Oxford Anatomy & Physiology ranked #1 in QS World Rankings by subject 2017, 2018, 2020, 2021, 2022 and 2023

Job Description and Selection Criteria

Job title	**Post-doctoral Research Assistant neuronal biologist:** **"Biomarkers of lysosomal dysfunction in Parkinson's disease"**
Division	**Medical Sciences Division**
Department	**Physiology, Anatomy & Genetics**
Location	**Kavli Institute for Nanoscience Discovery, Dorothy Crowfoot Hodgkin Building, South Parks Road, Oxford, OX1 3PT**
Grade and salary	**Grade 7: £36,024 - £44,263 per annum**
Hours	**Full time**
Contract type	**Fixed term for 2 years**
Reporting to	**Prof Richard Wade-Martins**
Vacancy reference	**(AV23049) HRIS: 169118**

Research topic	Biomarkers of lysosomal dysfunction in Parkinson's disease
Principal Investigator	Professor Richard Wade-Martins
Project team	The Post-doctoral Research Assistant will become part of the Laboratory of Molecular Neurodegeneration, a highly active research group consisting of approximately thirty research scientists, comprising a mix of research fellows, post-doctoral research scientists, DPhil students and research assistants. Group members come from a mix of scientific and medical backgrounds, creating an exciting environment for research. This highly collaborative project offers an opportunity to undertake translation work in an exceptional academic setting.
Project web site	www.dpag.ox.ac.uk/opdc https://www.dpag.ox.ac.uk/research/wade-martins-group
Funding partner	This Grade 7 post is a collaborative project funded by Michael J Fox Foundation and in collaboration with EndLyz, a new company within the Dementia Discovery Fund (DDF) portfolio.

Recent publications	Bogetofte H, Ryan BJ, Jensen P, Schmidt SI, Vergoossen DLE, Barnkob MB, Kiani LN, Chughtai U, Heon-Roberts R, Caiazza MC, McGuinness W, Márquez-Gómez R, Vowles J, Bunn FS, Brandes J, Kilfeather P, Connor JP, Fernandes HJR, Caffrey TM, Meyer M, Cowley SA, Larsen MR and Wade-Martins R. (2023) Post-translational proteomics platform identifies neurite outgrowth impairments in Parkinson's disease *GBA-N370S* dopamine neurons. *Cell Reports* 42(3):112180. Lang C, Campbell K, Ryan BJ, Carling P, Attar M, Vowles J, Perestenko OV, Bowden R, Baig F, Kasten M, Hu MT, Cowley SA, Webber C and Wade-Martins R (2019) Single cell sequencing of iPSC-dopamine neurons reconstructs disease progression and identifies HDAC4 as a regulator of Parkinson cell phenotypes. *Cell Stem Cell* 24:93-106. Wallings R, Connor-Robson N and Wade-Martins R (2019) LRRK2 interacts with the vacuolar-type H+-ATPase pump a1 subunit to regulate lysosomal function. *Human Molecular Genetics* 28(16):2696-2710. Connor-Robson N, Booth H, Martin JG, Gao B, Li K, Doig N, Vowles J, Browne C, Klinger L, Juhasz P, Klein C, Cowley SA, Bolam P, Hirst W and Wade-Martins R (2019) An integrated transcriptomics and proteomics analysis reveals functional endocytic dysregulation caused by mutations in *LRRK2*. *Neurobiology of Disease* 127:512-526. Zambon F, Cherubini M, Fernandes HJR, Lang C, Ryan BJ, Volpato V, Bengoa-Vergniory N, Attar M, Booth HDE, Haenseler W, Vowles J, Bowden R, Webber C, Cowley SA and Wade-Martins R (2019) Cellular α-synuclein pathology is associated with bioenergetic dysfunction in Parkinson's iPSC-derived dopamine neurons. *Human Molecular Genetics* 28:2001-2013. Wallings R, Humble SW, Ward ME and Wade-Martins R (2019) Lysosomal dysfunction at the centre of Parkinson's Disease and Frontotemporal Dementia/Amyotrophic Lateral Sclerosis. *Trends in Neuroscience;* 42(12):899-912. Fernandes HJR et al (2016) ER stress and autophagic perturbations lead to elevated extracellular α-synuclein in *GBA-N370S* Parkinson's iPSC-derived dopamine neurons. *Stem Cell Reports* 8;6(3):342-56.
Technical skills	• Molecular and cell biology, gene expression, protein biochemistry • Metabolomic profiling and biomarker discovery • Working with preclinical models of neurodegeneration • Immunohistochemistry, molecular neuropathology of brain sections

Overview of the role

Supervisors: Prof Richard Wade-Martins and Dr Charmaine Lang (DPAG)

The University of Oxford has established a new collaboration with EndLyz, a Dementia Discovery Fund (DDF) portfolio company, to test and validate novel therapeutic targets in the endolysosomal system in Parkinson's disease. This project is funded by the Michael J Fox Foundation to develop a biomarker profile of lysosomal dysfunction in mouse models of Parkinson's. We are now seeking to appoint a Post-Doctoral Research Assistant neuronal biologist to work on this project at the Laboratory of Molecular Neurodegeneration, University of Oxford, headed by Prof Richard Wade-Martins. The Post-Doctoral Research Assistant will look for metabolomic biomarkers of endolysosomal dysfunction in transgenic mouse models of Parkinson's to better understand mechanisms of disease pathology, and to establish how the biomarker profile may change on treatment with potential therapeutic compounds.

This is an exciting collaborative opportunity to contribute to the development of novel therapeutic approaches for Parkinson's, a major age-related neurodegenerative disease, at the interface between academic research and pharmaceutical target and drug discovery. The successful candidate will be based at the Department of Physiology, Anatomy and Genetics, Kavli Institute for Nanoscience Discovery, South Parks Road, Oxford in the Laboratory of Molecular Neurodegeneration headed by Professor Wade-Martins. He or she will be exposed to cutting edge academic research in neuronal cell biology and will focus on translating biological findings into drug discovery projects.

EndLyz Therapeutics, Inc. ("EndLyz") is a new Dementia Discovery Fund (DDF) portfolio biotechnology company with Professor Wade-Martins as a co-founder that will develop disease-modifying therapeutics which restore endolysosomal function and abrogate neurodegeneration in Parkinson's disease (PD) and other dementias. The Dementia Discovery Fund (DDF) is a specialist venture capital fund that invests in, and creates, new biotech companies to deliver high impact therapeutics for age-related dementias. By making meaningful, sustained, and actively managed investments we will enable the development of therapeutics in neurodegeneration addressing one of the largest global unmet medical need.

Responsibilities

The post-holder will:

- Undertake metabolomic profiling in Parkinson's transgenic mouse models to identify novel biomarkers of lysosome dysfunction
- Test the impact of novel small molecule drugs targeted to the endolysosomal system on the lysosome biomarker profile in Parkinson's transgenic mouse models
- Perform biochemistry, immunohistochemistry and molecular neuropathology studies in brain samples from transgenic mice
- Undertake genotyping, breeding and maintenance of transgenic mouse lines
- Contribute ideas for new research projects and develop ideas for generating research income
- Manage own academic research and administrative activities involving small scale project management
- Act as a source of information and advice to other members of the group on scientific protocols and experimental techniques
- Collaborate in the preparation of scientific reports and journal articles and present papers and posters
- Test hypotheses and analyse scientific data from a variety of sources, reviewing and refining working hypotheses as appropriate

Other Duties

- Participate in a regular Annual Review.
- Undertake any necessary training identified and continuing professional development in order to stay up-to-date professionally including annual Information Governance training.
- Comply with Health and safety regulations.
- Comply with the policies and procedures set out in the Handbook for University Support staff (or) Academic-Related staff.
- Any other duties that may be required from time to time commensurate with the grade of the job.

This job description should be regarded only as a guide to the duties required and is not intended to be definitive. It may be reviewed in the light of a change in circumstances following consultation with the post holder. The Job Description does not form part of the contract.

Selection criteria

- Hold or be near to completion of PhD or DPhil degree in neuroscience or cell/molecular biology, or equivalent.
- Knowledge and experience of working with transgenic mouse models of neurological disease or neurodegenerative diseases, such as Parkinson's
- Experience in biochemistry and immunohistochemistry analysis in mouse brain tissue
- Hold, or be capable of obtaining, a UK Home Office personal licence with relevant authorities to conduct required procedures. NB: professional training will be provided if you do not already have a personal licence
- The candidate will be highly motivated, with the capacity to think creatively and work across teams

Desirable selection criteria

- Experience and/or knowledge of Parkinson's-relevant neuropathology
- Understanding of endolysosomal biology and related metabolic pathways
- Knowledge of the drug discovery process would be an advantage

Hazard-specific / Safety-critical duties

This job includes hazards or safety-critical activities. If you are offered the post, you will be asked to complete a health questionnaire which will be assessed by our Occupational Health Service, and the offer of employment will be subject a successful outcome of this assessment.

The hazards or safety-critical duties involved are as follows:

- Lone Working
- Regular manual handling
- Work with allergens, Eg laboratory animals, pollen, dust, fish or insects etc.
- Work with any substance which has any of the following pictograms on their MSDS:

Additional security pre-employment checks

If you are offered the post, the offer will be subject to standard pre-employment checks. You will be asked to provide: proof of your right-to-work in the UK; proof of your identity; and (if we haven't done so already) 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 for which you may need us to make appropriate adjustments.

Please read the candidate notes on the University's pre-employment screening procedures at: https://www.jobs.ox.ac.uk/pre-employment-checks

This job includes duties that will require additional security pre-employment checks:

- A satisfactory enhanced Disclosure and Barring Service check
- University security screening (eg identity checks)

The Oxford Parkinson's Disease Centre

The Oxford Parkinson's Disease Centre (OPDC; www.opdc.ox.ac.uk) headed by Professor Wade-Martins is an international research Centre for Parkinson's disease established in February 2010. We have exploited a

unique interdisciplinary research environment bringing together scientists and clinicians to create a centre of excellence focused on understanding the earliest pathological pathways in PD. Internationally-recognised scientists with strengths in stem cell models, genetics and genomics, transgenic rodent models, the structure and function of brain cells and circuits affected in PD, magnetic resonance imaging (MRI), and analysis of protein biomarkers, are working closely with experts in epidemiology and clinical neurology to better understand the causes of PD.

The first phase of our translational program focused on *understanding the molecular pathways to Parkinson's*. We have built a new multi-disciplinary research program across the translational space comprising the OPDC Discovery Cohort as one of the best-characterised clinical PD cohorts in the world, a new program in Parkinson's fMRI and laboratory biomarkers, a core expertise in molecular genetics and molecular neuropathology, the largest induced pluripotent stem-cell (iPSC) research program in PD in Europe, and a world-leading research hub for the generation and deep-phenotyping of transgenic rodent models of PD.

The current phase of our translational research is aimed at changing clinical practice. Our new program now *targets the molecular pathways to Parkinson's* exploiting new tools (i) to stratify the **progression** of PD; (ii) to **predict** the onset of PD; (iii) to identify **potential targets** through generating mechanism-based rationale; and (iv) to validate new disease-modifying treatments to **prevent** the development of PD.

For more information please visit: www.dpag.ox.ac.uk/opdc

Laboratory of Molecular Neurodegeneration

The Laboratory of Molecular Neurodegeneration led by Professor Wade-Martins at the Department of Physiology, Anatomy and Genetics (DPAG) studies the molecular mechanisms of a range of human neurological diseases with the ultimate aim of developing novel therapies. The Laboratory plays a leading role in the OPDC integrating studies in post-mortem human brain tissue, transgenic and knock-out mouse and rat models, and iPSC-derived neuronal models of Parkinson's disease.

Our work is highly interdisciplinary in nature and our research program has thrived through many collaborations within DPAG and in the South Park Road science area, and through interaction with scientific and clinical colleagues across Oxford.

Our laboratory is part of the Kavli Institute for Nanoscience Discovery, an exciting new interdisciplinary research building at the University of Oxford facilitating interactive collaborative opportunities across cellular, molecular and physical sciences.

For further information on our work, see: https://www.dpag.ox.ac.uk/research/wade-martins-group

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.

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

The Medical Sciences Division

The Medical Sciences Division is an internationally recognized centre of excellence for biomedical and clinical research and teaching. We are the largest academic division in the University of Oxford.

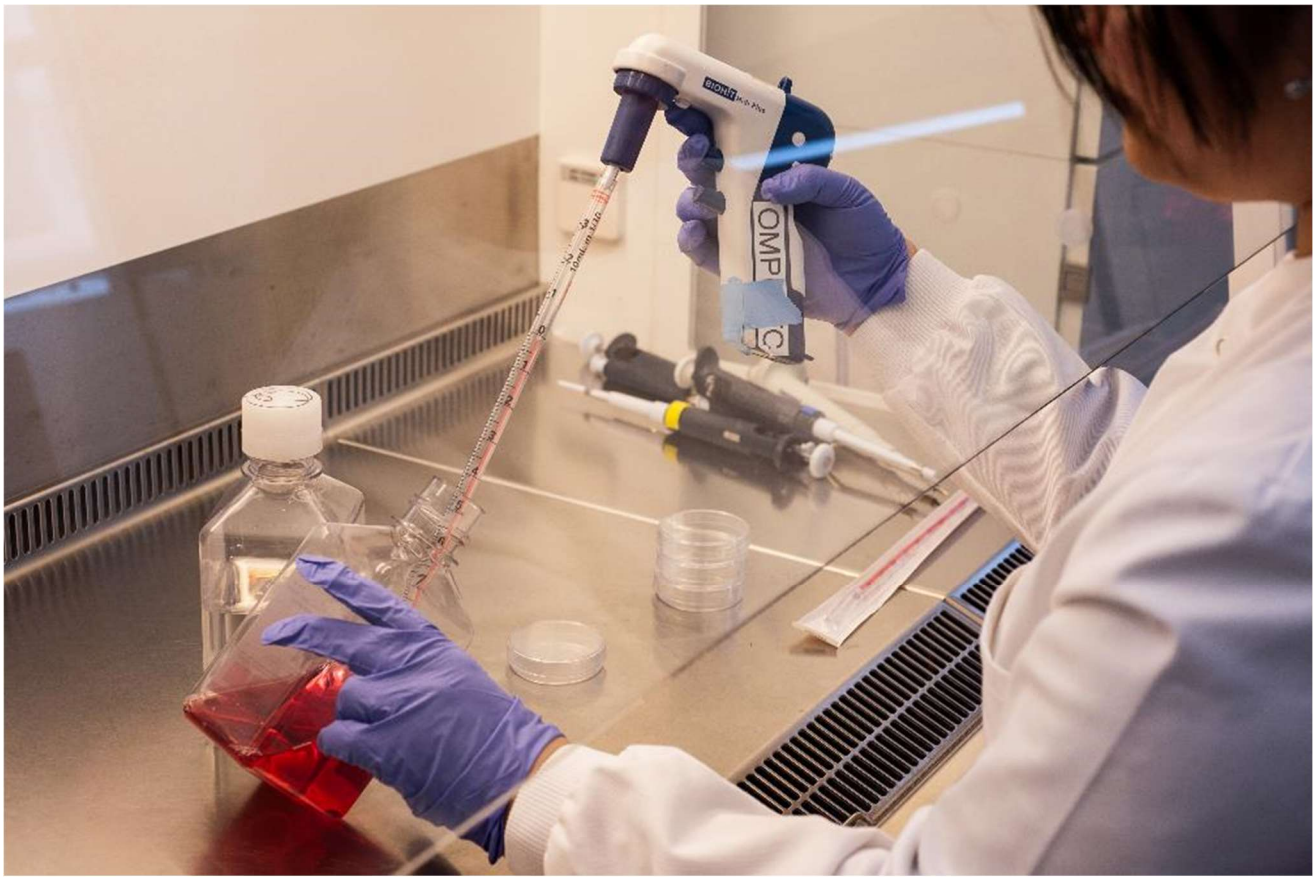
World-leading programmes, housed in state-of-the-art facilities, cover the full range of scientific endeavour from the molecule to the population. With our NHS partners we also foster the highest possible standards in patient care.

For more information please visit: www.medsci.ox.ac.uk

The Department of Physiology, Anatomy and Genetics

Oxford Anatomy and Physiology ranked #1 in the QS World University Rankings by subject 2017, 2018, 2020 2021, 2022, 2023.

Our mission is empowering discovery in the physiological sciences to improve health and educate the next generation of doctors and biomedical scientists. For more information, please visit www.dpag.ox.ac.uk



The Department is a large pre-clinical department within the Medical Sciences Division, with ca. 500 staff and students. It has a world-class reputation in both its research and teaching. The Department was part of the University of Oxford's Biological Sciences submission to the Research Excellence Framework 2021 that was rated top for its world-leading research. Moreover, Oxford's Anatomy and Physiology has been ranked number one in the QS World University Rankings for the past three years. Please see annual report file:///C:/Users/dpaterson/Downloads/202122DPAGAnnualReportweb.pdf

Information about faculty in the Department

Professor David Paterson FRSNZ is the Head of Department. There are five named Professors: the Dr Lee's Professor of Anatomy (vacant) the Waynflete Professor of Physiology (Professor Gero Miesenböck, FRS FMedSci), the BHF Professor of Regenerative Medicine, Development and Reproduction (Professor Paul Riley, FMedSci), the Krebs Chair in Physiological Metabolism (vacant) and the John Black Professor of Bionanoscience (Professor Molly Stevens, FREng, FRS). Other appointments include four Research Professors (Professor Dame Frances Ashcroft, FRS; Emeritus Professor Dame Kay Davies CBE, FRS FMedSci; Professor Scott Waddell FMedSci; Professor Anant Parekh FMedSc FRS), one Wellcome Trust Principal Research Fellow (Professor Andrew King, FMedSci FRS), 13 further full professors and 15 associate professors. There are approximately 175 academic-related research staff supported by external grants and over 100 graduate students registered for higher degrees in the Department. The teaching and the research activities of the department are supported by teams of professional services and technical staff.

Research Centres/Institutes and research themes

The Department has a distinctive, forward-looking, and integrative biomedical research programme organised into four research Centres with a presence in two research institutes https://www.dpag.ox.ac.uk/.

We also have strong cross-cutting themes in cardiac sciences, cell physiology, development and cell biology, functional genomics, metabolism and endocrinology, and neuroscience, which map on to the research centres. These include the Centre for Integrative Neuroscience (Director: Professor A King FRS), Centre for Neural Circuits and Behaviour (Director: Professor G Miesenboeck FRS), Centre for Cellular & Molecular Neurobiology (Emeritus Professor Dame Kay Davies FRS and Professor Dame Frances Ashcroft FRS), Centre for Integrative Physiology (Professor A Parekh FRS)/the Burdon Sanderson Cardiac Science Centre (Director: Professor Manuela Zaccolo FRSB). The Institute for Developmental and Regenerative Medicine (IDRM: Director Professor Paul Riley FMedsci) and the new Kavli Institute for Nanoscience Discovery, which is directly opposite the Sherrington building.

https://kavlifoundation.org/news/meet-new-kavli-institute-nanoscience-discovery-university-oxford

The Research Centres and thematic areas bring together researchers who address a range of fundamental issues in the biosciences at molecular, cellular, tissue and systems levels of organisation. https://www.dpag.ox.ac.uk/centres

For more information, please visit www.dpag.ox.ac.uk

The Kavli Institute for Nanoscience Discovery (Kavli INsD)

"Where the physical sciences are brought into the cell"

Leading scientific discovery into the most basic unit of life - the cell - the Kavli Institute for Nanoscience Discovery (Kavli INsD) is located at the heart of Oxford University's science area and was inaugurated in March 2021.

With over 30 faculty and 450 research staff and graduate students, world leading teams collaborate from multiple departments (biochemistry, cell biology, chemistry, physics, physiology, psychiatry, clinical neurosciences and engineering) to contribute to global health.

By bringing multiple disciplines together under the same roof to advance scientific research the Kavli INsD creates an environment that encourages the cross-pollination of ideas and inter-disciplinary cooperation. The Institute comes together to work on global health challenges and benefits from the close proximity of the scientific departments as well as advanced imaging facilities and state-of-the-art-instrumentation. As the first Director of Kavli INsD Professor Dame Carol Robinson and the research teams are creating a culture that is both bold and respectful.

The University of Oxford's, Kavli Institute for Nanoscience Discovery is the U.S based Kavli Foundation's 20th institute. The foundation, established in the year 2000 by Fred Kavli, has a mission "to advance science for the benefit of humanity". Research institutes in the fields of nanoscience, astrophysics, neuroscience, and theoretical physics have been endowed by the foundation which also supports programs that strengthen the connection between science and society. Learn more at kavlifoundation.org

Research support facilities

The Department has shared state-of-the-art facilities for a wide range of applications, such as a histology service, DNA/RNA services (rapid and supportive access to microRNA,RNASeq, CHIPSeq, etc.), confocal and other high resolution imaging equipment as well as a Transmission Electron Microscope. Proteomics facilities include MALDI-TOF/TOF and Ion Trap LC-MS/MS systems, and there are extensive magnetic resonance spectroscopy (MRS) and imaging (MRI) facilities for in vivo rodent and clinical investigations, including hyperpolarised technologies. The Department also provides central support in photography, digital imaging, and poster

printing as well as a high-quality mechanical workshop. A dedicated research support team helps with grant applications and awards, and data storage and computation facilities. The department is supported by a dedicated IT team.

Teaching

The main teaching responsibility of the Department is for pre-clinical Medicine students and those reading Biomedical Sciences. There are also contributions to teaching in Biochemistry, Biological Sciences, Human Sciences, Physics, and a graduate Neuroscience MSc programme.

In Oxford, Medicine students take a three-year pre-clinical course before proceeding to clinical training (a further three years). The first five terms of the three-year pre-clinical course provide broad training in all aspects of medical science (leading to the 1st BM qualification). Both pre-clinical Medicine and Biomedical Sciences students spend the last four terms of their course studying for a BA degree, selecting two Advanced Options from a choice of ten, ranging from systems physiology and neuroscience to cellular and molecular science. Both cohorts also undertake an experimental project, which forms one paper in their final examination; these projects are supervised by members of the academic staff. The Department also contributes some preclinical teaching to the first part of the Graduate entry Medicine course.

Equality, Diversity and Inclusion in DPAG

The Department of Physiology, Anatomy and Genetics (DPAG) is committed to promoting a diverse and inclusive community. We have an active Equality, Diversity, and Inclusion (EDI) committee and are pro-active in promoting race equality. We hold an Athena SWAN silver award in recognition of our efforts to introduce organisational and cultural practices, which promote gender equality and create a better working environment for all. The Department promotes family-friendly policies and supports flexible working arrangements where possible. The University offers 450 nursery places for staff and students at five dedicated University nurseries and a network of local community nurseries. We will be happy to provide you with information about nurseries and schools in Oxford upon request.

We encourage applications from suitably qualified, experienced, and eligible candidates regardless of sex, race, disability, age, sexual orientation, transgender status, religion or belief, marital status, or pregnancy and maternity. We embrace our differences, and you are very welcome at DPAG, without the need to hide any part of who you are.

Applications are particularly welcome from women and black and minority ethnic heritage candidates, who are under-represented in academic posts in Oxford.

To learn more about EDI in DPAG, visit our website: https://www.dpag.ox.ac.uk/work-with-us/equality-diversity-inclusion

For more information about the University's family friendly benefits, please also see https://hr.admin.ox.ac.uk/information-for-parents-and-carers

Potential applicants may email heidi.de-wet@dpag.ox.ac.uk and/or sally.vine@dpag.ox.ac.uk to discuss any aspect of EDI in DPAG.

How to apply

Applications are made through our online recruitment portal. Information about how to apply is available on our Jobs website https://www.jobs.ox.ac.uk/how-to-apply.

Your application will be judged solely on the basis of how you demonstrate that you meet the selection criteria stated in the job description.

If you would like to apply, 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 provide details of two referees and indicate whether we can contact them now.

You will also be asked to upload a CV and a supporting statement. The supporting statement must explain how you meet each of the selection criteria for the post using examples of your skills and experience. This may include experience gained in employment, education, or during career breaks (such as time out to care for dependants).

Please upload all documents **as PDF files** with your name and the document type in the filename.

All applications must be received by **midday** UK time on the closing date stated in the online advertisement.

Information for priority candidates

A priority candidate is a University employee who is seeking redeployment because they have been advised that they are at risk of redundancy, or on grounds of ill-health/disability. Priority candidates are issued with a redeployment letter by their employing departments.

If you are a priority candidate, please ensure that you attach your redeployment letter to your application (or email it to the contact address on the advert if the application form used for the vacancy does not allow attachments)

If you need help

Application FAQs, including technical troubleshooting advice is available at: https://staff.web.ox.ac.uk/recruitment-support-faqs. Should you experience any difficulties using the online application system, and the FAQs do not answer your question, please email recruitment.support@admin.ox.ac.uk.
To return to the online application at any stage, please go to: www.recruit.ox.ac.uk.

Please note that you will receive an automated email from our online recruitment portal to confirm receipt of your application. **Please check your spam/junk mail** if you do not receive this email.

Important information for candidates

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.

The University's policy on retirement

The University operates an Employer Justified Retirement Age (EJRA) for very senior research posts at **grade RSIV/D35 and clinical equivalents E62 and E82**, which with effect from 1 October 2023 will be 30 September before the 70th birthday. The justification for this is explained at: https://hr.admin.ox.ac.uk/the-ejra.
For **existing** employees on these grades, any employment beyond the retirement age is subject to approval through the procedures: https://hr.admin.ox.ac.uk/the-ejra.
There is no normal or fixed age at which staff in posts at other grades have to retire. Staff at these grades may elect to retire in accordance with the rules of the applicable pension scheme, as may be amended from time to time.

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.

Benefits of working at the University

Employee benefits

University employees enjoy 38 days' paid holiday, generous pension schemes, travel discounts, and a variety of professional development opportunities. Our range of other employee benefits and discounts also includes free entry to the Botanic Gardens and University colleges, and discounts at University museums. See https://hr.admin.ox.ac.uk/staff-benefits

University Club and sports facilities

Membership of the University Club is free for all University staff. The University Club offers social, sporting, and hospitality facilities. Staff can also use the University Sports Centre on Iffley Road at discounted rates, including a fitness centre, powerlifting room, and swimming pool. See www.club.ox.ac.uk and https://www.sport.ox.ac.uk/.

Information for staff new to Oxford

If you are relocating to Oxfordshire from overseas or elsewhere in the UK, the University's Welcome Service website includes practical information about settling in the area, including advice on relocation, accommodation, and local schools. See https://welcome.ox.ac.uk/

There is also a visa loan scheme to cover the costs of UK visa applications for staff and their dependents. See https://staffimmigration.admin.ox.ac.uk/visa-loan-scheme

Family-friendly benefits

With one of the most generous family leave schemes in the Higher Education sector, and a range of flexible working options, Oxford aims to be a family-friendly employer. We also subscribe to the Work+Family Space, a service that provides practical advice and support for employees who have caring responsibilities. The service offers a free telephone advice line, and the ability to book emergency back-up care for children, adult dependents and elderly relatives. See https://hr.admin.ox.ac.uk/my-family-care

The University has excellent childcare services, including five University nurseries as well as University-supported places at many other private nurseries.

For full details, including how to apply and the costs, see https://childcare.admin.ox.ac.uk/

Disabled staff

We are committed to supporting members of staff with disabilities or long-term health conditions. For further details, including information about how to make contact, in confidence, with the University's Staff Disability Advisor, see https://edu.admin.ox.ac.uk/disability-support

Staff networks

The University has a number of staff networks including the Oxford Research Staff Society, BME staff network, LGBT+ staff network and a disabled staff network. You can find more information at https://edu.admin.ox.ac.uk/networks

The University of Oxford Newcomers' Club

The University of Oxford Newcomers' Club is an organisation run by volunteers that aims to assist the partners of new staff settle into Oxford, and provides them with an opportunity to meet people and make connections in the local area. See www.newcomers.ox.ac.uk.