

Job Description and Selection Criteria

Post	Professor of Geography
Department	School of Geography and the Environment
Division	Social Sciences
College	Hertford
Salary	<p>Competitive</p> <p><i>The salary for statutory posts consists of two elements, the basic professorial salary of £79,245 and a professorial merit award at an appropriate point on the Professorial Merit Pay scale. The appropriate PMP level will be determined after consultation and depend on the successful appointee's experience and standing in the field. Both of these elements are pensionable and will rise in line with any nationally agreed pay awards. Reviews of professorial merit pay are held from time to time and it will be open to you to apply for enhanced awards in these reviews.</i></p>
Closing date	12:00 noon (UK time) on 14 April 2025
Place of work	School of Geography and the Environment

Overview of the post

The School of Geography and the Environment and Hertford College intend to appoint to the Professorship of Geography with effect from September 2025.

The School is looking for a world-leading physical geographer who can bring excellent and complementary research experience and skills to our current portfolio. We are searching for someone with a cutting edge profile in one or more of the following, as applied to physical geography: computational methods, earth observation, fieldwork, and laboratory methods.

The successful candidate must be willing and able to act as a collegial leader of diverse groups, and provide leadership, coherence and advocacy for physical geography within the School and more widely. The postholder will be expected to support teaching in physical geography across the School's undergraduate and taught Masters' programmes, and to be willing to take on academic administrative roles in the School including acting as Head of School.

This post is a statutory professorship. Statutory professors have a world-leading research reputation and exercise broad academic leadership across their department or faculty and college, and more widely in their subject at national and international level. Please see <https://hr.admin.ox.ac.uk/academic-posts-at-oxford> for a description of the different types of academic posts at Oxford. The University of Oxford is a member of the Athena SWAN Charter for the advancement of gender equality, representation, progression and success for all. The Department holds a departmental Silver Athena SWAN award in recognition of their organisational and cultural practices that promote gender equality and create a better working environment for all. The University holds an [Athena SWAN Silver award](#) at institutional level. Contact equality@admin.ox.ac.uk for further information about Athena SWAN at the University of Oxford.

The School of Geography and the Environment and Hertford College embrace diversity and inclusion in their recruitment campaigns and would welcome applications from candidates currently underrepresented in senior roles in the University, particularly women, candidates of colour and disabled candidates with diverse backgrounds. The University of Oxford actively promotes and supports flexible working across sites. Although full-time employment is typical for these posts. Professors are eligible for sabbatical leave at full pay (one term of sabbatical leave is generally available for each six terms of qualifying service) and may spend up to 30 working days in each year on consultancy or other outside activities without deduction from salary.

If you would like to discuss this post, please contact Professor Heather Viles (heather.viles@ouce.ox.ac.uk). All enquiries will be treated in strict confidence and will not form part of the selection decision.

Duties of the post

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

The main duties of the post are as follows:

Leadership

- To provide high level academic leadership in the field of physical geography at Oxford, respecting and reflecting the diverse nature of the subject.
- To contribute to the intellectual leadership of the academic geography community, providing a collaborative approach to ensuring a positive, supportive environment for all.
- To raise the profile of physical geography within Oxford and beyond.

Research

- To engage in world-leading research in physical geography.
- To make a significant contribution to the research profile of the School through high-quality publications in major peer-reviewed journals and publishing houses and other high-impact activities.
- To actively pursue research funding for physical geography and support others in obtaining funding.

Teaching and administration

- To contribute to strategic academic planning for the School.
- To play a role in developing and examining degree courses within the School.
- To contribute to undergraduate and Masters' teaching and DPhil supervision.
- To take on strategic leadership of relevant infrastructure supporting physical geography research (e.g. laboratories and research computing facilities).
- To engage in, and support, outreach activities for the School.

For Hertford College

- To serve as a Governing Body Fellow (including attending Governing Body six times a year), act as an adviser to up to ten graduate students and participate in the College Committee system during term-time.
- To contribute to the geography community at Hertford, as well as to the wider intellectual life of the College.

Headship of Department

Every professor who is employed by the University, unless individually exempted, has an obligation to accept headship of the department or faculty in which their post is held, if invited to do so by the divisional board.

Selection criteria

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

The University is committed to fairness, consistency and transparency in selection decisions. Members of electoral boards (selection committees) will be aware of the principles of equality of opportunity, fair selection and the risks of bias. There will be both female and male board 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 electoral board will take this into account, recognising that the quantity of your research may be reduced as a result.

You will demonstrate the following:

- A willingness and aptitude to provide strategic, collegial academic leadership.
- Considerable evidence of the ability to ensure the School provides a positive and supportive environmental for all physical geographers.
- A demonstrated commitment to supporting and advocating for physical geography research.
- A world-leading research profile in physical geography with an excellent publication record.
- An extensive and excellent track record in one or more of the following as applied to physical geography: computational methods, earth observation, fieldwork, and laboratory methods.
- A proven ability to raise substantial funding for physical geography research.
- A clearly articulated commitment to course development, teaching and examining in physical geography.
- A proven ability to provide strategic leadership of physical geography infrastructure.

How to apply

To apply, visit https://my.corehr.com/pls/uoxrecruit/erq_jobspec_details_form.jobspec?p_id=176957, then click on the **Apply Now** button on the 'Job Details' page and follow the on-screen instructions to register as a new user or log-in if you have applied previously. Please refer to the "Terms of Use" in the left hand menu bar for information about privacy and data protection. Please provide details of three referees and indicate whether the University may contact them without seeking your permission. Referees should not write directly to the University, but may be contacted at any stage in the recruitment process if the electoral board requests your references.

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

The University and colleges welcome applications from candidates who have a disability or long-term health condition and is committed to providing long term support. The University's disability advisor can provide support to applicants with a disability, please see <https://edu.admin.ox.ac.uk/disability-support> for details. Please let us know if you need any adjustments to the recruitment process, including the provision of these documents in large print, audio or other formats. If we invite you for interviews, we will ask whether you require any particular arrangements at the interview. The University Access Guide gives details of physical access to University buildings <https://www.accessguide.ox.ac.uk/>.

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 UK time on Monday 14 April 2025**.

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 email recruitment.support@admin.ox.ac.uk should you experience difficulties using the online application system. Further help and support is available from <https://hrsystems.admin.ox.ac.uk/recruitment-support>.

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

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

The School of Geography and the Environment

The School of Geography and the Environment (SoGE) is a dynamic, diverse, interdisciplinary department at the University of Oxford combining natural and social science research interests and analytical skills, underpinned by geography's tradition of working in many different situations and contexts. The School is internationally recognized for the quality of its teaching, research and wider engagement across the breadth of human geography, physical geography and environmental studies. Based within the Social Sciences Division, the School incorporates three affiliated research centres as well as Geography: the Environmental Change Institute (ECI), the Smith School of Enterprise and Environment (SSEE), and the Transport Studies Unit (TSU). The School was awarded the Athena Swan silver award in 2021.

The School is based partly within the Oxford University Centre for the Environment (OUCE) building and partly in the inter-connected Dyson Perrins building, which was completely refurbished in 2022. The School's physical location enables us to easily connect with many academic departments and organisations across the University, and we collaborate with many of them. For example, the School is an active participant in fostering the Oxford University Networks for the Environment (ONE), which links up over 1000 individuals within the University around the themes of Climate, Biodiversity, Energy, Food and Water.

Our research spans issues related to the environment; sustainable transport; security in energy, food, and water; sustainable finance and economy; climate change impacts; the drive to net-zero; social inequality; racism and decolonisation; environmental governance; ecosystem services; development; geopolitics; and cities. The School's research portfolio totalled approximately £138 million in 2023-4, from a wide variety of funders.

Much of this work is collaborative, and we currently estimate that research with our partners takes place in over 70 countries across the globe. We aim to contribute to the common good, and many of our researchers actively engage in advising local, national and international organisations; in giving written and oral contributions to government consultations both locally and nationally; and in engaging with others through policy, partnerships, business and social enterprise.

Research excellence is central to the ethos, strategy and activities within SoGE. Oxford has been ranked first for Geography in the QS World University Rankings for 13 consecutive years (2023). SoGE was ranked first for Research Power in REF 2021, based on a submission of 95 FTE, the largest submission of any UK University in the Geography and Environmental Studies Unit of Assessment. We were also ranked first equal for Research Environment with a score of 100%.

The School also provides world-class, multidisciplinary teaching. Our Undergraduate Honour School gives undergraduate students research-led teaching across the breadth of human and physical geography and environmental studies by internationally recognised academic staff. There are over 220 undergraduate students enrolled in 2024-5, as well as nearly 130 Masters students and 180 research students in our International Graduate School.

The School is committed to supporting the career development of all its members. The School comprises more than 230 academic and research staff, as well as more than 100 professional and support staff. Everyone is encouraged to undertake professional training from the range offered by the School, the Division and the University's People, Organisation and Development Unit. The School has a mentoring scheme and all staff are encouraged to work with a mentor during their time at SoGE; academic staff are also encouraged to have regular meetings with the Head of School to plan their career progression.

For more information about the School please visit our website at <http://www.geog.ox.ac.uk>.

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 2022. We have placed first in three of the last five years (2018, 2019 and 2022).

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, eleven 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

Hertford College

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

The present Hertford College dates from 1874, when Magdalen Hall (founded in 1480, and including William Tyndale and Thomas Hobbes amongst its alumni) was dissolved and incorporated as the new Hertford College. The College is also heir to the tradition of the medieval Hart Hall, founded in the 1280s by Elias de Hertford (and whose alumnae include John Donne and Jonathan Swift). The main College site is right in the heart of Oxford. It consists of a mixture of buildings dating from the 16th to 20th century, and is complemented by more modern accommodation for graduates and undergraduates situated in other locations around Oxford.

The Fellowship, which has responsibility for the governance of the College, currently consists of around 50 fellows. The College is home to approximately 700 students, of whom undergraduates form a majority. Like fellows, both graduates and undergraduates are drawn from a range of disciplines across the Humanities, Sciences, and Social Sciences. The college promotes excellence in research and teaching and is currently renovating and extending the library and study spaces in the main quadrangle. Hertford College has a reputation for being both progressive and friendly. It has championed access for students from schools that have not traditionally encouraged Oxford applications, and has a strong academic ethos.

Geography at Hertford College

There is a particular strength in geography and Hertford College has been associated with the statutory chair since it was established in 1932. The first incumbent of the chair was Kenneth Mason, who was instrumental in establishing the subject at Oxford after WW2. At any one time in the last forty years, Hertford has had up to three tutorial fellows and the professorial fellow in geography.

Hertford became the College with the largest cohort of geography undergraduates at the end of the 20th century. The subject has a sizable group of active alumni who are well connected to the College. There are large numbers of DPhil and MSc graduate students at Hertford, many taught and supervised by the College Geography Fellows. The College is the beneficiary of the Mortimer-May studentship in geography, which funds one or two DPhil (PhD) students per annum working in the broad areas of expertise of the Geography Fellows, including the Statutory Chair.

For more information about Hertford College please visit: <https://www.hertford.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. The current strategic plan can be found at <http://www.ox.ac.uk/about/organisation/strategic-plan-2018-23>.

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

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

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

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

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

University Benefits, Terms and Conditions

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

Salary

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

Pension

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

Sabbatical leave

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

Outside commitments

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

Intellectual Property

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

Managing conflicts of interest

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

Membership of Congregation

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

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

Family support

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

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

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

Welcome for International Staff

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

<https://staffimmigration.admin.ox.ac.uk/>

Relocation

<https://finance.admin.ox.ac.uk/relocation-scheme-arrangements#collapse1094916>

Promoting diversity

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

Other benefits and discounts for University employees

<https://hr.admin.ox.ac.uk/staff-benefits>

Pre-employment screening

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

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

As a fellow of Hertford College, you will be entitled to the following benefits:

- full membership of the Hertford College Senior Common Room
- breakfast, lunch, and dinner in College at no extra charge when taken as Common Table with the fellows throughout the year (when available)