



Job Description and Selection Criteria

Post	Heather Professorship of Music
Department/Faculty	Faculty of Music
Division	Humanities Division
College	Wadham College

Overview of the post

The Faculty of Music and Wadham College intend to appoint to the Heather Professorship of Music with effect from October 2025.

The Heather Professor is the senior academic in the Faculty of Music. They are expected to assume a leadership role in the research, teaching and administration of the Faculty and to be closely involved with its strategic development. The Professor will represent and promote the study of music in Oxford at all levels and stimulate interest in the subject in the wider academic community and beyond. This is a particularly timely appointment at the precise moment when the Music Faculty will be moving into its brand-new home in the Schwarzman Centre for the Humanities with, among other things, its 500-seat concert hall and 'black box' experimental music space: the Heather Professor will be expected to take the lead in developing the exciting opportunities this space will offer for innovation and interdisciplinary collaboration. The successful candidate will have an exceptional track record of strategic leadership at senior levels, and an outstanding international reputation **in any area of musical scholarship** (which may also include composition where this creative work is demonstrably research-led).

We are seeking to appoint a scholar of the highest international standing with an outstanding record of research and publication (broadly defined) and the academic stature and intellectual drive to help shape the study of music at the University Oxford for the next generation. You should have the ability to teach, guide and inspire students at all levels, and will play a central role in graduate teaching. You will provide research leadership for the Faculty, as well as having the ability to attract research funding and manage funded projects. You will also have a proven ability and readiness to undertake senior administrative duties and to play a role in the formation of academic strategy.

This post is a statutory professorship, which is the most senior academic grade at Oxford. Statutory professors have a world-leading research reputation and exercise broad academic leadership across their faculty and college, and more widely in their subject at national and international level. (Please see <https://hr.admin.ox.ac.uk/academic-posts-at-oxford> for a description of the different types of academic posts at Oxford.)

If you would like to discuss this post, please contact Professor Jonathan Cross (jonathan.cross@chch.ox.ac.uk). All enquiries will be treated in strict confidence and will not form part of the selection decision.



Duties of the post

You will be a member of both the University and the College community. You will be part of a lively and intellectually stimulating research community which performs to the highest international levels in research and publications and will have access to the excellent research facilities which Oxford offers. You will have a role to play in the running of Wadham College as a member of the Governing Body and a trustee of the College.

The statutory definition of the Heather Professor's duties is 'to deliver lectures and give instruction in the theory and history of music' (the Heather foundation dates back to the 17th century). In practice you will be required to perform the following duties:

- (i) to undertake and publish original research work, and to provide strategic leadership for the research taking place in the Faculty – including playing a central role in the preparations for the Research Excellence Framework 2029 ('REF');
- (ii) under the direction of the Board of the Faculty of Music, to give a range of lectures, seminars and/or classes in each academic year to students following graduate and undergraduate courses; and to supervise doctoral students;
- (iii) to participate in the administrative work of the Faculty, including leading the Faculty into the new Schwarzman Centre for the Humanities.

The specific duties of the post are as follows:

Research

As the Heather Professor, you will be expected to play a full part in Faculty research activity, which includes:

- maintaining and enhancing an internationally recognised research profile, with a strong and sustained record of academic publication;
- developing and submitting grant proposals to support your own research portfolio;
- collaborating with other scholars, within or outside the University, in research and dissemination (including, for instance, editing journals and series);
- disseminating research through participation in, and organisation of, University, national and international conferences and seminars, and through other media;
- mentoring academic colleagues, including early career scholars.

Additionally, you will be expected to take the lead in encouraging, supporting and developing research achievement and in nurturing the research and research-impact culture across the Faculty in the run-up to REF 2029 (see <https://www.ref.ac.uk> for details). In brief, the University is looking to the Heather Professor to provide strategic leadership in order to generate innovation and growth, making the most of the rich human and physical resources offered by the Music Faculty and the Humanities Division as they begin an exciting new stage of their development in the Schwarzman Centre (see below).

Graduate teaching and supervision

You will be expected to play a leading part in delivering and shaping the development of Masters courses, helping to devise new course options, and in guiding, supervising, encouraging, and the examining of graduate students on taught courses. You will contribute to graduate teaching and will participate in graduate recruitment, admissions and assessment.

Undergraduate lecturing and teaching

You will be expected to make a contribution to the teaching of the BA in Music (through lectures, classes, and seminars) as well as the assessment of the undergraduate course, contributing new options as appropriate within the current syllabus, and animating the further development of the undergraduate curriculum. Postholders are encouraged to develop their teaching in relation to their research.

Holding of Faculty offices and administration

You will be expected to play a full part in the Faculty's business. The Heather Professor is a member *ex officio* of the Board of the Faculty of Music, and several of the Board's sub-committees. You will also be eligible to be appointed to certain Faculty Offices, including Chair of the Faculty Board (see below), and Director of Development and External Relations within the Faculty.

Headship of Department/Faculty Board Chair

Every statutory professor who is employed by the University, unless individually exempted, has an obligation to accept the headship of the department or faculty in which their post is held, if invited to do so by the Humanities Divisional Board. The office of chair is held on a revolving basis among senior members of the Faculty, usually for a fixed period of three years.

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 electoral boards (selection committees) will be aware of the principles of equality of opportunity, fair selection and the risks of bias.

If, for any reason, you have taken a career break or have had an atypical career and wish to disclose this in your application, then the electoral board will take this into account, recognising that the quantity of your research may be reduced as a result.

You will demonstrate the following:

1. An outstanding record in one or more aspect(s) of musical scholarship, with an international reputation, that will contribute to and enhance the profile of the Faculty of Music;
2. Outstanding current and projected work in one or more aspect(s) of musical scholarship;
3. The ability to provide strategic leadership in research, research culture, and external research grant capture, and support for interdisciplinarity.
4. A willingness to support the Faculty's preparations for the 2029 Research Excellence Framework exercise, through high-quality outputs, research environment and impact.
5. A broad and inclusive vision for musical scholarship, teaching and practice within the context of the Faculty's new home in the Schwarzman Centre for the Humanities.
6. The ability and readiness to undertake graduate teaching and supervision at an appropriate level, and to play a leading part in delivering and shaping the development of Masters courses.
7. The ability and readiness to undertake undergraduate teaching at an appropriate level.
8. The ability to lead, mentor and inspire academic colleagues, including early career researchers.

9. The ability and readiness to foster the academic life of the Faculty through organisation of – and participation in – conferences, seminars and other research meetings.
10. The ability and willingness to contribute effectively to Faculty administration, for instance through service as Faculty Board Chair, and to represent the Faculty in the wider University, nationally, and internationally on relevant committees, associations and/or learned societies.
11. Commitment to fundraising for academic posts, student support and/or other relevant projects, and to supporting alumni relations.

How to apply

To apply, visit https://my.corehr.com/pls/uoxrecruit/erq_jobspec_details_form.jobspec?p_id=173861, 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 without seeking your permission. Referees should not write directly to the University, but may be contacted at any stage in the recruitment process if the electoral board requests your references.

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, or during career breaks (such as time out to care for dependants).

The University and colleges welcome applications from candidates who have a disability or long-term health condition and they 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 interviews, then 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 UK time on Monday 9 September 2024**.

Please email recruitment.support@admin.ox.ac.uk should you experience difficulties using the online application system. 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.

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 applications will be considered by the electoral board as soon as possible after the closing date. The electoral board is free to search for other candidates at this or any subsequent stage in its proceedings. You will be kept informed of the progress of your application at each stage, but in some cases there may be a delay while deliberations are ongoing. All shortlisted candidates will be interviewed and will be asked to give a short presentation to the electoral board as part of the interview. The composition of the electoral board will be published in the University Gazette (<https://gazette.web.ox.ac.uk/>) when it is finalised.

The Faculty of Music

The Faculty of Music is one of the largest and liveliest music departments in the country, and an internationally renowned centre of musical teaching and research. In the recent Research Excellence Framework (REF 2021), 40% of Oxford's submission was judged to be 4* (the highest score available, for research quality that is world-leading in terms of originality, significance, and rigour).

There are presently 13.5 staff holding permanent academic appointments in the Music Faculty: five full Professors, seven Associate Professors, and a Director of Musical Performance and Performance Studies. The total membership of the Faculty, including research staff and college tutors, is over 50. The Faculty has nearly 300 students, of whom two-thirds are undergraduates. The Faculty is currently situated in self-contained and specially adapted buildings in central Oxford, next to Christ Church Meadow, and will move to the Schwarzman Centre (see below) in 2025.

Through its undergraduate and postgraduate programmes, the Faculty offers a highly stimulating environment for anyone interested in a practical, scholarly and creative engagement with music. Our undergraduate and graduate curricula are strong in traditional musicological and musical skills, but are also notably wide-ranging and imaginative, reflecting contemporary developments in music and musicology. The Faculty's research and teaching strengths cover a broad spectrum, including European music of many periods, ethnomusicology, composition, opera, analysis and music theory, the psychology and sociology of music, performance, and performance practice.

The Faculty of Music holds a Bronze Athena SWAN award to recognise advancement of gender equality: representation, progression and success for all.

Research

The Faculty Board offers a range of support for research, including:

- a mentoring scheme in which a more established member of the Faculty gives guidance on teaching and research;
- regular research leave;
- financial support for research expenses and conference attendance;
- teaching relief for particular research needs;
- equipment for research staff, including supporting IT resources.

In addition, the University has funds to support pilot projects and other research schemes. The Humanities Division supports a team of research facilitators whose role is to assist research staff in developing projects and applying for external funding.

Oxford's libraries offer excellent facilities for both teaching and research. The Bodleian Library, with its 11 million volumes and priceless early book and manuscript collections, is a library of legal deposit and so receives all UK publications. In addition, the Music Faculty Library has very considerable book, score, audio and electronic resources, and many college libraries also have collections with substantial research value. There are extensive online resources and excellent support is available from the Oxford University IT Service. The Faculty has a variety of specialist research resources, including Disklavier computer-monitored pianos, electronic music studios, the Bate Collection of Musical Instruments and a gamelan, all of which will be housed in the new Schwarzman Centre.

The Schwarzman Centre

Opening in September 2025 and funded by a £185 million gift (the largest in the University's history), the Stephen A. Schwarzman Centre for the Humanities will provide a state-of-the-art home for seven of the Division's ten faculties (Music, English, History, Theology and Religion, Medieval and Modern Languages, Linguistics, and Philosophy), along with the Institute for Ethics in AI, the Oxford Internet Institute, the Bodleian Humanities Library, and a suite of performance spaces including a 500-seat concert hall (with acoustics engineered by Arup), a black box experimental performance lab, a 250-seat theatre, a white box exhibition space, a flexible recital hall, recording studios, and a 100-seat cinema, as well as the new home for the Bate Collection. Designed by Hopkins Architects (whose previous projects include the new Glyndebourne Opera House and Kroon Hall at Yale University), the Schwarzman Centre will be a hub for innovation, interdisciplinarity and impactful research. It will facilitate new ways of working, as well as providing a catalyst for co-creation with communities who have had no prior engagement with the University. A Cultural Programme (<https://oxfordculturalprogramme.org.uk>) will develop a dynamic and original series of public events inspired by Oxford research.

Further details are available via the project website: <https://schwarzmancentre.humanities.ox.ac.uk/>

Graduate study

The Faculty admits approximately 30–35 taught graduate students each year, plus approximately 7–10 doctoral research students, from a large and international body of applicants. It runs a one-year taught Master of Studies (MSt) programme with pathways in musicology, composition and performance, as well as MPhil and DPhil research degrees. The two-year MPhil allows for specialisation in musicology, composition and performance, while the DPhil caters for a wide variety of types of musical scholarship and of compositional approaches (but not performance).

Teaching on the MSt is currently delivered through a programme of seminars across the first two terms, with one-to-one supervision for coursework, dissertations and composition portfolios. The Humanities Division also provides a series of specialist research training seminars, and the Faculty encourages graduate students to take up opportunities for training in tutoring and other teaching. The Division runs a growing number of interdisciplinary Masters programmes, including in Digital Humanities, Film Aesthetics and Women's, Gender & Sexuality Studies. Research students are typically supervised by a single member of the Faculty (although joint supervision arrangements are becoming increasingly common). The Faculty is also part of a joint programme with the Saïd Business School offering a two-year programme of study (one-year MSt, followed by one-year MBA) as well as making a full contribution to the MSt in Medieval Studies.

Undergraduate study

Faculty teaching consists principally of lectures and seminars, supported by occasional workshops and masterclasses. For the Preliminary Examination in Music (first year), students follow lectures, classes and tutorials in special topics (historical and critical studies); foundations in the study of music; stylistic composition; musical analysis and critical listening; and options in musicology, performance, composition, extended essay, advanced musical skills and critical studies in ethnomusicology. For the Final Honour School (second and third years), students follow compulsory courses in topics in historical and critical studies, musical analysis and criticism, compositional techniques, and musical thought and scholarship, and can choose from a wide range of options including composition and improvisation, ethnography, performance (solo, chamber

and choral), analysis portfolio, orchestration, editing, dissertation, recording and producing, and many specialised historical, critical and interdisciplinary topics.

The Faculty aims to admit around 75 new undergraduates each year to read for the BA in Music. Oxford is fortunate in being able to recruit high-quality, motivated undergraduates who respond enthusiastically to a broad and challenging syllabus, and who are extremely rewarding to teach.

For more information about the Faculty, please visit: www.music.ox.ac.uk.

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; Asian and Middle Eastern 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 Humanities Division has embarked on a major building project on the Radcliffe Observatory Quarter, following the announcement of a £185 million gift to create the Stephen A. Schwarzman Centre for the Humanities.

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.

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

Wadham College

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

The Heather Professorship of Music is associated with a professorial (non-tutorial, non-stipendiary) fellowship at Wadham College.

Wadham is one of the larger colleges of the University of Oxford, with approximately 450 undergraduates, 240 graduates, and over 70 Fellows. Founded in 1610 by Nicholas and Dorothy Wadham, Wadham College has a strong commitment to academic values, within a liberal and progressive atmosphere. The College is academically strong, with representation amongst most of the subjects taught at undergraduate level at the University. Professors, Research and Tutorial Fellows, and Fellows by Special Election, are all members of its

Governing Body, and all members of the College are encouraged to participate actively in College decision-making and in developing its policies and practices.

Wadham College is committed to maintaining a vibrant and internationally excellent teaching and research environment. It accordingly expects its Fellows to be active in research and to contribute to a high-quality teaching and learning experience for its student body.

Wadham Values

Wadham has a proud tradition of being at the forefront of advancing equality of opportunity, and celebrates vigorous debate, independent thought, and academic excellence. We seek to create a welcoming, accessible, and secure environment in which to work, study, live, and visit. Our community embraces people of all ages, backgrounds, races/ethnicities, nationalities, beliefs (including religious beliefs), genders, sexualities, dis/abilities, and appearances. This diversity, underpinned by mutual respect and consideration, enriches us all.

Music at Wadham

Wadham has a long and happy association with this chair. There is a thriving musical community in College which was specially built up during the Wardenship of Lord Moser, and thanks to the generosity of Lord and Lady Moser there is, for instance, a small fund which pays for music lessons for students. The College's Director of Music is responsible for the management and development of the College Chapel choir, and, supported by the John Brookman Scholar, takes the lead on encouraging and facilitating a range of musical activity across the College. The College Music Society presents a number of concerts each year both in the College and in the adjacent Holywell Music Room, which belongs to the College, including performances by distinguished visiting musicians as well as by members of the College.

College Engagement

The Professorship is associated with a non-stipendiary fellowship and the postholder will be a member of the Governing Body and a charity trustee, and will have a voice in shaping the affairs and policy of the College. Charity trustees are required to take part in the governance of the College through regular attendance at Governing Body meetings and participation as requested in academic and other committees supporting the Governing Body. Fellows are expected to play a full role in the life and administration of the College. This may involve, from time to time, holding Office within the College and, in conjunction with the College's Development Office, taking part in development activities and alumni relations. Although the Fellowship carries no formal teaching duties in College, the postholder will be expected to participate in the academic life of the College at a less formal level, for example by organising a seminar series or acting as college advisor for graduate students. The terms and conditions of the College Fellowship are subject always to the provisions of the College's Statutes and by-laws, and the regulations of the Governing Body in force from time to time. The fellowship will also be subject to the conferment and continued tenure of the Heather Professorship.

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

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 of 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. The current strategic plan can be found at <http://www.ox.ac.uk/about/organisation/strategic-plan-2018-23>.

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

<https://hr.web.ox.ac.uk/academic-staff-pay>

Pension

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

Sabbatical leave

<https://governance.web.ox.ac.uk/legislation/council-regulations-4-of-2004>

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

<https://welcome.ox.ac.uk/>

<https://staffimmigration.admin.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

<https://hr.admin.ox.ac.uk/academic-posts-at-oxford#collapse1532056>

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

Professorial Fellows at Wadham are full members of Governing Body (subject to appointment as a charity trustee).

As a Professorial Fellow, you would be entitled to the following benefits:

- lunch and dinner at Common Table free of charge
- shared office space
- access to book the College's lecture rooms, as well as its facilities for more informal or social gatherings, including private dinners. A discounted rate (15%) applies to conference and events bookings
- access to invite guests to High Table and to book college guest rooms for academic visitors (for which modest charges apply). Wadham is unusual in offering High Table almost every weekday in term; it has a high reputation for its food and wine cellar, which Fellows are welcome to use.
- membership of the Oxford Colleges' Healthcare Plan
- support towards academic expenditure (currently up to £1,155 p.a.) for the purchase of books or towards the costs of attending relevant conferences
- 15% discount on books from Blackwell's
- access to the college sports facilities (on-site gym, squash court, and badminton court, and the College's sports ground in North Oxford with tennis courts, sports pitches and a pavilion)
- parking (limited availability)
- use of the Fellows' bike shed