



Job Description and Selection Criteria

Post	Associate Professorship in the Art of the Americas with a Tutorial Fellowship at Worcester College
Department/Faculty	Department of History of Art / Faculty of History
Division	Humanities
College	Worcester College
Start date	1 October 2025
Contract type	Permanent upon completion of a successful review. The review is conducted during the first 5 years.
Salary	Associate Professor Grade 30S: Salary from £55,755 to £74,867 per annum plus additional benefits and allowances as detailed below, a college housing allowance of £10,952 p.a., a study room, a research allowance (£1,805 p.a.) and full college dining rights. An additional allowance of £3,155 p.a. would be payable upon award of Full Professor title.
Vacancy ID	176326
Application deadline	12 noon (UK time) on Wednesday 5 th February 2025
Interview dates	Interviews are expected to take place in person on Wednesday 26 th February 2025 in Oxford

Overview of the post

We are looking to appoint an Associate Professor with research and teaching expertise in the Art of the Americas (North and/or South) after 1500. The appointee will bring together students and scholars working across the University, including in its libraries and collections, through a consideration of the visual and material cultures of the Americas that expands Art History's traditional geographic, material and methodological boundaries.

For nearly a decade, the Terra Foundation has generously supported a one-year Visiting Professorship in American Art in the History of Art Department. As this funding comes to an end, we are seeking to capitalise on this very productive relationship by appointing a postholder with the expanded remit of the Art of the Americas. A North or South American specialist could be appointed, or a postholder with an interest in indigenous cultures, or a candidate with expertise on cultural exchanges between the hemispheres—or between the Americas and Europe, Asia, or Africa—from c. 1500 onwards. Depending on their expertise, the postholder could contribute to research centres and networks focusing on North America, South America, Atlantic or Iberian worlds, sexuality/gender/women's studies, race/ethnicity, or migration and diasporas.



The University of Oxford is the most important centre outside North America for the study of North American history, politics, and culture. It is home to world-famous institutions with North American connections, such as the Rothermere American Institute (RAI), the Vere Harmsworth Library, the Oxford Centre for Research in US History, the Oxford Centre for Global History, and the Rhodes Trust. It has endowed posts in the relevant fields and hosts distinguished visiting scholars. The University has strengths in the study of South America as well, including in the Humanities (particularly in Modern Languages), with Oxford's interdisciplinary Latin American Centre bringing together those working on the region's politics, sociology, economics, and international relations. There is also a postholder in History who studies exchanges between South America and Iberia in the early modern period. What is missing from these research networks and related course offerings is a permanent postholder specialising in the visual and material culture of the Americas who could bring new perspectives to the important work already being undertaken across the Humanities and beyond. They would also contribute via shared undergraduate courses to the History Faculty's commitment to globalise its undergraduate curriculum.

There are significant holdings of indigenous artifacts and related historic photographs in the Pitt Rivers Museum, mainly from the 19th and 20th century. The Bodleian Libraries also have important illuminated manuscripts, particularly from South America, as well as vast resources in illustrated printed books published in North and South America. The Ashmolean Museum has some holdings in the art of the Americas and houses a major indigenous artifact, Powhatan's Mantle. A specialist in the Art of the Americas could use these collections in their research and teaching, with the potential to curate exhibitions in the Ashmolean Museum, Weston Library, or the new Schwarzman Centre for the Humanities.

The new postholder would ensure that the History of Art first-year (Prelims) syllabus would incorporate aspects of the Art of the Americas into its core courses, including 'Art, Design, Architecture', 'Introduction to the History of Art', and 'Challenging Antiquities' (the latter focused on art and architecture that references, critiques, or reimagines the Classical tradition). Aspects of the Art of the Americas would also be integrated into the advanced undergraduate core course 'Approaches to the History of Art' and into the required Master's (MSt) course 'Issues in Art History.' The postholder would be expected to contribute to and take the lead in core courses at both undergraduate and graduate level, including those focusing on the theories and methods of the discipline.

The appointee would be expected to develop new advanced undergraduate options on the Art of the Americas (North and/or South), some of which could also be offered to History undergraduates. The appointee would devise as well a new MSt option that would attract high-quality home and international students, some of whom will continue to the DPhil. The postholder would be expected to supervise BA extended essays and theses in the History of Art Department and History Faculty, as well as supervise MSt and DPhil dissertations.

This position provides exciting opportunities for the postholder, who will conduct advanced research and build research networks within and beyond Oxford; give lectures, classes, and tutorials; supervise, support and examine students at the undergraduate and graduate levels; play an important part in the academic life of Worcester College; and take on leadership and administrative roles in the Department of History of Art and, as required, in the History Faculty and College.

We welcome applications from candidates at all post-doctoral career stages, including at professorial level. We are committed to creating a diverse academic workforce and positively encourage applications from under-represented communities. We particularly encourage applications from women (approximately 40% of History Faculty posts are held by female academics), people with disabilities, and Black, Asian, and minority ethnic candidates.

The appointee will be a member of the Department of History of Art, the Faculty of History, and a tutorial fellow and member of the Governing Body of Worcester College.

The post is tenable from 1 October 2025 or as soon as possible thereafter. The deadline for applications is 12 noon (UK time) on Wednesday 5th February 2025. **Interviews are expected to take place in person on 26th February 2025 in Oxford.** Please note that the day will include an interview with the selection committee and research and teaching-related presentations. Only if you are invited for an interview will your referees be contacted. Likewise, writing samples will only be requested from candidates being interviewed.

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. In exceptional cases, the title of full Professor may be awarded on appointment.

Practical information

Queries about the post should be addressed to Professor JP Park (email: jp.park@hoa.oxa.c.uk), who is a member of the Department of History of Art, but who is not on the selection committee, or Phillipa Tarver (email: academic.administrator@worc.ox.ac.uk) who will be able assist with college queries.

All enquiries will be treated in strict confidence; they 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 North America. Associate Professors are appointed jointly by a University department/faculty and an Oxford college, and you will have a contract with both.

Associate Professors are full members of University departments/faculties and college governing bodies playing a role in the democratic governance of the University and their college. You will join a lively, intellectually stimulating and multi-disciplinary community which performs to the highest international levels in research and teaching, with extraordinary levels of innovation, creativity and entrepreneurship.

There is considerable flexibility in the organisation of duties, with three 8-week undergraduate teaching terms and generous sabbatical leave to balance teaching and research (please see the Benefits, Terms and Conditions section for further details of sabbatical leave). There is the potential for temporary changes to the balance of duties between College and University to enable a focus on different aspects of work at different stages in your career.

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 expected to engage in advanced research in the field of the Art of the Americas (North and/or South) after 1500. You will also be expected to give high-quality lectures, classes and tutorials in courses on the Art of the Americas and in core History of Art courses at both undergraduate and graduate level; supervise extended essays, theses, and dissertations by undergraduate, Master's and doctoral students; and contribute to the research culture and academic administration of the Department of History of Art, Worcester College, and the History Faculty.

The main duties of the post **in the Department** are as follows:

Research and public engagement

1. to engage in intellectually-exciting art historical research and publication, working with students and colleagues to develop research and teaching in the Art of the Americas (North and/or South) after 1500 in new directions methodologically and materially, encourage research achievement, and nurture a positive research culture among junior colleagues and research students.
2. to maintain a successful publication record (appropriate to the stage of career and accounting for career breaks) and contribute to the Faculty's REF ([Research Excellence Framework](#)) submission.
3. to develop and submit grant proposals to support the postholder's own research portfolio and contribute to the growth of the Faculty's distinctive areas of expertise.
4. to disseminate research through participation in national and international conferences and seminars, and through other media.
5. to contribute to the impact of research in policy and/or practice and the development of impact cases for future national research assessment exercises as appropriate, and to promote awareness of the subject within and beyond academia (e.g. in museums, the media, schools).

Teaching and supervision

6. to engage in teaching undergraduates and graduates through tutorials and no fewer than 36 lectures or classes as organised by the Department, and participate in undergraduate thesis and extended essay supervision.
7. to participate in the development and teaching of Master's courses and doctoral degree programmes and to supervise Master's and doctoral students.
8. to contribute to the development and delivery of the Department's curriculum portfolio including teaching, assessment and quality enhancement in core, interdisciplinary and/or specialist modules.
9. to take part in University examining of undergraduates and graduates as and when requested to do so;
10. to take part in the departmental aspects of the annual undergraduate and graduate admissions exercises and in departmental outreach and recruitment activities including Open Days for prospective applicants.

General duties

11. to engage positively and proactively with academic and administrative colleagues in the Department and Faculty, and to play an active role in the leadership and administrative work of the Department and Faculty, as required.
12. to engage with colleagues in developing a strategic vision for the future of the History of Art at Oxford, including engaging in development initiatives, as required.

The main duties of the post for the **College** are as follows:

1. to take responsibility for the organisation, supervision and teaching of History of Art at Worcester College.
2. to undertake for the College six weighted hours¹ of high-quality undergraduate tutorial and class teaching per week averaged over the three terms (twenty-four weeks in total) of the academic year. The successful candidate would be expected to teach undergraduates at both Prelims (year 1) and Final Honour School (years 2-3) level. This teaching requirement (referred to in Oxford as 'stint') may be made up partly through tutorials and classes given to undergraduates at other colleges in the tutor's field(s) of specialisation and in core History of Art courses.
3. to undertake the normal duties of a college tutor, which include arranging tuition, coordinating, setting and marking 'collections' (termly practice exams organised by the College), monitoring student progress, writing termly reports on students' work, and organising teaching by specialist colleagues as required in other colleges and faculties, as well as in collections and libraries in Oxford.
4. to co-ordinate the undergraduate admissions process for History of Art and Fine Art at the College, which will include interviewing prospective undergraduates in the December admissions period (training is required and will be provided) and assisting with access and outreach activities (including College Open Days).
4. to take a role in the pastoral care of undergraduate History of Art and Fine Art students at Worcester College.
5. to act as College Adviser for graduate students in History of Art and Fine Art. Note that this pastoral role is distinct from the academic supervision of Master's and doctoral students through the Department.
6. to serve as a Trustee of Worcester College, an educational charity, and to participate fully in the administrative work of the College, including attendance at Governing Body, service on College committees, and (after completing the initial period of office) taking on part-time senior College officer roles, such as Tutor for Graduates or Dean.
7. to engage in advanced study, research and publication at the highest level.
8. to participate in the intellectual life and academic activities of the College.

¹ The College operates a weighting system whereby hours spent teaching groups larger than one person count for more than one hour.

Selection criteria

Your application will be judged only against the criteria which are set out below. You should ensure that your application shows clearly how your skills and experience meet these criteria.

The University is committed to fairness, consistency and transparency in selection decisions. Members of selection committees will be aware of the principles of equality of opportunity, fair selection and the risks of bias. There will be both female and male committee members wherever possible.

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

Selection criteria

Qualifications and experience	
Essential	A doctorate and an internationally-recognisable academic research and teaching track record in the Art of the Americas (North and/or South) after 1500.
Teaching	
Essential	Ability to educate and inspire graduate and undergraduate students studying the art of North and/or South America, and a proven ability to foster a high level of achievement in students
Essential	Ability to contribute to and lead History of Art core courses at undergraduate and graduate level, including those on the theories and methods of the discipline
Essential	Alertness and sensitivity to the welfare needs of students
Desirable	A successful track record of Master's teaching and/or doctoral supervision
Desirable	Experience of curriculum and pedagogical design and development
Research and public engagement	
Essential	Clear plans for future research in the Art of North and/or South America after 1500, and a commitment to proactively seek funding to support research projects
Essential	Ability to contribute high-quality publications to the University's future REF submissions (REF: the UK-based Research Excellence Framework)
Essential	Ability to contribute effectively to the long-term development of the study of the Art of the Americas at Oxford, including an interest in fostering new approaches
Essential	Evidence of active contributions to academic communities at academic national and/or international conferences
Desirable	Evidence of effective public engagement with research and impact, and of promoting the understanding of the History of Art beyond academia
Personal effectiveness	
Essential	Outstanding communication and interpersonal skills, professionalism as a colleague, and a proven track record of good collegial working relationships

Essential	Ability to take on leadership, administrative and ambassadorial roles within the History of Art Department and, as required, the History Faculty, University and College
Desirable	Experience of promoting equality and diversity within an academic environment
Technical skills	
Essential	ICT competence, including the ability to engage with bespoke software (training will be provided), and a willingness to use technological innovations to improve research and teaching

How to apply

To apply, visit https://my.corehr.com/pls/uoxrecruit/erq_jobspec_details_form.jobspec?p_id=176326, 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 are committed to providing long-term support. The University's disability advisors can provide support to applicants with a disability, please see <https://edu.admin.ox.ac.uk/disability-support> for details. (College support for disability and long-term health conditions is also available.) 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 to be interviewed, 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 (e.g. CV, statement) in the filename.

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

Should you experience any difficulties using the online application system, please email recruitment.support@admin.ox.ac.uk. Further help and support is available from <https://hrsystems.admin.ox.ac.uk/recruitment-support>. To return to the online application at any stage, please log back in and click the "My applications" button on the left-hand side of the page.

Please note that you will be notified of the progress of your application by automatic emails from our e-recruitment system. **Please check your spam/junk mail** regularly to ensure that you receive all emails.

The Humanities Division

The Humanities Division is one of four academic divisions in the University of Oxford, bringing together the faculties of Classics; English; History; Linguistics, Philology and Phonetics; Medieval and Modern Languages; Music; Asian and Middle Eastern Studies; Philosophy; and Theology and Religion, as well as the Ruskin School of Art. The Division has more than 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 Master's courses.

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

The Oxford Research Centre in the Humanities (TORCH) is the Division's hub for multi-disciplinary research: <https://www.torch.ox.ac.uk>

For more information about the Division, please visit: www.humanities.ox.ac.uk

The Faculty of History

The Faculty of History in Oxford is the largest in the United Kingdom and one of the largest in the world. It has a very strong international reputation for its scholarship and its teaching of undergraduate and graduate students, with particular strengths in the history of the British Isles, continental Europe, United States, imperial and global history, economic and social history, intellectual history and the history of science, medicine and technology. Within the Faculty there is also the highly-regarded Department of History of Art and a number of dedicated research centres. The Faculty holds a bronze Athena Swan award to recognise advancement of gender equality: representation, progression and success for all.

The Faculty is currently located in the Old Boys' High School, George Street, but in Summer 2025, the Faculty, including the Department of History of Art, will move to the new, purpose-built Schwarzman Centre for the Humanities: <https://www.schwarzmancentre.ox.ac.uk>

With the size of its History Faculty, its lively and varied research seminars and the major resources for research, which include, among others, the outstanding collections of the Bodleian Libraries and the University museums, Oxford offers a uniquely attractive research environment.

The Faculty provides a robust and supportive framework for research, including:

- Financial support for research travel, research assistance, and editorial help
- A standard sabbatical leave system, with the possibility of additional special leave
- Peer mentoring and career development review of research plans and progress
- Research collaborations with other institutions
- Energetic encouragement and support of externally-funded research projects, and for internal and interdisciplinary collaborations, through research centres
- Support of, and engagement with, interdisciplinary teaching
- Assistance in the formulation of research plans and funding bids

The Faculty enables all its postholders to request up to £800 per year for research expenses, and makes additional funds available for organising conferences and research seminars in Oxford. Biennial career development reviews identify those staff who may need extra support in achieving their research objectives, e.g. through relief from teaching or administrative burdens. Postholders can apply for seed-corn funding for specific research projects from the University's John Fell Fund, which can then help applicants to secure major external funding. In addition, to assist newly-appointed postholders in the development and publication of their research, Faculty funds are available for each new postholder to hold a workshop at which colleagues can discuss drafts of their next monograph.

More information about the Faculty can be found at: www.history.ox.ac.uk

The Department of the History of Art

History is the parent faculty of the Department of the History of Art. The Department provides a physical and intellectual home for staff and students across the University working on the History of Art and on visual and material culture, broadly defined. More information can be found on the Department's website: <https://www.hoa.ox.ac.uk>.

The postholder will have office space (sole or shared) in the Department. The Department also provides material and technical support, for example through the Visual Resources Centre, which is combined with a strong framework of professional and intellectual mentoring from colleagues.

The Department is currently located in Littlegate House on St Ebbes Street. In Summer 2025, it will move to the new, purpose-built and centrally-located Schwarzman Centre for the Humanities, along with the History Faculty and the majority of the other faculties in the Humanities Division. For more information, see: <https://www.schwarzmancentre.ox.ac.uk>

In 2024-25, the permanent postholders in the Department include the Head of Department, Geraldine Johnson (Early Modern art; women and visual culture; history of photography); the Professor of the History of Art, Geoffrey Batchen (history of photography); Cora Gilroy-Ware (18th-century art); JP Park (Chinese art); Nancy Thebaut (Medieval art); and Alastair Wright (later 19th- and 20th-century art). There are also a number of fixed-term Lecturers and the current Terra Visiting Professor of American Art, Erin Pauwels. In addition, the Department serves as the home for the annually-appointed Slade Professor, who in 2024-25 is Beate Fricke. It is planning to appoint two new permanent postholders by the start of the 2025-26 academic year, one specialising in the Art of the Americas (i.e. the present post), the other in Contemporary Art since 1945.

Since 2016, the Department has hosted an annual Terra Foundation for American Art Visiting Professor in American Art. It recently received funding from a generous benefaction to establish a new Associate Professorship in the History of Chinese Art. This reflects the global turn in the interests of the Department, which in turn feeds into the reorganisation of the History Faculty's undergraduate and Master's curriculum in order to give greater prominence to Global History.

The Department has a team of administrative and support staff including a Manager of Administration, an Assistant Administrative Officer, and a Digital Resources Assistant. Further details of the Department's postholders and their interests, as well as of its administrative staff, can be found on the Department's website: www.hoa.ox.ac.uk/academic-and-admin-staff.

The Department collaborates closely and creatively, both in teaching and research, with colleagues in many other departments and collections throughout the University. For further information, see www.hoa.ox.ac.uk/associated-academics.

For information on the Department's undergraduate, Master's and doctoral programmes, see:

- BA in History of Art: <https://www.hoa.ox.ac.uk/programme-overview>
- MSt in History of Art and Visual Culture: <https://www.hoa.ox.ac.uk/masters-degree>
- Research degrees in History of Art: <https://www.hoa.ox.ac.uk/research-degrees>

Worcester College

Oxford has 39 self-governing and independent Colleges, enabling academic staff and students to enjoy the benefits of belonging to a small, interdisciplinary community as well as a large, internationally renowned University. The collegiate system encourages a strong sense of community, bringing together leading academics and students across subjects, and from different cultures and countries.

Worcester College occupies the site of Gloucester College, founded in 1283 for monks from the Abbey of St Peter, Gloucester. It was re-founded as Worcester College in 1714, following a benefaction by Sir Thomas Cookes, Bt., from Worcestershire. The original Benedictine site was large, and eighteenth- and nineteenth-century additions to it have resulted in the College occupying some twenty-six acres. The gardens were laid out to include a lake in the early nineteenth century, and the adjoining sports field was reclaimed from drained water meadows in the late nineteenth century. The mixture of architectural styles, set amongst landscaped, wooded gardens and grounds, make Worcester one of the most attractive colleges in Oxford. The Library is one of Worcester College's finest assets. The modern reading rooms contain 65,000 volumes, while the magnificent Old Library houses collections of European importance.

More information about the College may be found at: www.worc.ox.ac.uk.

The Governing Body, which is responsible for overseeing the running of the College and the management of its endowments, comprises the head of College (the 'Provost') and fifty four Fellows. Together they are responsible for the admission and tuition of students, for the welfare of all students and staff, and for the College's finances.

The College is also home to a thriving community of Research Fellows, Honorary and Emeritus Fellows, including the Scott Opler Junior Research Fellow in History of Art. The recent appointment of two Heads of Research is part of a wider commitment to fostering a lively and supportive research environment, and the provision of support and mentoring to early career researchers. The College supports a range of research activities including seminars, workshops, public lectures, round-table discussions, and interdisciplinary approaches to research and publication that address a public audience.

The Governing Body of Worcester College is formally committed to building a more socially and culturally diverse academic community. As part of our diversity strategy, we are actively seeking excellent candidates from groups which are under-represented on our academic staff: black and minority ethnic candidates, and women of all ethnicities.

College Benefits

Tutorial Fellows at Worcester College are also members of Governing Body, and are allocated a study room in College, a housing allowance, a research allowance, and full college dining rights (detailed below)

Further information on Worcester College can be found at: www.worc.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 University research staff. Research at Oxford combines disciplinary depth with an increasing focus on inter-disciplinary and multi-disciplinary activities addressing a rich and diverse range of issues.

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

While Oxford has long traditions of scholarship, it is also forward-looking, creative and cutting-edge. Oxford is one of Europe's most entrepreneurial universities. It consistently has the highest external research income of any university in the UK (the most recent figures are available at www.ox.ac.uk/about/organisation/finance-and-funding), and regularly creates spinout companies based on academic research generated within and owned by the University. Oxford is also recognised as a leading supporter of social enterprise.

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

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

For more information please visit www.ox.ac.uk/about/organisation

University Benefits, Terms and Conditions

Details of University policy in the following areas can be found at the links provided.

Salary

[Academic staff pay | HR Support \(ox.ac.uk\)](#)

Pension

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

Sabbatical leave

[Council Regulations 4 of 2004 | Governance and Planning \(ox.ac.uk\)](#)

Outside commitments

<https://hr.admin.ox.ac.uk/holding-outside-appointments>.

Intellectual Property

<https://governance.admin.ox.ac.uk/legislation/council-regulations-7-of-2002>

Managing conflicts of interest

<https://researchsupport.admin.ox.ac.uk/governance/integrity>

Membership of Congregation

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

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

Family support

<https://hr.admin.ox.ac.uk/family-leave-for-academic-staff>.

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

<https://www.newcomers.ox.ac.uk/>.

Welcome for International Staff

<welcome.ox.ac.uk>.

[Home](#) | [Staff Immigration \(ox.ac.uk\)](#)

Relocation

<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

[Staff benefits](#) | [HR Support \(ox.ac.uk\)](#)

Pre-employment screening

<https://jobs.ox.ac.uk/pre-employment-checks>.

Length of appointment

Appointments to Associate Professorships at Oxford are confirmed as permanent on successful completion of a review during the first five years. See [Academic posts at Oxford](#) | [HR Support](#)

Retirement

The University operates an employer justified retirement age for academic posts of 30 September immediately preceding the 70th birthday. See <https://hr.admin.ox.ac.uk/the-ejra>

Data Privacy

<https://compliance.admin.ox.ac.uk/job-applicant-privacy-policy>.

<https://compliance.admin.ox.ac.uk/data-protection-policy>.

College Benefits, Terms and Conditions

Superannuation arrangements usually take the form of the Universities Superannuation Scheme, which Fellows are automatically entered into unless they opt out.

Additional benefits of the Tutorial Fellowship at Worcester College include Governing Body membership, a housing allowance of £10,952 p.a., a study room, a research allowance (£1,805 p.a.) and full college dining rights: free lunches in the Senior Common Room (of which the Fellow will be a full member) and free dinners at the Common Table in term and vacation (except when the kitchens are closed.) Details of allowances are correct as at August 2024.

A teaching room in College will be available, and residential accommodation in College may be available during the period of probation.

The taxable and pensionable housing allowance is paid to Tutorial Fellows who do not live in College.

There is a right to Common Table (i.e. breakfast, lunch and dinner are provided free of charge on weekdays when the College is open).

The Fellowship will be held under the Statutes and By-Laws of the College, which may be varied from time to time.

The appointment will be for a period of up to five years in the first instance. On completion of the initial period of office, a Tutorial Fellow is eligible for reappointment to retirement (providing that she or he continues to hold the associated University post), subject to the provisions of the Statutes and By-Laws of the College. Evidence of a satisfactory performance in all the duties of the post is a prerequisite for re-election after the initial period of five years.

The College operates an employer justified retirement age for all academic posts. With effect from 1 October 2023 the retirement date will be 30 September immediately preceding the 70th birthday. There is a procedure for requesting an extension of employment beyond that date.

Sabbatical leave

The Fellow will be eligible for sabbatical leave from college duties, without deduction of stipend, at a rate of one term of leave for every six terms of service.

Offer of employment

Applications for this post will be considered by a selection committee containing representatives from the Faculty of History (including from the Department of History of Art) and Worcester College, as well as from the Humanities Division and/or an external expert. The selection committee is responsible for conducting all aspects of the recruitment and selection process; it does not, however, have the authority to make the final decision as to who should be appointed. The final decision will be made by the Humanities Divisional Board and confirmed by the 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 College's Governing Body, and a formal contractual offer has been made.