

# Department of Physics

Clarendon Laboratory  
Parks Road, Oxford OX1 3PU



## *Job Description and Selection Criteria*

Post	Alexander Mosley Professor of Biophysics
Department/Faculty	Physics
Division	Mathematical, Physical and Life Sciences
College	St Peter's College

### Overview of the post

The Department of Physics and St. Peter's College intend to appoint to the Alexander Mosley Professorship of Biophysics with effect from 1<sup>st</sup> October, 2020 or as soon as possible thereafter. We are seeking a world leading researcher in an area of experimental biological physics that will build on, or be complementary to, the research portfolio in biological physics within the department and the interdisciplinary science within the broader University.

This post sits within the biological physics section of the Sub-Department of Condensed Matter Physics (CMP), one of six sub-departments that together form the Department of Physics. CMP brings together physicists researching in a wide range of areas including biological physics, nano-materials, organic molecular crystals, spin electronics, quantum information processing, the structure of ordered and disordered solids, quantum materials, and superconductors. The biological physics section within CMP uses the tools of physics to address questions and challenges in biology and medicine. Current focuses include natural and bio-inspired molecular motors, membrane proteins, biomimetic construction and DNA nanotechnology, ion channels, multi-scale mechanics of molecules, cells and tissue, and the molecular machinery of gene expression. Research groups working in biological physics at Oxford use a broad array of cutting-edge experimental methods, including single-molecule fluorescence imaging and super-resolution microscopy, atomic force microscopy, optical tweezers, electron microscopy and ion-channel recordings. The biological physics groups work closely with the Theoretical Physics sub-department of Oxford Physics and have many inter-disciplinary collaborations with colleagues in the physical and life sciences and medicine within Oxford, within the UK, and worldwide. Biological physics groups will be part of Oxford's Dorothy Crowfoot Hodgkin Institute, a new inter-disciplinary institute that will facilitate collaborative research at the life/physical sciences interface by providing shared infrastructure and space within a brand new building to be completed in early 2021. The Rosalind Franklin Institute, a new national Flagship Institute for Physical to Life Sciences located on the Harwell Campus, a short distance from Oxford, also provides exciting possibilities for research and the development of world-class infrastructure.

This post is a statutory professorship, which is the most senior academic grade at Oxford. Statutory professors have a world-leading research reputation and exercise broad academic leadership across their department or faculty and college, and more widely in their subject at national and international level. Please see



<https://hr.admin.ox.ac.uk/academic-posts-at-oxford> for a description of the different types of academic posts at Oxford.

If you would like to discuss this post, please contact Professor Robert Taylor [robert.taylor@physics.ox.ac.uk](mailto:robert.taylor@physics.ox.ac.uk) (Head of Condensed Matter Physics); Professor Ian Shipsey [ian.shipsey@physics.ox.ac.uk](mailto:ian.shipsey@physics.ox.ac.uk) (Head of Department); or Professor Christopher Foot [christopher.foot@physics.ox.ac.uk](mailto:christopher.foot@physics.ox.ac.uk) (representing St Peter's College). All enquiries will be treated in strict confidence and will not form part of the selection decision.

## Duties of the post

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 be a Trustee of St Peter's College and have a role to play in the running of the College as a member of the Governing Body.

The main duties of the post are as follows:

- Provide leadership in research and teaching in experimental biological physics; 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.
- Play a leading role in the strategy and development of biological physics research in the sub-department of Condensed Matter Physics and more widely in the University, through collaboration with colleagues in the physical and life sciences and medicine.
- Teach students taking undergraduate degrees in Physics, teach and supervise DPhil students in your area of research, and act as College advisor to a small number of graduate students at St. Peter's College.
- Lecture, typically involving delivery of one course of lectures each year, as required by the Head of the Department of Physics.
- Examine both undergraduate and DPhil students as required by the Head of the Department of Physics.
- Obtain research and/or development funding sufficient to support a research group and to contribute to the sustainability of the Department.
- Participate in administration as required by the Head of the Department of Physics.
- Participate in St Peter's College as a member of the Governing Body, serving occasionally on College standing committees and selection committees.

## Headship of Department

Every 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.

## 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:

<b>REQUIREMENTS</b>	<b>ESSENTIAL or DESIRABLE</b>	<b>ASSESSED BY:</b>
<i>Substantial international reputation in scholarship and research in experimental biological physics and excellent publication record in international journals.</i>	<i>Essential</i>	<i>Application, interview</i>
<i>Research leadership and the ability to train, guide and motivate research students and junior colleagues</i>	<i>Essential</i>	<i>Application, interview</i>
<i>The ability to contribute to the long-term development of biological physics, to maintain interest in the subject in Oxford, and to ensure wide recognition of Oxford's contributions to the subject</i>	<i>Essential</i>	<i>Presentation, interview</i>
<i>Proven record of successful proposals for funding</i>	<i>Essential</i>	<i>Application, interview</i>
<i>Commitment to providing effective teaching at undergraduate and postgraduate level</i>	<i>Essential</i>	<i>Presentation, interview</i>
<i>Ability to communicate effectively (in writing and orally)</i>	<i>Essential</i>	<i>Application, presentation, interview</i>
<i>A research programme that complements and will enhance the research of other groups in the Department and University</i>	<i>Desirable</i>	<i>Application, interview</i>
<i>Experience of university governance and management and of academic administration</i>	<i>Desirable</i>	<i>Application, interview</i>

<b>REQUIREMENTS</b>	<b>ESSENTIAL or DESIRABLE</b>	<b>ASSESSED BY:</b>
<i>Experience of outreach and/or engagement with industry/4<sup>th</sup> sector/governmental organisations to enable societal and commercial application of research</i>	<i>Desirable</i>	<i>Application, interview</i>

## How to apply

To apply, visit [https://my.corehr.com/pls/uoxrecruit/erq\\_jobspec\\_details\\_form.jobspec?p\\_id=144251](https://my.corehr.com/pls/uoxrecruit/erq_jobspec_details_form.jobspec?p_id=144251), 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.

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 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 <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/>.

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 30 March**.

To return to the online application at any stage, 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 <https://hrsystems.admin.ox.ac.uk/recruitment-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/](http://www.ox.ac.uk/gazette/)) when it is finalised.

## Condensed Matter Physics

Condensed Matter Physics consists of 25 academic staff, 39 postdocs and 92 graduate students. Members of Condensed Matter Physics carry out world-leading research in a wide range of areas including biological physics, nano-materials, organic molecular crystals, spin electronics, quantum information processing, the structure of ordered and disordered solids, quantum materials, and superconductors. The biological physics section within CMP uses the tools of physics to address questions and challenges in biology and medicine. Current focuses include natural and bio-inspired molecular motors, membrane proteins, biomimetic construction and DNA nanotechnology, ion channels, multi-scale mechanics of molecules, cells and tissue, and the molecular machinery of gene expression.

In addition to facilities for biophysical research (and the greatly enhanced facilities to be provided through the Dorothy Crowfoot Hodgkin Institute), Condensed Matter Physics hosts fabrication facilities that may be of use to the experimental work of the appointee. The Nanofabrication and Electron Microscopy Facility offers electron-beam and focused ion beam lithography, electron microscopy (including an environmental SEM) and photolithography that allow processing of nanometre and micron scale devices.

For more information please visit <https://www2.physics.ox.ac.uk/research/condensed-matter-physics>

## The Department of Physics

We are a vibrant community of scientists who aim to be one of the best physics departments in the world. We pursue state-of-the-art research programmes across a broad front, educate the next generation of physicists to the highest standard, and strive to enhance the public's understanding of the achievements and potential of physics and science more broadly.

In the 2014 Research Excellence Framework (REF) exercise conducted by HEFCE, Oxford Physics was judged to be conducting more world-leading research, both in terms of the proportion of our research output and its absolute quantity, than any other UK physics department.

We are firmly of the view that the research role of a modern physics department is to address those foremost scientific problems of our age where the experience, skills and intuition of a physicist can make a difference. Our 120 permanent members of academic staff include experimentalists, observers, modellers and theoreticians working across our major themes of biological physics, accelerator science, astrophysics, physical climate science, fundamental particles, (exo-) planetary science, plasmas, quantum materials, quantum information, and semiconductor devices and photovoltaics. We work in close collaboration with colleagues in many other departments in Oxford University, and in many other institutions both nationally, including the nearby UK national laboratories at Culham and Harwell, and internationally: 75% of our papers have an international co-author. We work extensively with high-tech industry and a number of spin-out companies have been created to commercialise technology developed in the department. We have very substantial technical facilities, including mechanical and electronic workshops, nanofabrication, and materials preparation and characterization.

We have embarked upon a major infrastructure renewal programme to support our science mission far into the 21st century. The Beecroft Building, the first of four phases of this program, was completed in 2018. This impressive building, in the centre of Oxford, uses the most advanced technologies to provide the stable conditions that enable the extreme precision required for atomic-level experiments. The laboratories have been engineered to provide exceptionally finely tuned, highly stable temperature and humidity in laser enclosures, and employ highly efficient vibration control strategies to ensure that precision science is not compromised by external traffic or internal plant vibration. Another development that will provide world-class facilities for biological physics research is the Dorothy Crowfoot Hodgkin Institute, a new inter-

disciplinary institute that will facilitate collaborative research at the life/physical sciences interface by providing shared infrastructure and space within a brand new building to be completed in early 2021.

We admit about 190 undergraduates to our challenging degree programmes each year. They receive a rigorous education from academic staff who are not only world leaders in research but dedicated and talented teachers of the next generation. Most of our undergraduates are studying for the four-year MPhys, which is the main physics degree, with small numbers taking the joint Physics and Philosophy degree (MPhysPhil) or transitioning in the fourth year to the Mathematical Physics degree (MMathPhys), which is taught jointly with the Mathematical Institute. Overviews of the courses can be found at [www2.physics.ox.ac.uk/study-here/undergraduates](http://www2.physics.ox.ac.uk/study-here/undergraduates) and [mmathphys.physics.ox.ac.uk/](http://mmathphys.physics.ox.ac.uk/).

We recruit graduate students from all over the world. Each year about 90 people with outstanding undergraduate records join our research groups to work for a doctorate with leading physicists and make the next step towards becoming a professional physicist themselves. The total doctoral student population is 380.

The strong culture and clear focus of our Outreach programme has been recognised with a number of prizes and awards over the past few years. Over half of our staff at all career stages from graduate student to faculty are actively involved in delivering the programme which has a full-time coordinator. We work with local schools and run lecture series for the general public; and we invented the citizen science applications [climateprediction.net](http://climateprediction.net) and [Zooniverse](http://Zooniverse).

The department is dedicated to the principle of equal opportunities in the workplace and we hold the national Athena SWAN Silver and JUNO Champion awards. We have a very strong facilitation team who understand the UK science funding system in depth and have a great deal of experience in helping newcomers and seasoned academics prepare funding proposals.

For more information please visit <http://www2.physics.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.

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)

## **St Peter's College**

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

St Peter's College was founded in 1928. The buildings, in a central but quiet location on the site of the medieval New Inn Hall, range in date from Linton House of 1794 and Canal House of 1828 - both former headquarters of the Oxford Canal Company - through the former parish church of St Peter-le-Bailey, built in 1874 and now the College Chapel, to residents' blocks of the 1930s, 1970s and 1980s. Additional student accommodation is provided in more modern annexes, the most recent of which is adjacent to the Oxford Castle site. An extensive refurbishment programme over recent years has transformed the College's public spaces and provided expanded teaching and conference facilities.

The College comprises the Master, Professor Judith Buchanan, and 70 Fellows and College Lecturers actively engaged in teaching and research in a wide range of subjects, around 350 undergraduates, 200 graduate students, 25 Visiting Students and 90 members of administrative and domestic staff. St Peter's provides a friendly and supportive community for students and academics.

As a Professorial Fellow at St Peter's, the post-holder will be a member of the Governing Body and a charity trustee, and will have a voice in shaping the affairs and policy of the College. Charity trustees are required to take part in the governance of the College through regular attendance at Governing Body meetings and participation as requested in academic and other committees supporting the Governing Body.

St Peter's College is a registered charity. Further information about the College may be found at [www.spc.ox.ac.uk](http://www.spc.ox.ac.uk).

## **Physics at St Peter's**

St. Peter's has a strong commitment to Physics. There are two Tutorial Fellows, Professor Christopher Foot (Atomic, Laser and Optical Physics) and Dr David Alonso (Astrophysics), as well as a Research Fellow, Professor Angela Taylor (Astrophysics). The College aims to admit up to six undergraduates each year to read for Honours degrees in Physics (3- or 4-year) or in Physics and Philosophy (4-year). There are on



average 10-12 graduate students for whom the Physics tutors have some pastoral responsibility as College Advisers. You will be expected to play a role in the further integration of research and teaching within the College community.

## 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***

(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/faculty, 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***

The University offers generous pension provision. You will be 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 [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 <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 [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

<https://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 <https://hr.admin.ox.ac.uk/family-leave-for-academic-staff>. 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 <https://childcare.admin.ox.ac.uk/home>.

The University subscribes to My Family Care, a service that provides practical advice and support for employees who have caring responsibilities. The service offers a free telephone advice line, and the ability to book emergency back-up care for children, adult dependents and elderly relatives. 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 <https://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 <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 would be subject to the University's standard pre-employment screening, as applicable to the post. If you are offered the post, you will be asked to provide proof of your right-to-work, your identity, and we will contact the referees you have nominated. You will also be asked to complete a health declaration (so that you can tell us about any health conditions or disabilities so that we can discuss appropriate adjustments with you), and a declaration of any unspent criminal convictions.

We advise you to read the notes for applicants at <https://www.jobs.ox.ac.uk/pre-employment-screening/>.

### ***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 <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>

### ***Equality of Opportunity***

Entry into employment with the University and progression within employment will be determined only by personal merit and the application of criteria which are related to the duties of each particular post and the relevant salary structure. In all cases, ability to perform the job will be the primary consideration. No applicant or member of staff shall be discriminated against because of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

## **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**

Professorial Fellows are entitled to membership of the Senior Common Room (subscription £30 per term) and to Common Table rights, with an entitlement to meals free of charge when the kitchens are open (there are occasional short closure periods, usually during the vacation).

Professorial Fellows also have access to a personal academic budget of £989 p.a. and an annual entertainment allowance of £283.