

Job Description and Selection Criteria

Post	Associate Professorship in Japanese Law and Society
Department/Faculty	Oxford School of Global and Area Studies and the Faculty of Law
Division	Social Sciences Division
College	St Antony's College
Contract type	Permanent upon completion of a successful review. The review is conducted during the first 5 years.
Salary	<p>Grade 10a (36S) Salary from £55,755 to £74,867 per annum plus additional benefits and allowances. An additional allowance of £3,155 p.a. would be payable upon award of Full Professor title.</p> <p>St Antony's College offers a housing allowance of £2,871 per annum (2024/25 rates); increasing in line with University cost of living awards.</p>
Additional Information	<p>Oxford School of Global and Area Studies (OSGA) and the Faculty of Law are committed to promoting a culture of equality, diversity, and inclusion in the workplace. Applications are particularly welcome and encouraged from women, black, and minority ethnic candidates, who are under-represented in academic posts in Oxford. OSGA and Law are committed to equality and value diversity and are determined to foster an academic environment in which everyone is included, respected and empowered to fulfil their potential.</p>

Overview of the post

The Oxford School of Global and Area Studies (OSGA), the Faculty of Law, and St Antony's College seek to recruit an Associate Professor in Japanese Law and Society. The successful candidate will teach and supervise at the undergraduate and graduate level, contribute to administration and examining, and act as a College Advisor for graduate students. The post will be held in conjunction with a Governing Body Fellowship at St Antony's College. The post-holder will have an office for teaching and research in the Nissan Institute of Japanese Studies.

This position is full-time and, subject to successful completion of the probationary period, permanent. The post is tenable from the start of the 2025/26 academic year or as soon as possible thereafter and applications from those at an early, mid, or advanced career stage are welcome. This is a joint appointment with St Antony's College, where the successful candidate will also be appointed to a Non-Tutorial Fellowship and membership of Governing Body. Applications are particularly welcomed from women and Black and Minority Ethnic candidates, who are under-represented in academic posts in Oxford.

We invite applicants with expertise in socio-legal studies of Japan, which may include (for example) environmental law, medical and technology law, human rights law, international law, civil and commercial law, administrative and constitutional law. Applicants should have a primary focus on Japan, but preferably with comparative interests.

The appointee will be a member of both OSGA and the Faculty of Law, and a non-tutorial fellow of St Antony's College. The post-holder will devote roughly 80% of their time to the Nissan Institute of Japanese Studies Programme, OSGA; and 20% of their time to the Faculty of Law 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 Hugh Whittaker, Associate Head of People in OSGA, and Professor in the Economy and Business of Japan, at hugh.whittaker@nissan.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. 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

The main duties of the post are as follows:

Research and public engagement

- To engage in intellectually exciting research and publication in the field of Japanese Law and Society, working with students and colleagues to develop the field in new directions, encourage research achievement, and nurture a research culture among junior colleagues and research students;
- To collaborate in research programmes of the School and the Faculty and contribute to its international reputation for research excellence;
- To maintain a successful publication record (appropriate to the stage of career, and accounting for career breaks) and contribute to the University's REF submission;
- To develop and submit grant proposals to support their own research portfolio and contribute to the growth of the University's distinctive areas of expertise;
- To disseminate research through publication in high impact journals, participation in international conferences and seminars, and through other media;
- To contribute to the impact of research in policy and/or practice and the development of impact cases for future research assessment exercises as appropriate, and to promote awareness of the subject within and beyond academia (e.g. museums, the media, schools);

Teaching and supervision

- To contribute to the curricula and participate in the teaching and supervision of undergraduate and graduate students in Law and OSGA under the direction of the Head of Department, the Board of the Faculty of Law, and relevant Course Directors;
- To contribute to the recruitment, admission, and training of high calibre students;
- To co-operate in the administrative work of OSGA and the Law Faculty in both term and vacation under the direction of the respective Heads of School. This includes holding leadership positions; committee membership; participation in university academic recruitment exercises, with the appropriate training; outreach activities, such as University 'open days';
- To engage in University examining;
- To identify new areas of research, obtain external funding for research, lead research projects and collaborate with academic colleagues;
- To engage in knowledge exchange with a wide range of policy makers, practitioners and other non-academic stakeholders, and to design research with these stakeholders in mind;
- To contribute to the wider intellectual life of the Oxford School of Global and Area Studies and the Faculty of Law;
- To commit to equality and diversity values embraced by both departments and the College.

OSGA uses 'stint units' to measure teaching and supervision contributions up to a maximum of 288 teaching units per year. The amount of teaching for a full-time postholder normally must not exceed an average of 288 teaching units¹ per year without approval by the divisional board.

In the Faculty of Law:

Through this collaboration, the Faculty of Law is seeking to reinforce its Asian Law teaching and research, and the establishment of the Oxford Programme in Asian Laws ('OPAL') led by Professor Ngoc Son Bui. Furthermore, the Faculty is in receipt of a regular and very generous donation to OPAL that, with the agreement of the donor, will fund the Faculty share of the post.

The Faculty of Law is planning to launch an undergraduate Asian laws course, with a proposal being worked on to focus on four jurisdictions: China, Japan, India, and Singapore. The postholder will have the option to contribute some lectures or seminars to this course.

In addition they could contribute to the existing Bachelor of Civil Law (BCL)/Magister Juris (MJur) option, Constitutionalism in Asia, depending on their specialism. There are also a range of other BCL/MJur courses to which they may be able to contribute, again depending on their specialism.

Stint expectations in Law are broadly equivalent. A full time APNTF in Law is expected to give 36 lectures or classes each academic year, and 4 hours per week of tutorial or equivalent teaching for the Faculty of Law, pro rata for shared posts.

General duties for departments

- To engage positively and proactively with the academic community in the Law Faculty and in OSGA, and to play an active role in the administrative work of the Nissan Institute of Japanese Studies;
- To create, organize and participate in Oxford University wide conferences, workshops and other intellectual and cultural events in collaborations with other institutions of the University, including TORCH/Schwarzman Centre for the Humanities, Ashmolean Museum, Pitt Rivers Museum, Oxford Japan Office, Divisions of Humanities, Social Sciences, and Natural Sciences;
- To participate in the development and implementation of taught Masters and doctoral degree programmes, including supervising and examining students;
- To contribute to the development and delivery of the curriculum portfolio including teaching, assessment and quality enhancement in interdisciplinary and/or specialist modules;
- To take part in University examining for undergraduates and graduates as and when requested to do so;
- To participate in and organise seminars for the Nissan Institute of Japanese Studies/St. Antony's College, and to contribute towards other College activities, proportionate to the balance of the role.

¹ Departments use 'stint units' to measure teaching and supervision contributions and, overall, the level of expected teaching and supervision is equivalent to a standard two-two teaching load in North America. Various amounts of stint are assigned to different teaching and supervision activities, for example, supervision of a doctoral student counts for 24 stint units per year, and lectures, tutorials, class teaching all count towards stint (one hour paired tutorial, 1 unit; one hour lecture, 3 units; one doctoral student, 24 units; and other types of teaching to be weighted proportionally). This tariff is subject to local variation.

College duties and responsibilities

In addition to the duties relating to the University side of the post, the appointee will be a Fellow of St Antony's College, and will be expected to:

- Take on a small number of College Advisees;
- Play an active role in the academic and research life of the College, for example by organising and/or attending seminars, workshops and other academic activities and events.

From time to time, Fellows may be asked to undertake specific administrative duties for which they would be separately remunerated.

All Fellows are appointed as Trustees of the College and a full induction into your charity trustee role will be provided. As a Trustee, you will be a member of the College's Governing Body which normally meets twice each term.

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.

Essential Criteria

- The attainment of a doctorate in Japanese Law and Society, socio-legal studies of Japan, which may include (for example) environmental law, medical and technology law, human rights law, international law, civil and commercial law, administrative and constitutional law. Candidates must have received their doctorate before 1 October 2025;
- An outstanding programme of innovative research and world-class portfolio on topics related to Japanese Law and Society as well as an exciting future research programme;
- An excellent publication record with a primary focus on Japan, but preferably with comparative interests, commensurate with the candidate's career stage;
- Demonstrated expertise in Japanese Law and Society and Social Science research methods sufficient to conduct advanced research and teach undergraduate and graduate students, and an ability to teach introductory research methods;
- A track record of successful research grant applications or evidence of the potential to obtain and sustain peer-reviewed research funding;

- A demonstrated record of, or clear potential for, excellence in teaching, syllabus and curriculum development on topics within the remit of Faculty of Law and Japanese Studies programmes;
- The ability and willingness to provide supervision and mentoring for high-achieving graduate students who come from diverse disciplinary and cultural backgrounds, and the ability to relate well and appropriately in undergraduate and graduate supervision and in pastoral situations;
- Demonstrated ability to collaborate with colleagues from a range of different disciplines;
- Fluency in Japanese language including reading, writing, and ability to work with primary/Japanese language source material;
- Outstanding interpersonal and communication skills, including the ability to communicate with non-academic audiences;
- The skills and commitment to contribute effectively to the administration and management of OSGA as a leading centre of teaching and research;
- A willingness to contribute to the life of the College;
- A firm commitment to promoting awareness and understanding of equality, diversity and inclusion and embedding these principles among staff and students.

Desirable Criteria

- An understanding of the needs of and/or experience of working with an ethnically diverse population;
- Experience of supervising graduate students;
- A demonstrated record of impact in research through engaging with stakeholders beyond academia;
- Advanced quantitative research methods skills.



How to apply

To apply, visit

https://my.corehr.com/pls/uoxrecruit/erq_jobspec_details_form.jobspec?p_id=176357, 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. References will not be requested until after shortlisting has taken place.

Applicants are requested to submit:

- 1) a letter of application (supporting statement), which explains why you are applying for the post and provides evidence of how your qualifications, skills, and experience meet the selection criteria outlined above. This may include experience gained in education or employment. Particular reference should be made to your past research work and research plans, as well as your teaching experience and evaluations to date.
- 2) a full Curriculum Vitae, including full details of your publications.

Additional information regarding your application and the shortlisting process

We appreciate the effort and commitment involved in making a job application and want you to have a positive experience of applying for our vacancies. **Please do not submit research materials or formal qualification evidence**, unless and until you are asked to do so. Any documents submitted with your application that are not listed above will be disregarded.

All shortlisted candidates will be interviewed and asked to make a short presentation of some aspect of their research as part of the interview. They will also be asked to give a teaching presentation and to submit writing samples that are illustrative of their research that is relevant to this position. Further materials may be requested from candidates who are short-listed.

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 advisor can provide support to applicants with a disability, please see <https://edu.admin.ox.ac.uk/disability-support> for details.

Please let us know if you need any adjustments to the recruitment process, including the provision of these documents in large print, audio or other formats. If we invite you for interviews, we will ask whether you require any particular arrangements at the interview. The University Access Guide gives details of physical access to University buildings <https://www.accessguide.ox.ac.uk/>.

Teaching commitments are mainly concentrated into Oxford's three 8-week undergraduate teaching terms, making it easier to balance teaching and research. There is considerable flexibility in the organisation of duties, and generous sabbatical leave.

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

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

Should you experience any difficulties using the online application system, please email recruitment.support@admin.ox.ac.uk. Further help and support are 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.

Reasonable interview expenses will be reimbursed. Should you have any queries about how to apply, please contact the OSGA HR Team: recruitment@area.ox.ac.uk.

The Nissan Institute of Japanese Studies

The post-holder will be a member of the Nissan Institute of Japanese Studies, a leading centre for the study of contemporary Japan in Europe, and indeed the world. The Institute, with its purpose-made building, was established following generous benefactions from the Nissan Motor Co. Ltd in 1981 and 1993. The MSc and MPhil programmes were started in 2007, with the humanities-oriented MSt programme integrated in 2016. DPhil students are supervised both within the OSGA DPhil programme, and those of other departments.



The Bodleian Japanese library, housed in the Nissan Institute building, has one of the finest collections of books and related materials on modern (and premodern) Japan in Europe. The research environment is further enriched by the weekly Nissan Seminar Series, which attracts speakers from around the world, as well as a steady stream of visiting scholars. More than 100 books have been published in the Nissan Institute/Routledge Japanese Studies Series.

For further information, please visit: <https://www.nissan.ox.ac.uk>.

The Oxford School of Global and Area Studies



The School is committed to understanding cultural, economic, political and social questions through the study of world regions in local, global and comparative contexts. OSGA delivers world leading, multi-disciplinary programmes of teaching and research across Africa, China, Latin America, the Middle East, Japan, Russia and Eastern Europe, and South Asia.

Oxford's School of Global and Area Studies (OSGA) one of the largest communities of Area Studies scholars anywhere in the world. We have research and teaching programmes dedicated to [Africa](#), [China](#), [Latin America](#), the [Middle East](#), [Japan](#), [Russia and Eastern Europe](#), [South Asia](#) and [Comparative Area Studies](#).

The administration of the School is based at 12 Bevington Road, with colleagues also providing administrative support across a number of locations in which the School's constituent units are based (including the Nissan Institute of Japanese Studies at St Antony's College and the University of Oxford China Centre at St Hugh's College).

The School is devoted to research and graduate teaching in academic disciplines which attempt to understand the complexity and the interrelatedness of society through anthropology, economics, politics, history, sociology and culture. Its teaching and research seek to take into account both the insights provided by the separate disciplines and the contextualisation provided by in-depth knowledge of specific regions and countries. Interdisciplinary collaboration to study specific social processes is encouraged, and a distinctive feature of the School is the number of its academic staff who hold joint appointments in the School and a disciplinary department in the Social Sciences or



Humanities Divisions. In the most recent national research quality assessment exercise (REF2021), Area Studies at Oxford – comprising staff in the School and the Faculty of Oriental Studies in the Humanities Division - was judged to account for more world-leading (4*) research than any other Area Studies department in the UK. The School admits around 160 graduate students a year on Masters and DPhil programmes, across the African Studies Centre, Latin American Centre, the Nissan Institute of Japanese Studies, Russian and East European

Studies, Contemporary South Asia, Contemporary Chinese Studies, Middle East Studies, and the comparative master's programme in Global and Area Studies. Additionally, the School's academic staff supervise doctoral students and teach on a range of undergraduate programmes in other parts of the University.

The School holds a bronze Athena Swan award to recognise advancement of gender equality: representation, progression and success for all.

The Faculty of Law

About the Faculty

The Faculty of Law is one of the largest in the United Kingdom, and is the largest unit in the Social Sciences Division of the University. There are some 240 members of the Law Faculty, of whom almost 100 are in established University academic posts. The Law Faculty has a distinguished reputation in research and publications in Law, and in the Research Excellence Framework 2021, 55% of its submissions were judged to be 4*. Oxford Law has been ranked second in the world in the QS World University rankings and first in Europe for the last four years.

There are five specialised centres associated with the Law Faculty: the Centre for Criminology, the Institute of European and Comparative Law, the Centre for Socio-Legal Studies, the Oxford Intellectual Property Research Centre, and the Bonavero Institute of Human Rights.

Undergraduate teaching within the Faculty

There are approximately 220 undergraduates in each year. While most read for the three-year BA in Jurisprudence, up to 35 follow the Law with Law Studies in Europe course over four years, one year being devoted to study in France, Germany, the Netherlands, Spain or Italy. The full range of subjects taught at Undergraduate level may be found on the Faculty website at www.law.ox.ac.uk/admissions/undergraduate. The undergraduate programmes, including admissions, are the immediate responsibility of the Faculty's Undergraduate Studies Committee and its Associate Dean for Undergraduate Studies, Access and Outreach Co-ordinator, and Admissions Co-ordinator.

Graduate teaching within the Faculty

The Faculty sustains a major graduate programme and its graduate research school is the largest of any law school in the English-speaking world. There are currently about 640 graduate students, of whom approximately half are enrolled in taught programmes, the largest being the Bachelor of Civil Law (BCL) and Magister Juris (MJur) which together account for approximately 150 students. Both are full-time courses, as is the Master of Science (MSc) in Law and Finance and the Master of Philosophy (MPhil) in Criminology and Criminal Justice, while the MSc in Criminology and Criminal Justice is offered both as a full-time and part-time course. There are then a number of courses which are exclusively part-time – the MSc degrees in Intellectual Property, in International Human Rights Law, and in Taxation; and the Postgraduate Diploma in Intellectual Property and Practice. Research degrees account for the remainder of the graduate students and comprise the Doctor of Philosophy (DPhil) degrees in Law, in Socio-Legal Studies, and in Criminology (all offered as both full-time and part-time courses), and the one-year Master of Philosophy (MPhil) degrees in Law and in Socio-Legal Research (both full-time courses). All part-time courses are non-residential.

The graduate programmes, including graduate admissions, are the immediate responsibility of the Faculty's Graduate Studies Committee and its two Associate Deans (one for research degrees, the other for taught programmes). The graduate cohort provides a base for a productive interaction between advanced study and research - this is something to which the Faculty attaches great importance.

Research activity

The Faculty has always encouraged excellence and diversity in its research strategy, seeking to achieve the highest quality in the broad range of subjects in which Faculty members pursue their interests. The Faculty's Research Support Fund provides resources for research assistance, conference attendance and other research-related activities. The Faculty's Research Facilitation team support applications for external research funding, and the Faculty provides support for conferences organised by Faculty members.

Academic staff development

Teaching proficiency is one of the factors which is taken into account when Associate Professors are considered for reappointment after the completion of their probationary tenure. The University has made arrangements under which Associate Professors in their initial period of office may take advantage of support in developing their teaching. A range of such support is provided by the [People and Organisational Development](#) unit, including:

- introductory sessions for new academic staff
- an advisor for new associate professors
- peer observation of teaching
- attendance at learning and teaching seminars
- one-to-one discussion with an educational development advisor or faculty teaching representative
- participation in the University's postgraduate diploma in learning and teaching
- self-study resources

The Social Sciences Division

The University's academic departments and faculties are organised into four large groups known as Academic Divisions (Social Sciences, Mathematical, Physical and Life Sciences (MPLS), Medical Sciences, and Humanities). The divisions are responsible for academic strategy and operational planning, oversight of the teaching and research of their constituent departments and faculties, and for personnel and resource management. The social sciences at Oxford are distinctive for both their depth and breadth, with over 1,100 academic and research staff working across fifteen departments, faculties and schools. The Head of the Social Sciences Division is Professor Timothy Power.

The Division is a world-leading centre of research and education in the social sciences. The Times Higher Education (THE) University Rankings returned the University of Oxford to the number one spot in the world for Social Sciences in 2024. We have placed first in four of the last five years (2019, 2021, 2022 & 2023).

More than 800 researchers were returned to Main Panel C (Social Sciences) for REF 2021 across a diverse range of subject area 'units of assessment' – from geography and business to archaeology and law. Over 55% of the research submitted from the Division was judged to be world-leading (4*, the highest score available). More than two-thirds (69%) of the research's impact was also recognised as world-leading (4*). Research from across the Division was also submitted to subject areas across Panels A (Medicine, health and life sciences), B (Physical sciences, engineering and mathematics), and D (Arts and Humanities), highlighting the enormous breadth and diversity of research expertise across the Division.

Our academic and research staff and students are international thought leaders, generating new evidence, insights and policy tools with which to address some of the major global challenges facing humanity, such as sustainable resource management, poverty and forced migration, effective governance and justice. Particular research highlights in recent years have included [COVID-19](#) and [Climate Change](#). As well as active interdisciplinary links with researchers in other divisions at Oxford, we engage and collaborate extensively with other universities and a wide range of governmental and non-governmental practitioner communities such as law, business, public health and welfare, international development and education around the world. The Division has an extensive portfolio of external funders, partners and supporters, with competitively-awarded external research income exceeding £50 million per year and philanthropic income over £25 million a year.

As part of our commitment to equality of opportunity, thirteen of our departments have achieved Bronze awards under the Athena Swan Charter (a UK accreditation scheme recognising organisations' commitment to equality and diversity, particularly in gender). Our School of Geography and the Environment holds an Athena Swan Silver award. In February 2023, for the first time, the University as a whole was awarded an institutional Athena Swan Silver award, acknowledging the progress that has been made in addressing a number of gender gaps across the University over the last five years.

The Division delivers an exceptional range of high-quality educational programmes all underpinned by the innovative research being undertaken by our academics. The student body is made up of over 2,000 undergraduate students, nearly 3,000 students studying postgraduate taught programmes and 1,200 postgraduate research students. The programmes we offer are wide-ranging, often interdisciplinary and include professionally-oriented provision in areas such as business, law and education. The Division is home to several of Oxford's most widely recognised teaching programmes, such as Philosophy, Politics and Economics (PPE) at undergraduate level; and at the Masters level programmes such as the Bachelor in Civil Law (BCL), Environmental Change and Management, International Relations, and Social Data Science.

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

St. Antony's College

St Antony's College is one of the seven colleges of the University of Oxford which admit graduate students only. St Antony's chosen field is the interdisciplinary study of the modern history, politics, international relations, economics, sociology and culture of the regions of the world. It provides an informal and multicultural environment for advanced research and postgraduate education and has become the leading European centre for international studies, competing with the best graduate schools in the United States.

Like other Oxford colleges, the College is an independent self-governing institution. Its Governing Body consists of around 40 Fellows and is chaired by the Head of the College (known as the Warden). The Fellows are distinguished scholars in their chosen fields and most of them hold senior academic posts in the University. Each conducts their own research programme and almost all of them supervise postgraduate students from St Antony's and other colleges. Some Fellows teach undergraduates as well and also take part in University and College administration.

The current Warden, Professor Roger Goodman, was a student at the College. Immediately before becoming Warden, he was Head of the Social Sciences Division at Oxford between 2008-17. He was Chair and President of the Academy of Social Sciences between 2016-21.

The College has seven regional study centres, which cover Africa, Asia (except Japan), Europe, Japan, Latin America, the Middle East, Russia and the rest of the former Soviet Union. Most of the Centres

are based on the College's campus in converted Victorian houses. Each Centre is run by a Centre Director who is normally a Governing Body Fellow of the College.

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

<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

The appointed Associate Professor will receive the following benefits:

- A taxable and pensionable Housing Allowance. This will be £2,871 per annum in 2024/25 and is increased in line with University cost of living awards;
- College IT support in ensuring that their devices link with the College's networks, and in troubleshooting simple difficulties. Their computer will be provided by the department;
- Use of the College Library with the right to borrow books when resident in Oxford;
- The opportunity to join the Oxford Colleges' Healthcare scheme as long as it is the College's policy to provide this benefit;²
- Free meals at common table (lunches and evening meals in the College Hall when it is open);
- 12 free High or Guest Night Tables each term. This dining allowance may also be used to host academic and business guests;
- Membership of the College's Senior Common Room;
- Car parking in the College's car parks, which is normally available if they live more than three miles from the College.

Offer of employment

Applications for this post will be considered by a selection committee containing representatives from both Departments (OSGA and Law) and St Antony's College. The selection committee is responsible for conducting all aspects of the recruitment and selection process; it does not, however, have the authority to make the final decision as to who should be appointed. The final decision will be made by the Social Sciences divisional board and the Governing Body of St Antony's 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.

² As there is no charge to the Associate Professor for their participation, this benefit may give rise to a small tax liability. Their dependants may also join the scheme at the post-holder's expense if eligible.