

Job Description and Selection Criteria

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| Post | Professorship of Inorganic Chemistry |
| Department/Faculty | Chemistry |
| Division | Mathematical, Physical and Life Sciences |
| College | St Catherine's |

Overview of the post

The Department of Chemistry and St Catherine's College intend to appoint to the Professorship of Inorganic Chemistry with effect from 1 October 2024 or a date agreed thereafter. This flagship chair is vacant following the retirement of Professor Peter Edwards and has been occupied by some of the most influential inorganic chemists in history, including Professor J.S. Anderson, Nobel Laureate John Goodenough and Professor Malcolm Green. This post offers an exceptional opportunity to take on a strategic leadership role as a researcher, educator, and institution-builder in Inorganic Chemistry at Oxford. You will be a scholar of international excellence with a world-leading and impactful track record of research and publications as well as substantial success in securing external research funding. You will demonstrate a strong commitment to the ongoing development of the field, its positive contribution to the understanding of and solutions for world-scale challenges, and the training and mentoring of the next generation of researchers. The Department particularly encourages applications to this post from women and from candidates from Black, Asian, and Minority Ethnic backgrounds, as they are currently under-represented in academic posts in the Department.

Oxford has a particularly strong and broad-ranging set of interests in Inorganic Chemistry, and has a very large sub-department of international standing devoted to the area, with 27 academic members. The appointment to this professorship should enhance this stature further, either through leadership in an established area, or through strengthening the department by opening up new areas of research. The Department's ambition is to address global challenges in planetary health, including sustainability, energy materials, chemistry for health and the net-zero initiative. The Professor will be supported by state-of-the-art research infrastructure within the Department of Chemistry and will have the opportunity to partner and collaborate with research leaders across the Divisions of Mathematical, Physical and Life Sciences, and Medical Sciences. The appointee will be a Fellow of St Catherine's College (with the option of Governing Body membership).

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 John McGrady, via Katherine Hayes, Executive Assistant to the Head of Inorganic Chemistry (katherine.hayes@chem.ox.ac.uk). 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.

The main duties of the post are as follows:

Research

- Leading international research activity within the Department of Chemistry, undertaking original work independently and in collaboration with others.
- Securing research grants and other funding to carry out a successful programme of research in the field of Inorganic Chemistry.
- Disseminating research through publication in high-quality scholarly journals, participation in appropriate international conferences and seminars, and through other media.
- Promoting collaborative research between the Department of Chemistry and other University departments.
- Engaging in knowledge-transfer activities, such as collaboration with industry.
- Mentoring early career academics.

Teaching and examining

- Developing and carrying out effective and appropriate teaching of undergraduate and graduate students, including lectures, classes, and project supervision, working with the Head of Inorganic Chemistry and the Head of Department.
- Supervising, supporting and encouraging development of research students to ensure high-quality research and training is undertaken and completed in a timely manner.
- Taking part in University examining whenever requested to do so by the Department.

Service

- Providing inspirational intellectual leadership that will help to shape the future direction of the Department.
- Contributing to departmental, divisional and central University governance as required.
- Acting as an ambassador for the Department of Chemistry and St Catherine's College within the wider University and beyond; cultivating strategic relationships.
- Contributing to St Catherine's College as a Professorial Fellow.

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:

- A track record as a leading internationally recognised researcher in the field of Inorganic Chemistry, with original publications in scientific journals.
- A strong record of independently obtaining competitive external research funding and evidence of leadership in strategic planning and preparation for success in future funding opportunities.
- Experience of managing and leading a substantial research group in the field of Inorganic Chemistry.
- Proven ability to develop productive interactions and relationships with other scientists and with industry and charities both at national and international level.
- Interest in contributing to college life.
- Excellent and effective communication and interpersonal skills.

How to apply

To apply, visit https://my.corehr.com/pls/uoxrecruit/erq_jobspec_details_form.jobspec?p_id=144690, 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 and a supporting statement. 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 <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 UK time on Monday 16 October 2023**.

Please email 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>. To return to the online application at any stage, please log back in and click the "My applications" button on the left hand side of the page.

You will be notified of the progress of your application by automatic emails from our e-recruitment system. **Please check your spam/junk mail** regularly to ensure that you receive all emails.

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 (<https://gazette.web.ox.ac.uk/>) when it is finalised.

The Department of Chemistry

Oxford has one of the world's leading chemistry departments, with around 70 permanent members of academic staff, 200 post-doctoral fellows, 450 graduate students and an annual research income of ca £29M. The undergraduate intake is 190 students a year reading for a 4-year MChem degree. Oxford Chemistry is regularly placed in the top ten Chemistry departments in international rankings (5th in the QS World Rankings, for example) and the undergraduate course is one of the best in the UK according to national league tables. According to the outcome of the REF 2021 assessment of research in the UK, 66% of the research profile submitted by Oxford Chemistry was regarded as 4* world-leading quality.

The Head of Department is Professor Stephen Faulkner.

Our vision is to be a world-leading department of Chemistry in scholarship, research, teaching and learning, as reflected in external recognition, rankings, and measures. We aim to be an outward-looking department engaging with other disciplines, with industry, and with a range of other external stakeholders from alumni to government. We also aim to be a thriving academic community in which all staff and students enjoy a stimulating, respectful and congenial working environment that is sympathetic to their individual needs and enables them to make the most of their talents and abilities.

The Department was awarded an Athena SWAN Silver Award in 2021. The award recognizes the Department's commitment to addressing gender inequalities, to tackling the unequal representation of women in science, and to improving career progression for female academics.

Research in Chemistry

As befits a department of its size, Oxford has world-class research across a very broad range of chemistry and at its interfaces with other disciplines. In all areas the department seeks to advance fundamental science and knowledge with the expectation that such advances will lead to a step change of impact in applications and commercial exploitation, as has been demonstrated in many recent instances.

Activity can be roughly grouped into a number of broad ‘themes’, although there is much overlap and many academics work in more than one area:

- Theory and modelling of complex systems
- Chemistry at the interface with biology and medicine
- Sustainable energy
- Catalysis
- Advanced functional materials and interfaces
- Innovative measurement and photon science
- Synthesis
- Kinetics, dynamics and mechanism

The Department’s research strategy is to build on strength in these areas, encouraging collaboration that is not limited by sectional or departmental boundaries. Oxford Chemistry collaborates with departments across the University, from Engineering to Geography, from Physics and Materials to Oncology and Cardiovascular Medicine, and with local hospitals and with facilities such as Diamond and MRC Harwell, and has close links with academia and industry in the UK, Europe and the rest of the world. The main sources of research funding to the Department include the UK Research Councils (EPSRC, BBSRC, STFC and MRC), the European Research Council (ERC), Cancer Research UK, the Royal Society, the British Heart Foundation, the Leverhulme Trust, and the NIH. There is also research funding and partnerships with the King Abdulaziz City for Science and Technology (KACST), AstraZeneca UK, Johnson Matthey, GlaxoSmithKline, BP, Unilever, Siemens, SCG Chemicals (Thailand), Galapagos SASU, UCB Celltech, Eli Lilly, Pfizer, Oxford Nanopore Technologies Ltd and Oxford Medical Diagnostics, among many others. The department has two EPSRC-funded doctoral training centres in Inorganic Chemistry for Future Manufacturing (OxICFM) and in Synthesis for Biology and Medicine. Many grants are held in collaboration with researchers from other University departments, including Biochemistry, Physics, Engineering, and the Structural Genomics Consortium.

Chemistry Research Facilities

Oxford Chemistry occupies three major buildings in the University’s science area, including a modern RIBA award-winning dedicated research facility. Continuing to update the teaching and research facilities across the Department is a high priority. A new £25M teaching laboratory opened in November 2018, and plans are under development for a new research building. The Department has an unrivalled range of spectroscopic and analytical equipment across all the disciplines of chemistry.

Research in Inorganic Chemistry

Inorganic Chemistry research in Oxford is carried out in the state-of-the-art Chemistry Research Laboratory, which has outstanding facilities for synthesis, analytical science (including NMR, MS, crystallography), and also in the original Inorganic Chemistry Laboratory. We have particular strength in synthesis and catalysis, materials chemistry, spectroscopy and measurement and computational research. There are ample opportunities to attract researchers from around the world and for studentship funding, including via the Oxford Inorganic Chemistry for Future Manufacturing (OxICFM), Doctoral Training Centre.

For more information on Oxford Chemistry, please visit: <http://www.chem.ox.ac.uk/>

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 9 academic departments that span the full spectrum of the mathematical, computational, physical, engineering and life sciences, undertaking 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, as well as 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, including the Times Higher Education and QS world rankings. Nationally, the quality of the Division's research outputs and environment, and the resulting impact, was recognised through strong performances in the UK Research Excellence Framework in both 2014 and 2021. MPLS is proud to be the home of some of the most creative and innovative scientific thinkers and leaders working in academia. 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 everyone. All academic departments in the Division hold Athena Swan Awards.

We have around 7,300 full and part-time students (including approximately 3,400 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 (<https://www.oxfordsparks.ox.ac.uk/>) and a large variety of outreach activities; these are crucial activities given that 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.

St Catherine's College

There are 39 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 Catherine's College is one of the largest colleges in Oxford, with around 65 Fellows, 75 lecturers, 400 graduate students, 525 undergraduates, and 50 visiting students. Its founding Master, Lord Alan Bullock, established the College in the 1960s. Its striking modern architecture and new ideas reflected a move towards the open, contemporary culture that is still fundamental to St Catherine's approach today. St Catherine's admitted its first students in 1962, when it was founded as a College of the University of Oxford. Previously, the College existed as a non-residential society within the University. Undergraduates are admitted to read all subjects except Ancient History, Archaeology and Anthropology, Classics, Earth Sciences, Oriental Studies and Theology, and the overall composition of membership is divided equally between arts and sciences.

The College's grade 1 listed buildings, and their fittings and furniture, were designed by the Danish architect Arne Jacobsen and attract visitors from around the world. They are located in a peaceful setting adjacent to the University Parks. In addition to the normal college facilities, St Catherine's has three lecture theatres, seminar rooms, a specially designed music house, and spacious common rooms.

Chemistry has long been a subject of major importance at St Catherine's from both a teaching as well as a research perspective from the time of its foundation by Alan Bullock. We usually admit ten undergraduates each year to read for the Final Honour School of Chemistry. Graduate students are admitted for all the programmes offered by the Department of Chemistry. There are two Tutorial Fellows in Chemistry at St Catherine's Professor John Foord (Tutor in Physical Chemistry and Professor of Chemistry) and Professor Ludmilla Steier (Tutor in Inorganic Chemistry). Dr Jim Thomson (Director of Studies for Organic Chemistry and Fellow by Special Election) is also a Fellow of the College.

The Professor of Inorganic Chemistry will be elected to a non-stipendiary Professorial Fellowship at St Catherine's. The Fellowship is held under the provisions of the Statutes and Bylaws of St Catherine's College, and the holder may, and normally will, be appointed a member of the Governing Body of the College (a Charity Trustee). It is hoped that you will take a full part in the administration of the College; attending Governing Body meetings and acting as a member of College committees when called upon to do so. You may be asked to act as College Adviser to a small number of the College's graduate students in Chemistry, and to help with the selection of candidates for Fellowships by Examination. If you have any questions relating to the Fellowship, please contact Dr Marc Mulholland, Senior Tutor, St Catherine's College, Oxford OX1 3UJ; +44 (0)1865 271700.

For more information about St Catherine's College, please visit: www.stcatz.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 a large number of 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 <http://www.ox.ac.uk/about/organisation/strategic-plan-2018-23>.

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 regularly creates spinout companies based on academic research generated within and owned by the University. 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 who 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

The Professor shall undertake research, lecture and give instruction in Inorganic Chemistry.

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

<https://governance.admin.ox.ac.uk/legislation/council-regulations-7-of-2002>

managing conflicts of interest

<https://researchsupport.admin.ox.ac.uk/governance/integrity>.

Membership of Congregation

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

See <https://www.ox.ac.uk/about/organisation/governance> and <https://governance.admin.ox.ac.uk/legislation/statute-iv-congregation> for further details.

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

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

Welcome for International Staff

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

If you require a Global Talent visa, we have a dedicated Staff Immigration Team to support successful applicants through the immigration process from job offer through to arrival in the UK, subject to the eligibility criteria being met. Further information is available at <https://www.gov.uk/global-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://jobs.ox.ac.uk/pre-employment-check>.

Length of appointment

The University operates an employer justified retirement age for academic posts. The retirement date is the 30 September immediately preceding the 70th birthday.

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

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

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

As a Professorial Fellow of St Catherine's College, you will have full Senior Common Room membership and Common Table Rights (i.e. breakfast, lunch and dinner are provided free of charge on weekdays and when the College is open; it is closed for 5 weeks each year).

Please note this post does not come with the right to a room in College.