



Job Description and Person Specification

Post	Associate Professorship or Professorship in Logic
College	University College
Department/Faculty	Philosophy
Division	Humanities
Contract type	Five years in the first instance, then reappointment to retirement upon completion of a successful review.
Salary	Combined salary in the range £50,300 - £67,541 plus additional benefits as detailed below including a fellows' allowance of £12,787 (plus additional salary of £2,931 p.a. if awarded the title of Professor)

Overview of the post

Applications are invited for the post of Associate Professor or Professor of Philosophy to be held in the Faculty of Philosophy with effect from 1 September 2023 or as soon as possible thereafter. The successful candidate will also be appointed to the Sir Peter Strawson Fellowship in Philosophy at University College.

The Associate Professor/Professor will have an area of specialisation in Logic. The successful candidate (henceforth 'postholder') will have the potential to enhance the strong reputation of the Faculty of Philosophy and of the College in research, will have a proven record of internationally recognised research in Logic appropriate to their career stage, and will be expected to provide a high standard of research-led teaching (both undergraduate and graduate) for the Faculty and for the College.

For the Faculty, the postholder will deliver 16 lectures or classes per year, and will be able to offer lectures and graduate classes in Logic. The ability to offer graduate teaching also in another core area of Philosophy may be an advantage but is not an essential criterion. They will supervise graduate students (masters and doctoral students), participate in examining, and play a full and active role in Faculty administration. The postholder will pursue research in Logic and enhance their international reputation.

For the College, the postholder will teach courses in Logic, and Epistemology and Metaphysics. More specifically, the postholder will be expected to give tutorials or classes for the General Philosophy and Logic parts of the 1st year undergraduate syllabus, and for Knowledge and Reality and at least one other course for 2nd, 3rd and 4th year undergraduates.

More details of introductory undergraduate courses may be found here:

<https://www.philosophy.ox.ac.uk/course-descriptions-first-public-examination-fpe;>

and more details of advanced undergraduate courses here:

<https://www.philosophy.ox.ac.uk/course-descriptions-finals.>

We welcome applications from qualified candidates at all career stages, and particularly encourage applications from women, people with disabilities and Black, Asian, and minority ethnic candidates, as these groups are currently under-represented in the academic staff of the College and Faculty of Philosophy.

The appointee will be a member of the Faculty of Philosophy and a Fellow of University College. Candidates wishing to speak to someone informally about the College elements of the post may contact Dr Andrew Bell, Senior Tutor at University College (email: senior.tutor@univ.ox.ac.uk). Queries relating to the Faculty elements of the post should be directed to Professor Ursula Coope, Chair of the Philosophy Faculty Board (email: ursula.coope@philosophy.ox.ac.uk). All enquiries will be treated in strict confidence; they 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, 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 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. When the appointee is sufficiently senior, the title of full Professor will 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 is no undergraduate degree solely in Philosophy at Oxford. Philosophy is a component of a number of joint degrees: Classics; Philosophy, Politics and Economics; Philosophy and Theology; Philosophy and Modern Languages; Psychology, Philosophy and Linguistics; Physics and Philosophy; Mathematics and Philosophy; Computer Science and Philosophy. Philosophy postholders therefore work closely with colleagues in these allied fields at the undergraduate level. (See below for more detail on graduate teaching.)

Undergraduate teaching and examination in Oxford involves a separation of powers: Colleges primarily teach their own undergraduate students, and are never involved in examining, whereas the University teaches across all the colleges, and has sole responsibility for examining.

College teaching can take a wide variety of forms (there is considerable freedom, by agreement with College colleagues). Classes are usually smaller than eight, and tutorials frequently involve only one or two students, typically discussing weekly essays. Examining for the University involves the setting and marking of examination papers taken by students across all the colleges.

Teaching for the University is by 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 and by past examination questions, but is otherwise up to the lecturer.

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 courses from the undergraduate philosophy syllabus.

Duties of the post

The postholder will be part of a lively and intellectually stimulating teaching and research community that performs to the highest international levels in research and publications, and will have access to the excellent research facilities that Oxford offers. The postholder will be a member of both the College and the University community, and will have an active role to play in the running of the College and of the University.

The College is seeking a candidate with a firm commitment to undergraduate teaching in the College. They will be a member of the Governing Body and a Trustee of University College and will be expected to attend Governing Body and tutorial meetings and to participate in the administration of the College.

The main duties of the post are as follows:

1. To undertake and to disseminate advanced research in philosophy, including Logic;
2. To give 192 tutorial hours of teaching per year (an average of 8 hours each week across the 24 teaching weeks of the academic year) to undergraduate students for University College. The postholder will have responsibility for teaching the Logic and General Philosophy components of the 1st year course, and Knowledge and Reality and at least one other course for 2nd, 3rd and 4th year undergraduates. It may be advantageous to a candidate if they were able to teach more than one other course. They will supervise undergraduate dissertations that fall within these areas. (For details of the 1st year course, see: <http://www.philosophy.ox.ac.uk/course-descriptions-first-public-examination-fpe>. For details of the options for 2nd, 3rd and 4th year students, see: <http://www.philosophy.ox.ac.uk/course-descriptions-finals>.)
3. In exercising the normal duties of a College Tutor, to take responsibility (normally shared with other members of academic staff) for the organisation, supervision, and teaching of Philosophy at University College, including arrangements for the admission of new students, outreach activity, and the pastoral care of students reading Philosophy and its Joint Degrees;
4. To supervise and to teach graduate students for the Faculty, to participate as requested in the annual Faculty and College graduate admissions processes, and to act as College Adviser to University College graduate students;
5. Under the direction of the Philosophy Faculty Board, to design and deliver no fewer than 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.
6. To participate in University examining, both undergraduate and graduate, as required.
7. To contribute to the administration of the College and Faculty, including acting as a member of College and Faculty committees when called upon to do so, and to be willing to take on leadership roles in University College or the Faculty from time to time;
8. To participate in the governance of University College, including exercising the duties of a Trustee as a member of the Governing Body and serving on College committees and in College Offices.

Person specification

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.

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.

Selection Criteria

Essential

1. A completed doctorate or a completed doctoral dissertation submitted for examination by the time of the closing date for this application, in Philosophy, or a closely related field.
2. A research record in Logic of international standing appropriate to the candidate's career stage, with evidence of potential for producing further research distinguished in its originality, significance, and rigour.
3. Experience of teaching Philosophy in a range of formats (e.g. lectures, seminars, and small groups), and evidence of being able to do so effectively, preferably at both undergraduate and graduate level. Excellent communication skills and an understanding of the learning needs of highly able students.
4. Ability to provide specialist teaching on a range of topics in Philosophy, specifically including Logic and Epistemology and Metaphysics, ability to teach graduate seminars on Logic, ability to teach the introductory General Philosophy and Logic courses.
5. The ability to provide graduate supervision of high quality, and an understanding of the needs of graduate students and how to address them.
6. Evidence of the communication, interpersonal, time management and organisational skills necessary to undertake pastoral responsibilities 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.
7. Potential for participating effectively in College, Faculty and University governance and administration, as well as evidence of the ability and willingness to work collaboratively with a range of colleagues from different disciplines and to promote the study of Philosophy.
8. Ability and commitment to undertake a range of administrative duties both within the Faculty and the College.
9. Ability and willingness to participate in the governance, academic activities and intellectual life of the College.

Desirable criteria

1. Experience of supervising masters and doctoral students successfully.
2. Ability to teach graduate seminars on some further subjects in Philosophy, in addition to Logic.
3. A track record of successful research grant applications or evidence of the potential to make such applications.

The appointment committee recognises that candidates can contribute to these goals in many different ways, and will use its professional judgment – based on the evidence available – to decide how successfully candidates might make such contributions, bearing in mind the needs of the College and the Faculty. It will take a particular interest in the likelihood that the candidate will produce research and teaching of a high standard.

How to apply

There is no separate application form for this post. Applications should include:

- Your full contact details including email and full postal addresses, a telephone number and the names and contact details (postal and e-mail addresses and telephone number) of three referees who between them are qualified to comment on your research and teaching;
- A covering letter or statement explaining how you meet the selection criteria set out above
- A full CV and publications list
- An indication of where you first heard about this post.

In addition, each candidate should submit a sample or samples of 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.

Applications should be sent by email (as pdfs) to recruitment@univ.ox.ac.uk. The deadline for applications is **noon on Monday 20 February 2023**. Late applications will not be accepted. It is anticipated that interviews will take place in March (date to be confirmed). All applications will be acknowledged after receipt and will be considered by the selection committee as soon as possible after the closing date. The College is an equal opportunities employer and applicants are therefore asked to complete the confidential and anonymous recruitment monitoring form. Your information will not form part of the selection process and will not be disclosed to the selection panel. Forms should be returned to hr.admin@univ.ox.ac.uk.

Referees

Candidates should ask their referees to write directly to Univ's Academic Registrar, Dr Ian Boutle, at recruitment@univ.ox.ac.uk and should supply each referee with a copy of these further particulars. It is the responsibility of the applicant to ensure that references are submitted promptly and by noon on Monday 20 February 2023. If you would prefer a referee or referees to only submit a reference if you are longlisted or shortlisted 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 provide a reference at the time of application.

For the preferred candidate, we will also take up a reference from their current or most recent former line manager, excepting those cases in which the line manager has already submitted a reference, or the candidate does not have a line manager in the relevant sense. Permission will be sought from the preferred candidate before taking up such an additional line manager reference.

Interviews

All shortlisted candidates will be invited for interview in Oxford. Candidates invited for interview will be asked to give a short teaching presentation (aimed at second-year undergraduate students) to the committee as part of the interview. The audience will comprise the members of the selection committee; students of University College will be invited to attend. Shortlisted candidates will also be asked to give a research presentation. The audience for this will comprise members of the selection committee; members of the Oxford Philosophy Faculty will also be invited to attend. Further details of the nature of these presentations, and about all other aspects of the selection process, will be sent to shortlisted candidates in advance of the interviews.

The University and College 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/ 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 interview, 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/.

Offer of employment

Applications for this post will be considered by a selection committee containing representatives from both University 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 University 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.

Further Information for Applicants

The University

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 over 2,500 other 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 university in the UK (the most recent figures are available at www.ox.ac.uk/about/organisation/finance-and-funding), and is ranked first in the UK for university spin-outs, with more than 130 spin-off companies created to date. 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 which numbers over 10,000. 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/about/organisation.

The Humanities Division

The Humanities Division is one of four academic divisions in the University of Oxford, bringing together the following faculties: Classics; English; History; Linguistics, Philology and Phonetics; Medieval and Modern Languages; Music; Oriental Studies; Philosophy; Theology and Religion; 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.

The Humanities Division has embarked on a major building project on the Radcliffe Observatory Quarter, following the recent announcement of the £150 million gift to create the [Stephen A. Schwarzman Centre for the Humanities](#).

The Schwarzman Centre will serve as a dynamic hub dedicated to the Humanities. The building will bring together seven Humanities faculties, the Humanities Divisional Office, a new library and significant cultural and public engagement spaces in a space designed to encourage experiential learning and bold experimentation through cross-disciplinary and collaborative study. The Faculty of Philosophy will move to the Schwarzman Centre upon the completion of the project.

For more information please visit: www.humanities.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 which is further enhanced by its four large research centres: the Oxford Uehiro Centre for Practical Ethics; the Future of Humanity Institute; the Global Priorities Institute; and the Institute for Ethics in AI. The Faculty 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 fourteen hundred students studying Philosophy at 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, Philosophy of Physics and Practical Ethics, 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>.

University College

University College, commonly known as Univ, was established in 1249 and has a claim to be the oldest college in Oxford. Today, the College is at the forefront of promoting diversity and excellence in Oxford, fostering a friendly and inclusive community based around its historic town-centre quadrangles. The College is particularly proud of its record in establishing fully-funded postgraduate scholarships, of which more than 30 are available each year, and of its programmes to challenge under-representation in the student body, the Univ Opportunity Programme and the Univ Beacon Programme. You can read more about the College at www.univ.ac.uk.

The College comprises approximately 450 undergraduates, 220 postgraduates, and 100 members of academic staff, including Statutory Professors, Tutorial Fellows, and Postdoctoral Research Fellows.

The Master of the College is Baroness Valerie Amos, former United Nations Under-Secretary-General for Humanitarian Affairs and former Director of SOAS University of London. Among the Fellows of the College are six Professorial Fellows, including the University's Professor of Jurisprudence, Professor Ruth Chang, some thirty-two Tutorial Fellows and eleven non-Tutorial Fellows, as well as up to ten Junior Research Fellows at any one time. All these categories of academics are members of the Senior Common Room (SCR), which provides intellectual, dining and social benefits.

The College has an outstanding record in Philosophy. Its past Fellows include P. F. Strawson, Alasdair MacIntyre, John McDowell, Gareth Evans, J. L. Mackie, David Wiggins, Timothy Williamson, Dorothy Edgington, Ian Rumfitt, Frank Arntzenius, and Joel David Hamkins. The person appointed will join the College's current Fellow in Philosophy, Professor Bill Child, whose research specialisms are Philosophy of Mind and the Philosophy of Wittgenstein. The other PPE Fellows are Dr Niclas Moneke (Economics), Professor Sophocles Mavroeidis (Economics), Professor Karolina Milewicz (International Relations) and Dr Sophie Smith (Political Theory). The College also has a large group of Fellows in Mathematics, Computer Science and Psychology.

The College admits up to 24 undergraduates each year to read for degrees involving Philosophy: Philosophy, Politics and Economics; Psychology, Philosophy and Linguistics; Maths and Philosophy; Computer Science and Philosophy; Philosophy and Modern Languages; and Classics. The successful applicant will work closely with colleagues in these subjects in the selection, teaching, and supporting of Univ's undergraduates.

The College is keen to maintain its current high standards of academic excellence and at the same time strengthen its applications from students with the highest academic potential from every social background. Where appropriate, Tutorial Fellows are expected to work with colleagues in the College to support and strengthen the College's efforts to attract the strongest candidates from all kinds of schools and colleges, irrespective of background.

For more information on University College, please visit: www.univ.ox.ac.uk.

Benefits, Terms and Conditions

Salary

The combined University and College salary will be on a scale from £50,300 - £67,541 per annum (as at December 2022).

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.

Associate professors who are awarded the title of full professor receive an additional allowance (unless they already receive additional recruitment or retention payments at that level or above) see [Recognition of Distinction | HR Support \(ox.ac.uk\)](http://www.ox.ac.uk); and they will be eligible for consideration in subsequent regular exercises for professorial merit pay (unless they already receive additional recruitment or retention payments in excess of the level of award) see [Professorial Merit Pay | HR Support \(ox.ac.uk\)](http://www.ox.ac.uk). These awards do not result in any change to the duties of the post-holder.

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 College and University offer generous pension provision. Associate Professors are usually offered membership of the Universities Superannuation Scheme.

Details are available at <https://finance.web.ox.ac.uk/uss>

Sabbatical leave/dispensation from lecturing obligations

You will be eligible to apply for dispensation from lecturing obligations in conjunction with sabbatical or other leave granted by the College. You may be dispensed from up to two courses of eight lectures or classes in any period of three years, up to a maximum of four courses in any period of fourteen years. The College grants sabbatical leave one term in every seven, by application, and up to three consecutive terms of leave may be accrued.

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 for holding outside commitments may be found at www.admin.ox.ac.uk/personnel/staffinfo/academic/approvaltoholdoutsideappointments/.

Intellectual property and conflicts of interest

Guidance is available on ownership of intellectual property at:

<https://governance.admin.ox.ac.uk/legislation/council-regulations-7-of-2002> and managing conflicts of interest at: <https://researchsupport.admin.ox.ac.uk/governance/integrity>.

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 <https://www.ox.ac.uk/about/organisation/governance> and <https://governance.admin.ox.ac.uk/legislation/statute-iv-congregation> 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 <https://hr.admin.ox.ac.uk/family-leave-for-academic-staff>. 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 <https://childcare.admin.ox.ac.uk/home>.

The University subscribes to Work and Family Space, a service that provides practical advice and support for employees who have caring responsibilities. The service offers a free telephone advice line, online support and informative webinars in addition to the ability to book emergency childcare through their online service Bubble. For more details, please see <https://hr.admin.ox.ac.uk/my-family-care>.

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 <https://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.

If you require a visa, we have a dedicated Staff Immigration Team to support successful applicants through the immigration process (for Global Talent and Skilled Worker visas) from job offer through to arrival in the UK. This is subject to the eligibility criteria being met for the respective visa routes.

Relocation

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

See: [Relocation Scheme Arrangements - Guide for new starters | Finance Division \(ox.ac.uk\)](https://www.ox.ac.uk/relocation-scheme-arrangements) for further information.

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 <https://edu.admin.ox.ac.uk/home> 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:

<https://hr.admin.ox.ac.uk/staff-benefits>

<https://hr.admin.ox.ac.uk/discounts>

Pre-employment screening

The appointment of the successful candidate 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 <https://jobs.ox.ac.uk/pre-employment-checks>.

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 academic posts. With effect from 1 October 2023 the retirement date will be the 30 September immediately preceding the 70th birthday.

The justification for this may be found at <https://hr.admin.ox.ac.uk/the-ejra>

For **existing** employees, any employment beyond the retirement age is subject to approval through the EJRA procedures. Further details can be found at <https://hr.admin.ox.ac.uk/the-ejra>.

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:

<https://compliance.admin.ox.ac.uk/job-applicant-privacy-policy>.

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

<https://compliance.admin.ox.ac.uk/data-protection-policy>.

College-specific benefits

The following additional College benefits are provided:

- Fellows' Allowance (currently £12,787 p.a., taxable as salary);
- The College offers residential accommodation, which can be rented at a discounted rate for up to a maximum of their first 5 years of appointment, subject to availability;
- The College also runs a Joint Equity Scheme up to £250,000 College investment with payment to the College of a 'rent' for the College's portion set by reference to the HMRC Official Rate of Interest, to assist with house purchase;
- A one-off settling-in allowance in the first year of £9,590 (current rate) for appointees from outside Oxford;
- Academic allowance (currently up to £2,928 p.a., with a double allowance in the first year);
- Entertainment allowance (£807 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;
- 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;
- An entitlement to join, or to remain a member of, the Universities Superannuation Scheme (USS).