



DEPARTMENT OF  
**ENGINEERING  
SCIENCE**



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

<b>Post</b>	<b>Professorship of Electrical Engineering</b>
<b>Department/Faculty</b>	<b>Department of Engineering Science</b>
<b>Division</b>	<b>Mathematical, Physical and Life Sciences</b>
<b>College</b>	<b>St Hugh's</b>

### **Overview of the post**

The Department of Engineering Science and St Hugh's College seek to appoint to the Professorship of Electrical Engineering. A non-stipendiary Fellowship at St Hugh's College is attached to this Professorship.

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. For a description of academic posts at Oxford, please see <https://hr.admin.ox.ac.uk/academic-posts-at-oxford>.

This appointment is a key part of the strategic plan of the department and University, to strengthen research and teaching in Optical and Photonics Engineering at Oxford as a key component of our portfolio in Engineering Science. Current strengths in this area in the Department include visible light communications, optical microscopy, adaptive optics, laser-based fabrication, optical systems, and optoelectronic devices based upon liquid crystal and semiconducting polymer materials. The Department is also growing its activities in Quantum Technologies, as part of an initiative to grow this work at Oxford, and quantum photonics is an area of growing interest. While applications in these areas are welcomed, the search is not limited to candidates working in them.

The successful candidate will possess an outstanding research record and will be of internationally recognised stature in photonics and optical engineering. They will be expected to pursue a research programme at the forefront of the subject, providing research leadership to colleagues working in this field. They will embrace the opportunity to shape the direction of photonics research within the Department and the University.

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](mailto: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](mailto:head@eng.ox.ac.uk) or telephone: +44 (0) 1865 273003. All enquiries will be treated in strict confidence; they 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 have a role to play in the running of the College as a member of the Governing Body and a trustee of the College.

The main duties of the post are as follows:

- Research as well as the general supervision and leadership of research in Photonic and Optical Engineering and more generally in the Department of Engineering Science;
- Leadership and engagement with the research strategy and activities of the Oxford Optics and Photonics Network;
- 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 and chairing of relevant committees in the Department and in the wider University, and undertaking relevant administrative roles.

## **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.

Recent practice, 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.

## **Selection criteria**

Applications 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.

The successful candidate will demonstrate the following:

### ***Essential***

- Substantial international reputation in scholarship and research and excellent publication record in journals in engineering relevant to the field.
- 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 in attracting research grant support.
- An ability and readiness to contribute to the development and management of the Department of Engineering Science, the Oxford Optics and Photonics Network, and the wider University.
- Past record and commitment to providing effective teaching at undergraduate and postgraduate level, including supervision of graduate students.
- The ability to communicate effectively (written and orally).
- A commitment to creating an inclusive and supporting academic environment enhancing equality, diversity, and inclusion in academic life.

### ***Desirable***

- Engagement with the wider engineering profession at a senior level.

## **How to apply**

To apply, visit [https://my.corehr.com/pls/uoxrecruit/erq\\_jobspec\\_details\\_form.jobspec?p\\_id=157377](https://my.corehr.com/pls/uoxrecruit/erq_jobspec_details_form.jobspec?p_id=157377), 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 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 GMT on Monday 26 September 2022**.

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://hrsistemas.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 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 sixth in the world in the 2022 Times Higher Education World University Rankings for Engineering & Technology. Further information about the Department is available at [www.eng.ox.ac.uk](http://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.

The results of the seven-yearly UK-wide assessment of university research, REF2021, published on 12<sup>th</sup> May 2022, demonstrate that the University of Oxford made the highest volume of world-leading research submissions. The Department of Engineering Science had 71% of submissions which met the requirements for the highest grading of 4\* (research that is world-leading in terms of originality, significance, and rigour).

The research activities of the department fall under 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.

### *Photonics Engineering*

A group of 12 academic staff conducts research and teaching in the broad area of photonics engineering, and the closely related areas of communications, metamaterials and quantum technologies. This research is led by Professors Martin Booth, Steve Collins, Justin Coon, Steve Elston, Dorian Gangloff, Stephen Morris, Dominic O'Brien, Ekaterina Shamonina, Steve Sheard, Paul Stavrinou, Chris Stevens, and Tony Wilson. Additionally, there are programmes led by research fellows Dr Patrick Salter and Dr Julian Fells. There are many points of contact with those working in other areas in the department and indeed with other Departments in Oxford. The post now advertised is a new post, created to provide leadership within the broad field of photonic engineering. Areas in photonics and optoelectronics in which we are now active include:

- **Optical Systems** – Collaborative research in communications using components and systems in the optical domain. High speed optical wireless communications and LiFi. Free-space optical communications. Optical engineering for quantum technologies and Quantum Key Distribution. Information theoretic secrecy at the system level in visible light communication systems.
- **Soft Matter Photonics** – research is focussed on the development and understanding of new optoelectronic devices based upon soft materials such as liquid crystals and polymers. The research is conducted in close collaboration with the world's leading liquid crystal material manufacturer, Merck, and with funding from the EPSRC, EU, ESA, and The Royal Society. Devices and applications that are studied include thin-film lasers, AR and VR display technologies, optical phase modulators, diffractive optic elements, laser speckle reducers, and smart windows.
- **Optical Microscopy & Dynamic Optics** – The research programmes cover a wide range of microscopy development, particularly for biomedical imaging. Significant activity is in the application of adaptive optical methods to microscopes, particularly high-resolution and super-resolution microscopes and for neuroscience. This research, funded by the Wellcome Trust, European Research Council, EPSRC and BBSRC, is carried out in collaboration with many researchers across Oxford and elsewhere.
- **Laser fabrication and manufacturing** – Advanced precision laser machining is also being developed for a range of scientific and industrial applications. These methods combine adaptive optics with ultra-short pulsed lasers to enable precise material modification on the micro/nano-scale. Applications include novel optical fibre sensors and devices in diamond, sapphire and other exotic materials.
- **Quantum Photonics and Spin Devices** -- Development of light-matter interfaces with single-photon emitters for high-efficiency and high-fidelity entanglement generation between electronic spin and photonic qubits. Deterministic photon-photon interactions and graph-state generation. Control of electron-nuclear interactions in the solid-state, including for nuclear-spin quantum memories, and collective and non-equilibrium phenomena in spin ensembles.

Recently, in the area of optical and photonic engineering, we have secured major grants from UK research councils, the Wellcome Trust, the European Research Council (including an advanced investigator award), industry and the EU. Members of this group have also played a key role in the formation and leadership of the wider Oxford Optics and Photonics Network, which brings together the expertise of over 50 groups across the University.

For more information, please visit: [www.eng.ox.ac.uk](http://www.eng.ox.ac.uk).

## **The Oxford Optics and Photonics Network**

It is expected that the appointee will play a strong leadership role across the Oxford Optics and Photonics Network as well as within the Department of Engineering Science. The Network was initiated by researchers in Chemistry, Engineering, Materials, Physics and the biomedical departments, with the mandate to organise optics and photonics related events and to encourage a range of interdisciplinary collaborative work spread across more than 50 research groups based in over ten departments. Supported by the MPLS Division, activities started in 2012 and have been growing ever since. The flagship event for the Network is the Oxford Photonics Day, which takes place annually and has become a key date in the diary for researchers in photonics at Oxford. The Department of Engineering Science hosts a large proportion of the optics and photonics groups and so is well placed to drive future strategic initiatives, whether in research, education or external impact. The five key research themes within the network are:

### **Devices and Materials**

Research into photonics devices and materials enable us to transfer our optical knowledge to a platform which is stable and easy to use. This is of benefit both in the lab and, more importantly, outside academic circles to the general public. We are actively working on a range of device concepts and materials that span improvements in current technology such as telecommunications, displays and solar cells, to future technology such as quantum optic devices and microfluidic circuits.

### **Optical Physics**

Research in optical physics allows us to understand the basic properties of light and its generation from a fundamental starting point, as well as forming an important precursor to future technology. Current research covers many areas from generation of short wavelength radiation (soft x-ray) and intense laser pulses, to analysis of ultrashort pulses, optical metrology and quantum optical information processing.

### **Imaging**

Imaging is an important aspect of photonics research across many departments within the University. We are constantly applying ourselves to the generation of novel methodologies, hardware and processing techniques for enhanced image formation. Research is focussed to improve spatial and temporal resolution, acquiring data from a wide range of processes and is applied across a broad variety of specimens.

### **Spectroscopy**

Spectroscopy is a key component of any optical toolkit, providing non-invasive monitoring of the composition of a sample. We use spectroscopy for a wide variety of sensing in many different scenarios, across length scales from the very small in ultrafast single molecule spectroscopy; to monitoring the combustion process in engines; to providing detailed spectra of stars and galaxies in astrophotonic applications.

### **Biophotonics**

In biophotonics we aim to apply our optical expertise to the advancement of research on biological themes. This involves scientists and engineers working closely with biologists and clinicians to deliver optical solutions to complex bio-related issues. The solutions may be in the form of enhanced imaging capabilities for observing biological structure and processes, or optical manipulation within biological environments, or creating biological nanomachines for specified tasks.

For more information please visit: [www.photonics.ox.ac.uk](http://www.photonics.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 Hugh's College

There are 39 self-governing and independent colleges at Oxford, giving 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.

The appointee will be elected to a Professorial Fellowship at St Hugh's College. The Fellowship carries full membership of the College's Governing Body, together with membership of the College's Senior Common Room, and full rights at common table (breakfast, lunch and dinner free of charge when the kitchens are



open). Professorial Fellows may also be invited to sit on committees and are strongly encouraged to contribute fully to the College's activities even though they have no tutorial or pastoral duties.

St Hugh's College was founded in 1886 as a women's college and became mixed in 1986. The College has some 450 undergraduates and around 550 graduates, a Fellowship of 50 Trustees and a further 20 in attendance, nearly 60 college lecturers, and a non-academic staff of 90. From its beautiful site in North Oxford, the College promotes a thriving culture of research and intellectual engagement. It has a reputation as an especially friendly and welcoming College.

Engineering is strongly represented in St Hugh's. The College admits 6 or 7 undergraduates in Engineering and its Joint Schools each year together with graduate students to read for research degrees. The College has three Fellows in Engineering: Professor Stephen Duncan, Professor Antoine Jérusalem, and Professor Christopher Stevens.

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

## About the University of Oxford

Oxford's departments and colleges aim to lead the world in research and education for the benefit of society both in the UK and globally. Oxford's researchers engage with academic, commercial and cultural partners across the world to stimulate high-quality research and enable innovation through a broad range of social, policy and economic impacts.

Oxford's self-governing community of international scholars includes Professors, Associate Professors, other college tutors, senior and junior research fellows and over 2,500 other University research staff. Research at Oxford combines disciplinary depth with an increasing focus on inter-disciplinary and multi-disciplinary activities addressing a rich and diverse range of issues. The current strategic plan can be found at <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](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**

The Professor of Electrical Engineering shall undertake research, lecture and give instruction in Electrical Engineering.

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](https://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 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, Terms and Conditions**

The Professorship of Electrical Engineering will be held in association with a non-stipendiary, non-tutorial Fellowship by Special Election at St Hugh's College, which confers 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 kitchen is open). Professorial Fellows do not normally have a dedicated room in College, but are free to use all the shared spaces, including the Senior Common Room, and book teaching or conference space as necessary.