



Job Description and Selection Criteria

Post	Jesus Chair of Celtic
Department/Faculty	English Language and Literature, History, or Linguistics, Philology and Phonetics
Division	Humanities
College	Jesus College

Overview of the post

The Faculties of English Language and Literature; History; and Linguistics, Philology and Phonetics and Jesus College seek applications for the Jesus Chair of Celtic. This historic and prestigious Chair plays a key role in Celtic studies at Oxford and in the United Kingdom. It has a distinguished pedigree of past holders, and draws upon the outstanding resources of the Bodleian and Jesus College libraries. The University envisages appointing from a shortlist of scholars whose expertise is wholly or largely in the period prior to 1603.

The Faculties welcome applications from scholars of international stature who can encourage and foster Oxford’s reputation throughout this area, while adopting any methodological approach in their own research. The Chair will be located in one of the three faculties above, but the holder may also request an associate membership with one or both of the other faculties, or of another faculty within the Humanities Division.

It is envisaged that the successful candidate will build upon the well-qualified field of graduate applications for the Masters and Doctoral Programmes in English, History, Linguistics, and related areas, working with postholders in these three faculties and others within the Humanities Division to establish a thriving research community able to attract external funding for its projects. It is also envisaged that the successful candidate will work with the Faculty’s or Faculties’ and Division’s Development team in securing sponsorship and further endowment monies for graduate scholarships and for the teaching of Celtic languages and studies.

This post is a statutory (full) professorship. For a description of the different types of academic posts at Oxford, please see <http://www.admin.ox.ac.uk/personnel/staffinfo/academic/types/>.

If you would like to discuss this post and find out more about joining the academic community at Oxford, please contact Professor Karen O’Brien (email: pahod@humanities.ox.ac.uk) or Professor Patricia Clavin (email: patricia.clavin@jesus.ox.ac.uk). All enquiries will be treated in strict confidence and will not form part of the selection decision.



Background to the Post

Oxford has long been the home of Celtic as an academic subject, and the Jesus Chair of Celtic is the oldest Celtic Chair in the world. Established in 1877, it has always been based in Jesus College. Founded in 1571 by Elizabeth I at the request of the Welshman Hugh Price, Treasurer of St David's Cathedral, the college is proud of its continuing links with Wales within its wider, highly international outlook. Oxford's interest in Celtic Studies long predates the establishment of the Chair, however. The antiquarian Edward Lhuyd (1660-1709), alumnus of Jesus College and Keeper of the Ashmolean Museum, first argued on the basis of his survey of grammars, vocabularies, and etymologies that the insular languages of Welsh, Breton, Cornish, and Gaelic were part of a closely related family of languages that derive from the language once spoken in the ancient Celtic parts of the Continent.

Although comparative linguistic study remains central to the subject, the University recognises that the study of the Celtic world has come a long way since 1877 and has evolved under the able leadership of its five previous post-holders, Sir John Rhys (1877–1915), John Fraser (1921–1945), Sir Idris Foster (1947–1978), D. Ellis Evans (1978–1996) and Thomas Charles-Edwards (1997–2011), all of whom emphasised the strength in Welsh scholarship. The University is also conscious of the fact that the very concept of “Celtic culture” has been under sustained interrogation for the last generation of scholarship. The range of research and teaching pursued in the field now extends far beyond that of language and literature to encompass a range of other disciplines, including History, Archaeology, Digital Humanities, Manuscript Studies, Religion, and History of Art. In short, Celtic at Oxford is the epitome of a truly up-to-date, interdisciplinary field.

The resources available match this history. The Bodleian Library is the largest university library in the UK. It has an excellent provision of electronic resources; the vast and continuing legal deposit provision (whose origins can be traced to 1610/11) now amounts to some 12 million volumes. Since Lhuyd's day, manuscripts, rare books, and archives have continued to be added (including those of Lhuyd himself), making the Bodleian, together with the English and History Faculty Libraries, the Taylorian Institute Library, and the library of Jesus College, one of the finest repositories of resources anywhere for studying the Celtic world. Notable collections, especially for Irish history and literature, were acquired in the seventeenth and eighteenth centuries through the generosity of benefactors including Archbishop William Laud and Richard Rawlinson. Major items, such as St. Dunstan's Classbook with its 9th- century Welsh sections or the MacRegol Gospels, a masterpiece of Irish illumination, have been acquired through the centuries. Bodley's treasures include many manuscripts that mix Irish and Latin, and that are of equal linguistic, historical, and literary significance, containing saints' lives, annals, and biblical manuscripts.

The manuscripts of Jesus College – including one of the Four Ancient Books of Wales, the Red Book of Hergest – have been deposited on long-term loan at the Bodleian since 1886, where they have been made continuously available alongside the Bodleian's own resources to researchers from both Oxford University and worldwide. The Jesus Professors of Celtic have continued to be closely involved in the scholarly interpretation of these manuscripts. Most of the major Celtic manuscripts belonging to both the Bodleian and Jesus College were digitized in their entirety and made freely available online between 1995 and 2000 in the collection 'Early Manuscripts at Oxford' (<http://image.ox.ac.uk>), which is currently in process of migration into Digital.Bodleian. Celtic manuscripts are frequently on display here at the Bodleian and sometimes on loan elsewhere. The Annals of Inisfallen, one of the great Irish chronicles, was recently on display in the Weston Library's Treasury gallery. The MacRegol Gospel Book was lent to the 'Celts' exhibition at both the British Library and the National Library of Scotland in 2015-16, and was exhibited in the Bodleian's special display 'Designing English' (Dec. 2017 – April 2018). A section explicitly devoted to all the languages of the early medieval British Isles – Irish, Welsh, Cornish, Breton, Anglo-Saxon – was in the major winter exhibition of 2018-19 on the subject of languages ('Babel', December 2018 – April 2019).

The significance of Celtic culture to its Anglo-Saxon relation can be traced back to the circumstances, c. 500 CE, in which Roman Britain was transformed into a congeries of small kingdoms, some of them speaking Celtic languages, while in others Old English became the dominant language. Just as the history

and literature of England cannot be divorced from its wider context in the maze of islands that lies off the northwest coast of the European continent, embracing not only Britain, Ireland, and the Isle of Man but hundreds of other islands as well, so the study of the Celtic cultures must benefit from, and be enriched by, wider insular and continental perspectives including, notably, Brittany. Current Oxford scholarship focuses on the connections between these communities, and includes a range and depth of expertise in Old Norse unrivalled anywhere outside Scandinavia. For this reason, Oxford sees the Jesus Chair as fully embedded within the wider interdisciplinary culture of the Humanities Division, and proposes to co-locate the Chair in one of three Faculties, but with connections to each of these: History; English Language and Literature; and Linguistics, Philology and Phonetics. This will place the Chair at the heart of a network of scholars in many cognate fields, for the Division is home to probably the largest number of medieval historians, textual scholars, and linguists in any single university, including clusters of excellence in Old and Middle English and Old Norse as well as Classics (Late Antique and Byzantine Studies) and Old/Middle High German. Postholders in Theology & Religion; Archaeology; Oriental Studies, and the History of Art complement and reinforce the intense concentration of expertise in pre-modern European and Eurasian cultures available at Oxford. By integrating the interdisciplinary work undertaken by most students in Celtic, this cross-Faculty remit will also bring Celtic studies to greater prominence across the Division as a whole, while retaining the importance of language training to Celtic.

An additional role for the Jesus Chair is, in conjunction with the Foster Professor of Irish History and specialists in English literature from Celtic communities, to contribute to a wider public understanding of the contribution that the Celtic-speaking areas have made to the history of these islands, and the ways in which Welsh, Irish, and Scottish culture and affairs have shaped England's past within a wider archipelagic context. In view of the breadth of the field but also the presence in Oxford of scholars devoted to the more recent histories and cultures of the Celtic world, the University envisages appointing from a shortlist of scholars whose expertise is wholly or largely in the period prior to the political changes inaugurated by the 1536 Act of Union between England and Wales on the one hand, and the union of the Crowns of England and Scotland in 1603 on the other.

Duties of the post

You will be a member of both the University and Jesus College. You will be part of a lively and intellectually stimulating research community which performs to the highest international levels in research and publications and will have access to the excellent research facilities which Oxford offers. You will have a role to play in the running of the College as a member of the Governing Body and a trustee of the College.

The main duties of the post are as follows:

1. **Research** of an international calibre and research leadership in the realm of Celtic studies broadly conceived. The professor will be expected to take a lead in encouraging research achievement and nurturing a research culture.
2. The professor will provide at least 36 hours of lectures or classes per year, and provide supervision for Master's and doctoral students. **Teaching** may include a limited amount of undergraduate teaching for Jesus College (for example advising an undergraduate on their dissertation, of which there is usually one a year), but is mainly faculty-based and at the postgraduate level, including classes and tutorials and some advanced language teaching. At the research level, it will include supervising doctoral students and students pursuing MSts and MPhils in English; History; and Linguistics and Philology, as well as Comparative Literature and Critical Translation; and Medieval Studies. There may be opportunities to develop new masters programmes or new strands within existing programmes.
3. **Academic leadership** will include overseeing the teaching provision for Irish and Welsh, and on occasion other Celtic languages. The professor will be expected to create and maintain links with other Celtic studies departments in the UK and overseas as well as cognate faculties in Oxford and elsewhere. This may include, for example, organizing visits and lectures by leading scholars, fostering

individual and collaborative research and teaching projects, or obtaining appropriate funding to support such activities. The professor will be expected to engage with academic staff within both the University of Wales (CAWCS) and the University of Wales: Trinity Saint David to develop a range of initiatives in the academic area of Celtic Studies, and deliver an annual Visiting Lecture at the University of Wales/The University of Wales: Trinity Saint David at an appropriate and agreed time in the Oxford University academic calendar.

4. Effectively collaborate across disciplines with senior colleagues and with libraries.
5. **Examining** and acting, when asked, as Chair of Examiners for degree programmes at all levels.
6. It is also expected that the person appointed will be active in **fundraising** by engaging with relevant alumni and other constituencies.
7. The professor will be active in the successful capture of grant income through external bodies.
8. The professor will co-operate in the **administrative work** of their Faculty, in both term and vacation, under the direction of the Faculty Board Chair. Every Statutory Professor may be asked to serve as member of the Faculty Board and on a selection of its sub-committees; they may also be asked, at some point in their term of office, to take on the role of Senior Officer in their Faculty.

Every Statutory Professor who is employed by the University, unless individually exempted, has an obligation to accept headship of the department or faculty in which their post is held, if invited to do so by the divisional board at a later date.

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 electoral boards (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 board members.

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 electoral board will take this into account, recognising that the quantity of your research may be reduced as a result.

Essential

- A track record of published research of an outstanding international quality in the field of medieval Celtic studies broadly conceived (languages, history, literature)
- Expertise and depth of knowledge about the current trends in Celtic studies and a demonstrated ability to innovate and organize research throughout this field
- Ability and willingness to encourage and foster the University's existing reputation in Celtic studies
- A proven ability to collaborate across disciplines effectively with senior colleagues and with the libraries
- A substantial record of successful graduate supervision
- A proven ability to attract international graduate students of the highest calibre
- A proven ability to teach Celtic languages, histories, and cultures in all periods prior to 1603
- A willingness to engage in some advanced language teaching
- A proven ability to manage and provide academic leadership throughout all areas of Celtic studies
- A proven record of good citizenship within a department/faculty

- Evidence of a commitment to applying to external grant-awarding bodies and of successful grant capture
- Ability to engage with relevant alumni and other constituencies and build capital and resources around Celtic languages and studies
- Evidence of excellent communication and inter-personal skills
- A willingness to engage and participate in College life and the College's academic strategy
- A relevant Ph.D/D.Phil in an area of Celtic studies or a closely related field

Desirable qualities

- Evidence of fundraising activity

How to apply

To apply, visit https://www.recruit.ox.ac.uk/pls/hrsliverecruit/erq_jobspec_version_4.jobspec?p_id=139147, 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 provide details of three referees and indicate whether the University may contact them without seeking your permission.

You will also be asked to upload a CV, a supporting statement and an example from your current research. The supporting statement should explain how you meet the selection criteria for the post using examples of your skills and experience. This may include experience gained in education or employment, or during career breaks (such as time out to care for dependants).

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 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 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/.

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 noon Monday 15th July 2019**.

To return to the online application at any stage, please go to: www.recruit.ox.ac.uk. Please email recruitment.support@admin.ox.ac.uk should you experience difficulties using the online application system. Further help and support is available from www.ox.ac.uk/about_the_university/jobs/support/.

All applications will be acknowledged after receipt by automatic email from our e-recruitment system.

Please check your spam/junk mail to ensure that you receive it.

All applications will be considered by the electoral board as soon as possible after the closing date. The electoral board is free to search for other candidates at this or any subsequent stage in its proceedings. You will be kept informed of the progress of your application at each stage, but in some cases there may be a delay while deliberations are ongoing. All shortlisted candidates will be interviewed and will be asked to give a short presentation to the electoral board as part of the interview. The composition of the electoral board will be published in the University Gazette (www.ox.ac.uk/gazette/) when it is finalised.

Faculty of English Language and Literature

The Faculty of English Language and has been ranked top in the QS World Rankings in its subject for the last four years.

The English Faculty's teaching and research covers literature in English from works in Old English of the 7th century to the current period of what has been called global English. The spread of historical expertise places

the Faculty in a unique position to speak authoritatively about the long history of the literatures and languages of the British Isles, as well as the diaspora and interchange of literatures and languages that emerged from them. Students have opportunities to trace the development of literature from early manuscripts to current digital and hybrid forms; they benefit from a distinctive experience of close personal supervision with leading academics, in turn developing their own communities and identities as critics and researchers. There are at present 72 permanent postholders, with nine statutory and seventeen other Professors; and the total membership of the Faculty—including research appointments and college tutors—numbers more than 180. The Oxford English Faculty has an unparalleled number of permanent and research staff working in the medieval period on all aspects of literature and culture. **Key research areas** include Old English prose and verse; Anglo-Latin literature; Old Norse literature; post-Conquest literature and the French of England; insular, continental, early and late romance; Arthurian literature; Chaucer; Middle English mystics and mysticism; medieval Irish saga and Irish mythology; manuscript study, the material text and the history of reading; early printing; political and cultural history in literary forms and practice; historiography, religious writing and controversy, and theology; translation debates; lyrics; late medieval intellectual history. Other statutory professorships in medieval literature and language are: JRR Tolkien Professor of English Literature and Language and Literature (Vincent Gillespie), Rawlinson and Bosworth Professor of Anglo-Saxon (Andy Orchard) and Jeremy Griffiths Professor of Medieval Paleography (Daniel Wakelin). Heather O'Donoghue is Professor of Old Norse.

The English Faculty is housed in the St Cross Building, which contains lecture theatres, seminar rooms, administrative offices, and the English Faculty Library.

More information about the Faculty of English can be found at: www.english.ox.ac.uk.

The Faculty offers financial support for research expenses, conference attendance and running conferences, together with research mentoring and teaching relief for particular research needs. In addition to the Faculty's resources, research funding may be applied for from the University's John Fell Fund for research, the College, and external funding sources; the Faculty provides assistance with external applications. The Faculty has had significant success with individual and group project applications for funding from the UK's Arts and Humanities Research Council, the Leverhulme Foundation, the British Academy, the Mellon Foundation and other major funding bodies.

Faculty of History

With 120 postholders, Oxford's Faculty of History is the largest in the UK, and one of the largest in the world. It has a very strong international reputation for its scholarship and its teaching of undergraduate and graduate students, with particular strengths that reach from late Roman times to the contemporary world, in the history of the British Isles, continental Europe, imperial and global history, the United States, economic and social history, intellectual history, and the history of science, medicine, and technology. Within the Faculty there is also the History of Art Department and a Wellcome Unit for the History of Medicine. With the size of its History Faculty, its lively and varied research seminars and the major resources available for research, which include, among others, the outstanding collections of the Bodleian Library and the University museums, Oxford offers a uniquely attractive research environment.

Within that environment, medieval and early modern British and archipelagic history are particular areas of strength. We have more than fifteen medievalists, including the Chichele Professor of Medieval History, (Julia Smith), and a Professor of Diplomatic (Richard Sharpe). Our early modernists include six experts on the sixteenth-century British Isles, and we are affiliated to the interdisciplinary Centre for Early Modern Studies (<https://earlymodern.web.ox.ac.uk/>). In the next few years, we are looking to make an appointment in early medieval British history, with a Celtic focus; we are also home to a number of Irish historians working on the eighteenth, nineteenth and twentieth centuries, including the Foster Professor of Irish History (Ian McBride).

The Faculty enables all its postholders to request up to £800 per year for research expenses, and makes additional funds available for organising conferences in Oxford. Annual career development reviews identify those staff who may need extra support in achieving their research objectives, e.g. through relief from teaching or administrative burdens. Postholders can apply for seed-corn funding for specific research projects from the University's John Fell Fund, which can then help applicants to secure major external funding. In addition, to assist postholders in the development and publication of their research, Faculty funds are available to hold a workshop at which colleagues can discuss drafts of their next monograph.

More information about the Faculty can be found on our website: www.history.ox.ac.uk

Faculty of Linguistics, Philology and Phonetics

The Faculty of Linguistics, Philology and Phonetics is a vibrant community of linguists working in various aspects of the discipline, both synchronic and diachronic. The history and structure of ancient, medieval, and modern European languages is a major element in the Faculty's teaching and research. The Faculty offers two thriving Master's degrees (the one-year Master of Studies and the two-year Master of Philosophy), and has a large number of students registered for the DPhil degree. The Faculty offers undergraduate teaching in all areas of linguistics for its joint undergraduate degrees in Modern Languages and Linguistics and Psychology, Philosophy and Linguistics.

For more information please visit: <http://www.ling-phil.ox.ac.uk>

Humanities Division

The Humanities Division is one of four academic divisions in the University of Oxford, bringing together the faculties of Classics; English; History; Linguistics, Philology and Phonetics; Medieval and Modern Languages; Music; Oriental Studies; Philosophy; and Theology and Religion, as well as the Ruskin School of Drawing and Fine Art. The division has responsibility for over 500 members of academic staff, for over 4,000 undergraduates (more than a third of the total undergraduate population of the University), and for about 1,800 postgraduate students.

The Division offers teaching and produces research of the highest international quality, which is backed by the extraordinary resources of the University's libraries and museums. The Bodleian Library, one of the great libraries of the world, has a continuous history reaching back to the late sixteenth century. Its historical collections are outstanding, and as a legal deposit library it can claim a copy of every new title published in the UK. The Bodleian is now second in size only to the British Library. In addition, every college has its own library, many of which have important holdings of their own.

The Division's faculties are among the largest in the world, enabling Oxford to offer an education in Arts and Humanities unparalleled in its range of subjects, from music and fine art to ancient and modern languages. The Oxford Research Centre in the Humanities (TORCH) fosters interdisciplinary engagement.

For more information about the Division, please visit: www.humanities.ox.ac.uk

Jesus College

There are 38 self-governing and independent colleges at Oxford (of which Jesus College is one), giving both academic staff and students the benefits of belonging to a small, interdisciplinary community as well as to a large university. The collegiate system fosters a strong sense of community, bringing together leading academics and students across subjects, and from different cultures and countries.

Jesus College has a strong commitment to promoting and enabling education, learning, scholarship and research at the highest levels amongst its students and academic staff, whilst preserving an informal and friendly atmosphere. The College was founded in 1571 by Elizabeth I and its Principal is Professor Sir Nigel

Shadbolt FRS, FREng. It comprises over 70 fellows, 25 lecturers, 200 graduates, 350 undergraduates, and 90 support staff. The College is located on an attractive historic site in the centre of Oxford, with excellent access to the Bodleian Library and other university libraries, the Science Area, and many of the University's department and faculty buildings.

The College is currently in the process of developing a new building which will house a Digital Hub to promote and bring together digital research projects as well as facilitate its Access work with schools. The Digital Hub is designed to promote interdisciplinary research and knowledge exchange. It will foster productive interaction between real and virtual forms of communication, and facilitate engagement with the latest developments in computational tools, methods and techniques across the disciplines that Jesus College supports. Newest developments in Celtic studies would be natural topics for inclusion in the Hub's activities. It is therefore anticipated that the new professor will play an active part in the Digital Hub. The building will also further improve the academic space in the College and provide bespoke postgraduate accommodation.

The College encourages the academic achievements of its students with excellent teaching, and generous and varied financial support. Similarly it celebrates and supports the academic endeavours of its Fellows, both in research and teaching. The College's Strategic Review 2017-21 (www.jesus.ox.ac.uk/sites/default/files/2017-05/JC%20Strategic%20plan%202017-21%20for%20Web.pdf), sets out a number of important academic themes. The College has 'subject families' (a vertical linkage from undergraduate, postgraduate, Tutorial Fellow, and Research Fellow to Professor), and anticipates that the Professor of Celtic will take a part in further strengthening the Humanities provision.

The role of Professorial Fellows at Jesus College

The post: the person appointed to this Chair will be elected to a Professorial Fellowship of the College, for as long as they hold the Chair.

College governance: Professorial Fellows of the College are members of the Governing Body and participate in College decision-making.

Other Professorial Fellows: Jesus has 11 other Professorial Fellowships: eight University statutory chairs, one Royal Society Research Professor, and two Senior Office Holders in the University; namely Professor Judith Rousseau (Statistics), Professor Tim Coulson (Zoology), Professor Luca Enriques (Allen & Overy Professor in Corporate Law), Paul Goffin (the University's Director of Estates), Professor Georg Hollander (Action Research Professor of Paediatrics), Professor Tim Palmer FRS (Royal Society Research Professor in Climate Change), Professor Paul Riley (Professor of Development and Reproduction), Professor Raymond Pierrehumbert (Halley Chair in Physics), Professor Dirk Van Hulle (Professor of Bibliography and Modern Book History), and Dr Stephen Conway (the University's Director of Research). We are currently recruiting to the Hope Professorship of Zoology.

English, History, and Linguistics at Jesus

English

The College has a statutory Professor of Bibliography and Modern Book History, Professor Dirk Van Hulle, and two tutorial fellows in English: Professor Paulina Kewes (early-modern) and Associate Professor Marion Turner (Medieval). It has a Junior Research Fellow, Dr Jitka Štollová (early-modern), and is currently recruiting a Career Development Fellow (Victorian and Modern) for three years starting in October 2019.

The College usually admits 8 undergraduates per year to read English and joint schools, resulting in an undergraduate body of around 24. The College also has a number of postgraduates reading for taught MSt courses and doctorates, a number of whom have funding from the College.

History

The College has two tutorial fellows in History: Professor Patricia Clavin FBA (modern) and Associate Professor Alexandra Gajda (early-modern). Professor Sue Doran (early-modern British) and Professor Hamish Scott FBA (early-modern European) are both Senior Research Fellows, while Dr Aled Davies is a four-year Career Development Fellow in modern History.

The College usually admits 10 undergraduates per year to read History and joint schools, results in an undergraduate body of around 30. The College has over a dozen postgraduates reading for taught courses and doctorates, a number of whom have funding from the College. The College has a very active History Society (the JR Green Society), inviting speakers each term.

Linguistics

The College currently has a lecturer in Linguistics to teach the 10 or undergraduates reading for degrees in Modern Languages and Linguistics and Philosophy, Psychology and Linguistics. It hopes, in due course, to have a Tutorial Fellow in this field. There are normally a small number of postgraduates in philology, phonetics and linguistics.

Further information on academic staff of the College may be found at: www.jesus.ox.ac.uk/fellows-and-staff/academic-staff-by-subject.

For more information please visit: www.jesus.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), 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

University Benefits, Terms and Conditions

Standard duties

(i) to lecture, or hold classes, in at least two of the three university terms and to give at least thirty-six lectures or classes in all and not less than twelve in each of two terms; and

(ii) to undertake research and original work and the general supervision of research and advanced work in your subject and department, and to assist students in their studies by advice or informal instruction.

It is expected that professors will generally participate in the business and affairs of the relevant faculty or department.

Salary

Your salary will be determined after appropriate consultation. There is an annual 'cost-of-living' review. In addition you will be eligible for consideration, in regular reviews, for Professorial Merit Pay.

An additional pensionable allowance will be payable in respect of any period during which you are Head of Department/Faculty Board Chair. (Any allowance payable for a period of less than three years will not, however, be pensionable.)

Pension

You will be offered membership of the Universities Superannuation Scheme.

Details are available at 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/.

Guidance is also available on:

ownership of intellectual property www.admin.ox.ac.uk/statutes/regulations/182-052.shtml and managing conflicts of interest 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 and www.admin.ox.ac.uk/statutes/781-121.shtml for further details.

Residence

Professors are required to reside within the University (i.e. within twenty-five miles of Carfax, the central point of Oxford) during at least six months in each academic year, between 1 October and 1 August, and in particular during not less than six weeks of each term.

Housing

The person appointed may be eligible for assistance with housing: some rental accommodation is available for statutory professors moving to Oxford for their first year, and there is a Joint Equity Scheme which new statutory professors may be entitled to join, to help with the purchase of a home in Oxford.

General information about home rental and purchase is available at welcome.ox.ac.uk/housing.

Relocation

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

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/. You will have considerable flexibility in the day-to-day organisation of your duties. 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/.

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/.

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/.

The Careers Service has a dedicated adviser for the partners of University employees, offering assistance in finding employment, training or volunteering opportunities.

For details, please see www.careers.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 www.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.

Further information is available at www.gov.uk/tier-1-exceptional-talent.

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/ 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/discountsforstaff/services/
www.admin.ox.ac.uk/personnel/staffinfo/benefits/.

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 www.ox.ac.uk/about/jobs/preemploymentscreening/.

Length of appointment

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/revisedejira/revaim/.

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/acrelretire/.

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/.

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

www.admin.ox.ac.uk/councilsec/compliance/gdpr/universitypolicyondataprotection/.