





Job Description and Selection Criteria

Post	Associate Professorship (Non-Tutorial) of Biomedical Engineering (Technologies for Mental Health and Cognition)	
Department	Engineering Science, in collaboration with Experimental Psychology	
Division	Mathematical, Physical and Life Sciences	
College	St Catherine's College	
Contract type	t type Permanent upon completion of a successful review. The review is conducted during the first 5 years.	
Salary	At Associate Professor level, the salary ranges from £55,755 p.a. to £74867 p.a. At Professor Level, the post-holder becomes eligible for further Professorial Merit Pay increments as detailed here <u>https://finance.admin.ox.ac.uk/salary-scales</u> . Additional responsibility allowances are payable for undertaking senior roles of administrative responsibility such as Institute Director or Associate Head or Head of Department. Additional benefits associated with the Fellowship by Special Election of St Catherine's College are outlined on page 14.	
Vacancy number	170101	

The Department of Engineering Science, in collaboration with the Department of Experimental Psychology, is seeking to appoint an Associate Professor (Non-Tutorial) of Biomedical Engineering (Technologies for Mental Health and Cognition) with effect from 1st October 2025 or as soon as possible thereafter. Appointments at a more senior level with the title of Professor will also be considered, subject to relevant qualifications and experience. This is a joint appointment with St Catherine's College, where you will be appointed to a Fellowship by Special Election.

Biomedical engineering represents a major growth area for the University. You will join the Oxford Institute of Biomedical Engineering (IBME), part of the Department of Engineering Science, which was opened in 2008 and has become an internationally leading centre of excellence in biomedical engineering research and its clinical translation, as well as in postgraduate research training. If appropriate to your research interests and expertise, you will also be offered a joint appointment with the Department of Experimental Psychology.



This appointment will be one of four new academic appointments associated with the recently established Podium Institute in Sports Medicine and Technology ('the Podium Institute'), underpinned by a 10-year £25 million collaboration agreement signed between Podium Analytics and the University in August 2021. The key aims of this cross-divisional endeavour are as follows:

- I. to produce world-leading science to inspire and forge evidence-based changes in safety regulations and policy across sport with an initial focus on youth sport;
- II. to develop innovative technologies to monitor, analyse and prevent sport injury and to drive their adoption; and
- III. to devise, validate and encourage adoption of robust safety performance standards for sport equipment.

This appointment in Technologies for Mental Health and Cognition for Sports Medicine will support the development and clinical validation of new, scalable, computer vision, wearable and machine-learning technologies that enable the qualitative and quantitative assessment of mental health, cognitive processes (perception, attention, memory, language, reasoning, etc) and sleep before, during and following sports injuries. There is no expectation that you will have worked previously in the area of sports medicine, only that you possess the appropriate technical skillset and drive to translate and further develop technologies to detect, characterize and prevent injury in adolescent and adult athletes, and to extract trends and hypotheses as to the possible aitiology, lifelong consequences and improved recovery from sports injuries. You will have the opportunity to work closely with clinical and non-clinical researchers within the Department of Experimental Psychology, the Nuffield Department in Clinical Neurosciences and the Wellcome Centre for Integrative Neuroimaging. You will also benefit from access to a unique and vast collection of adult and youth sports neuroimaging, biomarker and injury data being collected by both Podium Analytics and the Podium Institute. You will deploy your expertise in computer vision, structural and functional imaging, signal processing and data fusion from wearable devices, and in machine learning and working with 'big data' to explore and exploit large multimodal datasets to characterize changes in mental health and cognition and thereby drive improvements in the assessment and recovery from injury for lifelong mental health and wellbeing.

Being an integral part of the founding academic team of the Podium Institute, you will be expected to devote the majority of your time to research in the field of technologies for mental health and cognition in the context of sports medicine and will benefit from reduced teaching and administrative duties for no less than the initial 3-year period of your appointment. Upon the award of the title of full Professor, you will also be eligible to lead the Podium Institute and serve as its Director, a renewable 4-year appointment which attracts an additional responsibility allowance. (The Institute's Founding Director is Professor Constantin Coussios OBE FREng FMedSci).

In support of your research and at the discretion of the Podium Institute Director, you will have access to part of the substantial equipment start-up funds and the post-doctoral and research staff resources included in the Podium Institute budget, and you will have the opportunity to co-supervise one or more of the four annually advertised Podium Institute DPhil studentships. To assist further in the setting up of new research activities, the Department will also provide an equipment dowry and an annual support fund. Access to Departmental and University research support funds (which must be bid for) will be available, and laboratory and office space will be provided.

You will be expected to apply for funding beyond that provided by the Podium Institute and obtain external funding to enable development of your programme of independent research as well as to develop links with colleagues in the Institute of Biomedical Engineering, the broader Department of Engineering Science, the departments of the Medical Sciences Division, the OU Hospitals NHS Trust and in other departments across the University. You will be given support to apply for grants from research

councils, for example through the Engineering & Physical Sciences Research Council (EPSRC) and from industry.

Both within the initial appointment period of reduced teaching duties and beyond, you will assist in the teaching of your subject at both undergraduate and graduate level. Undergraduate teaching in the Department of Engineering Science may include lectures and practical classes, and the supervision of undergraduates design and project work (see http://www.ox.ac.uk/admissions/undergraduate/courses-listing/engineering-science). Depending on your research interests and expertise, you may also tutor, supervise or co-supervise undergraduate students in Experimental Psychology. Graduate teaching will involve lecturing and project supervision of MSc, DPhil and Doctoral Training Centre students. The subjects taught would be expected to be in the general fields of biomedical engineering, information engineering, electrical engineering and engineering mathematics, depending on your interests.

The University of Oxford is a member of the Athena SWAN Charter to promote women in Science, Technology, Engineering, Mathematics and Medicine (STEMM). The University holds an Athena SWAN Silver award at institutional level. The Department of Engineering Science holds a Departmental Bronze Athena award in recognition of its efforts to introduce organisational and cultural practices that promote gender equality in STEMM and create a better working environment for both men and women. Feel free to contact <u>equality@admin.ox.ac.uk</u> for further information about Athena SWAN at the University of Oxford.

We recognise that academics have a key role to play in advancing an inclusive culture across departments, colleges and the University, and being part of this community requires taking on administrative roles. We value and reward such work that ensures a productive and welcoming environment, where we foster a collegiate atmosphere and enhance equity for all. This includes working directly on initiatives and policies promoting equality, diversity and inclusion, increasing access for under-represented groups at undergraduate and postgraduate level, and facilitating outreach and public engagement with research.

If you would like to discuss this post and find out more about joining the academic community at Oxford, please contact Professor Constantin Coussios OBE FREng FMedSci, Director of the Institute of Biomedical Engineering at <u>constantin.coussios@eng.ox.ac.uk</u>. All enquiries will be treated in strict confidence and will not form part of the selection decision.

The role of Associate Professor at Oxford

Associate Professor is the main academic career grade at Oxford. Associate Professors have responsibility for developing the careers of people in their group, department, and the wider environment by leading a successful programme of research, being an enthusiastic and engaging teacher, and by promoting equality, diversity and inclusion across all facets of the Collegiate University. Associate Professors are appointed jointly by a University department/faculty and an Oxford college, and you will have a contract with both.

Associate Professors are full members of University departments/faculties , playing a role in the democratic governance of the University. You will join a lively, intellectually stimulating and multidisciplinary community, which performs to the highest international levels in research and teaching, with extraordinary levels of innovation, creativity and entrepreneurship.

There is considerable flexibility in the organisation of duties, with three 8-week undergraduate teaching terms and generous sabbatical leave to balance teaching, administration and research (please see the Benefits, Terms and Conditions section for further details of sabbatical leave).

The Department uses a workload model to support a fair and transparent distribution of duties, which includes reduced teaching and administration during the first two years in post. Once established at Oxford, a typical Associate Professor might spend approximately 10-30% of their time on teaching, 50-70% on research and 10-20% on administration and pastoral responsibilities, noting that these fractions often vary over the academic year and across an academic career.

Oxford offers many opportunities for professional development in research and teaching. Associate Professors may apply for the title of full Professor in annual exercises. If the title is conferred, you will also have access to professorial merit pay opportunities. In exceptional cases, the title of full Professor may be awarded on appointment.

Appointments are confirmed as permanent on successful completion of a review during the first five years. The vast majority of Associate Professors successfully complete this initial review.

Duties of the post

The main duties of the post are as follows:

Research

1	Establish and maintain world-leading research activity in the field of technologies for mental health and cognition in sports medicine, with an emphasis on the development of novel, scalable computer vision, wearables and machine learning tools to objectively characterize changes in mental health, cognition, sleep and the perception of pain around sports injury; and the development of experimentally informed and clinically applicable models to unpick the aitiology, facilitate the prevention and forecast the progression of sport-induced injuries; Work effectively and collaboratively as part of the Podium Institute for Sports Medicine and Technology, fostering a collaborative, inclusive and supportive research environment among all staff and students	
2	Develop and submit competitive grant proposals to support your own research and contribute to the growth of distinctive areas of expertise in the Podium Institute, the Department and the wider University	
3	Maintain a successful publication record (appropriate to the stage of career, and accounting for career breaks) and disseminate your group's research through participation in international conferences and seminars, and other media	
4	Engage in activities to enable your research to have wider impact beyond academia, using innovative methods and collaborating with external stakeholders (which could include other educational organisations, governments, NGOs or civil society)	

Teaching and Supervision.

1	Contribute to the ongoing development, improvement, and diversification of the taught undergraduate curriculum within the Department; deliver lectures, classes, undertake laboratory demonstrating, and supervise projects; participate in examining, marking, and other assessments.
	To contribute particularly to the biomedical B- and C- papers with a focus on machine learning, biomedical signal processing, medical imaging and informatics, and by proposing new relevant courses (see
	https://eng.ox.ac.uk/media/h40bnnei/prelims-handbook2023-24v3.pdf and https://eng.ox.ac.uk/media/hb1n1xsp/fhs-handbook-2024-25-clean-version-final.pdf for details of the syllabus);
2	Share responsibility for the pastoral care of students studying Biomedical Engineering and Experimental Psychology within the Departments

General duties

1	Embed the principles of mutual respect, equality, diversity and inclusion in all aspects of your work and interactions with colleagues; undertake training as and when asked to do so.		
2	Ensure all laboratory, field and office work is undertaken safely and that your team has a proactive approach to safety and to mental and physical health.		
3	Engage positively with the Department and play an active role in the administrative and governance of the Department		
4	Take part in University examining as and when requested to do so.		
5	Participate in the administration, governance, and outreach activities of the Department as and when requested by the Head of Department.		

The responsibilities associated with the College role are outline on page 12.

Selection criteria

Your application will be judged only against the criteria which are set out below. You should ensure that your application shows clearly how your skills and experience meet these criteria. The University supports the San Francisco Declaration on Research Assessment (DORA) to which the University became a signatory in 2018.

The University is committed to fairness, consistency and transparency in selection decisions. Members of 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 committee members.

If, for any reason, you have taken a career break, suffered with a long-term illness or debilitating condition (e.g. long-COVID), or have had an atypical career and wish to disclose this in your application, the selection committee will take this into account, recognising that the quantity of your research may be reduced as a result.

The successful candidate will demonstrate the following.

Qualifications and Research		
Essential	A doctorate in the field of biomedical engineering, information engineering, electrical engineering, computer science or in a cognate discipline relevant to the requirements of the post	
Essential	An internationally recognised academic and research record, or on a trajectory to achieve this, within the field of biomedical engineering or its applications, in the general area of computer vision, wearable, neuroimaging and machine learning technologies for mental health and cognition, demonstrated by previous achievements, e.g. publications in recognised journals and conferences;	
Essential	A publication record that demonstrates impact within the field appropriate to your career stage, and accounting for career breaks or personal circumstances.	
Essential	The ability to develop and lead an independent programme of research, promote ethical and safe research practise, and attract and manage research funding	
Essential	Significant research potential in sports medicine and technology with an emphasis on sport safety and lifelong health, evidenced by a written coherent research plan of high standard and appropriate to the Department's research standing.	
Desirable	Prior experience of working with athletes in either the community or professional sport	
Desirable	Excellent track record of obtaining research grants.	
Desirable	Experience of research collaborations at national and international level. Including with clinicians and experimental psychologists, as well as seeding multi-disciplinary collaborations with other engineers and biomedical scientists	
Desirable	Experience of or an interest in clinical translational research studies, including for example in the real-world deployment of sports technologies	
Teaching		
Essential	Commitment to teaching and ability to educate and inspire high-achieving undergraduate students from all backgrounds to help them reach their full potential.	
Essential	Experience of and ability to teach effectively, both at undergraduate and graduate levels, a wide range of topics within the fields of biomedical engineering, mathematics, and other topics in the context of our general Engineering Science course.	
Essential	The ability to supervise postgraduate research students.	
Desirable	A creative approach to teaching.	
Desirable	Evidence of excellence in teaching.	
Personal effectiveness		
Essential	The ability to support and guide a research group of postdoctoral staff and research students helping them to develop into successful independent researchers.	
Essential	Communication and interpersonal skills enabling the formation of good working relationships with colleagues, students and collaborators.	
Essential	The ability and commitment to provide pastoral and academic support for students and researchers at all stages in their University career.	

Essential	Good citizenship and a willingness to undertake administrative duties (within reason) to support the smooth running of the Department and the college. A commitment to advocating for equality, diversity and inclusion in research, teaching and/or the broader community.	
Essential	Commitment to promoting a culture of equality, diversity and inclusion amongst students and in the workplace, including the undertaking of appropriate training as and when asked to do.	
Desirable	Achievement of impact of research beyond academia and a readiness to communicate to a wider public the central interest and importance of the field.	
Desirable	Experience of supervising research students.	
Desirable	Experience of or an interest in developing links with industry and/or other non-academic partners.	
Desirable	Evidence of a commitment to equality, diversity and inclusion in research, teaching and/or the broader community.	

How to apply

To apply, visit <u>https://my.corehr.com/pls/uoxrecruit/erq_jobspec_details_form.jobspec?p_id=170101</u>, 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 now.

You should contact all three of your referees before applying, to ensure they are aware of your application and of the requirements for the post, and to ensure that they would be content to write a reference for you for this post if they were asked to do so. The University will assume that it is free to approach your referees at any stage unless your application specifies otherwise. Therefore, if you would prefer a referee or referees to be approached only with your specific permission or if you would prefer them to be approached only if you are being called for interview on the final short list, then you must indicate this in your application.

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 http://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: see http://www.accessguide.ox.ac.uk/.

Teaching commitments are mainly concentrated into Oxford's three 8-week undergraduate teaching terms, making it easier to balance teaching and research. There is considerable flexibility in the organisation of duties, as well as generous sabbatical leave.

Your application will be judged solely based on how you demonstrate that you meet the selection criteria stated in the job description. You will be asked to upload a full CV with publications list, a supporting statement, and a research proposal:

• Given the overall limit of 10 pages (see below), you may not be able to include your complete list of publications, in which case you should select the ones which are most relevant to your application. Whether or not you submit a complete list, you should highlight the five most important publications with an asterisk and explain in each case (using not more than three sentences per publication) why that paper is particularly significant.

- 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 employment, education, or during career breaks (such as time out to care for dependants). If you have taken any career breaks, it would be helpful to address these in your supporting statement.
- The research proposal should set out your plans and priorities for research over the next five years, should you be appointed to this post.

You should therefore upload, within a single PDF document, the following:

- 1. Your full CV including your teaching and research experience, career details to date, and awards received;
- 2. Your supporting statement as described above;
- 3. Your research proposal.

A teaching proposal is not required.

The name of the PDF attachment should be of the form DF25STC_Surname_Initials.pdf. **The total size of the attachment must not exceed 10 pages in a normal font and spacing.** Please do not attach additional material as your application will not be considered if it is overlength.

Should you experience any difficulties using the online application system, please email <u>recruitment.support@admin.ox.ac.uk</u>. Further help and support is available from <u>https://hrsystems.admin.ox.ac.uk/recruitment-support</u>. 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.

All applications must be received by **<u>12.00 noon</u>** on the closing date stated in the online advertisement.

Should you have any queries about matters that are not addressed in this document, please contact the Department on <u>academic.recruitment@eng.ox.ac.uk</u>. Please quote DF25STC/170101 in all correspondence.

All applications will be acknowledged after receipt and will be considered by the selection committee as soon as possible after the closing date. Please note that 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 shortlisted candidates will be interviewed, and it is anticipated that this will take place in person at the Institute of Biomedical Engineering (OX3 7DQ). They will be asked to give a presentation to the Committee as part of an interview process which is expected to proceed as follows:

- **MORNING:** Each candidate will present a 30-minute seminar on a suitable topic from their current research (25 minutes presentation plus 5 minutes of questions). The seminar will be attended by members of the Selection Committee, and other interested members of the Department (only some of whom will be experts in the specialist field of the appointment).
- **AFTERNOON:** The formal interview by the Selection Committee will last about 45 minutes, and will include discussion of research interests and directions, teaching interests and expertise and experience, including undergraduate projects and other aspects of the post. Candidates will be asked to undertake a short teaching exercise during their interview.

During the time they are not giving their seminar or attending their interview, short-listed candidates will have an opportunity to visit the Department and the College. Neither of these visits constitutes any part of the selection process. The Department can provide accommodation and will cover reasonable

travel expenses and reasonable additional caring costs incurred as a result of attending the interview (within agreed policy limits).

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 15 statutory professors appointed in the main branches of the discipline, 6 research chairs, and 47 full professors); in addition, there are seventeen 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 meters.

The Department is currently ranked 5th and 3rd in the world (Engineering & Technology) by *Times Higher Education* and *QS* respectively. For more information on the Department see <u>www.eng.ox.ac.uk</u>.

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 12th 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.

Institute of Biomedical Engineering

The Institute of Biomedical Engineering (IBME), a research institute of the Department of Engineering Science, is situated on the Old Road Campus in Headington (about a mile from the centre of Oxford), close to the Churchill Hospital, the Oxford Cancer Hospital and less than half a mile away from the John Radcliffe Hospitals and the Children's Hospital. The current Institute Director is Professor Constantin Coussios OBE FREng. Primary activities (and the central administration for the IBME) are based at the Old Road Campus Research Building with activities in the Botnar Research Centre, the Big Data Institute and on the Keble Road Triangle site of the Department of Engineering Science.

The IBME offers a world-class and vibrant venue for biomedical engineering research and postgraduate research training where engineers and clinicians work together on addressing unmet needs in the prevention, early diagnosis and treatment of major diseases and conditions. The Institute's core mission

is to develop novel medical devices, healthcare technologies, and systems capable of delivering substantial healthcare benefit, and to translate new engineering technologies into clinical practice. The Institute won a Queen's Anniversary Prize for its healthcare technology innovation activities in 2015. Oxford biomedical engineering has a sustained track record of translational research and healthcare technology commercialisation which goes back to the 1960s but has been particularly prolific in the last two decades. The Oxfordshire region's life sciences and healthcare innovation system is also recognised as one of the most dynamic in Europe, and provides opportunities for academic-business collaborations, industrial-funded research collaborations, as well as a destination for University research innovations and a trained skilled workforce.

Within the IBME there are currently seven research clusters: the Podium Institute for Sport Medicine and Technology (Professor Constantin Coussios, Professor Mauro Villaroel. Professor Liang He and Professor Johannes Wickenmeier); Biomedical Image Analysis (Professor Alison Noble, Professor Vicente Grau, Professor Jens Rittscher and Professor Daniel Bulte), Neurotechnology and Bioelectronics (Professor Tim Denison, Professor Chris Proctor and Professor Jeroen Bergmann), Biomedical Signal Processing, Modelling and Instrumentation (Professor Lionel Tarassenko, Professor David Clifton and Professor Tingting Zhu), Non-invasive Therapy and Drug Delivery (Professor Constantin Coussios, Professor Robert Carlisle and Professor Robin Cleveland), Biomaterials (Professor Eleanor Stride, Professor Malavika Nair and Professor Davio Carugo) and Regenerative Medicine & Biomechanics (Professor Zhan-Feng Cui, Professor Cathy Ye, Professor Mark Thompson and Professor Amy Zavatsky). In addition, we strive to provide a supportive environment for independent early career researchers which include Royal Academy of Engineering Research Fellows as well as Junior Research Fellows.

For more information on the Departmental of Engineering Science, please visit <u>www.eng.ox.ac.uk</u>.

For more information about the Institute and its research programmes, please visit <u>www.ibme.ox.ac.uk</u>.

The Mathematical, Physical and Life Sciences Division

Oxford is widely regarded as one of the world's leading science universities, and the University's Mathematical, Physical and Life Sciences (MPLS) Division sits at the heart of this reputation. It offers an outstanding environment for research, teaching, and innovation across the mathematical, computational, physical, engineering, and life sciences. As one of the four academic divisions of the University of Oxford, encompassing nine academic departments, a Doctoral Training Centre and Begbroke Science Park, it provides a collaborative, interdisciplinary community with a vibrant network of leading researchers and educators.

The division's research outputs, environment, and impact are consistently recognised at the highest levels, both nationally and internationally. MPLS departments regularly appear at the top of global league tables, including the Times Higher Education and QS World Rankings. Our strong performances in the UK Research Excellence Framework in both 2014 and 2021 also highlight the quality and impact of our work. These achievements reflect not only our academic excellence but also the strong networks we foster—with industrial partners, policymakers, and global research institutions.

Our vibrant research environment continues to evolve with major new investments in infrastructure. The Life and Mind Building, the University's largest-ever building project, is now close to completion/opened in 2025. It provides purpose-built facilities for the Departments of Experimental Psychology and Biology in inspiring spaces designed to foster collaboration and brings together researchers working on some of the most pressing questions in life sciences and human behaviour. The striking new Andrew Wiles Building houses our Mathematical Institute next to the Schwarzman Humanities Building, and the Beecroft on the edge of University Parks has provided a transformative home for our physicists. Current plans include significant investment to expand our interdisciplinary research and innovation support facilities at Begbroke Science Park and to transform Osney Mead, to the west of the city centre,

into a dynamic innovation district, further strengthening Oxford's position as a world leader in science, technology, and enterprise.

MPLS provides a supportive and inclusive environment for academics at every career stage, from all over the world. The Division has a strong tradition of securing prestigious fellowships and supporting researchers as they progress to leadership roles. We are proud of our diverse community and every department holds an Athena Swan Award.

For educators, Oxford's tutorial system offers an unparalleled opportunity to engage with talented students and contribute to one of the world's most respected teaching systems. The division plays a central role in shaping the future of science through its graduate programmes, with over 3,500 postgraduate students receiving rigorous training and mentorship across MPLS departments.

For more information about the MPLS Division and the dedicated professional support it provides to academics across the sciences, please visit: <u>http://www.mpls.ox.ac.uk</u>

The Department of Experimental Psychology

The Department of Experimental Psychology, led by Professor Matthew Rushworth FRS, includes over 30 research groups with upwards of 400 undergraduates, graduate students and researchers. Key areas of research include Behavioural Neuroscience, Developmental Psychology, Perception and Cognition, Social Psychology, and Psychological and Brain Health.

Research in Experimental Psychology benefits from strong links with other University departments and institutes. Some researchers are partly based at the Nuffield Department of Clinical Neurosciences, and in particular the Wellcome Centre for Integrative Neuroimaging, a world-leading brain imaging centre with access to 3T and 7T MRI facilities. EP is also closely linked to the Department of Psychiatry, which provides access to clinical populations, and also houses the Oxford Centre for Human Brain Activity (OHBA), which provides access to facilities for Magnetoencephalographic (MEG) recordings. Internally, the Oxford Centre for Cognitive Neuropsychology conducts patient research in conjunction with multimodal brain imaging.

The Undergraduate courses in Experimental Psychology (EP) and Psychology, Philosophy and Linguistics (PPL) together account for an undergraduate body of about 250 students. Students at Oxford study Psychology, Neuroscience, Philosophy, Statistics, and related topics via small-group tutorials and lectures given by the senior academic staff. As well as studying for examinations, students complete laboratory work and a research project as part of the course. Both EP and PPL courses are accredited by the British Psychological Society (BPS) and many students go on to careers in research or clinical practice.

For more information on the Department of Experimental Psychology, please visit <u>https://www.psy.ox.ac.uk/</u>

St Catherine's College

There are 39 self-governing and independent colleges at Oxford, giving both academic staff and students the benefits of belonging to a small, interdisciplinary community as well as to a large, internationally renowned institution. The collegiate system fosters a strong sense of community, bringing together leading academics and students across subjects, and from different cultures and countries.

St Catherine's College is one of the largest colleges within Oxford University and teaches both undergraduate and graduate students. Undergraduates are admitted to read all subjects except Ancient History, Archaeology and Anthropology, Classics, Earth Sciences, Oriental Studies and Theology, and the overall composition of membership is divided more or less equally between arts and sciences.

Although one of the youngest Oxford Colleges, the College can trace its roots back to 1868, when a 'Delegacy for Non-Collegiate Students' was formed. This Delegacy enabled students to gain an Oxford education without the prohibitive costs of college membership. This founding ethos of inclusion is still evident today, and the College has an open, friendly and diverse community amongst its Students, Fellows and Alumni.

A modern college, affectionately known as St Catz, it was founded in 1962 by Lord Alan Bullock.. The College's Grade I listed buildings, and their fittings and furniture, were designed by the Danish architect Arne Jacobsen and attract visitors from around the world. They are located in a peaceful setting adjacent to the University Parks.

Whilst treasuring the traditional values of Oxford college life, St Catherine's is committed to evolving with today's society, reflected in the College motto 'Nova et Vetera': the new and the old.

Both Engineering Science and Psychology are longstanding subjects of major importance at St Catherine's, from both a teaching as well as a research perspective. Professor Orestis Adamidis (Tutorial Fellow and Associate Professor), Professor Byron Byrne (Ørsted / Royal Academy of Engineering Research Chair in Advanced Geotechnical Design), Professor David Gillespie (Tutorial Fellow and Associate Professor), Professor Peter Ireland (Donald Schultz Professor of Turbomachinery), Professor Ole Jensen (Professor of Translational Cognitive Neuroscience), Professor Gaia Scerif (Tutorial Fellow and Professor of Developmental Cognitive Neuroscience), Dr Brian Sheil (Royal Academy of Engineering Research Fellow), Professor Eleanor Stride (Professor of Biomaterials), and Professor Phil Torr (Five AI / Royal Academy of Engineering Research Chair in Computer Vision) are all Fellows of the College.

An Fellowship by Special Election at St Catherines carries with it no additional stipend, but all Fellows are members of the Senior Common Room and are entitled to dine in the College and have access to facilities for entertaining, meetings and overnight accommodation for professional colleagues and other visitors. St Catherine's expects its Fellows to play a full part in College life, taking on some responsibility for its administration (for example, by serving on college committees and assisting with the processes for graduate admissions and scholarships), and to become College Advisors each academic year for a small number of students. This involves being available to give advice and support as and when it is required.

The appointee would be expected to contribute actively to the academic community at St Catherine's, specifically by mentoring our Engineering and Psychology graduate students, and by encouraging graduate applications for the taught MSc and for doctoral research programmes.

For more information on St Catherine's College, please visit <u>www.stcatz.ox.ac.uk</u>

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 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 <u>www.ox.ac.uk/about/organisation/finance-and-funding</u>), and regularly creates spinout companies based on academic research generated within and owned by the University. Oxford is also recognised as a leading supporter of social enterprise.

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

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

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

University Benefits, Terms and Conditions

Details of University policy in the following areas can be found at the links provided.

Salary

Academic staff pay | HR Support (ox.ac.uk)

Pension

https://finance.web.ox.ac.uk/uss

Sabbatical leave

Council Regulations 4 of 2004 | Governance and Planning (ox.ac.uk)

Outside commitments

https://hr.admin.ox.ac.uk/holding-outside-appointments.

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

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

Family support

https://hr.admin.ox.ac.uk/family-leave-for-academic-staff.

https://childcare.admin.ox.ac.uk/home.

https://www.newcomers.ox.ac.uk/.

Welcome for International Staff

welcome.ox.ac.uk.

Home | Staff Immigration (ox.ac.uk)

Relocation

https://finance.admin.ox.ac.uk/relocation-scheme-arrangements#collapse1094916

Promoting diversity

https://edu.admin.ox.ac.uk/home

Other benefits and discounts for University employees

https://hr.admin.ox.ac.uk/discounts

Pre-employment screening

https://jobs.ox.ac.uk/pre-employment-checks.

Length of appointment

Academic posts at Oxford | HR Support

Retirement

https://hr.admin.ox.ac.uk/the-ejra

Data Privacy

https://compliance.admin.ox.ac.uk/job-applicant-privacy-policy.

https://compliance.admin.ox.ac.uk/data-protection-policy.

College Benefits, Terms and Conditions

The appointee will be elected to a Fellowship by Special Election at St Catherine's College. The position is non-stipendiary. Fellows by Special Election are members of the Senior Common Room entitled to dine in College (breakfast, lunch and dinner on weekdays in periods when the College is open).

Probationary period

The appointment is subject to an initial probationary period that is normally five years. If the Fellow should vacate the Associate Professorship, or other University office on which the holding of this Fellowship is dependent, the Fellowship must thereupon be vacated.

Offer of employment

Applications for this post will be considered by a selection committee containing representatives from both the Engineering Science and St Catherine's College. The selection committee is responsible for conducting all aspects of the recruitment and selection process; it does not, however, have the authority to make the final decision as to who should be appointed. The final decision will be made by the Mathematical, Physical and Life Sciences Divisional Board and the Governing Body of St Catherine's College on the basis of a recommendation made by the selection committee. No offer of appointment will be valid, therefore, until and unless the recommendation has been approved by both the Divisional Board and the Governing Body, and a formal contractual offer has been made.

Benefits of working at the University

Employee benefits | HR Support (ox.ac.uk) Staff benefits | HR Support (ox.ac.uk)

PAY SCALE FOR ASSOCIATE PROFESSORS WITH NON-TUTORIAL FELLOWSHIPS (AP-NTF)

(with effect from 1 August 2024)

Grade (36S)					
Scale point	National Pay spine	Total Salary			
11	53	£74,867			
10	52	£72,691			
9	51	£70,579			
8	50	£68,529			
7	49	£66,537			
6	48	£64,605			
5	47	£62,728			
4	46	£60,907			
3	45	£59,139			
2	44	£57,422			
1	43	£55,755			