Job Description

![Faculty of Philosophy / University of Oxford logos]

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Summary

Job title	Early Career Research Fellow in Philosophy/Ethics in AI (AI and Theoretical Philosophy)
Division	Humanities
Department	Faculty of Philosophy
College	Balliol
Location	Faculty of Philosophy, Radcliffe Humanities, ROQ, Woodstock Road, Oxford, OX2 6GG
Grade and salary	Grade 7: £38,674 - £46,913 per annum + £2,000 p.a. research allowance
Hours	Full time (37.5 hours per week)
Contract type	Fixed-term (3 years from 1 October 2025)
Reporting to	Ethics in AI Institute Director
Vacancy reference	176332

The role

The University of Oxford has launched a major initiative in Ethics in AI, leading to the establishment of an [Institute for Ethics in AI,](#) to be based in the Stephen A. Schwarzman Centre for the Humanities, under the aegis of the Faculty of Philosophy. The Institute builds upon the University's world-class capabilities in the humanities to lead the study of the ethical implications of artificial intelligence and other new computing technologies.

Applications are invited for a full-time Early Career Research Fellowship in Ethics in AI, with a focus on AI and Theoretical Philosophy (philosophy of mind, philosophy of logic and language, epistemology, and metaphysics). The position is associated with a research fellowship at Balliol College, Oxford. This position will be especially suitable for a candidate with a strong research background in some branch of Theoretical Philosophy who wishes to use this as a springboard for engaging with ethically significant philosophical questions raised by AI technology. This position presents an outstanding opportunity for career advancement in a relatively new field of research. The Research Fellows will pursue their own research under the supervision of the Ethics in AI Institute Director, Professor John Tasioulas. The successful candidates will have the opportunity to engage in interdisciplinary engagement and collaborative research.

The successful candidate will be expected to provide evidence of exceptional potential for research and publication. They need not have already carried out research on ethics in AI, but must demonstrate expertise in Theoretical Philosophy (e.g., philosophy of mind, philosophy of logic and language, epistemology, and metaphysics), with evidence of the potential to undertake significant research which will contribute to the work of the Institute for Ethics in AI.

![Athena Swan Silver Award, FCU Race Charter Race Equality Charter Bronze Award, Stonewall Silver Employer 2022, hr, Oxford Living Wage, We are a Living Wage Employer logos]

Responsibilities to the Institute for Ethics in AI

- Manage own academic research and administrative activities. This involves small scale project management, to coordinate multiple aspects of work to meet deadlines.

- Participate actively in the Institute's activities, such as the fortnightly group meetings, the work in progress seminars, the lunchtime research seminars, and the occasional colloquia and conferences.

- Produce research papers (jointly or as sole author) that will be submitted for publication in peer-reviewed journals and edited volumes.

- Engage in the development (joint or sole) of impact case studies based on their research.

- Present papers at conferences or public meetings.

- Collaborate with academic colleagues and faculties, and departments across the University, with UK institutions, and the wider global academic community.

- To contribute, as required to the wider academic activities of the Institute for Ethics in AI (including giving tutorials on the Ethics of Artificial Intelligence and Digital Technology paper, entailing no more than 3 hours of teaching per week in either Michaelmas or Hilary Term) and to participate in appropriate training and quality assurance processes for such roles.

- Develop applications for external research funding.

- Act as a source of information and advice to other members of the Institute for Ethics in AI.

- Represent the Institute for Ethics in AI at external meetings/seminars, fund-raising events, etc, either with other members of the Institute or alone.

- Assist with the organisation of conferences, workshops and seminars hosted by the Institute.

Responsibilities of the Balliol College fellowship

- Independent research as specified in the job title.

- Preparation and submission of an annual research report to Balliol College Meeting.

- Two hours' paid teaching to Balliol undergraduates per week in full-term (the distribution of which may vary across the three 8-week terms of the academic year).

- Oversight of and/or termly reports with selected Balliol undergraduates.

- Participation in the annual undergraduate admissions exercise.

- Possible advising of selected Balliol graduate students.

- Participation in the academic, cultural and social life of the College.

Benefits of the Balliol College fellowship

- A housing allowance of £9,010 p.a.(currently) or single College accommodation (rent-free, subject to availability and a benefit-in-kind charge, the level of which depends on the accommodation occupied).

- An academic support allowance, currently £1,030 p.a., pro-rated for part-years, for expenses connected with research.

- Membership of the Senior Common Room (for which a small termly charge is made).

- Free meals when the College kitchen is open (noting that drinks and formal dessert, if taken, are charged for and that, while most dietary requirements can be accommodated, the College is not able to guarantee this in every case).

- An annual Entertainment Allowance for events involving students of the College.

- Access to bookable teaching rooms in College.

- Access to bookable function rooms in College, as well as facilities such as overnight accommodation for academic visitors.

- Eligibility to apply for place(s) for pre-school children at Balliol Day Nursery.

- Eligibility to apply for maternity, paternity, or shared parental leave from the College, subject to alignment with the policies of the post-holders employer.

- Discount on purchases at Blackwell's Bookshop.

- Interest-free loan for the purchase of computer equipment.

- Access to postal, printing and photocopying facilities.

- Access to 24/7 borrowing Library and to Special Collections Centre for early printed books and manuscripts.

Selection criteria

Essential selection criteria

1. A completed doctorate or a completed doctoral dissertation submitted for examination by the advertised closing date for this position in the field of Theoretical Philosophy.

2. An outstanding academic research record (appropriate to the present stage of the applicant's career) together with evidence of, or evidence of potential for producing significant research in ethics in AI.

3. Possess sufficient specialist knowledge in the discipline to work within established research programmes.

4. Ability to manage own academic research and associated activities.

5. The ability to work closely and productively with research collaborators and conduct advanced research individually and without close supervision.

6. Evidence of the ability to carry out interdisciplinary research.

7. Previous experience of contributing to publications/presentations.

8. Ability to contribute ideas for new research projects and research income generation.

9. Excellent interpersonal skills and communication abilities for writing scholarly articles, presenting research findings, representing the research group at conferences and mentoring students.

10. The ability to provide excellent tutorial teaching to undergraduates in ethics of AI and in theoretical philosophy.

Desirable selection criteria

1. Experience of independently managing a discrete area of a research project.

2. Experience of actively collaborating in the development of research articles for publication.

3. Evidence of a proactive commitment to developing impact case studies.

4. A track record of research on the ethics of AI.

5. Other background, or expertise, in AI-related topics.

Pre-employment screening

Standard checks

If you are offered the post, the offer will be subject to standard pre-employment checks. You will be asked to provide: proof of your right-to-work in the UK; proof of your identity; and (if we haven't done so already) we will contact the referees you have nominated. If you have previously worked for the University we will also verify key information such as your dates of employment and reason for leaving your previous role with the department/unit where you worked. You will also be asked to complete a health declaration so that you can tell us about any health conditions or disabilities for which you may need us to make appropriate adjustments.

Please read the candidate notes on the University's pre-employment screening procedures at:
https://www.jobs.ox.ac.uk/pre-employment-checks

About the University of Oxford

Welcome to the University of Oxford. We 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.

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 our strength, vital for innovation and creativity, we aspire to build a truly diverse community which values and respects every individual's unique contribution.

While we have long traditions of scholarship, we are also forward-looking, creative and cutting-edge. Oxford is one of Europe's most entrepreneurial universities and we rank first in the UK for university spin-outs, and in recent years we have spun out 15-20 new companies every year. We are also recognised as leaders in support for social enterprise.

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.

Faculty of Philosophy

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

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

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

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

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

The Institute for Ethics in AI

The Institute for Ethics in AI was announced in June 2019 and, starting in September 2025, will be housed in Oxford University's Schwarzman Centre for the Humanities. The Institute responds to the pressing dual need for disciplinary rigour and multidisciplinary engagement in engaging with the important ethical questions thrown up by the development of Artificial Intelligence. The Institute is rooted in rigorous philosophical inquiry. However, it also reaches out across the University and beyond to select the questions to address, understand technological capabilities and constraints, and test proposed solutions. In so doing, it creates a flexible research platform that can engage successfully with the new and

profoundly difficult ethical, metaphysical, and social challenges presented by the form, scale, and scope of emerging capabilities in AI. The Institute is also concerned with fostering the policy impact of research produced by its members and is in the process of making a major investment in a scheme that will significantly increase opportunities for policy impact.

The Institute's inaugural Director is Professor John Tasioulas, and it currently includes Associate Professors Dr Carissa Veliz (Philosophy), Dr Katya Hertog (Oxford Internet Institute) and Dr Ignacio Cofone (Associate Professor of Law and Regulation of AI) and Postdoctoral Research Fellows Dr Linda Eggert (Philosophy), Dr Caroline Green (Law), and Dr David Storrs-Fox (Philosophy). The Institute expects to make further appointments over the coming year, as well as two exciting new initiatives. The Institute also benefits from the involvement of its Distinguished Senior Scientist, Sir Nigel Shadbolt, its Head of Technical Engagement, Professor Vince Conitzer, and its Head of Public Engagement, Dr Caroline Green, as well as an array of research associates at different levels of seniority, all of whom contribute to a vibrant cross-disciplinary community.

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

The Institute has schemes to support research activity, including an annual research allowance (currently £2,000).

For more information, see the [Institute's website](#).

Balliol 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. Balliol is one of the best-known of all the Oxford colleges. It combines an outstanding academic reputation with a welcoming and cosmopolitan environment. Balliol enjoys a strong sense of collective identity, shared by academics, students, staff, and alumni. It is one of the larger Oxford colleges, with almost 400 undergraduates and a nearly equal number of graduates; at any one time, there are around 65 undergraduates reading for joint degrees with philosophy and a dozen students of postgraduate courses in Philosophy. The Director of the Institute for Ethics in AI is a Fellow of Balliol, as is the Professor of the Philosophy of Law. There are three Tutors in Philosophy, and the College also has considerable interdisciplinary expertise in joint Philosophy-Science subjects, in addition to strong links with both the social sciences and the humanities.

For more information, please visit: https://www.balliol.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; Oriental Studies; Philosophy; Theology and Religion; the Ruskin School of Art. The Division has over 500 members of academic staff, approximately 4,100 undergraduates (more than a third of the total undergraduate population of the University), 1,000 postgraduate research students and 720 students on postgraduate taught courses.

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

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

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

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

How to apply

Applications are made through our online recruitment portal. Information about how to apply is available on our Jobs website https://www.jobs.ox.ac.uk/how-to-apply.

Your application will be judged solely on the basis of how you demonstrate that you meet the selection criteria stated in the job description.

Please provide details of two referees and indicate whether we can contact them now. For the preferred candidate, we will also take up a reference from their current or most recent former line manager, excepting those cases in which the line manager has already submitted a reference, or the candidate does not have a line manager in the relevant sense. Permission will be sought from the preferred candidate before taking up such an additional line manager reference.

References will be solicited for longlisted candidates, who will also be invited to send two samples of written work, of no more than 10,000 words in total.

You will also be asked to upload a CV, including a full list of publications and a supporting statement. The supporting statement must explain how you meet each of the selection criteria for the post using examples of your skills and experience. This may include experience gained in employment, education, or during career breaks (such as time out to care for dependants).

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

All applications must be received by **midday** UK time on the closing date stated in the online advertisement.

If you currently work for the University please note that:
- as part of the referencing process, we will contact your current department to confirm basic employment details including reason for leaving
- although employees may hold multiple part-time posts, they may not hold more than the equivalent of a full time post. If you are offered this post, and accepting it would take you over the equivalent of full-time hours, you will be expected to resign from, or reduce hours in, your other posts(s) before starting work in the new post.

Information for priority candidates

A priority candidate is a University employee who is seeking redeployment because they have been advised that they are at risk of redundancy, or on grounds of ill-health/disability. Priority candidates are issued with a redeployment letter by their employing department(s).

If you are a priority candidate, please ensure that you attach your redeployment letter to your application (or email it to the contact address on the advert if the application form used for the vacancy does not allow attachments).

If you need help

Application FAQs, including technical troubleshooting advice is available at:
 https://staff.web.ox.ac.uk/recruitment-support-faqs

Non-technical questions about this job should be addressed to the recruiting department directly *jobs@philosophy.ox.ac.uk*.

To return to the online application at any stage, please go to: www.recruit.ox.ac.uk.

Please note that you will receive an automated email from our online recruitment portal to confirm receipt of your application. **Please check your spam/junk mail** if you do not receive this email.

Important information for candidates

Data Privacy

Please note that any personal data submitted to the University as part of the job application process will be processed in accordance with the GDPR and related UK data protection legislation. For further information, please see the University's Privacy Notice for Job Applicants at:
https://compliance.admin.ox.ac.uk/job-applicant-privacy-policy.

The University's Policy on Data Protection is available at: https://compliance.admin.ox.ac.uk/data-protection-policy.

The University's policy on retirement

The University operates an Employer Justified Retirement Age (EJRA) for very senior research posts at **grade RSIV/D35 and clinical equivalents E62 and E82** of 30 September before the 70th birthday. The justification for this is explained at: https://hr.admin.ox.ac.uk/the-ejra.

For **existing** employees on these grades, any employment beyond the retirement age is subject to approval through the procedures: https://hr.admin.ox.ac.uk/the-ejra.

There is no normal or fixed age at which staff in posts at other grades have to retire. Staff at these grades may elect to retire in accordance with the rules of the applicable pension scheme, as may be amended from time to time.

Equality of opportunity

Entry into employment with the University and progression within employment will be determined only by personal merit and the application of criteria which are related to the duties of each particular post and the relevant salary structure. In all cases, ability to perform the job will be the primary consideration. No applicant or member of staff shall be discriminated against because of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

Benefits of working at the University

Employee benefits

University employees enjoy 38 days' paid holiday, generous pension schemes, flexible working options, travel discounts including salary sacrifice schemes for bicycles and electric cars and other discounts. Staff can access a huge range of personal and professional development opportunities. See https://hr.admin.ox.ac.uk/staff-benefits

Employee Assistance Programme

As part of our wellbeing offering staff get free access to Health Assured, a confidential employee assistance programme, available 24/7 for 365 days a year. Find out more https://staff.admin.ox.ac.uk/health-assured-eap

University Club and sports facilities

Membership of the University Club is free for University staff. It offers social, sporting, and hospitality facilities. Staff can also use the University Sports Centre on Iffley Road at discounted rates, including a fitness centre, powerlifting room, and swimming pool. See www.club.ox.ac.uk and https://www.sport.ox.ac.uk/.

Information for staff new to Oxford

If you are relocating to Oxfordshire from overseas or elsewhere in the UK, the University's Welcome Service includes practical information about settling in the area, including advice on relocation, accommodation, and local schools. See https://welcome.ox.ac.uk/

There is also a visa loan scheme to cover the costs of UK visa applications for staff and their dependants. See https://staffimmigration.admin.ox.ac.uk/visa-loan-scheme

Family-friendly benefits

We are a family-friendly employer with one of the most generous family leave schemes in the Higher Education sector (see https://hr.web.ox.ac.uk/family-leave). Our Childcare Services team provides guidance and support on childcare provision, and offers a range of high-quality childcare options at affordable prices for staff. In addition to 5 University nurseries, we partner with a number of local providers to offer in excess of 450 full time nursery places to our staff. Eligible parents are able to pay for childcare through salary sacrifice, further reducing costs. See https://childcare.admin.ox.ac.uk/.

Supporting disability and health-related issues (inc menopause)

We are committed to supporting members of staff with disabilities or long-term health conditions, including those experiencing negative effects of menopause. Information about the University's Staff Disability Advisor, is at https://edu.admin.ox.ac.uk/disability-support. For information about how we support those going through menopause see https://hr.admin.ox.ac.uk/menopause-guidance

Staff networks

The University has a number of staff networks including for research staff, BME staff, LGBT+ staff, disabled staff network and those going through menopause. Find out more at
https://edu.admin.ox.ac.uk/networks

The University of Oxford Newcomers' Club

The University of Oxford Newcomers' Club is run by volunteers that aims to assist the partners of new staff settle into Oxford, and provides them with an opportunity to meet people and make connections in the local area. See www.newcomers.ox.ac.uk.

Research staff

The Researcher Hub supports all researchers on fixed-term contracts. They aim to help you settle in comfortably, make connections, grow as a person, extend your research expertise and approach your next career step with confidence. Find out more https://www.ox.ac.uk/research/support-researchers/researcher-hub

Oxford's Research Staff Society is a collective voice for our researchers. They also organise social and professional networking activities for researchers. Find out more https://www.ox.ac.uk/research/support-researchers/connecting-other-researchers/oxford-research-staff-society