

## Job description and selection criteria

<b>Post</b>	<b>Associate Professorship in Sociology</b>
<b>Department/Faculty</b>	Sociology
<b>Division</b>	Social Sciences
<b>College</b>	Nuffield College
<b>Contract type</b>	Permanent upon completion of a successful review. The review is conducted during the first 5 years.
<b>Salary</b>	Grade 10a (36S) Salary from £52,815 to £70,918 per annum plus college academic responsibility allowance and additional benefits

## Job description

### Overview of the Post

The Department of Sociology seeks to appoint an Associate Professor in Sociology in association with a Professorial Fellowship at Nuffield College. The successful candidate will be expected to undertake advanced, internationally excellent research in sociology; to teach and to supervise at the undergraduate and graduate levels; to contribute to graduate admissions, and examining and assessment at the undergraduate and graduate levels, and to contribute fully to academic administration in the Department and the College. The post-holder will be based in the Department of Sociology.

This position is full-time and subject to successful completion of the probationary period, permanent.

The post is tenable from the start of 2024/25 academic year or as soon as possible thereafter and applications from those at an early, mid, or advanced career stage are welcomed.

We are open to different areas of empirical specialization, such as (but not limited to) the sociological study of the environment, inequality, gender, ethnicity, migration, politics, social movements, health, crime, social networks, the application of computational methods. We welcome candidates with interests in different regions of the world, including those working on countries of the Global South.

The post holder is expected to undertake teaching and supervision linked to the DPhil in Sociology, the MSc in Sociology and the MPhil in Sociology and Demography, and may be asked to contribute to teaching delivered by the Department for the undergraduate degrees in Human Science and Philosophy, Politics and Economics (PPE). The candidate will be able to develop and deliver new option modules within the graduate programmes.

A mentor will be appointed to advise the post-holder.

Queries about the post should be addressed to Colin Mills, Head of Sociology, at [colin.mills@sociology.ox.ac.uk](mailto:colin.mills@sociology.ox.ac.uk) or telephone: +44 (0) 1865 278624. 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 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. The successful candidate 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 and creativity.

There is considerable flexibility in the organisation of duties, with three 8-week 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, the successful candidate 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:

### **University Duties**

- To engage in advanced study and internationally excellent research and to collaborate in research programmes of the Department and contribute to its international reputation for research excellence;
- To disseminate research through publication in high impact journals, participation in international conferences and seminars, and through other media;
- To contribute to the Department's curricula, at both graduate and undergraduate level, in the area of sociology;
- To participate in the teaching and supervision of undergraduate and graduate students in Sociology under the direction of the Head of Department and the Director of Graduate Studies;
- To contribute to the recruitment, admission, and training of high calibre graduate students;
- To co-operate in the administrative work of the Department in both term and vacation under the direction of the Head of the Department;

- To engage in University examining at both graduate and undergraduate level;
- To secure research funding to support the Department's research activities;
- To identify new areas of research, preparing proposals and raising funds for major new research projects;
- To engage in knowledge exchange with a wide range of policy makers, practitioners and other non-academic stakeholders.

Teaching and supervising may include specifically:

*In the Department of Sociology*

- Contributing towards the core teaching of the MSc in Sociology, the MPhil in Sociology and Demography;
- Contributing towards the teaching of undergraduates taking courses provided by the department for the Human Sciences and PPE degrees;
- Supervision and examining for the MSc, MPhil and DPhil and examining for undergraduate courses;
- Providing optional courses for master's students both in Sociology and in Sociology and Demography.

**Teaching duties**

The Department uses 'stint units' to measure teaching and supervision contributions up to a maximum of 288 Teaching units per year. The amount of teaching normally must not exceed an average of 288 teaching units<sup>1</sup> per year without approval by the divisional board.

**College Duties**

In addition to the duties relating to the University side of the post, the appointee will also be required to perform the College duties outlined below:

- To engage in advanced study and internationally excellent research in the specified field of the post;
- To play an active part in the academic and research life of the College, for example by organising seminars, workshops and other academic activities and events;
- To contribute to the recruitment, admission, and training of high calibre graduate students;
- To act as College supervisor for Nuffield students and mentor for postdocs and incoming academic staff as requested; College supervisors are expected to meet with their supervisees during the course of each term and to write progress reports at the end of each term;
- To be a member of and take an active part in the work of the College's Sociology Group;
- To contribute to the governance and academic strategy of the College by participation in the College's Governing Body (subject to appointment as a charity trustee) and in other committees, whether standing or ad hoc, as required.

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<sup>1</sup> One hour lecture, 3 units; one doctoral student, 24 units; and other types of teaching to be weighted proportionally. This tariff is subject to local variation.

## **Selection criteria**

Applications will be judged only against the criteria which are set out below. Candidates should ensure that their application shows clearly how their 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, a candidate has taken a career break or has had an atypical career and wishes to disclose this in your application, the selection committee will take this into account, recognising that research output may be reduced as a result.

### ***Essential Criteria***

- The attainment of a doctorate in Sociology or other relevant subject; candidates must have received the doctorate before 1 October 2024, or at least have submitted a completed doctoral dissertation for examination by that date;
- A record of research achievement at an internationally excellent level in sociology, as evidenced by world-class publications and innovative research projects; and a proven ability to contribute to the Department's research culture and output;
- Strong potential to secure competitive external funding for research, manage research projects and deliver grants successfully;
- Excellence, or the potential for excellence, in teaching;
- The ability to relate well and appropriately to high-achieving and challenging students in seminar teaching, graduate supervision and in pastoral situations;
- The ability to supervise advanced research students working in sociology within the Sociology Department;
- Good oral communication skills; evidence of communication, interpersonal, time management and organisational skills necessary to undertake Department, University and College administration, and to co-operate in Department, University and College affairs;
- The skills and commitment to contribute effectively to the administration and management of the Department and College as leading centres of teaching and research;
- Ability and commitment to provide pastoral and academic support for students at all stages in their university career;
- Commitment to promoting a culture of equality, diversity and inclusion in the workplace.

### ***Desirable Criteria***

- A record of success in obtaining research funding;
- A record of success in building and leading research teams.

## **How to apply**

To apply visit:

[https://my.corehr.com/pls/uoxrecruit/erq\\_jobspec\\_details\\_form.jobspec?p\\_id=172506](https://my.corehr.com/pls/uoxrecruit/erq_jobspec_details_form.jobspec?p_id=172506)

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 will also be asked to upload a CV and a supporting statement. The supporting statement should explain how you meet the selection criteria for the post using examples of your skills and experience. This may include experience gained in education or employment.

The University and colleges welcome applications from candidates who have a disability or long-term health condition and is committed to providing long term support. The University's disability advisor can provide support to applicants with a disability, please see <https://edu.admin.ox.ac.uk/disability-support> for details. Please let us know if you need any adjustments to the recruitment process, including the provision of these documents in large print, audio or other formats. If we invite you for interviews, we will ask whether you require any particular arrangements at the interview. The University Access Guide gives details of physical access to University buildings <https://www.accessguide.ox.ac.uk/>.

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.

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](mailto: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.

All shortlisted candidates will be interviewed and asked to make a short presentation of some aspect of their research to an audience of committee, Department, and College members as part of the interview. **Further materials may be requested from candidates who are short-listed.**

## **Offer of employment**

Applications for this post will be considered by a selection committee containing representatives from the Department of Sociology, the Social Sciences Division and Nuffield 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 Nuffield 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.

Reasonable interview expenses will be reimbursed.

Should you have any queries about how to apply, please contact [hr@sociology.ox.ac.uk](mailto:hr@sociology.ox.ac.uk).

## **The Department of Sociology**

Sociology at Oxford has a strong analytical, empirical and comparative orientation. Our focus is on rigorous description as well as on developing and testing explanatory theories to account for significant social regularities. Particular strengths include the statistical analysis of observational data, social demography, crime (including organized crime), family, gender, social mobility and inequalities, health, political and social attitudes, the collection, management and analysis of complex data. The Department of Sociology was established in 1999 to provide a renewed focus for sociological research and teaching in the University.

The international reputation of Oxford Sociology remains widely recognised. Sociology is currently ranked second in the world (and first in Europe) according to QS Rankings by Subject 2022, first in the sociology UoA in the REF and has been highly successful, given its size, in generating external research income. Oxford has a long and distinguished history of sociological research.

As well as undertaking cutting-edge research, the Department carries out the full range of postgraduate teaching and research, provides teaching and support for undergraduate courses administered by other departments, and has about 40 staff and around 100 graduate students and academic visitors.

The Department offers two taught courses: a one-year MSc in Sociology and a two-year MPhil in Sociology and Demography, which together have an intake of about 35 students per year. In addition, about 15 doctoral students are admitted each year. The Department of Sociology also offers teaching for the undergraduate degree programmes in Human Sciences, and Philosophy, Politics and Economics (PPE).

Academic staff have access to the Social Sciences library, which is housed in the Manor Road Building and also to the library in Nuffield College. There is a very strong research culture within the Department, with two weekly Sociology seminar series running during term. For more information, please visit our website at [www.sociology.ox.ac.uk](http://www.sociology.ox.ac.uk)

The University of Oxford is a member of the Athena SWAN Charter and holds an institutional Bronze Athena SWAN award.

## **The 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, 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 2024. We have placed first in four of the last five years (2019, 2021, 2022 & 2023).

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](#) and [Climate Change](#). 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, thirteen 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 Masters 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](http://www.socsci.ox.ac.uk).

## **Nuffield College**

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

There are 38 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.



Nuffield College is a graduate college within the University of Oxford which was founded in 1937 and specialises in the Social Sciences, particularly Economics, Politics, and Sociology. It aims to be one of the world's outstanding social science institutions, providing a stimulating research-orientated environment for postgraduate students, research fellows, and senior academics and promoting, according to its Charter, "the study by co-operation between academic and non-academic persons of social (including economic and political) problems". About 30 students are admitted each year to undertake both taught masters courses and doctoral research for most of whom the College provides financial support in the form of studentships. In total there are about 100 students enrolled at any one time, many of whom either live in College or have offices in College. In addition in 2023/24 the College has 37 permanent academic Fellows (of whom 4 are College-funded Official Fellows), 60 Research Fellows (of whom 12 are College-funded Postdoctoral Prize Fellows), 19 non-academic Visiting Fellows drawn from the world of business, industry, politics and administration; and a number of Research Officers working on research projects run by the College's Fellows. The College enjoys strong links with the University's social science departments and works closely with the Social Sciences Division.

Nuffield College has been – and continues to be – the source of some of the major research developments in social science. These include the British Election Studies and the major programme of research on Social Mobility in Britain. It was the birthplace of the "Oxford School" of Industrial Relations; it pioneered the development of cost benefit analysis for developing countries; and it has made a major contribution to the methodology of econometrics. At the moment the College hosts five research centres: the Centre for Experimental Social Sciences (CESS); the Centre for Social Investigation (CSI); the Nuffield Politics Research Centre; the Nuffield Centre for Applied Macro Policy (NuCAMP); and the Climate Econometrics project (see further information below).

### **Professorial Fellowships at Nuffield College**

The Associate Professor will be elected to a Non-Tutorial, Professorial Fellowship at Nuffield College. Professorial Fellowships are typically linked with tenure-track academic positions within the University of Oxford (joint appointments), at the level of either associate or full professor. The post-holders are expected to engage in advanced study and research in their field of expertise, falling within the research areas of the College; to provide supervision and academic support for graduate students; to participate actively in the intellectual life of the College; and to take part in College governance. Professorial Fellows are expected to be members of the College's Governing Body (subject to appointment as a charity trustee). Governing Body Fellows are ex officio trustees of the charity which is "The Warden and Fellows of Nuffield College in the University of Oxford".

### **Research Facilities**

The size and specialised nature of the College enable its members to work closely with one another in a stimulating and research-orientated environment. A "critical mass" of students and Fellows working in the social sciences is helpful both in terms of facilities and of intellectual activity, such as the active seminar and conference programme.

The College Library is one of the finest in the social sciences and functions as a research library, reflecting the academic interests of the Fellows. Fellows also have access to all the facilities of the Bodleian Library, including full-text access to nearly all journals in the social sciences. The College has an Information Systems Department to serve the computing needs of Fellows. The College provides facilities and grants for Fellows to invite academic visitors to the College to enable them to carry out collaborative work.



## Research Centres in Nuffield College

The College currently hosts five research centres, focusing on different aspects of and approaches to the study of social sciences:

The [Centre for Experimental Social Sciences](#) (CESS) was established to promote and facilitate experimental research by social scientists in Oxford. The CESS offers an on-site laboratory with 25 computer stations, and maintains a large subject pool. The facilities are designed to support a wide range of experiments. The CESS also maintains an online panel of UK residents, and provides support for fielding online survey experiments and, recently, the facility for virtual lab experiments. The CESS has a regular seminar series that highlights the work of renowned scholars employing experimental methods. Periodic workshops held by the CESS provide training for researchers in experimental research design, experimental data analysis, and programming languages (including z-Tree and Qualtrics). More information on CESS is available at [CESS Nuffield](#).

The [Centre for Social Investigation \(CSI\)](#) is an interdisciplinary research programme; in keeping with the College's Charter which emphasizes "the study by co-operation between academic and non-academic persons of social (including economic and political) problems", the Centre aims to address contemporary social issues of public interest and to engage with policy-makers and the public more generally, carrying out authoritative, non-partisan research on central social issues which draws upon expertise in economics, politics and sociology and related disciplines such as social policy. The Centre seeks to establish itself as an independent and rigorous source of information and analysis of contemporary social issues, communicated in an accessible way to nontechnical audiences, in addition to publishing technical work for academic audiences. More information on CSI is available [here](#).

The [Nuffield Politics Research Centre](#) was established with the aim of conducting innovative research in problems and challenges of contemporary politics, specialising in questions of accountability and representation, and improving communication of political science research to people in public life. The Nuffield Politics Research Centre includes the Nuffield Elections Unit, of which Professor Geoffrey Evans is Director, and which is home to our research on the British Election Study, as well as the UK local elections archive. The Director of the Centre is Professor Jane Green, who is currently a member of the Scientific Leadership Team of the 2019-2023 BES, together with Professor Geoffrey Evans. The Centre includes affiliated Research Fellows, currently Professor Gary King (Harvard University Professor, and Director of the Institute for Quantitative Social Science), and a number of active graduate and post-graduate researchers in the University. More information is available at <https://politicscentre.nuffield.ox.ac.uk/>.

The [Nuffield Centre for Applied Macro Policy](#) (NuCAMP) was established in the Summer of 2017 to create a space in which academics and policymakers can freely and openly discuss current trends, insights and policies that influence how economies function. Through its convening power and activities focussed on holding conferences, workshops and visitor programmes, NuCamp fosters the development of fresh analytical and empirical approaches that promise to create better links and improved knowledge exchange between the academic and policy worlds of macroeconomic problems.

The [Climate Econometrics](#) project and network, was established under the leadership of Professor Sir David Hendry and works in collaboration with the Department of Economics at the University of Victoria, the Smith School of Enterprise and the Environment, and Economics of Sustainability. The project and network concentrate on developing econometric methods to augment climate-economic research by helping disentangle complex relationships between human actions and climate responses and their associated economic effects, masked by stochastic trends and breaks. The project team aims to improve our understanding of the impact of humanity on climate and vice versa, as well as on how econometrics can be used

in climate-economic research, and bring together researchers in the field of Climate Econometrics through an international network. More information on the Climate Econometrics project is available at <http://www.climateeconometrics.org/>.

## About the University of Oxford

Oxford's departments and colleges aim to lead the world in research and education for the benefit of society both in the UK and globally. Oxford's researchers engage with academic, commercial and cultural partners across the world to stimulate high-quality research and enable innovation through a broad range of social, policy and economic impacts.

Oxford's self-governing community of international scholars includes Professors, Associate Professors, other college tutors, senior and junior research fellows and over 2,500 other University research staff. Research at Oxford combines disciplinary depth with an increasing focus on inter-disciplinary and multi-disciplinary activities addressing a rich and diverse range of issues.

Oxford's strengths lie both in empowering individuals and teams to address fundamental questions of global significance, and in providing all staff with a welcoming and inclusive workplace that supports everyone to develop and do their best work. Recognising that diversity is a great strength, and vital for innovation and creativity, Oxford aspires to build a truly inclusive community which values and respects every individual's unique contribution.

While Oxford has long traditions of scholarship, it is also forward-looking, creative and cutting-edge. Oxford is one of Europe's most entrepreneurial universities. It consistently has the highest external research income of any university in the UK (the most recent figures are available at [www.ox.ac.uk/about/organisation/finance-and-funding](http://www.ox.ac.uk/about/organisation/finance-and-funding)), and is ranked first in the UK for university spin-outs, with more than 130 spin-off companies created to date. Oxford is also recognised as a leading supporter of social enterprise.

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

Oxford has a strong postgraduate student body which now numbers over 10,000. Postgraduates are attracted to Oxford by the international standing of the faculty, by the rigorous intellectual training on offer, by the excellent research and laboratory facilities available, and by the resources of the museums and libraries, including one of the world's greatest libraries, the Bodleian.

For more information please visit [www.ox.ac.uk/about/organisation](http://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://hr.admin.ox.ac.uk/my-family-care>

<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

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>

## **College Benefits, Terms and Conditions**

In addition to the University salary, the Associate Professor will receive the College's Academic Responsibility Allowance, which is currently £25,405 per annum (2023/24 rate), taxable and pensionable, and paid directly to the Fellow; the rate is reviewed each August.

The successful candidate will also receive the following benefits that are normally associated with Professorial Fellowships at Nuffield College (2023/24 rates):

- Research Allowance: Up to £16,249 per annum, refunded against specific, approved research- related expenditure, and therefore not taxable.
- Entertainment Allowance: £771 per annum.
- Start-up allowance: Up to £6,766 available in the Fellow's first year to assist with set-up costs, such as IT and other office equipment.
- Option to join the College's private health insurance scheme. Further details about the scheme are available on request.
- The College operates a Housing Scheme for Fellows designed to assist with the purchase of a dwelling in the Oxford area. Further details about the scheme are available on request.
- Professorial Fellows are provided with an office in College and relevant IT equipment and software for the duration of the Fellowship; they are entitled to Common Table meals (i.e. free lunches and dinners in College, including High Table) and are members of the College's Senior Common Room (subscription fees payable).