

Job Description and Selection Criteria

Post	Associate Professorship of Socio-Legal Studies
Department/Faculty	Centre for Socio-Legal Studies in the Faculty of Law
Division	Social Sciences Division
College	Green Templeton College
Contract type	Permanent upon completion of a successful review. The review is conducted during the first 5 years.
Salary	Grade 36S, £52,815 – £70,918 per annum
Vacancy ID	170380
Closing date	Midday on Friday 9 February 2024
Interview date	Interviews are likely to be held in March 2024

Overview of the post

The Faculty of Law, in association with Green Templeton College, invites suitably qualified candidates to apply for the post of Associate Professor of Socio-Legal Studies to commence as soon as possible. The successful candidate will be both a member of the Faculty of Law and the Centre for Socio-Legal Studies, and a Research Fellow at Green Templeton College. The person appointed will be expected to engage in excellent socio-legal research and empirical inquiry, which complements the work being done at the Centre. The postholder will also give high-quality seminars, supervision, lectures, and tutorials. There are a large number of research students in the Centre for Socio-Legal Studies, and supervision will represent a significant amount of the Associate Professor's responsibilities. There will also be opportunities to teach for the Faculty at both undergraduate and graduate level.

In making this appointment, the University and the College share the goal of developing and strengthening the teaching and research capacities and capabilities of the Faculty of Law, as well as contributing, more generally, to the goal of maintaining Oxford University as a leading centre for research and teaching in Socio-Legal Studies.

The Faculty of Law is an Athena SWAN Bronze award holder. Applications are particularly welcome from women and black and ethnic minority candidates, who are under-represented in senior academic positions in Oxford.

Queries about the Centre for Socio-Legal Studies and the Faculty of Law may be addressed to Professor Linda Mulcahy, Professor of Socio-Legal Studies and Director of the Centre, linda.mulcahy@csls.ox.ac.uk (who will be a member of the selection committee). Queries about the application process may be addressed to the Head of Administration and Finance in the Faculty of Law, Charlotte Vinnicombe, charlotte.vinnicombe@law.ox.ac.uk, tel. +44 1865 271560. If you would like to find out more about joining the academic community at Oxford generally, you are welcome to contact Professor Carolyn Hoyle at carolyn.hoyle@crim.ox.ac.uk, who will not be involved in the selection or interview process. All enquiries will be treated in the strictest confidence.

Queries about the associated Fellowship at Green Templeton College should be directed to: fellowshipadministration@gtc.ox.ac.uk.

The role of Associate Professor at Oxford

Associate Professor is the main academic career grade at Oxford with a focus on research and teaching, spanning the full range of professor grades in the USA. 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 multi-disciplinary 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 and research (please see the Benefits, Terms and Conditions section for further details of sabbatical leave). There is the potential for temporary changes to the balance of duties between College and University to enable a focus on different aspects of work at different stages in your 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:

1. Academic research and publication in socio-legal studies at the highest level, publishing outputs in peer-reviewed journals and books.
2. Active engagement in acquiring and facilitating research income from external funders.
3. Supervision of research students following the MPhil and DPhil programme.
4. The delivery, under the direction of the Board of the Faculty of Law, of no fewer than 36 lectures or classes each academic year, and 4 hours per week of tutorial or equivalent teaching, or other broadly equivalent work.¹

¹ The Faculty currently operates a stint system whereby a one-hour lecture counts as three units, a one-hour seminar counts as three units (shared pro rata between the number of people teaching), etc.; and, if the postholder opts to count supervision against stint, the supervision of a DPhil student counts as 24 units.

5. Participation in teaching socio-legal methodology and a contribution to one other course in the Faculty.
6. Mentoring of early career academics.
7. Contributing to the administrative work of the Faculty and the Centre including administration of the research degree programmes, supporting the visitors' programme, organisation of events and professional development of early career academics.
8. Playing an active role in promoting socio-legal studies and capacity building in the field at local, national and international level.
9. Contributing to the strategic development of the Centre and its staff.
10. Co-operating in the administrative work of the Faculty and the Centre in both term and vacation.
11. Engagement in assessment and university examining.

By mutual agreement the post of Director of the Centre for Socio-Legal Studies rotates between the five members of permanent academic staff and the person appointed should be prepared to take on this role when appropriate.

As a Fellow of Green Templeton College, the postholder will be expected:

- to act as college adviser to about 5 graduate students, meeting each once a term to discuss, in general, academic progress, personal development and engagement with college and University life
- on a voluntary basis to join committees which contribute to the governance of the college.
- on a voluntary basis to participate in and contribute towards academic events within college, engaging with the wider college community, and supporting the academic goals of the college.
- to be an advocate for college, highlighting the college affiliation whenever appropriate.
- where appropriate, to advocate for and support the fundraising efforts of the college.

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 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 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 selection committee will take this into account, recognising that the quantity of your research may be reduced as a result.

The successful candidate will demonstrate the following:

Essential Criteria

1. An undergraduate and Master's degree in law and/or one of the social sciences, and a doctorate in a relevant subject or an established record of accomplishment in academic research;
2. a record of high-quality interdisciplinary research and publications in the field of socio-legal studies commensurate with career experience, and the potential to produce further significant

output of a recognised international quality during the tenure of the post which complements the work being done at the Centre;

3. experience of having conducted empirical work to a high standard and the ability to contribute to teaching about qualitative or quantitative methodology;
4. the ability to assess high-achieving and challenging students in taught courses, and to provide supervision and research leadership for post-doctoral fellows, doctoral and Master's-level students;
5. the ability to work as part of a team, have established networks in the field of socio-legal studies at national and international level, and to demonstrate leadership potential;
6. the ability to present research findings effectively to fellow academics, professionals, policy makers and informed members of the public;
7. a commitment to good citizenship and proven administrative and pastoral skills, including the ability to work efficiently with Centre, Faculty and college administration and the ability to deal with the pastoral needs of graduate students.

Desirable Criteria

8. a commitment to promoting the development of inter-disciplinary or multi-disciplinary research and developing capacity in the field of socio-legal studies; and
9. a track record in raising external research grants.

How to apply

The deadline for completed applications and the names of three referees to reach the University is **12 noon on Friday 9 February 2024**

Should you have any queries about the application process, please contact recruitment@law.ox.ac.uk.

All applications will be acknowledged after receipt and will be considered by the selection committee as soon as possible after the closing date.

Shortlisted applicants will be asked to arrange for three references to be submitted before the interviews take place, and to supply two pieces of written work of about the length of a thesis chapter or article, published or unpublished.

Overnight accommodation can be arranged for shortlisted candidates, and economy travel expenses will be reimbursed.

1. On-line application

To apply, visit the [academic vacancies page](#), click on the relevant post title, 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.

You will also be asked to upload a CV and a supporting statement, which should include:

- an explanation of how you meet the selection criteria for the post using examples of your skills and experience;
- a further statement (in approximately one page) of your current and proposed research;
- a full CV and publications list; and
- the names and institutions of three referees (whom you will be asked to contact if you are shortlisted)

The University and colleges welcome applications from candidates who have a disability or long-term health condition and are 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 interview, 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/>.

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, and generous sabbatical leave.

All applications must be received by **12 noon** on the **9 February 2024**

Should you experience any difficulties using the online application system, please email recruitment.support@admin.ox.ac.uk. 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.

Centre for Socio-Legal Studies

For over fifty years the Oxford Centre has been at the forefront of interdisciplinary research into the nature and role of law in society. Our researchers study law as a historical and culturally specific mode of social organisation that takes a variety of forms within and across societies. Our expert staff bring together a wide variety of disciplinary expertise including law, sociology, anthropology, politics, international relations, human rights, economics, geography and art history to examine the interface of law and society. Staff at the Centre have area expertise in Eastern Europe, Africa, Australia, Asia and the US. Much of our work draws on expertise in interviewing, participant observation, oral history, focus groups, surveys, discourse analysis and statistical analysis of data.

Our core staff of experienced Professors, Associate Professors and Post-doctoral fellows are complemented by over 40 research students who form the largest collection of socio-legal students in one academic unit in the UK. In the informal and relaxed atmosphere of the Centre we teach and supervise graduate research students at both Master's and doctoral level. Our students are international in their backgrounds and outlook as well as being diverse in their academic qualifications. They bring exciting and fresh ideas to our research clusters and their commitment and energy contribute substantially to our success. The Centre is also an ideal base for post-doctoral scholars who wish to receive specialist mentoring, develop their projects, gain academic experience, and launch their careers.

Members of our community conduct research into the socio-legal dynamics of some of the most pressing political questions of the day, such as human rights, technologies and social media; comparative legal cultures; access to justice; governance of environmental resources; ethical business regulation; the migration crisis and cultural expertise; legal ideology and religion; and the management of counter terrorism cases in the courts. The Centre has a select number of research associates and a lively visitors' programme.

Faculty of Law

About the Faculty

The Faculty of Law prides itself on being a centre of excellence for the study and research of law, a place where tradition meets innovation, where scholars and students collaborate to further the academic study and practical application of law.

We are proud of our rich legacy of legal education that spans generations. We have the best staff-student ratio of any law school in the UK. We have consistently upheld the highest standards of academic rigour

and played an integral role in shaping the legal landscape, both domestically and internationally. We steward the future of legal scholarship through running the largest doctoral programme in the English-speaking world.

Our commitment to research and innovation is unwavering. Our faculty members are at the forefront of groundbreaking legal research, contributing to the evolution of legal thought and policy in an ever-changing world.

Their expertise spans diverse areas of law, from corporate to human rights, from criminal to environmental, and they bring to the classroom a wealth of practical experience and theoretical insight. Our students have the privilege of learning from the best, engaging in thought-provoking discussions, and honing their legal skills under the guidance of these eminent scholars.

We deliver cutting-edge programmes, including the highly regarded BCL/MJur, Masters in Law and Finance and BA in Jurisprudence. Our community is made up of students and staff from across the world, from many different backgrounds, with a variety of ethnicities, religions, and sexual and gender identities.

We are home to centres of expertise in specialist areas such as the Bonavero Institute of Human Rights, the Centre for Criminology, the Oxford Human Rights Hub, the Institute for European and Comparative Law, the Oxford Intellectual Property Research Centre and the Centre for Socio-Legal Studies.

Oxford's Law Faculty is the largest community of legal scholars in the UK, and consistently ranks among the top universities for Law and Legal Studies.

Undergraduate teaching within the Faculty

There are approximately 220 undergraduates in each year. While most read for the three-year BA in Jurisprudence, up to 35 follow the Law with Law Studies in Europe course over four years, one year being devoted to study in France, Germany, the Netherlands, Spain, or Italy. The full range of subjects taught at Undergraduate level may be found on the Faculty website at www.law.ox.ac.uk/admissions/undergraduate. The undergraduate programmes, including admissions, are the immediate responsibility of the Faculty's Undergraduate Studies Committee and its Associate Dean for Undergraduate Studies and Outreach.

Graduate teaching within the Faculty

The Faculty sustains a major graduate programme and its graduate research school is the largest of any law school in the English-speaking world. There are currently about 640 graduate students, of whom approximately half are enrolled in taught programmes, the largest being the Bachelor of Civil Law (BCL) and Magister Juris (MJur) which account for around 150 students combined. Both are full-time courses, as is the Master of Science (MSc) in Law and Finance and the Master of Philosophy (MPhil) in Criminology and Criminal Justice, while the MSc in Criminology and Criminal Justice is offered both as a full-time and part-time course. There are then a number of courses which are exclusively part-time – the MSc degrees in Intellectual Property, in International Human Rights Law, and in Taxation, and the Postgraduate Diploma in Intellectual Property and Practice. Research degrees account for the remainder of the students and comprise the Doctor of Philosophy (DPhil) degrees in Law, in Socio-Legal Studies, and in Criminology (all offered as full-time and part-time courses), and the one-year Master of Philosophy (MPhil) degrees in Law and in Socio-Legal Research (both full-time courses). All part-time courses are non-residential.

The graduate programmes, including graduate admissions, are the immediate responsibility of the Faculty's Graduate Studies Committee and its two Associate Deans (one for research degrees, the other for taught programmes). The graduate cohort provides a base for a productive interaction between advanced study and research; this is something to which the Faculty attaches great importance.

Research activity

The Faculty has always encouraged excellence and diversity in its research strategy, seeking to achieve the highest quality in the broad range of subjects in which Faculty members pursue their interests. The

Faculty's Research Support Fund provides resources for research assistance, conference attendance, and other research-related activities. The Faculty's Research Support team assist with applications for external research funding.

Academic staff development

Teaching proficiency is one of the factors which is taken into account when Associate Professors are considered for reappointment after the completion of their probationary tenure. The University has made arrangements under which Associate Professors in their initial period of office may take advantage of support in developing their teaching. A range of such support is provided by the Oxford Learning Institute (www.learning.ox.ac.uk), including:

- introductory sessions for new academic staff
- an advisor for new Associate Professors
- peer observation of teaching
- attendance at learning and teaching seminars
- one-to-one discussion with an educational development adviser or faculty teaching representative
- participation in the University's postgraduate diploma in learning and teaching
- self-study resources

Start-up costs

A start-up grant of £4,000 is available (unless the appointee currently holds an established Oxford University academic post). This may be spent at the postholder's discretion on any purpose connected with their academic work, for example IT equipment, research assistance, travel, conference attendance, and/or book purchases. The start-up grant must be spent within three years.

Research support

The Faculty has grant schemes for IT equipment and research support, to which the postholder will be eligible to apply after the first year of appointment.

Further information on the Law Faculty can be found at www.law.ox.ac.uk.

The Bodleian Social Sciences Libraries

The Bodleian Social Sciences Libraries work collaboratively to provide subject support, collections, and services to the Social Sciences Division of the University of Oxford, the largest grouping of social science disciplines in the UK. The Bodleian Social Sciences Libraries comprise six interdisciplinary and specialised libraries, namely the Bodleian Social Science Library; Bodleian Law Library; Sainsbury Library at the Saïd Business School; Tylor Library for Social and Cultural Anthropology; Bodleian Education Library; and the Bodleian Latin American Centre Library. The Rewley House Library for Continuing Education is also managed within the Social Sciences Libraries Group. Together, the Bodleian Social Sciences Libraries deliver world-class services and collections to support world-leading social science research, doctoral training programmes, and some of Oxford's most widely recognised teaching programmes.

The Bodleian Law Library

The Bodleian Law Library, accommodated alongside the Faculty centre in the St Cross Building, houses over a quarter of a million volumes. It receives copies of all law books published in the United Kingdom, and has extensive holdings of overseas legal publications, notably of the Commonwealth, the US, and European countries. Oxford is designated as a European Documentation Centre, and materials relevant to European law are housed in the Bodleian Law Library. It has one of the most extensive collections of domestic and foreign law databases and e-resources in the UK.

Further information about the Bodleian Law Library can be found at www.bodleian.ox.ac.uk/law.

Social Sciences Division

The University's academic departments and faculties are organised into four large groups known as Academic Divisions (Social Sciences, Mathematical, Physical and Life Sciences (MPLS), Medical Sciences, and Humanities). The divisions are responsible for academic strategy and operational planning, for oversight of the teaching and research of their constituent departments and faculties, and for personnel and resource management. The social sciences at Oxford are distinctive for both their depth and breadth, with over 1,100 academic and research staff working across fifteen departments, faculties, and schools. The Head of the Social Sciences Division is Professor Timothy Power.

The Division is a world-leading centre of research and education in the social sciences. The Times Higher Education (THE) University Rankings returned the University of Oxford to the number one spot in the world for Social Sciences in 2022. We have placed first in three of the last five years (2018, 2019, and 2022).

More than 800 researchers were returned to Main Panel C (Social Sciences) for REF 2021 across a diverse range of subject area 'units of assessment' – from geography and business to archaeology and law. Over 55% of the research submitted from the Division was judged to be world-leading (4*, the highest score available). More than two-thirds (69%) of the research's impact was also recognised as world-leading (4*). Research from across the Division was also submitted to subject areas across Panels A (Medicine, health and life sciences), B (Physical sciences, engineering and mathematics), and D (Arts and Humanities), highlighting the enormous breadth and diversity of research expertise across the Division.

Our academic and research staff and students are international thought leaders, generating new evidence, insights, and policy tools with which to address some of the major global challenges facing humanity, such as sustainable resource management, poverty and forced migration, effective governance, and justice. Particular research highlights in recent years have included COVID-19 (<https://www.socsci.ox.ac.uk/covid-19>) and Climate Change (<https://www.socsci.ox.ac.uk/climate-change-research-impact>). As well as active interdisciplinary links with researchers in other divisions at Oxford, we engage and collaborate extensively with other universities and a wide range of governmental and non-governmental practitioner communities such as law, business, public health and welfare, international development, and education around the world. The Division has an extensive portfolio of external funders, partners and supporters, with competitively-awarded external research income exceeding £50 million per year and philanthropic income over £25 million a year.

As part of our commitment to equality of opportunity, eleven of our departments have achieved Bronze awards under the Athena Swan Charter (a UK accreditation scheme recognising organisations' commitment to equality and diversity, particularly in gender). Our School of Geography and the Environment holds an Athena Swan Silver award. In February 2023, for the first time, the University as a whole was awarded an institutional Athena Swan Silver award, acknowledging the progress that has been made in addressing a number of gender gaps across the University over the last five years.

The Division delivers an exceptional range of high-quality educational programmes all underpinned by the innovative research being undertaken by our academics. The student body is made up of over 2,000 undergraduate students, nearly 3,000 students studying postgraduate taught programmes, and 1,200 postgraduate research students. The programmes we offer are wide-ranging, often interdisciplinary and include professionally-oriented provision in areas such as business, law, and education. The Division is home to several of Oxford's most widely recognised teaching programmes, such as Philosophy, Politics and Economics (PPE) at undergraduate level; and at the Master's level programmes such as the Bachelor in Civil Law (BCL), Environmental Change and Management, International Relations, and Social Data Science.

For more information, please visit: www.socsci.ox.ac.uk.

Green Templeton College

Green Templeton College, one of Oxford's few graduate colleges, was founded in 2008 following the merger of Green and Templeton Colleges.

Green Templeton is proud to be a progressive, international and inclusive community within the University of Oxford at the forefront of graduate education. The college aims to lead the way in graduate education by providing an environment specifically geared to the needs and interests of postgraduate students. In 2022 we published our [Strategic Plan](#) to 2031.

With 70 members of staff, 300 fellows and 650 students from around 80 countries, the college is international, outward-looking, future-focused and truly contemporary within a traditional Oxford setting. Friendly and informal, with a single, shared common room and no high table, the college community forms the backdrop to a lively academic and social scene. The intellectual agenda and distinctive academic profile emphasise issues relating to human welfare and social, economic and environmental well-being in the 21st century.

The College is especially committed to equality and diversity, in both law and spirit. The diversity of our global community of students and staff is one of our greatest assets. The College is well known for its friendly, congenial and welcoming environment so it would be very easy for the appointee to the post to settle into College life. There is an understanding of the multiple pressures on our fellows, and we are very accommodating in this regard.

For more information please visit: <https://www.gtc.ox.ac.uk/>

Academic Life and Vision

We extend the traditional Oxford model by bringing together researchers, teachers and practitioners with parity of esteem. Our students, fellows, alumni and staff will have a welcoming and exceptional college experience with enrichment opportunities that enables all to deliver on their potential and thrive throughout life.

The disciplines of our academic and student members include medicine, medical sciences, business and management, and a broad range of social sciences, including education, environmental sciences and social policy. Because of our iconic [Radcliffe Observatory](#), we also have strong connections with astrophysics. We have established academic initiatives in the nexus of these areas, including our long-running Management in Medicine programme.

We seek ways of bringing these groups together and the synergies are remarkable – our aim is to nurture inter- and multi-disciplinarity for the benefit of social, economic and environmental well-being. As part of our vision for the future we strive to ensure our fellowship reflects the diversity demonstrated within our student population. We have great plans for our estate, increasing the facilities available for our community with a focus on the net-zero goal set for 2035.

Appointee

The appointee would initially be a Research Fellow without Governing Body responsibilities. They would be welcome to join committees of the College according to their interests, or to participate in College initiatives which might be academic but could, for example, be about environmental sustainability or diversity of the College.

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 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

University Benefits, Terms and Conditions

Salary

The salary will be on the scale for Associate Professors, (**£52,815 – £70,918 per annum**).

Those appointed below the top of this salary range will receive annual increments until they reach the top point. There is also an annual 'cost-of-living' review. In exceptional cases, the Department/Faculty board may propose the awarding of additional increments within the substantive scale to an Associate Professor at any time during their appointment.

Associate professors who are awarded the title of full professor receive an additional allowance (unless they already receive additional recruitment or retention payments at that level or above) see [Recognition of Distinction | HR Support \(ox.ac.uk\)](#); and they will be eligible for consideration in subsequent regular exercises for professorial merit pay (unless they already receive additional recruitment or retention payments in excess of the level of award) see [Professorial Merit Pay | HR Support \(ox.ac.uk\)](#). These awards do not result in any change to the duties of the postholder.

Additional remuneration may be paid for graduate supervision, examining and some tutorial teaching. Those holding administrative appointments within the department/faculty may be eligible for additional payments.

Pension

The University offers generous pension provision. Associate Professors are usually 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> and

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.

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 duties in the Associate Professor role. Requests for flexible working patterns will be accommodated as far as possible.

You will be eligible to apply to use the University nurseries (subject to availability of places). For details of the nurseries and how to apply for places, please see <https://childcare.admin.ox.ac.uk/home>.

The University subscribes to Work and Family Space, a service that provides practical advice and support for employees who have caring responsibilities. The service offers a free telephone advice line, online support and informative webinars in addition to the ability to book emergency childcare through their online service Bubble. For more details, please see <https://hr.admin.ox.ac.uk/my-family-care>.

The Oxford University Newcomers' Club is run by volunteers, whose aim is to help the newly-arrived partners of visiting scholars, of graduate students and of newly appointed academic and administrative members of the University to settle in and to give them opportunities to meet people in Oxford. Further information is available at <https://www.newcomers.ox.ac.uk/>.

Welcome for International Staff

One of Oxford's great strengths is its truly international body of research and teaching staff from over 140 countries, and we welcome applications from academics across the world. We can help international staff and partners/families make the transition to Oxford. Information about relocation, living and working in the UK and Oxford is available at welcome.ox.ac.uk.

If you require a visa, we have a dedicated Staff Immigration Team to support successful applicants through the immigration process (for Global Talent and Skilled Worker visas) from job offer through to arrival in the UK. This is subject to the eligibility criteria being met for the respective visa routes.

Relocation

Subject to UK tax regulations and the availability of funding, a relocation allowance may be available.

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 will be subject to the University's standard pre-employment screening. This will include right-to-work, proof of identity, references, a pre-employment health declaration, and any other checks as applicable to the post. We advise you to read the notes for applicants at <https://jobs.ox.ac.uk/pre-employment-checks>.

Length of appointment

Appointments to Associate Professorships at Oxford are confirmed as permanent on successful completion of a review during the first five years.

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>.

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

Fellows and Senior Fellows at Green Templeton College have full access to all college facilities, such as the Library and Gym and are entitled to full dining rights. There is a single Common Room to which all members of the College belong. Spouses, partners and children are welcome to accompany you in the Common Room. College association is linked to employment in this role, and terminated concurrently with the end of employment within this role. Senior fellows that have served as a Trustee, and a member of Governing Body, with ten years' service are entitled to be elected to Emeritus Fellow of the College for life.

For full details contact our Fellowship Administration team fellowshipadministration@gtc.ox.ac.uk.

Offer of employment

Applications for this post will be considered by a selection committee containing representatives from both the Faculty of Law and Green Templeton 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 Social Sciences Divisional Board and the Governing Body of Green Templeton 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.