
- f) Demonstrated communication, interpersonal, time management and organizational skills necessary to undertake pastoral responsibilities and college administration;
- g) Good oral and written communication skills - ability to present research findings effectively to fellow professionals or other informed members of the public;
- h) Good team-working - willingness to participate in and assist in College life and governance;
- i) Ability to innovate and work effectively with colleagues to contribute effectively to the administration of the Department and the College.

### *Desirable Criteria*

- a) The Department would welcome applicants willing to teach Economic History, Financial Economics or Financial Econometrics, but has teaching needs in all fields

## How to apply

Applications must be made on-line via <http://www.econjobmarket.org>. You will need to upload the following:

- Job-market paper
- Full CV and publications list
- Covering letter or statement explaining how you meet the criteria set out above using examples of your skills and experience - this may include experience gained in education or employment - and also outlining your reasons for applying for this post at Oxford, and detailing any teaching experience

- Research statement outlining your research plan (alternatively include in CV or cover letter)
- Details of three referees

You are encouraged to upload additional research papers (up to three). **Please upload all documents as PDF files** with your name and the document type in the filename. All applications must be received by **12:00 midday GMT** on the closing date stated in the online advertisement.

Note that you will be notified of the progress of your application by automatic emails from our e-recruitment system. **Please check your spam/junk mail** regularly to ensure that you receive all emails. If you experience any difficulties using the online application system, please email [personnel@economics.ox.ac.uk](mailto:personnel@economics.ox.ac.uk).

### *References*

You should contact all three of your referees before applying, to ensure they are aware of your application and of the requirements for the post. Please ensure that they would be content to write a reference for you for this post. Your chosen referees will be contacted automatically as part of the application process.

### *Interviews*

Interviews will be held in Oxford; see advert for dates. All reasonable interview expenses will be reimbursed.

Candidates selected for interview will be requested to:

- Deliver a twenty-minute teaching presentation, attended by College students and Fellows
- Attend a formal interview before the Joint Appointments Committee

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 [www.admin.ox.ac.uk/access/](http://www.admin.ox.ac.uk/access/).

## **Offer of employment**

Applications for this post will be considered by a selection committee (the Joint Appointments Committee) containing representatives from both the Department and University College. 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 Divisional Board and the Governing Body of University 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 of University College, and a formal contractual offer has been made.

## **The Department of Economics**

Oxford Economics is one of the largest and most diverse groups of academic economists in Europe with a permanent faculty of nearly 50 including 11 statutory (established) professors, and around 25 early career researchers on fixed-term appointments of 3 or 4 years. Our members include some of the world's most distinguished academic economists.

We aim to produce first-class research across the range of the discipline, organised within nine Research Groups, covering all the major sub-fields as well as more specialist areas such as Economic History and Behavioural Economics. The Research Groups promote and support high-quality research and interaction, and provide an active and supportive research environment for faculty and research students in their field, including regular seminars/workshops. The Department is also home to several specialised economics research centres, including the world-renowned *Centre for the Study of African Economies*. In the most recent assessment of the research output of UK universities, REF 2014, Oxford had more research in

economics and econometrics graded world-leading in terms of its originality, rigour and significance than any other UK institution.

Members of the Department provide economics teaching for three undergraduate programmes (including Oxford's flagship *Philosophy, Politics and Economics* degree) and five graduate programmes including the *MPhil* and *DPhil in Economics*, with a total of around 1000 undergraduate and 330 graduate students.

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

## Social Sciences Division

The University's academic departments and faculties are organised into four large groups, known as Academic Divisions (Social Sciences, Mathematical, Physical and Life Sciences (MPLS), Medical Sciences, and Humanities). The divisions are responsible for academic oversight of the teaching and research of their constituent departments and faculties, for strategic and operational planning, and for personnel and resource management. The Head of the Social Sciences Division is Professor Sarah Whatmore, who is a member of the University's Council.

The Social Sciences Division is a world-leading centre of research and education in the social sciences, with activity spanning fourteen departments and faculties and one cross-divisional unit, and strong interdisciplinary links within and beyond the university. The results of REF 2014 confirmed Oxford as the UK powerhouse in the social sciences, with more world-leading (4\*) research than any other institution.

Academic and research staff and research students are engaged in world-leading research, challenging current ideas and theories and tackling major challenges facing humanity, such as sustainable resource management, migration, governance, poverty and development, and justice. Researchers engage actively in many spheres from innovation in public policymaking to practitioner communities such as law, business, education, social welfare and NGOs. The division has an extensive portfolio of external funders and collaborators, with competitively-awarded external research income exceeding £40million per year

The division delivers an exceptional range of high quality educational programmes (undergraduate, postgraduate taught and postgraduate research), underpinned by the innovative research being undertaken by our academics. Programmes range from widely recognised undergraduate degrees such as Philosophy, Politics and Economics (PPE), and graduate programmes providing rigorously academic research training, through to professionally-oriented graduate provision in areas such as business, law and education.

For more information please visit: <http://www.socsci.ox.ac.uk/>

## University 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.

University College, commonly called Univ, is one of the oldest colleges in Oxford and has a strong commitment to excellence in research and teaching. The College community currently comprises around 690 students (420 undergraduate and 270 graduate) across a range of Humanities, Social Science, and Science subjects, alongside some 70 Fellows, 40 other academic staff, and over 100 members of support staff.

Univ is firmly committed to supporting its Fellows' research by means of research funding and generous Visiting Research Fellow and Visiting Scholar schemes.

Further information about the College can be obtained from [www.univ.ox.ac.uk](http://www.univ.ox.ac.uk).

## *Economics at Univ*

Univ currently admits 12 undergraduates to read PPE each year. Its graduate community usually includes some 10 graduates reading for higher degrees in Economics, alongside others reading for related degrees such as Law & Finance.

The Tutorial Fellow will be one of a team of two Tutorial Fellows in Economics at Univ, along with Professor Sophocles Mavroidis, whose research interests include econometrics and empirical macroeconomics, and who teaches Macroeconomics and Quantitative Economics.

The successful applicant will also work closely with Univ's Tutors in Politics (Dr Karolina Milewicz and Dr Sophie Smith) and in Philosophy (Professor Bill Child and Professor Joel Hamkins) to share pastoral and administrative duties and undergraduate Admissions process relating to joint school students.

The current Master of Univ is Sir Ivor Crewe, a distinguished political scientist. From September 2020, the Master will be Baroness Valerie Amos, onetime UN Under-Secretary-General for Humanitarian Affairs and currently Director of SOAS, University of London.

For information on Fellows of Univ, see: <https://www.univ.ox.ac.uk/about/college-fellowships>

## **About the University of Oxford**

Oxford aims to harness the best of its staff, students and alumni, its colleges, faculties, departments and divisions to provide world-class research and education. The University aspires to achieve these aims in ways which benefit society on a local, regional, national and global scale. Integral to its vision are University's long-standing traditions of independent scholarship and academic freedom that generate a culture in which innovation and collaboration play an important role.

Oxford is committed to equality of opportunity, inclusivity, and to supporting staff and student wellbeing, ensuring that the very best students and staff can flourish. The University's distinctive democratic structure, born of its history, continues to offer a source of strength. Likewise, Oxford's collegiate structure provides the University with an academic compass and its highly attractive student experience. Oxford is committed to fostering the interdisciplinary nature of the colleges, their teaching strength, and their defining and enduring sense of community.

The University has formulated a five year strategic plan that sets out core themes and commitments: <http://www.ox.ac.uk/about/organisation/strategic-plan-2018-23>

## **Annex 1: University Benefits, Terms and Conditions**

### ***Salary***

The University component of the salary will be on the scale for Associate Professors, between £48,114-£64,605 p.a.. The combined College and University salary will be on a scale up to £64,605 per annum.

Those appointed below the top of this salary range will receive annual increments until they reach the top point. There is also an annual 'cost-of-living' review. In exceptional cases, the Department/Faculty board may propose the awarding of additional increments within the substantive scale to an Associate Professor at any time during their appointment.

Additional remuneration may be paid for graduate supervision, examining and some tutorial teaching. Those holding administrative appointments within the department/faculty may be eligible for additional payments.

### ***Pension***

The University offers generous pension provision. Associate Professors are usually offered membership of the Universities Superannuation Scheme.

Details are available at [www.admin.ox.ac.uk/finance/epp/pensions/schemes/uss/](http://www.admin.ox.ac.uk/finance/epp/pensions/schemes/uss/).

### ***Sabbatical leave***

You will be eligible for sabbatical leave to allow you to focus on your research. In general, one term of leave is available for each six terms worked. This leave may either be taken as one term of leave after 6 terms of service, or accumulated and taken as one year of leave after 6 years of service.

### ***Outside commitments***

You may apply to spend up to 30 working days in each year on projects outside your employment duties, such as consultancy, spin-out activity and membership of research councils and other bodies. There is no limit to earnings from these activities without deduction from salary. Details of the approval process may be found at [www.admin.ox.ac.uk/personnel/staffinfo/academic/approvaltoholdoutsideappointments/](http://www.admin.ox.ac.uk/personnel/staffinfo/academic/approvaltoholdoutsideappointments/).

Guidance is also available on ownership of intellectual property [www.admin.ox.ac.uk/statutes/regulations/182-052.shtml](http://www.admin.ox.ac.uk/statutes/regulations/182-052.shtml) and managing conflicts of interest [www.admin.ox.ac.uk/researchsupport/integrity/conflict/policy/](http://www.admin.ox.ac.uk/researchsupport/integrity/conflict/policy/).

### ***Membership of Congregation***

Oxford's community of scholars governs itself through Congregation which is its "parliament". You will be a voting member of Congregation.

See [www.ox.ac.uk/about/organisation/governance](http://www.ox.ac.uk/about/organisation/governance) and [www.admin.ox.ac.uk/statutes/781-121.shtml](http://www.admin.ox.ac.uk/statutes/781-121.shtml) for further details.

### ***Family support***

The University offers generous family leave arrangements, such as maternity, adoption, paternity and shared parental leave. Details are available at [www.admin.ox.ac.uk/personnel/during/family/](http://www.admin.ox.ac.uk/personnel/during/family/). You will have considerable flexibility in the day-to-day organisation of duties in the Associate Professor role. Requests for flexible working patterns will be accommodated as far as possible.

You will be eligible to apply to use the University nurseries (subject to availability of places). For details of the nurseries and how to apply for places, please see [www.admin.ox.ac.uk/childcare/](http://www.admin.ox.ac.uk/childcare/).

The University subscribes to My Family Care, a benefit which allows staff to register for emergency back-up childcare and adultcare services, a 'speak to an expert' phone line and a wide range of guides and webinars through a website called the Work + Family Space.

For more details, please see [www.admin.ox.ac.uk/personnel/staffinfo/benefits/family/mfc/](http://www.admin.ox.ac.uk/personnel/staffinfo/benefits/family/mfc/)

The Oxford University Newcomers' Club is run by volunteers, whose aim is to help the newly-arrived partners of visiting scholars, of graduate students and of newly appointed academic and administrative members of the University to settle in and to give them opportunities to meet people in Oxford. Further information is available at [www.newcomers.ox.ac.uk/](http://www.newcomers.ox.ac.uk/).

### ***Welcome for International Staff***

One of Oxford's great strengths is its truly international body of research and teaching staff from over 140 countries, and we welcome applications from academics across the world. We can help international staff and partners/families make the transition to Oxford. Information about relocation, living and working in the UK and Oxford is available at [welcome.ox.ac.uk](http://welcome.ox.ac.uk).

If you require a visa, we have a dedicated team to support successful applicants through the immigration process (for Tier 1 and Tier 2 visas) from job offer through to arrival in the UK.

### ***Relocation***

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

### **Promoting diversity**

The University is committed to recruiting and retaining the best people, whoever they are, to ensure equality of opportunity. The Vice Chancellor's Diversity Fund provides resources for innovative projects to promote diversity.

The Equality and Diversity Unit promotes good practice across the University by developing policies and offering training, and runs a range of support networks for staff. It works closely with Colleges, the Oxford University Student Union and external campaign groups.

Please see [www.admin.ox.ac.uk/eop/](http://www.admin.ox.ac.uk/eop/) for details.

### **Other benefits and discounts for University employees**

The University has a range of facilities and benefits for its staff, including discounted health insurance, sustainable travel schemes, and discounts in local shops and restaurants. Details are available at:

[www.admin.ox.ac.uk/personnel/staffinfo/benefits/](http://www.admin.ox.ac.uk/personnel/staffinfo/benefits/)

[www.admin.ox.ac.uk/personnel/staffinfo/discountsforstaff/services/](http://www.admin.ox.ac.uk/personnel/staffinfo/discountsforstaff/services/)

### **Pre-employment screening**

Your appointment will be subject to the University's standard pre-employment screening. This will include right-to-work, proof of identity, references, a pre-employment health declaration, and any other checks as applicable to the post. We advise you to read the notes for applicants at [www.ox.ac.uk/about/jobs/preemploymentscreening/](http://www.ox.ac.uk/about/jobs/preemploymentscreening/).

### **Length of appointment**

Appointments to Associate Professorships at Oxford are confirmed as permanent on successful completion of a review during the first five years.

The University operates an employer justified retirement age for all academic posts, for which the retirement date is 30 September immediately preceding the 69th birthday.

The justification for this may be found at [www.admin.ox.ac.uk/personnel/end/retirement/acrelretire8+/](http://www.admin.ox.ac.uk/personnel/end/retirement/acrelretire8+/)

For **existing** employees, any employment beyond the retirement age is subject to approval through the EJRA procedures. Further details can be found at [www.admin.ox.ac.uk/personnel/end/retirement/acrelretire8+/](http://www.admin.ox.ac.uk/personnel/end/retirement/acrelretire8+/)

### **Data Privacy**

Please note that any personal data submitted to the University as part of the job application process will be processed in accordance with the GDPR and related UK data protection legislation. For further information, please see the University's Privacy Notice for Job Applicants at:

[www.admin.ox.ac.uk/councilsec/compliance/gdpr/privacynotices/job/](http://www.admin.ox.ac.uk/councilsec/compliance/gdpr/privacynotices/job/).

The University's Policy on Data Protection is available at:

[www.admin.ox.ac.uk/councilsec/compliance/gdpr/universitypolicyondataprotection/](http://www.admin.ox.ac.uk/councilsec/compliance/gdpr/universitypolicyondataprotection/).

## **Annex 2: College Benefits, Terms and Conditions**

An Official Fellow and Tutor at University College is entitled to the following additional benefits from University College:

- Housing Allowance (currently £11,246 p.a.), provided the Fellow does not occupy residential accommodation wholly provided by the College. The College also runs, as an alternative, a Joint Equity Scheme up to £550,000 College investment to assist with house purchase;
- A one-off settling-in allowance in the first year of £8,435 for appointees from outside Oxford;
- Academic allowance (currently up to £2,801 p.a., with a double allowance in the first year);
- Entertainment allowance (£771 p.a.) that allows relevant expenses to be reclaimed from the College;
- Lunch and dinner in College (Common Table), except when the kitchens are closed;
- A teaching room in College;
- Private health insurance which can include family (taxable benefit), for as long as the College remains in the scheme;
- Senior Common Room membership;
- Nursery fees Salary Sacrifice arrangement;
- Generous sickness, maternity, and paternity leave schemes;
- An entitlement to join, or to remain a member of, the Universities Superannuation Scheme (USS).
- Tutorial Fellows may apply to the College for sabbatical leave on full stipend and allowances on the basis of one term's leave for every six terms of qualifying service.

The election to the Fellowship will be subject to confirmation at the end of the fifth year conditional upon a satisfactory report on the performance of the specified University and College duties. The appointment will be subject to the

Statutes of the College which embody the relevant provisions concerning academic tenure of the Education Reform Act (1988).

Further details of the full range of duties and expectations of a Tutorial Fellow can be found at: [https://www.economics.ox.ac.uk/images/3.The\\_Tutorial\\_Fellowship\\_-\\_General\\_Template\\_of\\_Duties.pdf](https://www.economics.ox.ac.uk/images/3.The_Tutorial_Fellowship_-_General_Template_of_Duties.pdf)

For more information on University College, please visit: [www.univ.ox.ac.uk](http://www.univ.ox.ac.uk)

Applicants interested in learning more about Tutorial Fellowships at University College are welcome to contact the Senior Tutor, Dr Andrew Bell.