



## Job Description and Selection Criteria

<b>Post</b>	Associate Professorship or Professorship in Political Philosophy (Ethics in AI)
<b>Department/Faculty</b>	Faculty of Philosophy and the Blavatnik School of Government (Radcliffe Humanities, Woodstock Road, Oxford; and Radcliffe Observatory Quarter, Oxford, OX2 6GG)
<b>Division</b>	Humanities Division and Social Sciences Division
<b>College</b>	Brasenose
<b>Contract type</b>	Permanent upon completion of a successful Initial Period of Office (IPO) review. The review is conducted during the first 5 years.
<b>Salary</b>	36S: £48,114 to £64,605 per annum. An additional allowance of £2,804 per annum would be made upon award of the title of Professor.

## Overview of the post

The Faculty of Philosophy and the Blavatnik School of Government are seeking to recruit an Associate Professor or Professor of Political Philosophy, to start from 1 September 2021 or as soon as possible thereafter. The post will be associated with a Supernumerary Fellowship and Governing Body membership of Brasenose College.

The Associate Professor/Professor will have an area of specialisation in political philosophy, with research interests relevant to the Institute for Ethics in AI. The Institute is part of the Faculty of Philosophy and it has an ambitious research and teaching agenda, which, beginning from a humanistic standpoint, will reach across all four Divisions of the University, transforming and guiding our understanding of AI technology and its use, and transforming and guiding our understanding of AI's implications for human flourishing. This is a joint post between the Faculty of Philosophy and the Blavatnik School of Government. The Blavatnik School of Government is committed to improving the quality of government and public policymaking worldwide, through world-leading research and outstanding teaching and engagement with public leaders. A central aim of this post is to connect activity within the Institute for Ethics in AI and the Philosophy Faculty with activity within the Blavatnik School, particularly with a focus on establishing a fruitful nexus between philosophical research, on the one hand, and policy-formation and public deliberation with respect to AI, on the other.



The successful candidate (henceforth, 'postholder') will have - appropriate to their career stage, including any career breaks - an outstanding record of research within political philosophy; and will have an interest in exploring the bearing of Artificial Intelligence and digital technology on key political values. We are particularly seeking candidates with an interest in democratic theory and the implications of AI for democracy. The postholder will play a central role within the Institute for Ethics in AI, including developing new research activities and clusters, make a lively contribution to Institute activities including seminars, reading groups and graduate supervision, and they will contribute to the general flourishing of the Institute. They will also play a key role in linking the Institute to cognate activities within the Blavatnik School, and will likewise contribute to the research strength and general institutional flourishing of the School.

The postholder will provide research-led teaching and supervision of graduate students. In particular, they will provide teaching in contemporary political philosophy within the *Foundations* component of the Blavatnik School of Government's highly successful Master of Public Policy course. They will also provide some undergraduate teaching in core political theory and political philosophy, including undergraduate tutorial teaching, which may involve some contribution to new teaching in AI Ethics as this is developed. (Further details of components of philosophy undergraduate courses may be found [here](#) and [here](#), and of the Master of Public Policy course [here](#).)

As a Supernumerary Fellow of Brasenose, and a member of the college's Governing Body, the postholder will be part of a friendly, lively, and diverse academic community, which will allow them to play a full part in the richness of Oxford's collegiate university life. They will contribute to the deliberation of college policy as a member of Governing Body and college trustee, and will engage in the academic life of the college more generally, including acting as College Adviser to graduate students in cognate areas.

Applications for this post are particularly welcomed from women and black and minority ethnic candidates, who are under-represented in academic posts in Oxford.

Informal enquiries about the post may be directed to the Director of the Institute for Ethics in AI, Prof. John Tasioulas ([john.tasioulas@philosophy.ox.ac.uk](mailto:john.tasioulas@philosophy.ox.ac.uk)), the Chair of the Philosophy Faculty Board, Prof. Chris Timpson ([christopher.timpson@bnc.ox.ac.uk](mailto:christopher.timpson@bnc.ox.ac.uk)), or to the Dean of the Blavatnik School of Government, Prof. Ngaire Woods ([ngaire.woods@bsg.ox.ac.uk](mailto:ngaire.woods@bsg.ox.ac.uk)). All enquiries will be treated in the strictest confidence and will not form part of the selection process.

## **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 who are Non-Tutorial Fellows are appointed by a University department/faculty and hold an associated Fellowship with a specific Oxford college.

Associate Professors are full members of University departments/faculties and college governing bodies playing a role in ensuring the academic self-governance of the University and their respective 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).

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 an Initial Period of Office (IPO) review during the first five years. The IPO review will take into account research, teaching, policy engagement and institutional advancement. The vast majority of Associate Professors successfully complete this initial review.

## **Duties of the post**

The lead department for this post is the Faculty of Philosophy, but the split of duties is to be understood overall as 50/50 between the Faculty of Philosophy and the Blavatnik School of Government.

The main duties of the post are as follows:

1. To undertake and to disseminate advanced research in political philosophy which bears on the research agendas of the Institute for Ethics in AI and the Blavatnik School of Government, and to contribute to the formulation and development of those agendas;
2. To play a full and active role in the academic activities of the Institute for Ethics in AI, and to contribute to the strategic development of the Institute; to take a lead in connecting activities between the Faculty of Philosophy and the Blavatnik School of Government;
3. To contribute to the development and delivery of the Master of Public Policy in their specialist area, and to give lectures, classes and tutorials in Foundations and public policy, and other related fields, in the School, and to teach in ways which maximise student learning.
4. To contribute as appropriate to the School's programme of short courses for senior leaders and policymakers.

(Teaching duties for the Blavatnik School of Government under (3) and (4) will amount to up to 36 lectures or classes a year, or a broadly equivalent amount.)

5. To contribute to the supervision, assessment, and examination of Master of Public Policy and DPhil students in the Blavatnik School, and to the supervision, assessment and examination of graduate students in the Faculty of Philosophy. To contribute as appropriate to graduate admissions in the Blavatnik School and the Faculty of Philosophy.
6. To secure research funding and to engage in the management of research projects;
7. Under the direction of the Philosophy Faculty Board, to undertake up to six hours of undergraduate tutorial college teaching, a week during term time averaged across the academic year, or a broadly equivalent amount of teaching, either at the associated College or elsewhere as need occasions.<sup>1</sup>

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<sup>1</sup> Weighting is applied to tutorial hours: a single student counts as 1; a pair of students as 1.25; a trio as 1.5, and so on. So six weighted hours will typically be met by teaching a smaller number of hours of pairs or other very small groups.

8. To contribute overall to the development of the Blavatnik School of Government's profile and activities such as via policy engagement and institutional advancement, including contribution to administrative activities as appropriate;
9. To undertake an appropriate share of other University administrative duties, dependent on career-stage, including service on committees or holding of academic offices.
10. To participate in the governance of the College, which includes exercising the duties of a Trustee as a member of the Governing Body; and to contribute to the academic life of the College more generally, including acting as College Advisor to graduate students in cognate disciplines;
11. To undertake other duties, as agreed by the Chair of the Philosophy Faculty Board and the Dean of the Blavatnik School of Government.

## **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.

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:**

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 Political Philosophy of international standing appropriate to the candidate's career stage, with evidence of potential for producing research bearing on Ethics and AI, which is distinguished in its originality, significance, and rigour.
3. Experience of teaching, and evidence of the ability to teach contemporary political philosophy effectively, both at the undergraduate and graduate level, and in the various formats of lectures, classes and in very small groups. Evidence of the personal qualities needed to encourage a high level of achievement in students, including high-achieving graduate students with real world professional experience coming from diverse cultural backgrounds.
4. Ability to provide graduate supervision of high quality in contemporary political philosophy, including as it relates to topics in Ethics in AI.
5. Excellent interpersonal and communication skills necessary for undertaking teaching and the pastoral care of students.
6. Ability to collaborate with colleagues from a range of different disciplines, and ability and willingness to build new activities in research and teaching in Ethics in AI.
7. Ability and willingness effectively to undertake a range of administrative duties within the Institute for Ethics in AI/Faculty of Philosophy and within the Blavatnik School of Government;

8. Experience of, or commitment to, engaging with government, policy makers, and other organisations outside academia.
9. Willingness to contribute to the life of the College.

### **Desirable Criteria**

1. Experience of supervising graduate students.
2. A track record of successful research grant applications or evidence of the potential to make successful applications.
3. Experience or a demonstrated interest in the intersection of Ethics and AI, especially with a focus on the democratic governance of AI and the implications of AI for democracy.

### **How to apply**

To apply, visit the [academic vacancies page](#), click on the relevant post title, then click on the **Apply Now** button on the 'Job Details' page and follow the on-screen instructions to register as a new user or log-in if you have applied previously. Please refer to the "Terms of Use" in the left hand menu bar for information about privacy and data protection. Please provide details of three referees and indicate whether the University may contact them now.

Applications should include:

- Your full contact details including, email address, full postal address and at least one contact telephone number
- A covering letter or statement explaining how you meet the selection criteria set out above, and explicitly including a statement of your teaching areas and teaching interests within philosophy
- A statement of your research plans in political philosophy, particularly as they bear on Ethics in AI
- A full CV and publications list
- Details of **three** referees (see below)
- An indication of where you first heard about this post

Please upload all documents **as PDF files** with your name and the document type in the filename.

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

All applications, including references and written work, must be received by **12.00pm (noon) GMT on Monday 26 April 2021**.

## Referees

Candidates should ask their referees to send their references directly to [jobs@philosophy.ox.ac.uk](mailto:jobs@philosophy.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 26 April 2021**. If you would prefer a referee or referees to be approached only with your specific permission or if you would prefer them to be approached only if you are being called for interview on the final short list, then you must state this in your application, alongside the details of the relevant referee(s). You should provide the names and full contact details of three referees even if you do not wish them to be contacted yet.

The Faculty of Philosophy, Blavatnik School of Government and the College wish to take this opportunity to thank in advance those referees who write on behalf of applicants.

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/>.

Teaching commitments are mainly concentrated into Oxford's three 8-week undergraduate teaching terms, making it easier to balance teaching and research. There is considerable flexibility in the organisation of duties, and generous sabbatical leave.

Should you experience any difficulties using the online application system, please email [recruitment.support@admin.ox.ac.uk](mailto:recruitment.support@admin.ox.ac.uk). Further help and support is available from <https://hrsystems.admin.ox.ac.uk/recruitment-support>. To return to the online application at any stage, please log back in and click the "My applications" button on the left hand side of the page

Please 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.

## The Institute for Ethics in AI

The Institute for Ethics in AI was announced in June 2019 and will be housed in Oxford University's Schwarzman Centre for the Humanities. The Institute will be administratively located in the Faculty of Philosophy and will build upon the University's world-class capabilities in the Humanities to lead the study of the ethical implications of artificial intelligence and other new computing technologies. Cross-disciplinary collaboration will be fundamental to the success of this new initiative, and the Institute will draw upon the entire educational and research endeavour of Oxford University – including the Social Sciences, Medical Sciences, Mathematical, Physical & Life Sciences – to deliver innovative, cutting-edge scholarship. It will also develop significant opportunities for collaboration on these important issues with other distinguished research universities, and public- and private-sector institutions around the world.

The Oxford Institute for Ethics in AI responds to the pressing dual need for disciplinary rigour and multidisciplinary engagement. The Institute will be rooted in rigorous philosophical inquiry. However it will also reach out across the University, and beyond, to select the questions to address, to understand technological capabilities and constraints, and to test proposed solutions. In so doing it will create a flexible research platform that can engage successfully with the new and profoundly difficult ethical, metaphysical and social challenges presented by the form, scale and scope of emerging capabilities in AI.

Much of the discussion around AI and ethics has taken place within autonomous fields and academic disciplines: Social Science, Economics, Computer Science, and Engineering. The sheer pace of

technological change has meant that various ethical challenges have emerged after the fact of development and deployment. The step change that the creation of the Oxford Institute for Ethics in AI brings is fourfold. Firstly, locating fundamental inquiry away from technological application will create the intellectual space required to define the core principles that can facilitate solution of the ethical questions generated when AI is built and used. Secondly, embedding the Institute within Oxford's humanities faculties will allow it to draw upon our centuries-won expertise in (inter alia) the multidisciplinary study of human and nonhuman flourishing and agency. Thirdly, easy interaction across the broad University will allow access to users, makers and subjects of AI so that the formal philosophical inquiries keep faith with messy, real-world problems. And fourthly, its convening power and international brand recognition will allow it to reach, engage, and inform audiences, industry, and policy makers well beyond the academic domain through innovative teaching platforms, public events, and strategic interventions in global debates.

At Oxford there is an enormous range and depth of current expertise, in the design and use of machine learning, the public policy issues of developing and applying AI, and the normative agendas and consequences of AI innovations. This expertise is dispersed, and as the Institute gathers momentum, and a sustainable rhythm of cross-disciplinary appointments, events, and policy conversations develops, we expect significant new synergies will come from the interactions among and between the world's brightest students and most innovative researchers.

Further information about the Institute can be found on its website at:

<https://www.philosophy.ox.ac.uk/aiethics#/>

## **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: Oxford's Faculty of Philosophy performed outstandingly in the 2014 Research Excellence Framework, with 51% of overall research activity assessed at the top grade of 4\*, ahead of all other UK philosophy departments. The Faculty's research culture 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 most recently established – the Institute for Ethics in AI.

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>

## **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](http://www.humanities.ox.ac.uk)**

## **The Blavatnik School of Government**

Our vision is of a world better led, a world better served and a world better governed. We are a global school committed to improving the quality of government and public policymaking worldwide, through three routes: teaching current and future leaders; applied research; and engagement with government and practitioners.

We are home to world-class academics and practitioners, as well as a team of up-and-coming postdoctoral fellows, who provide the backbone of research support for the School. Our students represent 50-70 different nations in any one year and range from the brightest emerging talent to senior practitioners. Our team of administrative staff is as committed to the School's vision as the faculty and students they support. Our alumni are lifetime School members and support one another across borders and sectors.

Our Master of Public Policy (MPP) takes a distinctively global view of how public policy is made and implemented at local, regional, national and multinational levels. Our Doctorate (DPhil) in Public Policy allows students to pursue rigorous research in a specific public policy issue. We also deliver executive education for senior policymakers working on some of today's toughest challenges.

Our research is proudly independent, academically rigorous and relevant to public policy. We work with governments and practitioners to identify pressing issues and develop practical solutions. Through our academic programmes, courses and workshops, we bring the latest research right into the classroom, and through our outreach activities we provide pathways to smart policy solutions for governments and decision-makers in business and civil society.

**For more information please visit: <https://www.bsg.ox.ac.uk/>**



## **The 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 strategy and operational planning, oversight of the teaching and research of their constituent departments and faculties, and for personnel and resource management. The social sciences at Oxford are distinctive for both their depth and breadth, with over 1,000 academic and research staff working across fifteen departments, faculties and schools. The Head of the Social Sciences Division is Professor Dame Sarah Whatmore, who is a member of the University's Council.

The Division is a world-leading centre of research and education in the social sciences. The Times Higher Education (THE) University Rankings placed the University of Oxford as number one in the world for Social Sciences in 2018 and 2019. REF 2014 confirmed Oxford as the UK powerhouse for research in the social sciences, accounting for more 4\* research than any other institution. Our academic and research staff and students are international thought leaders, generating new evidence, insights and policy tools with which to address some of the major global challenges facing humanity, such as sustainable resource management, poverty and forced migration, effective governance and justice. As well as active interdisciplinary links with researchers in other divisions at Oxford, we engage and collaborate extensively with other universities and a wide range of governmental and non-governmental practitioner communities such as law, business, public health and welfare, international development and education around the world. The Division has an extensive portfolio of external funders, partners and supporters, with competitively awarded external research income exceeding £50 million per year and philanthropic income over £25 million a year. As part of our commitment to equality of opportunity, five of our departments have achieved bronze Athena SWAN awards: Economics, Law, Geography & the Environment, Anthropology & Museum Ethnography, Saïd Business School and the Blavatnik School of Government, with all our other departments either in the process of applying or scheduled to do so shortly.

The Division delivers an exceptional range of high-quality educational programmes all underpinned by the innovative research being undertaken by our academics. The student body is made up of over 2,000 undergraduate students, nearly 3,000 students studying postgraduate taught programmes and 1,200 postgraduate research students. The programmes we offer are wide-ranging, often interdisciplinary and include professionally oriented provision in areas such as business, law and education. The Division is home to several of Oxford's most widely recognised teaching programmes, such as Philosophy, Politics and Economics (PPE) at undergraduate level; and at the Masters level programmes such as the Bachelor in Civil Law (BCL), Environmental Change and Management, International Relations, and Social Data Science.

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

## **Brasenose College**

Brasenose College is one of the longest established foundations in the University of Oxford. The College has a reputation for being open and friendly and is keen to be inclusive, encouraging applicants from a diverse range of backgrounds. Across all years within the College, there are approximately 365 undergraduates and 240 graduates. The College's senior members comprise the Principal, Fellows (40 of whom constitute the Governing Body), and College Lecturers. Brasenose's paramount objective is the pursuit of academic excellence and it is concerned to foster research as well as high-quality teaching. As a Fellow, you will be welcomed into the Brasenose community, and through our various events, and

especially over lunch (which is very popular and well-attended), offering the chance to interact with a broad range of other academics across many different disciplines. The appointment offers scope to become as involved in the social and intellectual life of the College as you wish. Throughout the year, there are also opportunities to invite guests – a hospitality allowance (detailed below) encourages Fellows to do this. For more information please visit: <https://www.bnc.ox.ac.uk/>

## **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 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](http://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 now 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](http://www.ox.ac.uk/about/organisation)

## **University Benefits, Terms and Conditions**

### ***Salary***

The salary will be on the scale for Associate Professors, (£48,114 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 <https://finance.web.ox.ac.uk/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 <https://hr.admin.ox.ac.uk/holding-outside-appointments>.

Guidance is also available on: ownership of intellectual property <https://governance.admin.ox.ac.uk/legislation/council-regulations-7-of-2002> and managing conflicts of interest <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 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 <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 [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](https://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***

You will be expected to live and work in Oxford. 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 <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***

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 <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 an Initial Period of Office (IPO) 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 <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 Benefits, Terms and Conditions**

The postholder will be entitled to all meals free in College when the kitchens are open (alcoholic drinks and dessert, and the cost of entertaining guests will be a personal charge). They will receive an academic allowance of £884 per annum (plus access to the College's research fund to apply for additional resource) and a hospitality allowance of £139 per annum.

### **Offer of employment**

Applications for this post will be considered by a selection committee containing representatives from the Faculty of Philosophy, the Blavatnik School of Government and Brasenose 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 Humanities and Social Sciences Divisional Boards and the Governing Body of Brasenose 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 boards and the governing body, and a formal contractual offer has been made.