



## ***Job Description and Selection Criteria***

<b>Post</b>	<b>Man Professorship of Quantitative Finance</b>
<b>Department/Faculty</b>	<b>Oxford-Man Institute of Quantitative Finance</b>
<b>Division</b>	<b>Mathematical Physical and Life Sciences Division</b>
<b>College</b>	<b>Christ Church</b>
<b>Vacancy ID</b>	<b>140973</b>

### **Overview of the post**

The University intends to appoint to the Man Professorship of Quantitative Finance. The Man Professorship is a permanently endowed chair at the University of Oxford, closely associated with the Oxford-Man Institute of Quantitative Finance (OMI) and with an appropriate University department, likely to be one of its founding departments of the OMI (Department of Computer Science, Department of Economics, Department of Engineering, Faculty of Law, Mathematical Institute, Saïd Business School and the Department of Statistics). The Man Professorship is also associated with Christ Church (founded in 1546, and one of the largest colleges in the University): the Man Professor will be elected to an 'Ordinary Studentship' of Christ Church (equivalent to a Fellowship or senior membership at other colleges).

The Oxford-Man Institute of Quantitative Finance (OMI) aims to foster academically outstanding research that addresses the key problems facing the financial industry. OMI members create new tools and methods that can give deeper insight into financial markets – how they behave, how they become stable or unstable and how to extract value from diverse data at scales beyond human. The OMI's emphasis on data-driven methods focuses on the most relevant and exciting challenges in analytics, machine learning and AI and allows its researchers to make breakthroughs that will have a profound impact on how finance works over the coming decades. This is achieved through a unique combination of academic innovation and external engagement. The OMI attracts distinguished experts and young researchers to an environment that stimulates collaboration and communication. The result is excellent research that contributes directly to the financial economy in the 21st century.

The OMI is a research institute within Information Engineering. It forms one of the core groups that make up the wider community of Oxford Machine Learning & AI and is particularly well integrated with the Department of Engineering's Machine Learning Research Group, which is co-located in the same building. The Oxford-Man Institute looks to develop ever deeper contributions to transform the value of data in the financial sector. The Man Professor will make a strategic contribution to achieving this goal.



The person appointed will be an outstanding researcher at the highest level with an excellent research and publication record that can substantially contribute to the success of the Oxford-Man Institute in fulfilling its ambitions. She or he must be able to offer substantial and proactive leadership and must facilitate the Oxford-Man Institute in delivering world class research in data-centric quantitative finance, gathering the best in academia to work in collaboration with the financial services sector to perform and disseminate world class research having substantial impact.

The person appointed will also appreciate that the Institute is substantially funded via industrial sources, and be able to create a momentum that excites and engages with both academics and external partners. Previous business experience is important for this role.

Further information may be obtained from Professor Stephen Roberts email: [sjrob@robots.ox.ac.uk](mailto:sjrob@robots.ox.ac.uk). All enquiries will be treated in strict confidence.

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/>.

## Duties of the post

You will primarily carry out world class research with a strong relevance to the wider financial sector, and will facilitate OMI in achieving its ambitions through your personal contribution, the building up of a research team, teaching at a graduate level (as agreed with the Director of the OMI), working with senior colleagues, and through leadership and teamwork.

You will be a member of both the University and the College community. 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, as well as duties within the relevant department(s).

The main duties of the post are as follows:

- Providing leadership in research and teaching in quantitative finance, especially data-centric methods; and contribute to leadership more broadly across the Department, the Division and the University.
- Maintain an excellent publication record in international journals.
- Engage with industrial partners where appropriate to promote and enable the wider impact of research on society.
- Playing a leading role in the strategy and development of the OMI and the department.
- Teaching undergraduate students, teaching and supervising DPhil students in your area of research, and acting as College advisor to a small number of graduate students.
- Lecturing; this typically involves delivery of one course of lectures each year, as required by the Head of

the Department.

- Examining both undergraduate and DPhil students as required by the Head of the Department.
- Obtain research and/or development funding sufficient to support a research group and to contribute to the sustainability of the OMI and the department.
- Administration as required by the Head of the Department.
- Participation in the College's administration, as a member of the Governing Body, serving occasionally on College standing committees, and selection committees.

The Man professor may be invited to become Director of the OMI at a future date.

### **Headship of Department**

Statutory Professors employed by the University (of which there are 13 in Engineering), unless individually exempted, may be asked to accept headship of the department or faculty in which their post is held.

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

You will demonstrate the following:

- An international reputation in scholarship and research in the area of quantitative finance, with expertise in at least one of the following areas; data science, machine learning, financial engineering, econometrics, statistics, mathematical & computational finance or other related disciplines, demonstrated through publications in high impact international journals.
- The ability to offer substantial and proactive leadership to contribute effectively to ensuring the long-term development of quantitative finance in the Oxford-Man Institute and in the wider academic community.
- The ability to initiate, maintain and lead a programme of research and teaching at the highest level.
- The proven ability to form mutually beneficial collaborations with external partners and to work constructively with the Institute's collaborating departments.
- The capacity to benefit from and further develop the environment provided by the Oxford-Man Institute that crosses the divide between finance and the MPLS Division.
- The ability to teach quantitative finance and/or data science at graduate level within one of the departments of the University.
- The ability to teach undergraduate courses in an appropriate area of expertise.
- The ability to continue to identify and develop OMI's industrial funding opportunities to create a momentum that excites and engages with both academics and external partners.
- The ability to train, guide and motivate research students and colleagues.
- The ability to work effectively and collegially with colleagues as part of a team.

- The ability to communicate effectively with non-academic audiences, particularly the financial industry, private and public sector decision makers, and the media.

## How to apply

To apply, visit [www.recruit.ox.ac.uk/pls/hrisliverecruit/erg\\_jobspec\\_version\\_4.jobspec?p\\_id=140973](http://www.recruit.ox.ac.uk/pls/hrisliverecruit/erg_jobspec_version_4.jobspec?p_id=140973) 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 without seeking your permission. Referees should not write directly to the University, but may be contacted at any stage in the recruitment process if the electoral board requests your references. Please also ensure that your referees have a copy of your current curriculum vitae as it is not our normal policy to attach this document with our reference requests.

Please note that we may take up references before shortlisting, sometimes at relatively short notice, and so the University will assume that it is free to approach your referees at any stage unless your application specifies otherwise. Therefore 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.

You will also be asked to upload a CV with publication list, a supporting statement and a statement of research interest. 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 research statement should set out your vision, plans and priorities for research over the next five years.

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/](http://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/](http://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 on Monday 16<sup>th</sup> September 2019**.

To return to the online application at any stage, please go to: [www.recruit.ox.ac.uk](http://www.recruit.ox.ac.uk). Please email [recruitment.support@admin.ox.ac.uk](mailto: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/](http://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. It is anticipated that interviews will take place in October or November 2019. The composition of the electoral board will be published in the University Gazette

([www.ox.ac.uk/gazette/](http://www.ox.ac.uk/gazette/)) when it is finalised.

## **The Oxford-Man Institute of Quantitative Finance**

The Oxford-Man Institute (OMI) of Quantitative Finance is a research centre within Information Engineering in the Department of Engineering Science. The OMI has a particular focus on alternative investments and data-driven science. It carries out academically outstanding research that addresses the key problems facing the financial industry. Its researchers create new tools and methods that can give deeper insight into financial markets – how they behave, how they become stable or unstable, how to extract value from data at scales beyond human and how they could be made to work better. This is achieved through a unique combination of academic innovation and external engagement.

The OMI has its own building in the heart of Oxford, which houses its faculty, post-docs and students, as well as support staff. It provides excellent research facilities including outstanding computing and data resources and a well-supported seminar and conference program.

The University of Oxford and Man Group have worked in partnership since 2007 when Man Group provided the cornerstone funding for the OMI, co-located with the firm's own commercial research laboratory and research staff, establishing the OMI as a world-leading interdisciplinary academic institute for research into quantitative finance. The OMI will continue to conduct its outstanding research programme, now with the benefit of additional machine learning focus and expertise, both in techniques that are directly applicable to finance and those transferrable from other fields of study. This focus has created a hub for data-driven financial analysis at Eagle House, the current home of the OMI, Man AHL's Oxford research lab and the Machine Learning Research Group. The aim is to foster a stimulating environment composed of researchers focused on data-driven, intelligent techniques, whereby cutting-edge machine learning and data analytics expertise can be shared and leveraged.

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

## **The Department of Engineering Science**

Engineering teaching and research takes place at Oxford in a unified Department of Engineering Science whose academic staff are committed to a common engineering foundation as well as to advanced work in their own specialities, which include most branches of the subject. We have especially strong links with computer science, materials science, medicine and also the Saïd Business School. The Department employs 135 academic staff (this number includes 13 statutory professors appointed in the main branches of the discipline, and 30 full professors); in addition there are nine visiting professors. There is an experienced team of teaching support staff, clerical staff and technicians. The Department has well-equipped laboratories and workshops, which together with offices, lecture theatres, library and other facilities have a net floor area of about 25,000 square metres. The Department is ranked first in the world in the latest *Times Higher Education World University Rankings* for Engineering & Technology (2019).

### *Research*

Research in the Department is particularly strong. We have approximately 450 research students and about 250 postdoctoral researchers. Direct funding of research grants and contracts, from a variety of sources, amounts to an annual turnover of approximately £29M in addition to general turnover of about £28M.

According to the results of the six-yearly UK-wide assessment of university research, REF2014, published on 18th December 2014, the Department of Engineering Science is the best engineering department in the country. Based on the Grade Point Average (GPA) score adopted to produce the rankings, the Department was ranked first out of

the 62 General Engineering Departments, ahead of Cambridge, Imperial College and UCL. The impact of the Department's research was also rated as number one in engineering in the UK.

The research activities of the department fall into eight broad headings, though there is much overlapping in practice: Information Engineering (Robotics, Computer Vision and Machine Learning, including the Oxford-Man Institute); Control Engineering; Thermofluids; Materials Engineering and Mechanics; Civil and Offshore; Electrical and Optoelectronic; Chemical and Process; Biomedical Engineering.

### *Teaching*

We aim to admit 170-180 undergraduates per year, all of whom take 4-year courses leading to the MEng degree in Engineering Science. The course is accredited at MEng level by the major engineering institutions, including the Institution of Chemical Engineers. The syllabus has a common core extending through the first two years. Specialist options and the Design Project are introduced in the third year, and the fourth year includes further specialist material and a major research project.

Further information about the Department is available at [www.eng.ox.ac.uk](http://www.eng.ox.ac.uk)

## **The Mathematical, Physical and Life Sciences Division**

The Mathematical, Physical, and Life Sciences (MPLS) Division is one of the four academic divisions of the University. Oxford is widely recognised as one of the world's leading science universities and the MPLS Division is home to our non-medical sciences, with 10 academic departments that span the full spectrum of the mathematical, computational, physical, engineering and life sciences, and undertake both fundamental research and cutting-edge applied work. Our research tackles major societal and technological challenges – whether developing new energy solutions or improved cancer treatments, understanding climate change processes, or helping to preserve biodiversity, and is increasingly focused on key interdisciplinary issues. We collaborate closely with colleagues in Oxford across the medical sciences, social sciences and humanities, and with other universities, research organisations and industrial partners across the globe in pursuit of innovative research geared to address critical and fundamental scientific questions.

The disciplines within the MPLS Division regularly appear at the highest levels in world rankings, with Oxford's Mathematical, physical and life sciences research judged best in the country according to the 2014 REF assessment exercise carried out by the Higher Education Funding Council for England (HEFCE).

MPLS is proud to be the home of some of the most creative and innovative scientific thinkers and leaders working in academe. Our senior researchers have been awarded some of the most significant scientific honours and we have a strong tradition of attracting and nurturing the very best early career researchers who regularly secure prestigious fellowships and faculty positions. MPLS continues in its work to support diversity in its staffing, seeing that it will bring benefits to all, and we are pleased to note that all academic departments in the Division hold Athena Swan Awards. The Head of Division is Professor Sam Howison (see below in the section on Christ Church).

We have around 7,000 full and part-time students (including approximately 3,500 graduate students) and play a major role in training the next generation of leading scientists. Oxford's international reputation for excellence in teaching is reflected in its position at the top of the major league tables and subject assessments. MPLS academics educate students of high academic merit and potential from all over the world. Through a mixture of lectures, practical work and the distinctive college tutorial system, students develop their ability to solve diverse mathematical, scientific and engineering problems.

MPLS is dedicated to bringing the wonder and potential of science to the attention of audiences far beyond the world of academia. We have a strong commitment to supporting public engagement in science through initiatives including the Oxford Sparks portal ([www.oxfordsparks.ox.ac.uk](http://www.oxfordsparks.ox.ac.uk)) and a large variety of outreach

activities; these are crucial activities given so many societal and technological issues demand an understanding of the science that underpins them. We also bring the potential of our scientific efforts forward for practical and beneficial application to the real world and our desire, aided by the work of Oxford University Innovation and Oxford Sciences Innovation, is to link our best scientific minds with industry and public policy makers.

For more information about the MPLS division, please visit: [www.mpls.ox.ac.uk](http://www.mpls.ox.ac.uk)

## **Christ Church**

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

Christ Church is one of the largest of the Oxford Colleges and has evolved over five centuries. Its junior members, both undergraduate (over 400) and graduate students (over 200), cover almost all the major academic disciplines in the Sciences, Humanities and Social Sciences, as do its senior academic staff (around 60). It aims at academic excellence and individual fulfilment in a friendly, tolerant and mutually supportive environment. Information about undergraduate and graduate provision in the college is detailed in the Admissions section of the college website [www.chch.ox.ac.uk](http://www.chch.ox.ac.uk). The College teaching staff are listed there under Academic and Research Staff in the 'College' section of the website. In addition we give a college base to several senior University Professors, and sponsor research by the appointment each year in open competition for a period of 3 or 4 years of two Junior Research Fellows in the Sciences and two in the Humanities and Social Sciences.

The college has for some time had a concentration on mathematical finance. It has three Official Students (Tutorial Fellows) in Mathematics – Professor Sam Howison, who includes Finance in his principal research areas and who was the Head of Department of the Mathematical Institute and is now head of the MPLS Division; Professor Kevin McGerty works in algebra and Professor Yuji Nakatsukasa in numerical analysis. There is also an Official Student in Computer Science, Professor Yarih Gal, who works in Machine Learning. In addition it has had a number of D.Phil. students working in the field. The college also has strengths in the Business School (Professor Richard Barker) and in Economics (Dr Jacinta Pires) and in as well as in the other subjects that make up the Oxford-Man Institute.

Christ Church has strongly supported the area of finance for several years, especially at postgraduate level. The college annually takes 10 students on the part-time M.Sc. in Mathematical Finance and currently has two graduates taking the MSc. in Mathematical and Computational Finance.

The college has an excellent library with strong coverage in Mathematical Finance as well as in all the other areas related to the Institute. It also has a number of well-appointed guest rooms which are available for short-term academic visitors, and a number of seminar rooms, including a lecture theatre in the Blue Boar building, which could be used for events too large for the facilities in the Institute.

College Benefits are set out below. More general information about the College may be obtained at [www.chch.ox.ac.uk](http://www.chch.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. The current strategic plan can be found at [www.ox.ac.uk/about/organisation/strategic-plan](http://www.ox.ac.uk/about/organisation/strategic-plan).

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**

### ***Standard duties***

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

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

It is expected that statutory 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***

The University offers generous pension provision. You will be offered membership of the Universities Superannuation Scheme.

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

### ***Sabbatical leave***

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

### ***Outside commitments***

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

Guidance is also available on:

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

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

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

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

### ***Residence***

You will be 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***

You 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](http://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/](http://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/](http://www.admin.ox.ac.uk/childcare/).

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

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

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

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

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

If you require a visa, we have a dedicated team to support successful applicants through the Tier 1 visa process. Further information is available at [www.gov.uk/tier-1-exceptional-talent](http://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/](http://www.admin.ox.ac.uk/eop/) for details.

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

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

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

### ***Pre-employment screening***

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

### ***Length of appointment***

The University operates an employer justified retirement age for all academic posts, for which the retirement

date is 30 September immediately preceding the 69th birthday.

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

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

### ***Data Privacy***

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

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

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

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

### **College Benefits, Terms and Conditions**

The successful applicant will be elected to an Ordinary Studentship of Christ Church. An Ordinary Studentship carries no separate salary but the Student is entitled to apply for research grants for academic projects up to an annual maximum of £2200. Ordinary Students are members of the Governing Body and are also entitled to free High Table dinners and lunches. The college would not be able to offer a Student's room to the successful candidate although it does try, subject to availability, to provide Ordinary Students with access to a shared study room.