



DEPARTMENT OF  
**ENGINEERING  
SCIENCE**



Appointment of

# **Professorship of Control Engineering**

Appointment Details – November 2023

[www.eng.ox.ac.uk](http://www.eng.ox.ac.uk)

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# OVERVIEW



The Department of Engineering Science and Kellogg College seek to appoint a Statutory Professor of Control Engineering. A non-stipendiary Fellowship with Kellogg College is attached to this Professorship.

The Statutory (full) Professorship is the most senior academic grade at Oxford. These posts are held by academics of the highest calibre, with an international level of academic excellence and a world-leading research reputation. Statutory Professors exercise broad academic leadership across their Department and College, and more widely in their subject at the national and international levels.

The successful candidate will possess an established and internationally recognised vision across the discipline of Control Engineering and its crossover with adjacent fields. They will be expected to pursue a research programme at the forefront of the discipline, shaping the direction of research in Control Engineering within the Department and internationally.

The Control group was formed over 40 years ago. Currently, the group consists of nine members of academic staff and over 30 post-doctoral researchers and postgraduate students. Current areas of activity include work in applied control, optimisation, biotechnology, networks, and instrumentation.

Specific topics of interest include large-scale, embedded, robust, and distributed optimization; polynomial/sum of squares methods; robust and optimal control; and model predictive control.

Areas of application include synthetic biology, battery and energy management systems, transportation, aerospace, manufacturing, and agriculture. More information is available at [www.eng.ox.ac.uk/control/](http://www.eng.ox.ac.uk/control/). The search is intended to identify the candidate best able to support and develop the group's interests, widely interpreted.

Applications are particularly welcome and encouraged from women, black, and minority ethnic candidates, all of whom are under-represented in academic posts in Oxford. The University holds an Athena SWAN silver award and a Race Equality Charter bronze award in recognition of its efforts to introduce organisational and cultural practices that promote gender and racial equality. All contributing departments place a strong emphasis on principles of equality, diversity, and inclusion to promote a better working environment for all members of their communities.

For further information, including a job description, selection criteria, and details of how to apply, please review the full job listing [on page 9](#). **The closing date for applications is 12.00 on Monday 15 January.** Interviews are expected to be held in March 2024.

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. Enquiries will be treated in strict confidence and will not form part of the selection decision.

# THE DEPARTMENT OF ENGINEERING SCIENCE



Engineering teaching and research at Oxford take place in a unified Department of Engineering Science. The Department is a lively and intellectually stimulating community that performs to the highest international levels in both teaching and research. Our academic staff are committed to a common engineering foundation as well as to advanced work in their own specialties, which include most branches of the subject. Teaching and research activities fall under eight broad headings, but there is much overlap and there are no hard boundaries: Biomedical, Chemical and Process, Civil and Offshore, Control, Electrical and Optoelectronic, Information, Solid Mechanics and Materials, and Thermofluids and Energy.

## 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. The third year includes specialist options, a computation project, and a group design project. The fourth year includes further specialist material and an individual research project. The Department is currently ranked 5th and 3rd in the world in Engineering & Technology by Times Higher Education and by QS, respectively.

## Research

Research in the Department is particularly strong. Direct funding of research grants and contracts, from a variety of sources, amounts to an annual turnover of approximately £70m. We have strong collaborative links with other departments, particularly computer science, materials science, medicine, and the Saïd Business School. In the most recent national assessment of university research, REF2021, the Department was ranked #2 in the UK in terms of overall research quality based on the percentage of the submission judged to be world-leading in terms of originality, significance and rigour. Moreover, the Department was tied for #1 for overall research environment and ranked #1 for research impact.



## People

The Department employs 140 academic staff, including 11 statutory professors, 6 research chairs, and 42 full professors. We have approximately 600 research students and about 250 postdoctoral researchers, as well as experienced teams of teaching support staff, professional services and administrative staff, and technicians. The Department values wellbeing and career development for all members of the community and actively fosters a welcoming and inclusive working environment.

## Facilities

The Department has modern, well-equipped laboratories and workshops, which together with offices, lecture theatres, and other facilities have a net floor area of about 25,000 square metres. More information is available at [www.eng.ox.ac.uk](http://www.eng.ox.ac.uk).



# KELLOGG COLLEGE



You will become a member of both the University and the College community.

Kellogg College is one of the 39 colleges associated with the University of Oxford. The colleges give fellows, students, and staff the benefits of belonging simultaneously to a small, interdisciplinary community and to a large, internationally-renowned institution. The collegiate system brings together leading academics and students across subjects, and from different cultures and countries.

The successful applicant will play a role in the running of Kellogg College as a member of the Governing Body and a trustee of the College. Established in 1990 with a drive to make graduate study more open and accessible, Kellogg offers part-time study options that are more compatible with career progression outside academia, as well as recognising the personal commitments of family life.



The President and Fellows of Kellogg are committed to supporting the lifelong learning work of the University and the expansion of opportunities for full-time, part-time and professional development students.

The College is based on the Norham Manor site in North Oxford, a short distance from the city centre. With people ranging from their 20s to 70s and beyond, members of the college represent around 100 nationalities and form a friendly and inclusive community which is perhaps the most distinctive in Oxford. The College encourages diversity and excellence in all its activities, maintaining its sense of community through its active calendar of events and its growing student accommodation. Kellogg is a vibrant, egalitarian, and growing College. Each of our members and our staff have the opportunity to shape our future and our traditions. More information is available at [www.kellogg.ox.ac.uk](http://www.kellogg.ox.ac.uk).



# THE UNIVERSITY OF OXFORD



DEPARTMENT OF  
**ENGINEERING  
SCIENCE**



The University of Oxford aims 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 research staff. Research at Oxford combines disciplinary depth with an increasing focus on interdisciplinary and multi-disciplinary activities addressing a rich and diverse range of issues.

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 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 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. More information is available at [www.ox.ac.uk/about/organisation](http://www.ox.ac.uk/about/organisation).



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

<b>Post</b>	<b>Professorship of Control 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>Kellogg College</b>

### **Overview of the post**

The Department of Engineering Science and Kellogg College seek to appoint to the Professorship of Control Engineering. A non-stipendiary Fellowship with Kellogg College is attached to this Professorship.

This appointment is a key part of our strategic plan to strengthen research and teaching in Control Engineering at Oxford as a vital component of our portfolio in engineering science. You must possess an established and internationally recognised vision spanning the discipline of Control Engineering and its crossovers with adjacent fields. Current areas of activity within the control group include large-scale, embedded, robust and distributed optimization; polynomial/sum of squares methods; robust and optimal control; and model predictive control. The group also covers applications ranging from biology to battery/energy management systems, transportation, aerospace, manufacturing systems and agriculture. While applications in these areas are welcomed, we are seeking to appoint the candidate best able to support and develop the group's interests, widely interpreted.

You will possess an outstanding research record and will be of internationally recognised stature in Control Engineering. You will be expected to pursue a research programme at the forefront of the subject, providing research leadership to colleagues working in this field. You will embrace the opportunity to shape the direction of Control Engineering research within the department and the university.

This is a Statutory (full) Professorship, which 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 Professors 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 silver 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



**Athena  
Swan**  
Silver Award



**Race  
Equality  
Charter**  
Bronze Award



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 Kellogg 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 Control Engineering and more generally in the Department of Engineering Science;
- Leadership and engagement with the research strategy and activities of the Control Group and the Department of Engineering Science
- Teaching, including lectures, classes laboratory demonstration, supervision of undergraduate and masters' projects, and supervision of doctoral students;
- Academic service, including participation in and chairing of relevant committees in the Department and in the wider University, and undertaking relevant administrative roles;
- University examining, as and when requested to do so by a committee for the nomination of examiners;

For Kellogg College:

- Act as a point of contact (College Advisor) to Kellogg College graduate students in relevant disciplines, providing pastoral advice and encouragement. This is in addition to the formal academic supervision provided by the Department;
- Contribute to the governance and academic strategy of Kellogg College through membership of the College's Governing Body and other committees and working groups, as appropriate;
- Contribute to the multi-disciplinary intellectual life of the College by attending and on occasion giving lectures, taking part in academic and fundraising events in the College relevant to the postholder and the discipline, and by joining social and formal events hosted by the College.

## **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***

- An outstanding international reputation for research within Control Engineering, as shown by an excellent record of publications in leading journals relevant to the field, major prizes from control journals or major international conferences and professional leadership activities.
- The potential to produce further work of high significance and impact during the tenure of the professorship. Applications from candidates with research interests both within and complementary to the areas already covered by the Control group are welcome.
- 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 from funding agencies and/or industry.
- The potential for academic leadership for the Control group, including promoting its interests both within the Department of Engineering Science and to the wider international research community.
- An ability and readiness to contribute to the development and management of the Department of Engineering Science, the Control Group 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 (in writing and orally).
- A commitment to creating an inclusive and supporting academic environment enhancing equality, diversity, and inclusion in academic life.
- Proven ability to provide successful strategic administrative leadership in a university, including departmental and project leadership; management and organisational skills necessary to undertake Department and University administration, and to co-operate in Department, University and College affairs.

### ***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=159040](https://my.corehr.com/pls/uoxrecruit/erq_jobspec_details_form.jobspec?p_id=159040), 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 15 January**.

Please email [recruitment.support@admin.ox.ac.uk](mailto:recruitment.support@admin.ox.ac.uk) should you experience difficulties using the online application system. Further help and support is available from <https://hrsystems.admin.ox.ac.uk/recruitment-support>. 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. Interviews are expected to be held **in March**.

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 specialties, 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 140 academic staff (this number includes 11 statutory professors appointed in the main branches of the discipline, 6 research chairs and 42 full professors); in addition, there are nine 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 currently ranked 5<sup>th</sup> and 3<sup>rd</sup> in the world (Engineering & Technology) by *Times Higher Education* and *QS* respectively. For more information on the Department see [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).

Research activities fall into 8 broad headings, though there is much overlapping in practice: Information Engineering (Robotics, Computer Vision and Machine Learning); Control; Thermofluids; Materials and Mechanics; Civil and Offshore; Electrical and Optoelectronic; Chemical and Process; and Biomedical.

### *Control Engineering*

The Control group within the Department of Engineering Science at the University of Oxford was formed over 40 years ago. Currently, the group consists of nine members of academic staff, together with over 30 post-doctoral researchers and postgraduate students. One member of the group is a Fellow of the IEEE and three of the academics have separately received the Hugo Schuck award for their publications.

Current areas of activity within the control group spans both theory and applications. At the theory end, members of the group work on large-scale, embedded, robust and distributed optimization, polynomial/sum of squares methods and optimal, robust and model predictive control. The group also covers applications ranging from biology to battery/energy management systems, transportation, aerospace, manufacturing systems and agriculture. This research is being carried out in collaboration with other academics in the Department of Engineering Science, as well as with other departments within Oxford (including Computer

Science, Maths, Materials, Plant Sciences, Environmental Change Unit, Biochemistry) and with other universities in the UK and abroad, as well as with industrial partners.

Current areas of Control group research can be loosely organized into the following sub-areas:

- **Applied Control:** control engineering is foundational to technology development in the 21st century. The group collaborates with industry and academic partners on applications of control ranging from the Diamond Light Source Synchrotron to electric vehicle charging, robotics and biotechnology.
- **Optimization:** group members working in optimisation develop new algorithms and software tools to solve mathematical problems quickly and efficiently. These tools widely used in industry and science in applications ranging from aerospace to game theory.
- **Biotechnology:** this is a rapidly growing area of control inquiry. Members of the group working in biotechnology analyse and design synthetic biological control systems and develop new hardware platforms to enable new experimental studies.
- **Networks:** networked systems - such as the internet - are ubiquitous in the modern world. Members of the Control Group are developing theory and analysis tools for complex networks, which are applied to technologies such as Internet of Things, power networks, and smart infrastructure.
- **Instrumentation:** Members of the group develop instrumentation and control technologies that are used widely for industrial processes - such as jet engine safety monitoring (in partnership with Rolls Royce) and flow measurement for petrochemicals.

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

## The Mathematical, Physical, and Life Sciences Division

The Mathematical, Physical, and Life Sciences (MPLS) Division is one of the four academic divisions of the University. Oxford is widely recognised as one of the world's leading science universities and the MPLS Division is home to our non-medical sciences, with 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](http://www.mpls.ox.ac.uk).

## **Kellogg College**

Kellogg is one of the 39 colleges associated with Oxford University, 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

The President and Fellows of Kellogg are committed to supporting the lifelong learning work of the University and the expansion of opportunities for full-time, part-time and professional development students. Kellogg is Oxford University's most international College and comprises of the President, Fellows, Common Room Members more than 1250 Master's and Doctoral students, as well as its staff, comprised of both Academic and Support. The College is based on the Norham Manor site in North Oxford, a short distance from the city centre. The College has a reputation for being a friendly and supportive community, and encourages diversity and excellence in all its activities. The College maintains its sense of community through its active calendar of events and its growing student accommodation. Kellogg is a vibrant, growing, and egalitarian College and each of our members and our staff have the opportunity to shape our future and our traditions.

Established in 1990, with a drive to make graduate study more open and accessible, Kellogg offers part-time study options that are more compatible with career progression outside academia, as well as recognising the personal commitments of family life. With people ranging from their 20s to 70s and beyond, members of the college represent around 100 nationalities and form an egalitarian and inclusive community which is perhaps the most distinctive in Oxford.

For more information please see [www.kellogg.ox.ac.uk](http://www.kellogg.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](http://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](http://www.ox.ac.uk/about/organisation).

# University Benefits, Terms and Conditions

## ***Standard duties***

The Professor shall undertake research, lecture and give instruction in Control 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 academic posts of 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, Terms and Conditions**

The Professorship of Control Engineering brings with it an Official Fellowship with Kellogg College. The length of the fellowship is co-terminous with the University post. Official Fellows make up the Governing Body of the College and are required to attend Governing Body meetings and to participate in College committees as invited.

Official Fellows are required to act as student advisors and will be assigned around 12 students by the College, more information on being a student advisor can be found at <https://www.kellogg.ox.ac.uk/wp-content/uploads/2022/10/Handbook-for-College-Advisors-2022-2023.pdf>.

As an Official Fellow of Kellogg College, you will be entitled to the following:

- access to the College's meeting rooms, Fellows' working room, Fellows' flat and short-term accommodation
- rights of Common Table which comprise free lunches and Guest Night Dinners as well as being invited to College-wide seminars and events
- an Annual Academic Allowance of £732 (pensionable) and an Annual Advisory Allowance of £644 (gross), both paid on a monthly basis.
- a £200 book allowance, redeemable at Blackwell's bookstore, agreed on a benefit in kind basis.

For more information please visit: <https://www.kellogg.ox.ac.uk/for-members/current-fellows/>.