



Job Description and Selection Criteria

Post	Associate Professor of Clinical Psychology
Department/Faculty	Department of Experimental Psychology, Anna Watts Building, Radcliffe Observatory Quarter, Woodstock Road, Oxford, OX2 6GG and the Oxford Centre for Psychological Health, Warneford Hospital, Oxford OX3 7JX
Division	Medical Sciences Division
College	Kellogg College
Contract type	Permanent upon completion of a successful review. The review is conducted during the first 5 years.
Salary	Grade 36S: University salary £54,395 - £73,041 per annum plus substantial additional benefits including a (currently) £1,576 p.a. College allowance. An additional allowance of £3,078 p.a. would be made upon award of the title of Full Professor. There is also the possibility of a market pay supplement (up to £10,000 p.a.) for suitably qualified clinical candidates, subject to approval by the Senior Appointments Panel.

Overview of the post

The Department of Experimental Psychology is seeking to recruit an Associate Professor of Clinical Psychology to take a leading role in developing and implementing rigorous clinical psychology research with a clear trajectory to impact on patient benefits. This is a joint appointment with Kellogg College, and the successful candidate will also be appointed to a Fellowship at the College. For suitably qualified and experienced individuals, the title of full Professor may be awarded on appointment.

Oxford has a long tradition of excellence in the psychological sciences. We seek to appoint an individual with an outstanding research and teaching record in the subject areas of clinical psychology. We welcome research that helps integrate clinical and experimental psychology, to bring tangible societal benefits, in line with our commitment to supporting impact.

The appointee is jointly based in the Department of Experimental Psychology and the Institute of Clinical Psychology. There are strong links with other cognate departments or institutes across the medical, social and mathematical sciences. We are interested in appointing an individual who may foster new links, in the spirit of our new departmental home in the [Life and Mind Building](#) where we will seek to capitalise on cross-disciplinary expertise to understand and address major global challenges.



The person appointed will be expected to engage in advanced study and research in clinical psychological science, and to give high-quality clinical research supervision at doctoral level (DClinPsych) and advanced clinical psychology exposure at undergraduate level. They will have a strong commitment to open and reproducible science and be committed to educating students and training the next generation of clinical research leaders. There are strong links between the university and Oxford NHS trusts. Suitably qualified candidates have the option of conducting clinical work linked to their research interests.

We expect to appoint at the level of Professor or Associate Professor (the Professor title subject to the Recognition of Distinction Exercise). The appointee will be a leading authority in their field, demonstrating a sustained career of leading research and possessing breadth and depth of specialist knowledge. The post holder will report to the Head of Department.

The University of Oxford uses the grade of Associate Professor for most of its senior academic appointments. Associate Professors are eligible for consideration through regular recognition of distinction exercises for award of the title of full professor. This promotion in status, which brings an enhanced salary, is dependent on merit and does not normally occur until some years after reappointment to retirement. In exceptional cases, where the candidate has previously established an academic standing at an appropriate level of distinction, the title of full professor may be awarded at the time of appointment.

This is a joint appointment with Kellogg College, where the appointee will be elected to a co-terminous Official Fellowship at Kellogg College. As such, the posholder will participate in the governance, intellectual life and interdisciplinary activities of the college as outlined below.

The Department of Experimental Psychology and Kellogg College embrace diversity and inclusion in their recruitment campaigns, and would welcome applications from candidates currently underrepresented in senior roles in the University, particularly women, candidates of colour and disabled candidates with diverse backgrounds. The University of Oxford actively promote and support flexible working across sites.

The University of Oxford is a member of the Athena SWAN Charter for the advancement of gender equality: representation, progression and success for all. The Department of Experimental Psychology holds a [departmental Silver Athena SWAN award](#) in recognition of its efforts to introduce organisational and cultural practices that promote gender equality and create a better working environment for both men and women. All 16 departments within the Medical Sciences Division hold Silver or Gold Athena SWAN awards. The University holds an [Athena SWAN silver award](#) at institutional level. Contact equality@admin.ox.ac.uk for further information about Athena SWAN at the University of Oxford.

If you would like to discuss this post and find out more about joining the academic community at Oxford, please contact, Professor Daniel Freeman, via the EA to the Head of the Department (hod.office@psy.ox.ac.uk). Queries regarding the College association can be sent to the Human Resources team at Kellogg College (college.administrator@kellogg.ox.ac.uk).

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 ('assistant' to 'full'). 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.

The post-holder will be expected to contribute to research supervision of students on the Doctorate of Clinical Psychology (DClinPsych) which runs throughout much of the year but there is a degree of flexibility in the organisation of duties and generous sabbatical leave to balance teaching and research (please see the Benefits, Terms and Conditions section for further details). There is the potential for temporary changes to the balance of duties between College and University to enable a focus on different aspects of work at different stages in your career.

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

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

Duties of the post

You will be a member of the Department of Experimental Psychology, Kellogg College, and the Institute for Clinical Psychology Training and Research which is part of Oxford Health NHS Foundation Trust. You will be part of lively and intellectually stimulating research communities which perform to the highest international levels in research and publication and will have access to the excellent research facilities which Oxford offers.

You will be expected to contribute to high quality research supervision of students on the Doctorate of Clinical Psychology (DClinPsych) and to integrate into your clinical research activities a small number of undergraduate students reading for Experimental Psychology; and Psychology and Philosophy & Linguistics. Depending on expertise, this could be realised through contributions to a range of different activities but it will include: 1) Supervision of DClinPsych students for their research project; and 2) Contributions to advanced (4th Year) undergraduate research training. You will supervise doctoral students, you will be expected to undertake examining, and to participate in advanced undergraduate teaching.

As a Fellow of Kellogg College you will have a role to play in the governance of the College as a member of its Governing Body and subsidiary committees, and in the support of its graduate students and diverse interdisciplinary activities, as outlined below.

Duties will include specifically:

For the Department and the Division:

- To undertake research consistent with the Department's commitment to academic excellence and its position as one of the leading research departments internationally, including exploiting the opportunity to collaborate with other Departments within the Medical Sciences Division;
- To gain substantial research programme funding, sufficient to deliver their research and the directly incurred and directly allocated academic costs of the post, and lead, and fund, a research group;
- To contribute substantially to sustaining the environment of academic excellence within the Department;
- To be eligible to be returned at world leading (4*) or world influencing (3*) level for any future Research Excellence Framework or their equivalent;
- To disseminate research through publication in scholarly peer-reviewed journals¹, participation in international conferences and seminars, and through other media;

¹ The University of Oxford is a proud signatory to the San Francisco Declaration on Research Assessment (DORA), which means all hiring, tenure and promotion decisions will evaluate applicants on the quality of their work, not the impact factor of the journal where it is published.

- To provide high quality supervision and mentorship to members of their research group, focusing on clinical doctoral students, but also including undergraduate students, research assistants, and/or postdoctoral researchers;
- To prepare and mark examinations, and contribute to curriculum development;
- To contribute to the department's public engagement, access, and outreach initiatives;
- To promote awareness and understanding of equality, diversity, and inclusion, and embedding these principles among staff and students to help foster a positive EDI culture within the department;
- To promote open, reproducible scientific practices;
- To carry out administrative duties within the department, Division and the University.

For the DClinPsych course:

- To work with the course research director/s in co-ordinating supervision of theoretically driven research projects (TDRP);
- To be first supervisor of a proportion of TDRPs;
- To be chair of supervisory panels for a proportion of TDRPs;
- To be involved in the approval of the various research project undertaken by DClinPsych students;
- To contribute to the co-ordination and delivery of research skills teaching;
- To deliver teaching in the appointee's area of specialty;
- To contribute to the EDI initiatives for the DClinPsych course;
- To support DClinPsych students in research Governance activities;
- To carry out administrative duties within the course.

College duties for Official (Governing Body) Fellows:

- To take part in the administration and governance of the College by participation in the Governing Body and other committees.
- Be an active member of the College, participate in College events, be a positive ambassador for Kellogg, and act in the best interests of the College at all times.
- Act as a College advisor for students, available for consultation, including on issues that a student may feel unable to raise with their University supervisor or department.
- Attend Progress Review Meetings with students.

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 the selection committee will be aware of the principles of equality of opportunity, fair selection and the risks of bias. There will be both female and male selection committee members wherever possible. The selection committee may be advised by other qualified members of the Department in assessing application materials.

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

- A doctorate in psychology or a related discipline;
- Either an internationally recognised portfolio of research and publications in clinical psychology (or a closely related field), or demonstrable potential to achieve this;
- A publication record² appropriate to your career stage and accounting for career breaks or personal circumstances;
- Evidence of a substantial and realisable research plan which will complement and significantly extend the department's research portfolio;
- The ability to obtain and sustain peer-reviewed research funding;
- The ability to manage a research team, with the ability to plan work, motivate staff, and monitor performance;
- Experience in or demonstrable potential for excellent contributions to research training of clinical psychology students and advanced undergraduate psychology students, and a strong and demonstrable commitment to the organisation and delivery of teaching, at the highest level;
- Interest and experience in providing a high standard of supervision for research students;
- Excellent communication and interpersonal skills relevant to research, teaching, and pastoral care;
- Ability and commitment to developing research students, early and mid-career researchers;
- A clear commitment to open and reproducible science;
- Ability to develop programmes of research with potential societal impact and benefit;
- Commitment to promoting a culture of equality, diversity and inclusion in the workplace, including the undertaking of appropriate training as and when asked to do so;
- Evidence of a commitment to equality, diversity and inclusion in research, teaching and/or the broader community;
- Evidence of, or potential for good citizenship and a willingness to undertake administrative duties (within reason) to support the smooth running of the Department and the College. Proven communication and interpersonal skills enabling the formation of good working relationships with colleagues, students and collaborators.

Desirable

- The ability to collaborate in and enrich research programmes in Oxford across departments and divisions;
- Interest and experience of working with external stakeholders to enhance the societal impact of academic research;
- Experience of academic administration;
- Registration (or eligibility for registration) with the [HCPC](#) as a clinical psychologist;
- Willingness to apply for an honorary contract with local NHS trust if appropriate.

Hazard-specific / Safety-critical duties

This job may include the following hazards or safety-critical activities, which will require successful pre-employment health screening through our Occupational Health Service before the successful candidate will be allowed to start work. Depending on the post holder's research profile, the post may include the following hazards or safety-critical activities, which will require successful pre-employment health screening through our Occupational Health Service before you will be allowed to start work. The procedures are spelled out in:

www.admin.ox.ac.uk/personnel/recruit/preempcheck/compulsorychecks/medical

² The University of Oxford is a proud signatory to the San Francisco Declaration on Research Assessment (DORA), which means all hiring, tenure and promotion decisions will evaluate applicants on the quality of their work, not the impact factor of the journal where it is published.

Examples of hazards and safety-critical activities that may be relevant to this post include:

- Night working (11pm-6am)
- Lone Working
- Driving on University business
- Working with blood, human products, and human tissues
- Work in clinical areas with direct contact with patients (NOT administrative roles)
- Travel outside of Europe or North America on University Business

How to apply

To apply, visit https://my.corehr.com/pls/uoxrecruit/erq_jobspec_details_form.jobspec?p_id=174450 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. It is expected that interviews for shortlisted candidates will take place in Oxford in early January 2025.

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.

All shortlisted candidates will be interviewed and will be asked to give a presentation as part of the interview.

Academic context of the post

The Department of Experimental Psychology

The Department of Experimental Psychology at Oxford was founded in 1898 and has a long and prestigious history and is fortunate to be home to a number of current world-leading research groups, and continues to be among the top-ranked Psychology departments worldwide. In the 2021 Research Excellence Framework (REF) Exercise the Psychology, Neuroscience and Psychiatry REF submission from Oxford was judged to have many outstanding strengths in the research it produced, its research environment, and in terms of the impact of its research on wider society. Departmental turnover for 20/21 was in excess of £15.5 million. Research in the Department is organised into 5 research groupings roughly equal in size: Behavioural Neuroscience / Cognition and Perception / Developmental Psychology / Social Psychology / Psychological and Brain Health.

In 2018 the core of the department relocated to the Radcliffe Observatory Quarter where we now occupy two floors of New Radcliffe House and the Anna Watts Building. The Anna Watts building houses the developmental research centre and BabyLab, and facilities for EEG, TMS, and tDCS, along with multiple laboratories with eye-movement recording equipment. The Oxford Centre for Anxiety Disorders and Trauma (OXCADAT) is located at The Old Rectory, and we also have some research groups located in the Tinsley Building in the Science Area of the city. Experimental Psychology has good access to a wide variety of special populations including: mothers and babies, schools, older participants, acquired and developmental neuropsychological patients, and individuals with psychological problems.

In 2024 the department will move to its new home in [The Life and Mind Building](#). This exciting development will provide exceptional research and teaching facilities along with space for public engagement and outreach. There is a dedicated area for mental health research with clinical populations. It also offers renewed commitment to work across disciplinary boundaries to further knowledge across the psychological and biological sciences and to solve major global challenges.

Through both the University and colleges, Oxford places a high priority on teaching quality. At the undergraduate level, the Department is the focus for lectures, classes, practicals, and research projects. It is a centre used by the undergraduates from all colleges for the Experimental Psychology (EP), Psychology, Philosophy and Linguistics (PPL), and Biomedical Science (BMS) courses. The Department provides lecture rooms, IT facilities, and laboratories for experimental and project work.

The Department also hosts two MSc courses, the MSc in Psychological Research and the MSc in Neuroscience. The Department also hosts the Doctorate in Clinical Psychology course. We have a thriving community of graduate research students and a commitment to supporting early-career researchers.

For more information please visit: <http://www.psy.ox.ac.uk>.

The Department of Experimental Psychology is strongly committed to equality and valuing diversity, and we operate a flexible working policy for all staff. The Department holds a departmental Silver Athena Swan award to recognise advancement of gender equality: representation, progression and success for all.

The Oxford Centre for Psychological Health and Oxford Institute for Clinical Psychology Training and Research.

The Oxford Centre for Psychological Health is comprised of several components, including the Oxford Cognitive Therapy Centre (OCTC), a NHS national specialist psychological treatment clinic, and the Oxford Institute for Clinical Psychology Training and Research ("the Institute"). The Institute is based at the Warneford Hospital in Headington, where it is located in purpose built unit, the Isis Education Centre. The Doctorate in Clinical Psychology is a partnership between the University and the Trust, and is a full Postgraduate Research degree, commissioned by NHS England. The 2023 intake was 52 students, and the

numbers are expected to increase to 60 per year. Teaching takes place in a variety of locations due to the expansion of numbers in recent years. There is a staff team of around 30 psychologists and 10 administrative staff; further staffing increases are anticipated as expansion continues. OCTC has a further staff team of internationally recognised CBT specialists, and the specialist clinic overlaps in with the other units in terms of staffing alongside expert therapists of its own. OCTC also runs a range of University courses in CBT based in the University Department of Continuing Education, as well as NHS commissioned courses.

Kellogg 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 President and fellows of Kellogg are committed to supporting the lifelong learning work of the University and the expansion of opportunities for full-time, part-time and professional development students. Kellogg is Oxford University's most international College and, at present, comprises the President, 264 fellows, 43 Common Room Members, 68 Research Members of Common Room and more than 1250 Master's and Doctoral students (over 990 part-time and 269 full-time). The College is based on the Norham Manor site in North Oxford, a short distance from the city centre. The College has a reputation for being a friendly and supportive community, which encourages diversity and excellence in all its activities. The College maintains its sense of community through its active calendar of events and its growing student accommodation.

Kellogg is a vibrant, growing, and egalitarian College and each of our members and our staff has the opportunity to shape our future and our traditions.

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

The Medical Sciences Division

The Medical Sciences Division is an internationally recognized centre of excellence for biomedical and clinical research and teaching. We are the largest academic division in the University of Oxford.

World-leading programmes, housed in state-of-the-art facilities, cover the full range of scientific endeavour from the molecule to the population. With our NHS partners we also foster the highest possible standards in patient care.

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

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.

We believe our strengths lie both in empowering individuals and teams to address fundamental questions of global significance, while providing all our staff with a welcoming and inclusive workplace that enables everyone to develop and do their best work. Recognising that diversity is a great strength, and vital for

innovation and creativity, we aspire to build a truly diverse 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 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.

Join us and you will find a unique, democratic and international community, a great range of staff benefits and access to a vibrant array of cultural activities in the beautiful city of Oxford. For more information, please visit www.ox.ac.uk/about/organisation.

University Benefits, Terms and Conditions

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

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

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

Pre-employment screening

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

NHS Trusts will not allow honorary contract holders to commence clinical contact with patients unless documentary evidence is produced of Hepatitis B status, BCG vaccination/TB immunity, and Rubella immunity. You would therefore be required to produce such documentary evidence.

Medical Defence Society

You will be required to belong to a medical defence society if you are involved in private practice (see below), and it is strongly recommended that if you are not involved in private practice, you maintain at least the basic cover provided by such bodies.

Private practice

You will be permitted to engage in private practice in the hospitals in Oxford on such terms as the Medical Sciences Board may from time to time determine, provided that such private practice:

- (i) shall be undertaken only in your name;
- (ii) shall be subject to the same general arrangements as govern the holding of consultancies and outside appointments by university employees.

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

The post of Associate Professorship of Clinical Psychology brings with it an Official Fellowship with Kellogg College. The length of the fellowship is co-terminous with the University post. Official Fellows make up the Governing Body of the College and are required to attend Governing Body meetings and to participate in College committees as invited. Official Fellows are required to act as student advisors and will be assigned students by the College, more information on being a student advisor can be found here: <https://www.kellogg.ox.ac.uk/wp-content/uploads/2022/10/Handbook-for-College-Advisors-2022-2023.pdf>. With Official Fellowship, also offered is access to the College's meeting rooms, Fellows working room, Fellows' flat and short-term accommodation. Official Fellowship comes with the rights of Common Table which comprise free lunches and Guest Night Dinners as well as being invited to College-wide seminars and events.

Official Fellows receive both an Annual Academic Allowance of £732 (pensionable) and an Annual Advisory Allowance of £644 (gross), paid on a monthly basis. Official Fellows also receive a £200 book allowance, redeemable at Blackwells bookstore, agreed on a benefit in kind basis. For more information please visit: <https://www.kellogg.ox.ac.uk/for-members/current-fellows/>.

Offer of employment

Applications for this post will be considered by a selection committee containing representatives from the Department of Experimental Psychology, Medical Sciences Division, and Kellogg 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 Medical Sciences Divisional Board and the Governing Body of Kellogg 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.