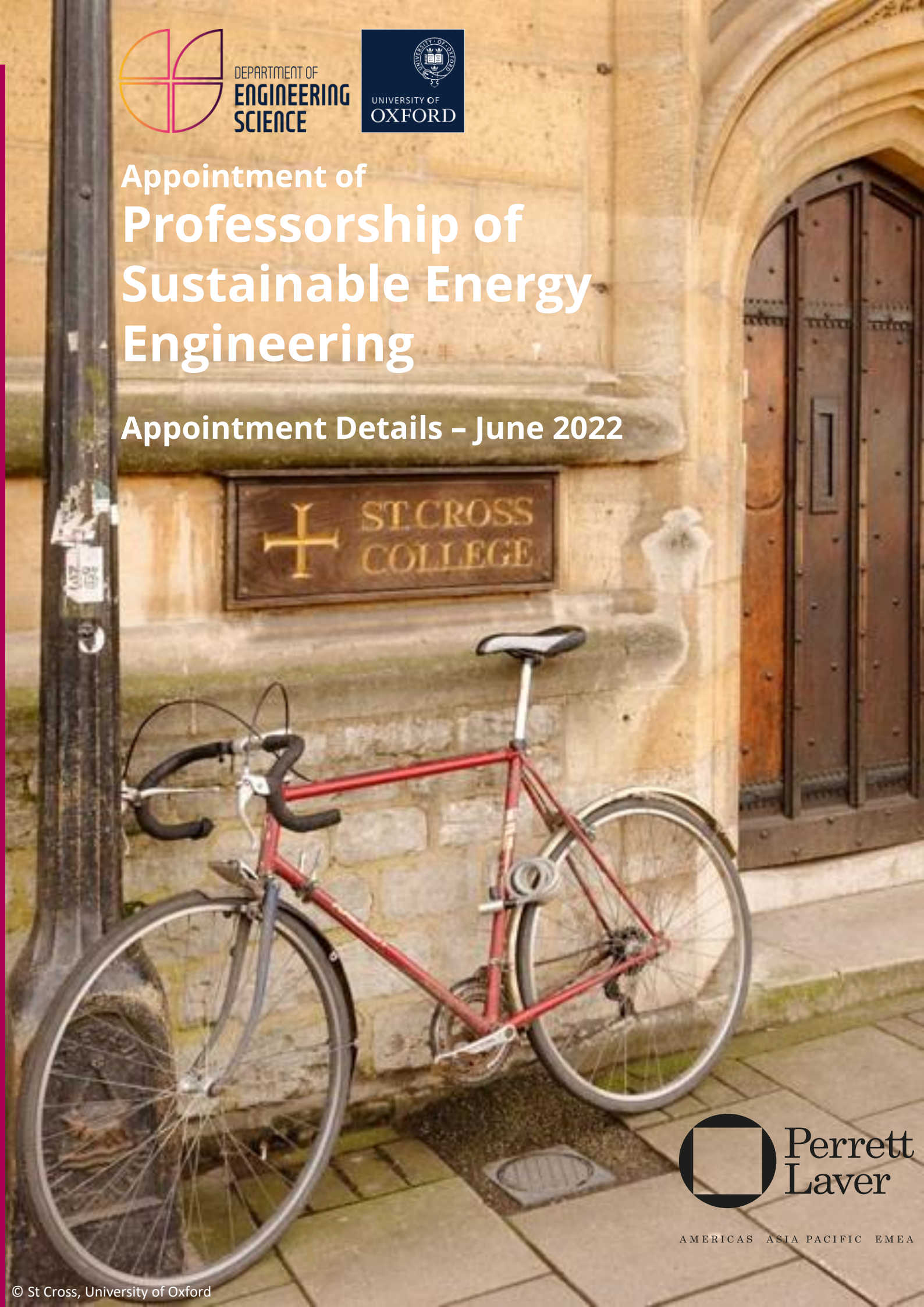
DEPARTMENT OF ENGINEERING SCIENCE

UNIVERSITY OF OXFORD

Appointment of

Professorship of Sustainable Energy Engineering

Appointment Details – June 2022



Perrett Laver

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Contents

Overview of the post

The Department of Engineering Science and St Cross College seek to appoint to the Professorship of Sustainable Energy Engineering with effect from 1 January 2023, or as soon as possible thereafter. A non-stipendiary Fellowship with St Cross College is attached to this Professorship.

Applications are welcome from individuals with research interests in any relevant area of sustainable energy engineering, including energy systems, generation and conversion, storage, transmission and distribution and end use. The intention is to complement and strengthen, rather than duplicate, existing areas of expertise within the University which will be drawn together in the Institute, as outlined below.

The successful candidate will demonstrate a commitment to the need for system level change in the energy sector, a comprehensive understanding of the national energy policy landscape, and an outstanding record in developing value-adding external partnerships. They should demonstrate effective personal leadership, a track record in developing collaborative team working, the ability to lead on strategy development and to develop cross disciplinary networks across the University, and they should show understanding of the nuances of leadership within an academic environment.

In their own discipline the successful candidate will have an outstanding research record with application to sustainable energy engineering, will be of internationally recognised stature in their field and will be expected to pursue research programmes at the forefront of the subject.

For an initial period of 5 years from appointment, the successful candidate will be additionally appointed as the Director of the newly formed Zero-carbon Energy Research Oxford (ZERO) Institute and will be expected to devote the majority of their time and effort there. In this role they will lead the Institute through its first years, developing the vision, ethos, strategy, networks and research and teaching programmes that will position the Institute as a player engaging at the highest national level with government, industry, the third sector and academia. This additional role may be renewed for a further term by mutual agreement.

The Statutory (full) Professorship is the most senior academic grade at Oxford, often named or endowed Chairs. They are held by academics of the highest calibre, with an international level of academic excellence and a world-leading research reputation. Statutory Professorships exercise broad academic leadership across their department or faculty and college, and more widely in their subject at the national and international level. They can serve as Head of Department or Faculty Board Chair if asked to do so by the relevant academic division. For a description of academic posts at Oxford, please see https://hr.admin.ox.ac.uk/academic-posts-at-oxford.

Applications are particularly welcome and encouraged from women, black, and minority ethnic candidates, who are under-represented in academic posts in Oxford. The University holds an Athena SWAN bronze award and a Race Equality Charter bronze award at institutional level in recognition of its efforts to introduce organisational and cultural practices that promote gender and racial equality so as to create a better working environment for all. All contributing departments place a strong emphasis on developing a workplace based on principles of equality and diversity and all also hold Athena SWAN awards. Further information can be obtained from equality@admin.ox.ac.uk and from http://www.mpls.ox.ac.uk/equality-and-diversity/athena-swan within the MPLS Division.

Queries about the post should be addressed to the Head of Department, Professor Ronald Roy, at head@eng.ox.ac.uk or telephone: +44 (0) 1865 273002. All enquiries will be treated in strict confidence; they will not form part of the selection decision.

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The Zero-carbon Energy Research Oxford (ZERO) Institute

The Institute will establish the University of Oxford as a centre for thought leadership on zero carbon energy systems, ensuring Oxford is engaged in the national and international research agendas. The Department of Materials and the School of Geography and the Environment are partners in the Institute with the Department of Engineering Science. The Institute operates as a virtual, interdisciplinary department bringing together research based in departments to address their interactions and systemic issues, while launching new research programmes. The Institute Director will report to a Management Committee comprising senior leaders from contributing departments and Divisions, and will also liaise with external partners.

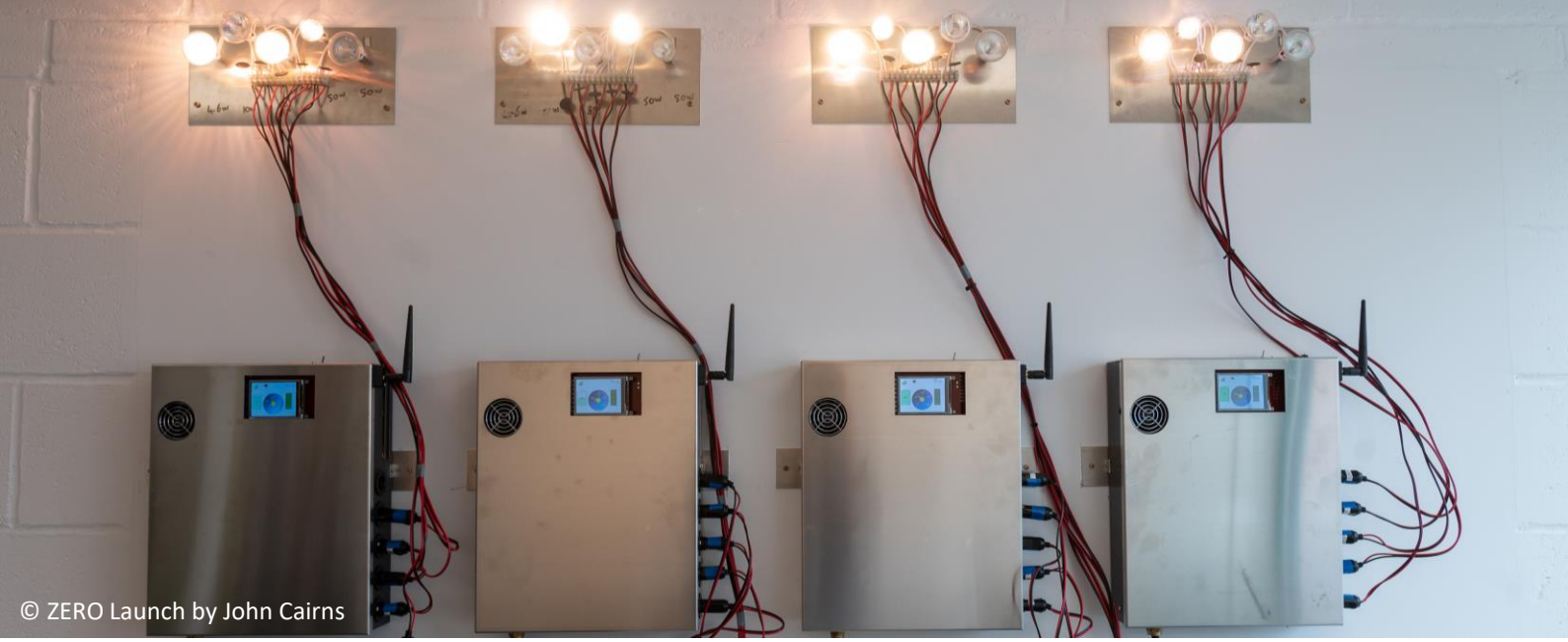
Existing energy research programmes in the University span more than 20 departments and 200 researchers. More details on individual research activities and researchers are set out on the website of the Oxford Energy Network.

There is already strong inter-disciplinary collaboration and the ZERO Institute has been created to focus energy systems issues in the context of the transition to zero carbon energy systems. New programmes will address zero carbon space heating and cooling, zero carbon energy conversions with a particular focus on fuel cells and electrolysis, and zero carbon energy use and the challenges of reducing global energy demand whilst delivering services people need. The Institute will lead the development of educational materials for a (proposed) cross-university zero carbon energy education and an inter-disciplinary Centre for Doctoral Training in Energy Systems, building on an existing MSc in Energy Systems.

A key opportunity for the ZERO Institute is The (proposed) Energy Systems Accelerator (TESA) - a major clean energy innovation hub in partnership with industry. Funding has been approved for a 'Mini-TESA' through refurbishment of Holywell House in Osney Mead, West Oxford. The ZERO Institute would be the University Partner in TESA.

The Department and College

As Professor of Sustainable Energy Engineering, the successful candidate will be a member of both the University and the College community. They will be part of a lively and intellectually stimulating research community which operates at the highest international levels in research and publications and will have access to the excellent research facilities which Oxford offers. They will be encouraged to participate in the academic life of St Cross College, will act as a College Advisor for graduate students and will be expected to play a role in the running of the College as a member of the Governing Body.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Duties of the post

The main duties as Professor of Sustainable Energy Engineering are as follows:

- Research and the general supervision and leadership of research in sustainable energy engineering and more generally in the Department of Engineering Science and the ZERO Institute;
- Teaching, including lectures, classes, laboratory demonstration, supervision of undergraduate and Masters' projects, and supervision of doctoral students;
- University examining, as and when requested to do so by a committee for the nomination of examiners;
- Academic service, including participation in and chairing of relevant committees in the Department and in the wider University, and undertaking relevant leadership roles;
- Participation in the life of St Cross College and a contribution to leadership in the College.

The main duties as Director of the ZERO Institute are as follows:

- Working with the Institute Management Committee to establish the ZERO Institute, its research programmes, teaching programmes, networks, organisation and governance;
- Provide focused leadership and an institutional framework for energy research across the University;
- Engage at national level with government, industry and the third sector on energy systems challenges, establishing the Institute's reputation in policy, research and innovation;
- Lead the University's input into The Energy Systems Accelerator;
- Manage the Institute's professional and technical staff, budget, space and resources in accordance with the framework set up by the overseeing board.

While acting as Director of the ZERO Institute, the Statutory Professor will have their departmental duties including teaching, examining and administration reduced appropriately.

Headship of Department

Every Statutory Professor who is employed by the University may be invited by the Divisional Board to act as Head of Department and unless individually exempted, has the formal obligation to accept the Headship. Recent practice in Engineering Science, however, has been that the Head is chosen by an election within the Department every five years, and the Department's choice is ratified by Council. The present Head of Department is Professor Ronald Roy, whose period in office extends to 31st August 2024. There will be a formal exemption from the obligation to accept Headship of the Department while acting as Director of the ZERO Institute.

Selection criteria

Applications will be judged only against the criteria which are set out below. Applicants should make sure that their application shows very clearly how they believe that their skills and experience meet these criteria.

Oxford is committed to fairness, consistency, and transparency in selection decisions. Chairs of selection committees (known as electoral boards) will be aware of the principles of equality of opportunity and fair selection. There will be a member of each gender wherever possible and we welcome applications from women and black and minority ethnic candidates, who are under-represented in academic posts in Oxford.

If, for any reason, you have taken a career break or have had an atypical career and wish to disclose this in your application, the selection committee will take this into account, recognising that the quantity of your research may be reduced as a result.

The successful candidate will demonstrate the following:

Essential

As Professor of Sustainable Energy Engineering

- Substantial international reputation in scholarship and research, and an excellent publication record in international journals in engineering relevant to the field of sustainable energy engineering;
- The vision, leadership and ability to manage a substantial research team, to train, guide and motivate research students and junior colleagues, and to establish a leading research presence in the University;
- The ability to develop and present proposals for funding, and an established record of attracting research grant support;
- An ability and readiness to contribute to the development and management of the Department of Engineering Science and the wider University;
- Past record and commitment to providing effective teaching at undergraduate and postgraduate level, including the supervision of graduate students;
- Ability to communicate effectively (in writing and orally);
- A commitment to creating an inclusive and supportive academic environment enhancing equality, diversity, and inclusion in academic life.

As Director of the Zero-carbon Energy Research Oxford Institute

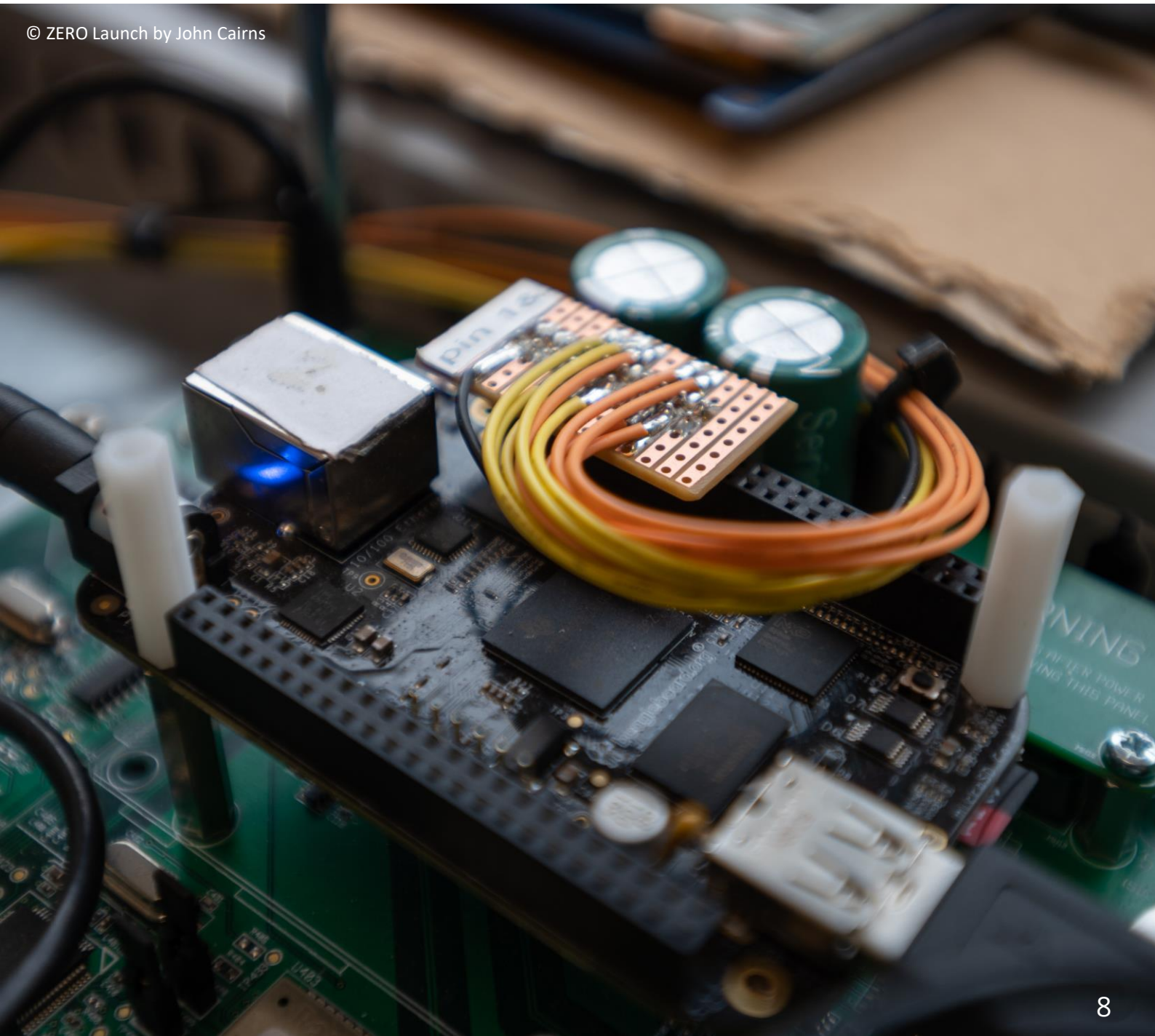
- A vision for international energy systems thought leadership and the role that the Institute will play;
- A successful track record of networking and influencing at national level with government, industry or other players in the energy space;

As Director of the Zero-carbon Energy Research Oxford Institute (continued)

- A comprehensive understanding of the national energy policy landscape and the need for, and challenges of, systems level change towards a zero-carbon system;
- A demonstrated ability to successfully co-ordinate, and add value in, cross-disciplinary working both within and outside the organisation;
- Evidence of successful leadership and development of collaborative and inclusive team working;
- Evidence of strategy development and implementation;
- Evidence of inspiring and mentoring other senior researchers, collaborators and partners, demonstrating a personal value placed on supporting and valuing success of others;
- Evidence of successful leadership within academic structures and governance.

Desirable

- Experience of developing taught programmes;
- Engagement with the wider engineering profession and the sustainable energy community at a senior level.



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How to apply

We have engaged Perrett Laver to support the recruitment to this post.

For further details, including job description, person specification and information on how to apply, please see https://candidates.perrettlaver.com/vacancies/ quoting reference **5931**. For an informal discussion about the role, please contact Christina Mohan at Christina.Mohan@perrettlaver.com or +(44)20 7340 7360.

All applications must be received by **Monday 8th August 09:00am BST**.

Applications must include:

- your full contact details including email and full postal addresses, and a telephone number;
- a covering letter or statement explaining how you meet the selection criteria set out above;
- a full CV and publications list;
- the name, institution, and contact details (e-mail address and telephone number) of precisely three referees.

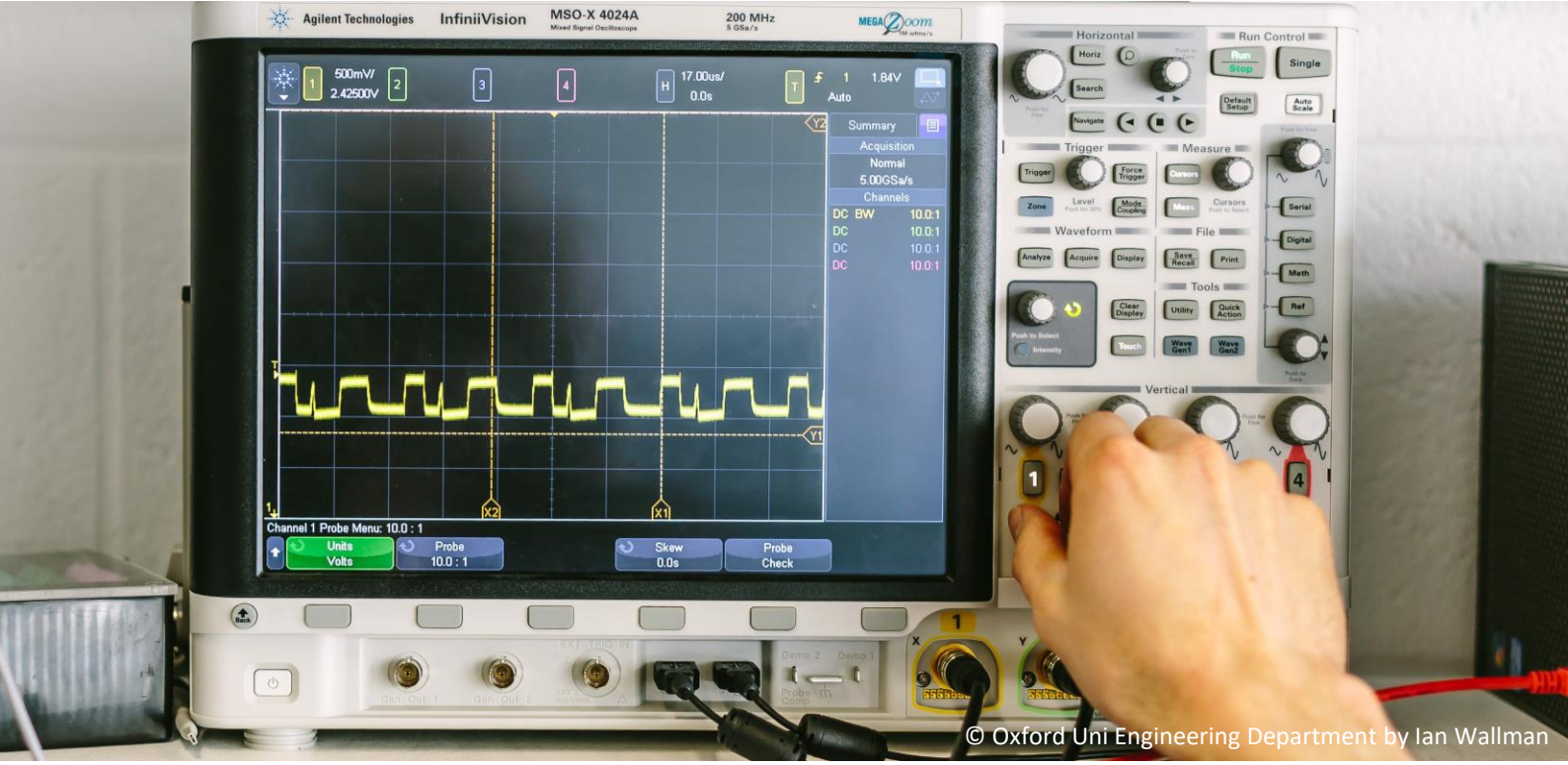
You should contact all three of your referees before applying, to ensure they are aware of your application and of the requirements for the post, and to ensure that they would be content to write a reference for you for this post, if they were asked to do so.

Please note that references may be taken up before shortlisting, and 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 shortlist, then you must state this in your application, alongside the details of the relevant referee(s). You should provide the names and full contact details of three referees even if you do not wish them to be contacted yet.

The 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 https://www.accessguide.ox.ac.uk gives details of physical access to University buildings.

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. The composition of the electoral board will be published in the University Gazette (https://gazette.web.ox.ac.uk/) when it is finalised.

All shortlisted candidates will be interviewed and will be asked to give a short presentation to the electors at the beginning of the interview. They will also be invited to give a research presentation to members of the Department of Engineering Science as part of the selection process.



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 the Saïd Business School. The Department employs 130 academic staff (this number includes 10 statutory Professors appointed in the main branches of the discipline, and 26 full professors); in addition, there are 18 Visiting Professors. There is an experienced team of teaching support staff, professional services and administrative 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 third and sixth in the world in the 2022 QS and 2022 Times Higher Education (respectively) World University Rankings for Engineering & Technology.

Further information about the Department is available at www.eng.ox.ac.uk.

Teaching

We aim to admit 170-180 undergraduates per year, all of whom take 4-year courses leading to the Meng degree. The courses are accredited at MEng level by the major engineering Institutions. The syllabus has a common core extending through the first two years. Specialist options are introduced in the third year, and the fourth year includes further specialist material and a major project.

Research

Research in the Department is particularly strong. We have approximately 600 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 £70m.

According to the recently published results of the six-yearly UK-wide assessment of university research, REF2021, the Department of Engineering Science was ranked #2 in the UK in terms of overall research quality, based on the percentage of the submission judged to be 4* - the highest score available, indicative of research that is world-leading in terms of originality, significance and rigour.

The Department of Engineering Science (continued)

Moreover, the Department was tied for #1 in terms of overall research environment and ranked #1 in terms of research impact.

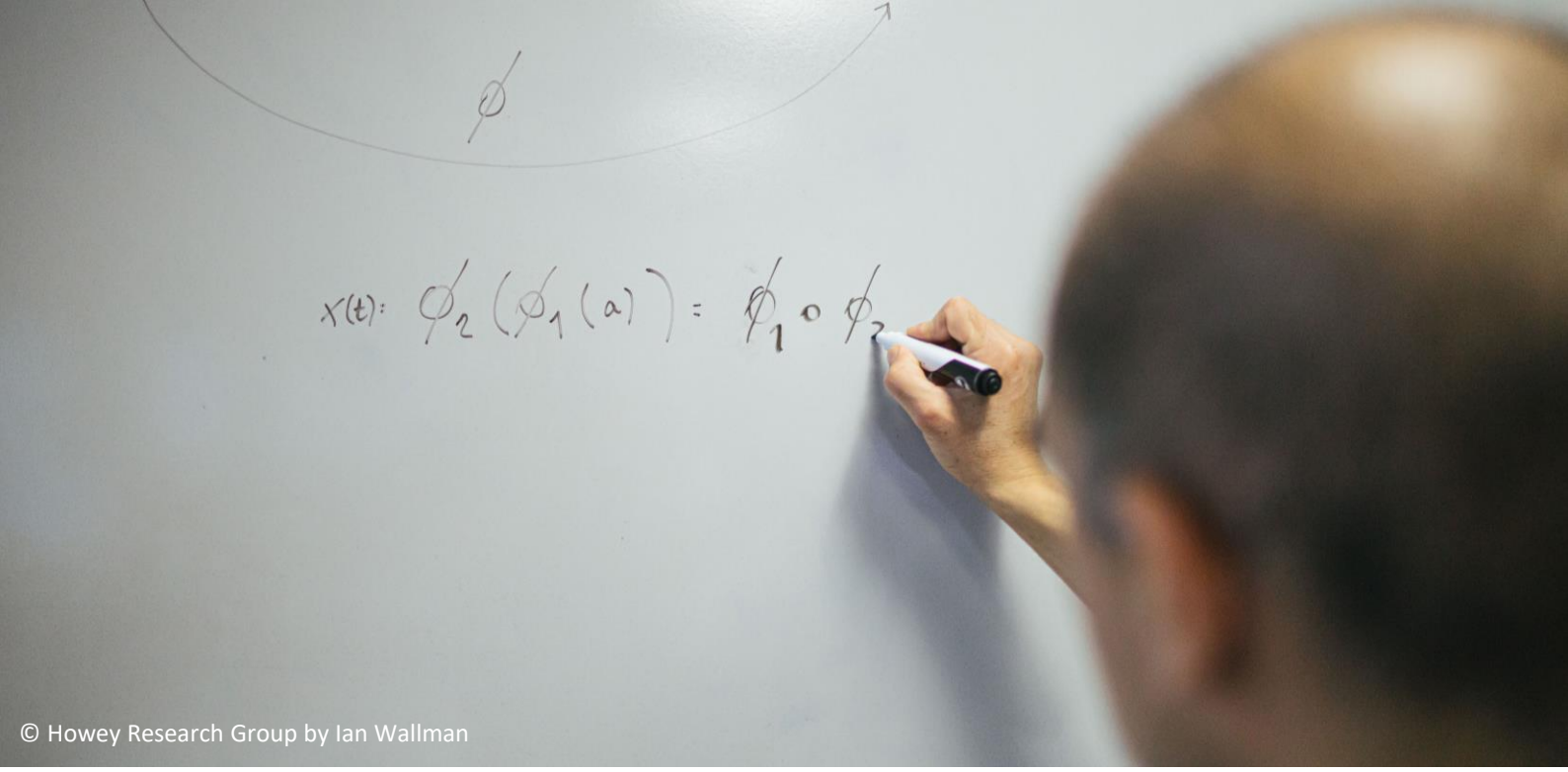
The research activities of the Department fall into eight broad headings, though there is much overlapping in practice: Information Engineering (Robotics, Computer Vision and Machine Learning); Control Engineering; Thermofluids; Materials and Mechanics; Civil and Offshore; Electrical and Optoelectronic;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

Sustainable Energy Engineering

Sustainable Energy encompasses a range of activities designed to address three key energy challenges: reducing demand; improving energy efficiency; and developing sustainable, low-carbon methods of power generation. This includes research into all aspects of the following: generation (e.g. solar energy and photovoltaic technology, wind, wave and tidal power, biofuels); energy storage (thermal and electrical); transmission and grids; end use (industrial, domestic and transportation sectors).

Within the Department, research in marine renewable energy concerns tidal power (design and optimization of devices, and assessment of energy available from different sites), wave power (modelling the coupling between devices and waves) and offshore wind. Research in transportation includes electric vehicles (motors, batteries and systems), fuel efficiency and emissions of conventional engines (and the use of renewable fuels) and policy design for sustainable transport. System modelling (scenario building and techno-economic evaluation) and sustainability indicators and metrics have been developed for diverse sectors (agriculture, and water/energy systems). Energy use in buildings is concerned with control systems and smart metering. There is also activity in solar concentrators (for use with photo-voltaics and engines), and the design of Stirling engines as well as in resource efficiency and recovery. Research in materials engineering for Nuclear Fission has strong links with the Department of Materials and the Bristol–Oxford Nuclear Research Centre.

We plan to expand our activity in the area of Electricity Networks, as this is an area of increasing importance that would complement existing research groups. Directly related to this is Power Electronics, which is an important technology enabling sustainable energy systems to work reliably and on demand. We are also interested in increasing our capability in energy storage (thermal, mechanical and electrical).



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 the 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.

The Mathematical, Physical, and Life Sciences Division (continued)

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) 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.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St Cross 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.

Founded in 1965 and occupying a site in central Oxford, St Cross College is a multidisciplinary graduate society through which men and women graduates are admitted to study for advanced degrees and diplomas of the University: there is no restriction on subject. The College community comprises some 100 Fellows, covering a wide variety of disciplines in the sciences, humanities and social sciences, and approximately 600 graduate students, about two thirds of whom are from overseas. All Fellows and students enjoy equal membership of the Common Room.

All Official Fellows are members of the College's Governing Body and there is an expectation that Fellows will attend as often as they can each term. Fellows are co-opted onto various College Committees to assist with the running of the College. St Cross expects its Fellows to become College Advisors each academic year for a limited number of students which involves being available to give advice and support as and when it is required and conducting an annual Graduate Consultation meeting with each of their advisees.

Further information can be found at www.stx.ox.ac.uk.


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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 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 is ranked first in the UK for university spin-outs, with more than 130 spin-off companies created to date. Oxford is also recognised as a leading supporter of social enterprise.

Oxford admits undergraduate students with the intellectual potential to benefit fully from the small group learning to which Oxford is deeply committed. Meeting in small groups with their tutor, undergraduates are exposed to rigorous scholarly challenge and learn to develop their critical thinking, their ability to articulate their views with clarity, and their personal and intellectual confidence. They receive a high level of personal attention from leading academics.

Oxford has a strong postgraduate student body which now numbers over 10,000. Postgraduates are attracted to Oxford by the international standing of the faculty, by the rigorous intellectual training on offer, by the excellent research and laboratory facilities available, and by the resources of the museums and libraries, including one of the world's greatest libraries, the Bodleian.

For more information please visit www.ox.ac.uk/about/organisation.

University Benefits, Terms and Conditions

Standard duties

The Professor of Sustainable Energy Engineering shall undertake research in sustainable energy engineering and lecture and give instruction in that subject and shall generally promote its study in the University.

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.

University Benefits, Terms and Conditions (continued)

Membership of Congregation

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

For further details, see https://www.ox.ac.uk/about/organisation/governance and https://governance.admin.ox.ac.uk/legislation/statute-iv-congregation.

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.

University Benefits, Terms and Conditions (continued)

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 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

The Professor of Sustainable Energy Engineering will hold a non-stipendiary Fellowship of St Cross College.

As an Official Fellow, you would be entitled to:

- free weekday lunches in College;
- access to rooms for entertaining, meetings and overnight accommodation for professional colleagues and other visitors (chargeable at internal rates).

The College hosts a number of dinners per term which are useful for entertaining colleagues and visitors at favourable rates.

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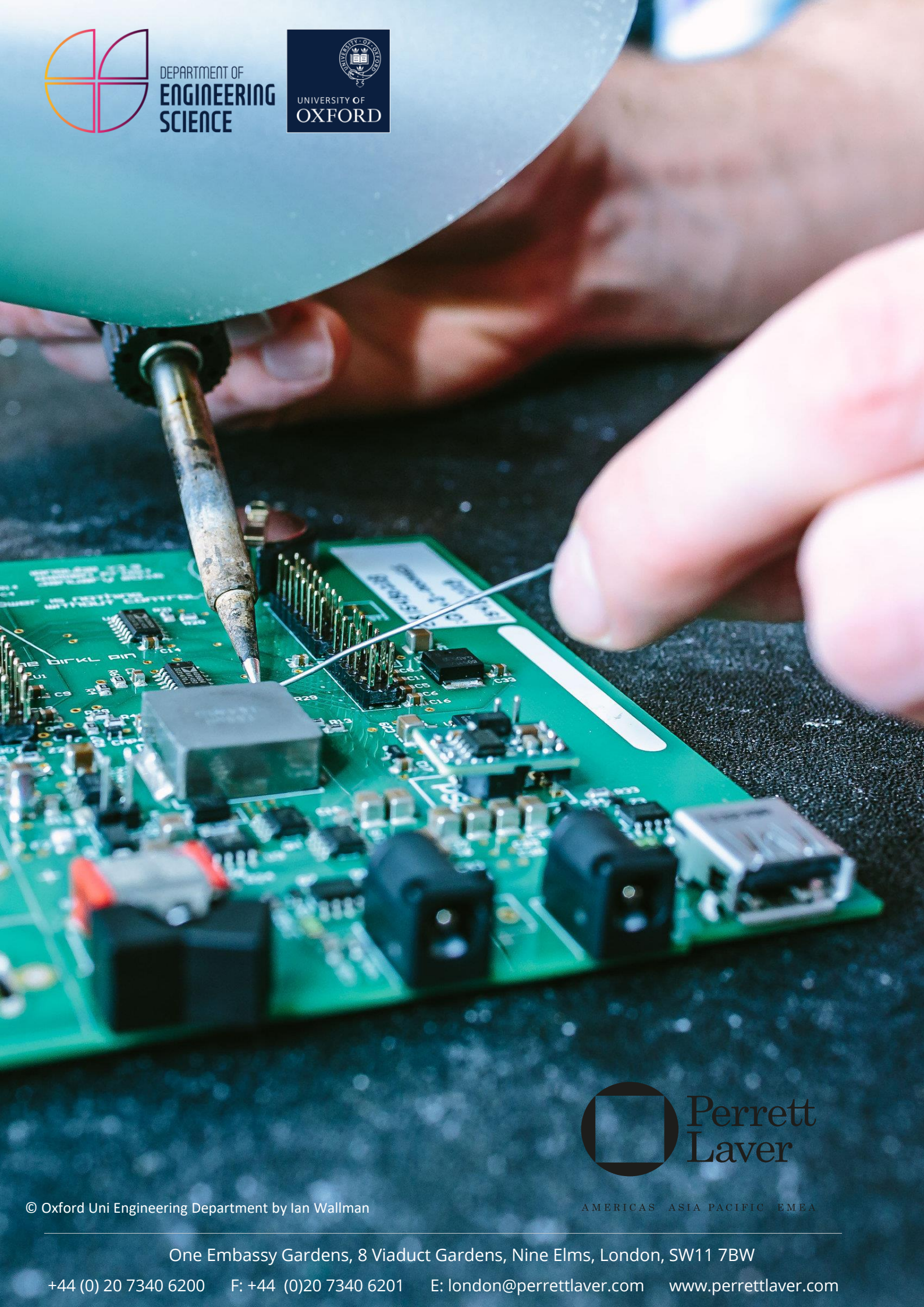

DEPARTMENT OF ENGINEERING SCIENCE

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