

Job Description and Selection Criteria

Post	Associate Professorship or Professorship of Philosophy
Department/Faculty	Faculty of Philosophy
Division	Humanities
College	Jesus College
Contract type	Permanent upon completion of a successful review. The review is conducted during the first 5 years.
Salary	Combined University and College salary: £55,755 - £74,867 per annum. An additional allowance (currently £3,155 per annum) would be made upon award of the title of Professor. College provides substantial additional benefits including an Official Fellows' Allowance of £17,758 p.a. and access to an equity sharing scheme. A responsibility allowance of £1,748 p.a. and a health insurance scheme for the post holder and family members is also available as detailed below effective August 2024.

Overview of the post

The Faculty of Philosophy in association with Jesus College are recruiting an Associate Professor of Philosophy to start from 1 September 2025, or as soon as possible thereafter.

The Associate Professor/Professor will have an area of specialisation within theoretical analytic philosophy (i.e. in one or more of: philosophy of mind and cognitive science, philosophy of language and logic, metaphysics, and epistemology), and will have research interests relevant to the philosophical aspects of AI and computer science. They will be a member of the Oxford Institute for Ethics in AI. The Institute has an ambitious research and teaching agenda which, beginning from a humanistic standpoint, reaches across all four Divisions of the University, transforming and guiding our understanding and use of AI technology, and its implications for human flourishing.

The successful candidate (henceforth 'postholder') will have the potential to enhance the high reputation in research of the Philosophy Faculty and of Jesus College. They will have a proven record of internationally recognised scholarship and research appropriate to their career stage, and will be expected to provide a high standard of research-led teaching (both undergraduate and graduate) for the Faculty and for the College. As a Tutorial Fellow of the College they will also share in the oversight of the provision of philosophy teaching to students at Jesus College, they will share in the admission and

pastoral care of students studying for degrees involving Philosophy, and they will contribute to the effective running and governance of the College as a member of the Governing Body.

For the Faculty, the postholder will deliver 36 lectures or classes per year to undergraduates and/or graduates in Philosophy. They will supervise graduate students (masters and doctoral students), participate in examining, and play a full and active role in Faculty administration. They will bear primary responsibility for organising teaching for the special subject paper, Ethics of AI and Digital Technology. They will be expected to engage in independent and original research, to secure funding and engage in the management of research projects and disseminate research of the highest international standard through publications, conferences and seminars.

For Jesus College, the postholder will be expected to deliver 6 weighted hours¹ of teaching per week during term time, with associated tutorial fellow duties, including organising tutorials by other tutors, and preparing and marking collections (termly college tests). The postholder will be required to give tutorials in one or more elements of the “Introduction to Philosophy” course taken by first-year philosophy students, these being Logic, General Philosophy, and Moral Philosophy (see link below for more detail of introductory courses). In addition, the postholder will give more advanced undergraduate tutorials in a range of other subjects offered at Oxford (see link below for more detail of advanced undergraduate courses).

More details of introductory undergraduate courses may be found here:

<https://www.philosophy.ox.ac.uk/course-descriptions-first-public-examination-fpe>;

and more details of advanced undergraduate courses here:

<https://www.philosophy.ox.ac.uk/course-descriptions-finals>

Informal enquiries about the post should be directed in the first instance to the chair of the appointment panel, Prof Ursula Coope (Ursula.Coope@philosophy.ox.ac.uk), or to the Academic Director at Jesus College, Dr Alexandra Lumbers (Alexandra.Lumbers@jesus.ox.ac.uk). All enquiries will be treated in strict confidence, and will not be taken into account in the selection decision.

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 and college governing bodies playing a role in the democratic governance of the University and their college. 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.

¹ Tutorial hours for this post operate on a weighting system, whereby one contact hour with one student counts as one stint hour, a two-person tutorial as 1.25 hours, a three person as 1.5 hours. Tutorials consist of an hour of academic discussion between tutor and students, and tutors are expected to mark written work as part of each tutorial.

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.

Philosophy Teaching and Examining in Oxford

There is no undergraduate degree solely in Philosophy at Oxford. Philosophy is a component of a number of joint degrees (e.g. Classics; Philosophy, Politics and Economics) including the three science joint schools: Physics and Philosophy, Maths and Philosophy, and Computer Science and Philosophy. Philosophy postholders therefore work closely with colleagues in these allied fields at the undergraduate level. (See below for more detail on graduate teaching.) At the graduate level, in addition to the DPhil (i.e. doctorate), the Faculty offers a two-year taught Masters degree in Philosophy (the B.Phil) and two specialist one year MSts.

Undergraduate teaching and examination in Oxford involves a separation of powers: Colleges primarily teach their own undergraduate students, and are never involved in examining, whereas the University teaches across all the colleges, and has sole responsibility for examining.

College teaching can take a wide variety of forms (there is considerable freedom), but classes are usually smaller than eight, and frequently involve only one or two students (for tutorials), typically discussing weekly essays. Examining for the University involves the setting and marking of examination papers taken by students across all the colleges.

Teaching for the University is by lectures and classes open to students from all colleges. The content of an undergraduate lecture course for a given subject is constrained by the syllabus for that subject and by past examination questions, but is otherwise up to the lecturer.

All three roles of tutor, lecturer, and examiner, are quite distinct. Typically different postholders will lecture and examine in a given subject at any one time. As an Associate Professor/Professor and college Tutorial Fellow, the postholder will occupy each of these different roles (tutor, lecturer, examiner) at various times and for various papers from the undergraduate philosophy syllabus.

Duties of the post

The main duties of the post are as follows:

1. To undertake and to disseminate advanced research in Philosophy; and to contribute substantially to the research agenda of the Institute for Ethics in AI and to the formulation of that agenda.
2. Under the direction of the Philosophy Faculty Board, to design and deliver up to 36 lectures or classes over the year during term time to undergraduates and/or graduates; and to produce lecture notes, course materials, and reading lists as required.

3. To provide 6 weighted hours per week during term of undergraduate tutorial or class teaching for Jesus College averaged across the three eight-week teaching terms of the academic year. (See above for further details of the College teaching requirements.)
4. To take a lead in the organisation of undergraduate teaching in Philosophy at Jesus College in collaboration with colleagues, which includes, coordinating, setting and marking Collections (College termly exams), monitoring student progress and writing termly reports on students' work, and organising, where necessary, teaching by specialist colleagues in other colleges.
5. To take responsibility for pastoral care of students studying Philosophy within the College (alongside the College Welfare Team) and to act as College Advisor to a small number of graduate students at the College.
6. To take a lead role in the annual undergraduate admissions process for Philosophy at Jesus College in liaison with Fellows in cognate subjects; and to be involved in undergraduate access and outreach activity as appropriate.
7. To supervise and to teach graduate students for the Philosophy Faculty at the masters and doctoral level; and to participate as requested in the annual Faculty and college graduate admissions processes.
8. To participate in University examining, both undergraduate and graduate, as required.
9. To contribute to the administrative work and academic culture of the Faculty and of the Institute for Ethics in AI. This will include playing a leading role in developing the undergraduate Computer Science and Philosophy degree, and taking primary responsibility for organising teaching for the special subject paper, Ethics in AI and Digital Technology. For the Institute, the postholder will regularly attend group meetings, research seminars, colloquia and other events, will contribute to the organisation of events and to the professional development of early career academics.
10. To undertake an appropriate share of other Faculty administrative duties, dependent on career-stage, including service on committees or holding Faculty Offices.
11. To secure research funding and engage in the management of research projects.
12. To participate in the administration and governance of the College, which includes exercising the duties of a Trustee as a member of the Governing Body, serving on College committees, and on occasion taking on College offices (leadership roles).

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 and the College are 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.

Essential:

1. A completed doctorate or a completed doctoral dissertation submitted for examination by the time of the closing date for this application, in Philosophy, or a closely related field.
2. A research record in Theoretical Analytic Philosophy of international standing appropriate to the candidate's career stage, with evidence of potential for producing further research distinguished in its originality, significance, and rigour. Research interests in the philosophical aspects of AI and computer science.
3. Experience of teaching Philosophy in a range of formats (e.g. lectures, seminars, and small groups), and evidence of being able to do so effectively, preferably at both undergraduate and graduate level. Excellent communication skills and an understanding of the learning needs of highly able students. Evidence of the personal qualities needed to encourage a high level of achievement in students.
4. Ability to teach a range of subjects in Philosophy (including topics related to the philosophical aspects of Computer Science) in lectures, graduate seminars, and in tutorials or classes; ability to provide tutorials and classes across a range of topics within the field of philosophy taught at undergraduate level at Oxford, including ability to teach one or more of the topics in the Introduction to Philosophy course taken by first year philosophy students (see 'Overview of the Post' for details).
5. Ability to provide lectures on Turing to first year Computer Science and Philosophy undergraduates, for a course that focusses on Turing's papers on computable numbers, and "Computing Machinery and Intelligence".
6. The ability to provide graduate supervision of high quality, and an understanding of the needs of graduate students and how to address them.
7. Evidence of the ability and willingness to undertake pastoral responsibilities for both undergraduate and graduate students in the College setting.
8. Evidence of the ability and willingness to work collaboratively with a range of colleagues from different disciplines.
9. Good citizenship and the ability and commitment to undertake a range of administrative duties within the Faculty, the Institute for Ethics in AI, and the College and to promote the study of Philosophy at Jesus College. A commitment to advocating for equality, diversity and inclusion in research, teaching and/or the broader community.
10. Ability and willingness to participate in the governance, academic activities and intellectual life of the College, the Faculty and the Institute for Ethics in AI.
11. Ability and willingness to attract external research funding.

Desirable criteria

1. Experience of supervising masters and doctoral students successfully.
2. Ability to teach further undergraduate papers from the Oxford Philosophy syllabus (see Overview of the Post, above).
3. Ability to teach graduate seminars on some further subjects in Philosophy, in addition to subjects related to the philosophical aspects of computer science
4. A track record of successful research grant applications.

How to apply

To apply, visit https://my.corehr.com/pls/uoxrecruit/erq_jobspec_details_form.jobspec?p_id=171439, 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. Application should include:

- Your full contact details including, email address, full postal address and at least one contact telephone number
- A covering letter or statement explaining how you meet the selection criteria set out above, and explicitly including a statement of which papers on the Oxford undergraduate philosophy syllabus you are able to teach, whether a) in lectures, or b) in tutorials.
- A full CV and publications list
- Details of **three** referees (see below)
- An indication of where you first heard about this post

In addition, each candidate should submit a sample or samples of written work, up to a maximum of 20,000 words, published or unpublished (co-authored pieces should be identified as such). In the case of pieces of written work exceeding 20,000 words, candidates should indicate which part or parts they wish to draw to the attention of the selection committee.

All applications, including references and written work, must be received by **12.00pm (noon) GMT** on the advertised closing date. Interviews are expected to be held during early February 2025.

Candidates should ask their referees to send their references directly to jobs@philosophy.ox.ac.uk by the deadline given above. Candidates should supply each referee with a copy of these further particulars. For the preferred candidate, we will also take up a reference from their current or most recent former line manager, excepting those cases in which the line manager has already submitted a reference, or the candidate does not have a line manager in the relevant sense. Permission will be sought from the preferred candidate before taking up such an additional line manager reference.

The University and colleges welcome applications from candidates who have a disability or long-term health condition and is committed to providing long term support. The University's disability advisor can provide support to applicants with a disability, please see <https://edu.admin.ox.ac.uk/disability-support> for details. (College support for disability and long term health conditions is provided by the Academic Director – Dr Alexandra Lumbers – academic.director@jesus.ox.ac.uk). Please let us know if you need any adjustments to the recruitment process, including the provision of these documents in large print, audio or other formats. If we invite you for interviews, we will ask whether you require any particular

arrangements at the interview. The University Access Guide gives details of physical access to University buildings <https://www.accessguide.ox.ac.uk/>.

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

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

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.

The Institute for Ethics in AI

The Institute for Ethics in AI was announced in June 2019 and from September 2025 will be housed in Oxford University’s Schwarzman Centre for the Humanities. The Institute responds to the pressing dual need for disciplinary rigour and multidisciplinary engagement in engaging with the important ethical questions thrown up by the development of Artificial Intelligence. The Institute is rooted in rigorous philosophical inquiry. However, it also reaches out across the University, and beyond, to select the questions to address, to understand technological capabilities and constraints, and to test proposed solutions. In so doing it creates a flexible research platform that can engage successfully with the new and profoundly difficult ethical, metaphysical, and social challenges presented by the form, scale, and scope of emerging capabilities in AI. The Institute is also concerned with fostering the policy impact of research produced by its members and is in the process of making a major investment in a scheme that will significantly increase opportunities for policy impact.

The Institute’s inaugural Director is Professor John Tasioulas, and it currently includes Professor Philipp Koralus (McCord Professor and Director of the Human-Centered AI lab), Professor Ignacio Cofone (Law), and Associate Professors, Dr Carissa Veliz (Philosophy) and Dr Katya Hertog (Oxford Internet Institute) and as Postdoctoral Research Fellows Dr Linda Eggert (Philosophy), Dr Caroline Green (Law; Head of Public Engagement), and Dr David Storrs-Fox (Philosophy). The Institute also benefits from the involvement of its Distinguished Senior Scientist, Sir Nigel Shadbolt, its Head of Technical Engagement, Professor Vince Conitzer, and its Director of Research, Dr Caroline Green, as well as from an array of research associates at different levels of seniority, all of whom contribute to a vibrant cross-disciplinary community.

The Institute is administratively located in the Faculty of Philosophy and builds upon the University’s world-class capabilities in the Humanities to lead the study of the ethical implications of artificial intelligence and other new computing technologies. Cross-disciplinary collaboration is fundamental to the initiative, and the Institute draws upon the entire educational and research endeavour of Oxford University – including the Social Sciences, Medical Sciences, Mathematical, Physical & Life Sciences – to deliver innovative, cutting-edge scholarship. It also develops significant opportunities for collaboration on these important issues with other distinguished research universities, and public- and private-sector institutions around the world. Its diverse array of activities include a popular weekly lunchtime research seminar, regular colloquiums that are open to the public, a fortnightly work-in-progress seminar, an annual lecture, an Oxford-Berlin Early Career colloquium, among others.

For more information, see <https://www.oxford-aiethics.ox.ac.uk/>

The Faculty of Philosophy

The Oxford Philosophy Faculty has over 150 academic members, all of whom are undertaking teaching and/or research in Philosophy at Oxford. Of these, around 60 hold permanent posts within the Faculty or the colleges; many distinguished philosophers hold posts elsewhere in the University. Oxford thus contains the largest group of philosophers in the UK, and one of the largest in the world. It has a vigorous research culture, and performed outstandingly in the most recent UK Research Excellence Framework, achieving the highest volume of world-leading (4* ranked) philosophy research of any unit in the country.

Each year, many distinguished philosophers from around the world visit Oxford to give lectures and seminars. There are over fourteen hundred students studying Philosophy at undergraduate level, always in combination with at least one other subject, and around 150 graduate students, about half of whom are studying for the BPhil or the specialist MSt courses in Ancient Philosophy and Philosophy of Physics, and the rest for the DPhil. A list of current Faculty members and their research interests can be found on the Philosophy Faculty website at:

<http://www.philosophy.ox.ac.uk/faculty-members>.

Further information about the Faculty can be found on its website at:

<http://www.philosophy.ox.ac.uk>.

The Humanities Division

The Humanities Division is one of four academic divisions in the University of Oxford, bringing together the following faculties: Classics; English; History; Linguistics, Philology and Phonetics; Medieval and Modern Languages; Music; Oriental Studies; Philosophy; Theology and Religion; the Ruskin School of Art. The Division has over 500 members of academic staff, approximately 4,100 undergraduates (more than a third of the total undergraduate population of the University), 1,000 postgraduate research students and 720 students on postgraduate taught courses.

The Division offers world-class teaching and research, backed by the superb resources of the University's libraries and museums, including the famous Bodleian Libraries, with their 11 million volumes and priceless early book and manuscript collections, and the Ashmolean Museum of Art and Archaeology. Such historic resources are linked to cutting-edge agendas in research and teaching, with an increasing emphasis on interdisciplinary study. Our faculties are among the largest in the world, enabling Oxford to offer an education in Arts and Humanities unparalleled in its range of subjects, from music and fine art to ancient and modern languages.

The Humanities Division has embarked on a major building project on the Radcliffe Observatory Quarter, following the recent announcement of the £150 million gift to create the [Stephen A. Schwarzman Centre for the Humanities](#).

The Schwarzman Centre will serve as a dynamic hub dedicated to the Humanities. The building will bring together seven Humanities faculties, the Humanities Divisional Office, a new library and significant cultural and public engagement spaces in a space designed to encourage experiential learning and bold experimentation through cross-disciplinary and collaborative study. The Faculty of Philosophy will move to the Schwarzman Centre upon the completion of the project.

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

Jesus College

Jesus College has a strong commitment to promoting and enabling education, learning, scholarship and research at the highest levels amongst its students and academic staff, whilst preserving an informal and friendly atmosphere. Founded in 1571 by Elizabeth I, the College is a self-governing educational charity and is one of the 39 colleges of Oxford University. With Professor Sir Nigel Shadbolt, FRS, FREng as its Principal, the College comprises 110 Fellows, 50 lecturers, 350 postgraduates, and 380 undergraduates and 90 support staff. The College is located on an attractive historic site in the centre of Oxford, with excellent access to the Bodleian Library and other University libraries, and many of the University's department and faculty buildings. Two annexe sites, in north and east Oxford, allow the College to provide accommodation for almost all its students.

In 2022 the College opened [the Cheng Yu Tung Building](#) on its main Oxford site. In addition to postgraduate accommodation, teaching and learning spaces and other student facilities, this transformational space includes [the Cheng Kar Shun Digital Hub](#), fostering innovation with digital technology, within and across disciplines, and enabling researchers to explore new methodologies and share research results in innovative ways. The Digital Hub engages academics, students, staff, schools, and the public with digital research and teaching, events and activities, thus building on the University of Oxford's world-leading research, teaching, collections, and technologies.

The College encourages the academic achievements of its students (being regularly towards the top of the Norrington Table) with excellent teaching, and generous and varied financial support. Similarly it celebrates and supports the academic endeavours of its Fellows and lecturers, both in research and teaching. The College held a [Strategic Review of its activity for 2023-2027](#), setting out a number of important academic themes.

Information about academic staff at Jesus College, including their research and teaching interests, may be found at <https://www.jesus.ox.ac.uk/about-jesus-college/our-community/people/>.

For more information please visit the [college website](#).

Each term there are a number of events for members of the Senior and Middle Common Rooms to meet to present and discuss their research, as well as many varied and interesting online events open to Fellows, staff and alumni. Additional events throughout the year include student musical, dramatic and choral productions.

The Fellows of the College form a lively multi-disciplinary and international community. Weekday lunches in particular are a popular time and there would be excellent opportunities for the Junior Research Fellow to speak to a broad range of other Fellows and lecturers in many different disciplines. Guest Nights on Wednesdays and Fridays during term offer very pleasant occasions for Fellows to entertain professional and personal guests, and a chance to meet a wide range of interesting people. The College hosts a number of well-attended formal dinners throughout the year, at which the Fellow and their guest would be most welcome.

Fellows may make use of the College's well-equipped seminar and other rooms for meetings, entertainment, conferences etc., and can book accommodation for guests in dedicated Fellows' guest rooms. Fellows regularly use College facilities to host seminars, colloquia and conferences of several days' duration. The Fellows' Resources Room provides networked computers, printers, and photocopiers. The College's beautiful 17th-century library offers working and reading spaces for all Fellows, with Wi-Fi (the student library is separate and may also be used).

Philosophy at Jesus College

The post advertised is one of two tutorial fellowships in Philosophy at the College. Associate Professor Jean Baccelli's research focuses on the philosophy of economics, decision theory, and social choice theory. Professor Dominic Wilkinson is a Senior Research Fellow at the College whose research interests include end-of-life care, neuroethics, perinatal ethics, critical care ethics and ethical questions associated with randomised controlled trials. Dr Tom Douglas is a Senior Research Fellow whose research lies in normative and practical ethics, especially on the use of medical and neuroscientific technologies for non-medical purposes, such as cognitive enhancement, behaviour modification and crime prevention. Dr Joanna Demaree Cotton is a Hugh Price Fellow and Research Fellow in Moral Psychology at the Uehiro Oxford Institute. Dr David Storrs-Fox is a Junior Research Fellow and Early Career Research Fellow at the Institute for Ethics in AI.

Jesus College normally admits at least 6 students in PPE, 2 in Philosophy & Theology, as well as a number of students in Computer Science & Philosophy, Mathematics & Philosophy, Philosophy & Modern Languages, and Psychology, Philosophy & Linguistics. There are usually a small number of postgraduate students reading for taught and research degrees in Philosophy.

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

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

<https://www.ox.ac.uk/about/organisation/governance>

<https://governance.admin.ox.ac.uk/legislation/statute-iv-congregation>

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

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

Promoting diversity

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

Other benefits and discounts for University employees

[Staff benefits | HR Support \(ox.ac.uk\)](#) **Pre-employment screening**
<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. See [Academic posts at Oxford | HR Support](#)

Retirement

The University operates an employer justified retirement age for academic posts of 30 September immediately preceding the 70th birthday. See <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>.

Jesus College's Policy on Data Protection and its Privacy Notices may be found at:
<https://www.jesus.ox.ac.uk/public-documents/>

College Benefits, Terms and Conditions

The following conditions apply to Tutorial Fellows who are Governing Body Members at Jesus College:

- Official Fellows' Allowance: £17,758 per annum (effective October 2024). This allowance is paid as taxable, pensionable income;
- Responsibility Allowance: £1,748 per annum. This allowance is paid as taxable and pensionable income.
- Research Allowance of £2,000 per annum (£4,000 in the first year of appointment);
- Fellows are entitled to apply for grants from the College's Major Research Grant Fund, which has a value of £40,000 per annum, and is particularly targeted at new appointees;
- Membership of a medical insurance scheme, paid for by the College as a taxable benefit. Fellows may, at their own expense, add family members to the insurance scheme;
- Office space in College for teaching, equipped with a standard Windows desktop PC and black & white printer.
- An equity sharing scheme to assist in the purchase of a house (for those without a property in the Oxford area already).
- Entitlement to lunch and dinner in College free of charge, during term-time and vacation, except when the kitchens are closed; Membership of the Senior Common Room (annual charge of £60).

Offer of employment

Applications for this post will be considered by a selection committee containing representatives from both the Faculty of Philosophy and Jesus 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 Humanities divisional board and the Governing Body of Jesus 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.