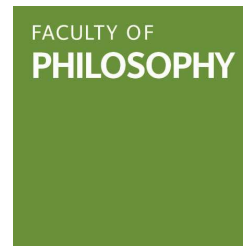


Exeter College Oxford



Job Description and Selection Criteria

Post	Associate Professorship or Professorship of Philosophy
Faculty	Faculty of Philosophy
Division	Humanities
College	Exeter College
Contract type	Permanent upon completion of a successful review. The review is conducted during the first 5 years.
Salary	Combined University and College salary: £55,755 – £74, 867 per annum. An additional allowance (currently £3,155 per annum) would be made upon award of the title of Professor. A housing allowance of £12,351 per annum is also payable.

Overview of the post

Exeter College and the Faculty of Philosophy are recruiting an Associate Professor or Professor of Philosophy in conjunction with a Tutorial Fellowship in Philosophy, to start from 1st September 2025, or as soon as possible thereafter.

The successful candidate (henceforth ‘postholder’) will have a research specialism in any area of theoretical analytic philosophy (i.e. epistemology, philosophy of language, logic, philosophy of mind, metaphysics etc.), and will, in addition, have at least an area of competence in Feminist Philosophy. They will have a proven record of internationally recognised scholarship and research in philosophy, appropriate to their career stage, and will be able to provide a high standard of research-led teaching at both undergraduate and postgraduate levels.

For the College, the teaching involves weekly meetings with very small groups of undergraduates (usually 2 in each tutorial) at which the students’ essays are discussed and their ideas are examined. The postholder will be required to give eight hours of such tutorial teaching each week during term time (averaged over the year), to share in organizing the tuition and pastoral care of students studying for joint schools (i.e. joint degree courses) involving Philosophy, and to participate in the administrative work of the College. For details of the college teaching requirements, see below (‘Selection Criteria’).

For the Faculty, the postholder will deliver 16 lectures or graduate classes per year, and will supervise graduate students (at the masters and at the doctoral level). The postholder will participate in examining, and will play a full and active role in Faculty administration. The postholder will be expected to play an active role in developing Feminist Philosophy as a subject of study in the University. Faculty members at Oxford with an area of specialisation in Feminist Philosophy currently include Dr Kate Kirkpatrick and Professor Amia Srinivasan.



If you would like to discuss this post and find out more about joining the academic community at Oxford, please contact either the Chair of the Philosophy Faculty Board, Professor Ursula Coope (ursula.coope@philosophy.ox.ac.uk) or the Senior Tutor at Exeter College, Dr Chris Ballinger (senior.tutor@exeter.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.

Philosophy Teaching and Examining in Oxford

There are over fourteen hundred students studying Philosophy at undergraduate level at Oxford. There is no undergraduate degree solely in Philosophy at Oxford. Philosophy is a component of eight joint undergraduate degrees: Classics; Philosophy, Politics, and Economics; Philosophy and Modern Languages; Physics and Philosophy; Maths and Philosophy; Computer Science and Philosophy; Philosophy and Theology; and Psychology, Philosophy, and Linguistics. Philosophy postholders therefore work closely with colleagues in these allied fields at the undergraduate level.

College Tutorial Fellows are responsible for the teaching of the College's own undergraduates in tutorials or classes. Classes are usually smaller than eight, and tutorials frequently involve only one or two students.

Teaching for the University is through lectures and classes open to students from all colleges. The content of an undergraduate lecture course for a given subject is constrained by the syllabus for that subject, but is otherwise up to the lecturer. Examining for the University involves the setting and marking of examination papers taken by students across all the colleges.

All three roles of tutor, lecturer, and examiner, are quite distinct. Typically different postholders will lecture and examine in a given subject at any one time. As an Associate Professor/Professor and college Tutorial Fellow, the postholder will occupy each of these different roles (tutor, lecturer, examiner) at various times and for various papers from the undergraduate philosophy syllabus.

There are around 150 graduate students in Philosophy at Oxford. About half are studying for one of the Master's degrees (the BPhil; the MSt in Ancient Philosophy; the MSt in Philosophy of Physics), and the rest for the doctorate (the DPhil). Master's students are taught via graduate classes, and via essay and thesis

supervisions. Examining consists of marking BPhil and MSt essays and theses, and viva voce examinations of DPhil dissertations.

Duties of the post

For the Philosophy Faculty:

1. to undertake and to disseminate advanced research in philosophy;
2. under the direction of the Philosophy Faculty Board, to design and deliver up to 16 lectures or classes over the year during term time to undergraduates and/or graduates; and to produce lecture notes, course materials, and reading lists as required;
3. to supervise and to teach graduate students for the Faculty (both at the master's and doctoral level), and to participate as requested in the annual Faculty graduate admissions processes.
4. to participate in University examining, both undergraduate and graduate, as required;
5. to undertake an appropriate share of other Faculty administrative duties, dependent on career-stage, including service on committees or holding Faculty Offices.

For Exeter College:

1. to undertake and to disseminate advanced research in philosophy;
2. to deliver 192 hours per year of high-quality undergraduate tutorial or small-group teaching (equivalent to 8 hours per week, averaged across the 24 weeks of the academic year). Tutorials or small-group classes consist of an hour of highly-focused academic discussion between tutor and students, and for each tutorial tutors are normally expected to mark written work submitted by the students;
3. to participate actively in the annual undergraduate admissions process for the College;
4. to undertake the normal duties of a college Tutor, which include coordinating, setting and marking Collections (termly formative exams), monitoring student progress, writing termly reports on students' work, and organising, where necessary, teaching by specialist colleagues in other colleges;
5. to take joint responsibility with colleagues for pastoral care of undergraduates (i.e. general oversight of the wellbeing of the students) reading for degrees in Philosophy within the College;
6. to act as College Adviser (mentor) for graduate students;
7. actively to participate in access and outreach activities (including College Open Days); and
8. to serve as a Trustee of Exeter College, an educational charity, and to participate fully in the administrative work of the College, including attendance at Governing Body, proportional service on College committees, and in due course taking on College offices (leadership roles).

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 and the College are 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 Selection Criteria

1. A completed doctorate, or a completed doctoral dissertation submitted for examination by the advertised closing date for this position, in Philosophy, or a closely related field.
2. A research record in Philosophy of international standing appropriate to the candidate's career stage, with evidence of potential for producing further research distinguished in its originality, significance and rigour. A research specialism in some area of theoretical analytic philosophy (i.e. epistemology, philosophy of language, logic, philosophy of mind, metaphysics etc).
3. At least an area of competence in Feminist Philosophy, together with enthusiasm for playing an active role in developing this as a subject of study in the University.
4. Experience of teaching philosophy in a range of formats (e.g. lectures, seminars, and small groups) and evidence of being able to do so effectively, ideally at both undergraduate and graduate level. Excellent communication skills and an understanding of the learning needs of highly able students.
5. Evidence of interest and ability in lecturing and small group teaching. The ability to provide excellent undergraduate tutorial teaching in:
 - a. At least two of the following three elements of the first-year Introduction to Philosophy course: Introduction to Logic; General Philosophy; and Moral Philosophy.
 - b. At least one of the following advanced undergraduate courses (for second and third year students): Early Modern Philosophy; Knowledge and Reality; Ethics; and Plato's *Republic* (in translation).
 - c. At least two other advanced undergraduate courses in philosophy.

For information about the first year Introduction to Philosophy Course, see

<http://www.philosophy.ox.ac.uk/course-descriptions-first-public-examination-fpe>.

For information about the advanced undergraduate courses, see

<http://www.philosophy.ox.ac.uk/course-descriptions-finals>

6. The ability to provide graduate supervision of high quality, and an understanding of the needs of graduate students and how to address them.
7. The ability and commitment to undertake a range of administrative duties within both the College and the Faculty.
8. The ability to undertake pastoral responsibilities (i.e. general oversight of the wellbeing of the students) for undergraduates and graduates.

Desirable Selection Criteria

1. An additional area of research specialism in Feminist Philosophy.
2. The ability to teach some of the following areas, in which the College has particular teaching needs: logic, philosophy of mathematics, political philosophy, post-Kantian philosophy, ancient philosophy, philosophy of religion, or practical ethics. (For information about Oxford courses in these areas, see <http://www.philosophy.ox.ac.uk/course-descriptions-finals>.)
3. Experience of supervising graduate students.
4. A track record of successful research grant applications or evidence of the potential to make successful applications.

Applications shall be judged only against the above criteria. Applicants should ensure that their application shows clearly how they satisfy these criteria. They should ask their referees to show this in their letters of recommendation.

How to apply

To apply, visit https://my.corehr.com/pls/uoxrecruit/erq_jobspec_details_form.jobspec?p_id=177134 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.

Applications should include:

- Your full contact details including, email address, full postal address and at least one contact telephone number
- A covering letter or statement explaining how you meet the selection criteria set out above, and explicitly including a statement of which papers on the Oxford undergraduate philosophy syllabus you are able to teach, whether a) in lectures, or b) in tutorials
- A full CV and publications list
- Details of **three** referees (see below)
- An indication of where you first heard about this post

In addition, you should submit a sample or samples of written work, up to a maximum of 20,000 words, published or unpublished (co-authored pieces should be identified as such). In the case of pieces of written work exceeding 20,000 words, you should indicate which part or parts you wish to draw to the attention of the selection committee.

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

All applications, including references and written work, must be received by **12.00pm (noon) GMT on Friday 7 February 2025**. Interviews are expected to be held on 24 and 25 March 2025 (candidates will be required to be present on both of these days).

References

Please ask your referees to send their references directly to jobs@philosophy.ox.ac.uk by the closing date on 7 February. You should supply each referee with a copy of these further particulars. 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. The College and the Faculty of Philosophy wish to take this opportunity to thank in advance those referees who write on behalf of applicants.

The University and colleges welcome applications from candidates who have a disability or long-term health condition and is committed to providing long term support. The University's disability advisor can provide support to applicants with a disability, please see <https://edu.admin.ox.ac.uk/disability-support> for details. Please let us know if you need any adjustments to the recruitment process, including the provision of these documents in large print, audio or other formats. If we invite you for interviews, we will ask whether you require any particular arrangements at the interview. The University Access Guide gives details of physical access to University buildings <https://www.accessguide.ox.ac.uk/>. Teaching commitments are mainly concentrated into Oxford's three 8-week undergraduate teaching terms, making it easier to balance teaching and research. There is considerable flexibility in the organisation of duties, and generous sabbatical leave.

Should you experience any difficulties using the online application system, please email recruitment.support@admin.ox.ac.uk. Further help and support is available from <https://hrsystems.admin.ox.ac.uk/recruitment-support>. To return to the online application at any stage, please log back in and click the "My applications" button on the left hand side of the page. Please note that you will be notified of the progress of your application by automatic emails from our e-recruitment system. **Please check your spam/junk mail** regularly to ensure that you receive all emails.

Exeter College

At just over seven hundred years old, Exeter College is the fourth oldest of the 42 constituent Colleges and Halls of the University of Oxford. It is a self-governing charity whose Governing Body is made up of the Rector and 60 Fellows, all of whom hold senior academic or administrative posts in the collegiate University. The College has an undergraduate body of about 340, in addition to whom there are more than 200 postgraduate students and up to 26 undergraduate students visiting for a year from Williams College in Massachusetts. Exeter is a lively interdisciplinary community: its Fellows, Lecturers, and students study and research across a wide array of subjects, in the social sciences, humanities, medicine, and the natural sciences

The College was founded in the early fourteenth century by Walter de Stapeldon, government administrator and Bishop of Exeter. William Petre, a senior government administrator, provided a further substantial endowment in the 1560s and is recognised as the second founder of the College. The historic centre of the College is located on the corner of Broad Street and Turl Street in the heart of the city, and in early 2017 we opened an ambitious third quadrangle (the 'Cohen Quadrangle') in Walton Street, just a few minutes' walk from the Turl Street site. The Cohen Quadrangle includes seminar rooms, residential facilities, and study and social space.

Exeter's working environment is very congenial, and the College has a reputation for being small and friendly, as well as for maintaining consistently high academic standards. The College's strategic aims are to support excellence in the achievement of all its members, actively to seek to enhance diversity (in many forms) within the whole membership of the College, to steward the resources of the College to ensure sustainability, and to enhance the inclusiveness of our intellectually stimulating academic community. We seek to enhance our international connections in teaching and research. Within the Fellowship, we seek to foster a lively and creative community of world-class academics, which remains self-governing and has the resources to ensure that busy and creative academics benefit from their membership of the College. More information about the College may be obtained at <https://www.exeter.ox.ac.uk>

Philosophy at Exeter College

Exeter College currently admits up to fifteen students each year to study for the following philosophy degrees: Philosophy, Politics, & Economics; Classics; Philosophy & Modern Languages; Mathematics & Philosophy; Computer Science & Philosophy.

The successful candidate will share responsibility for the academic welfare of philosophy students with the current Tutorial Fellow and Associate Professor in Philosophy, Dr James Grant, whose area of research specialisation is aesthetics.

They will also work closely with Fellows in related disciplines, including:

- | | |
|-----------------------------|---|
| – Prof Laura Sjoberg | (Tutorial Fellow in Politics & International Relations) |
| – Dr Dan Quigley | (Tutorial Fellow in Economics) |
| – Dr Florian Trouvain | (Tutorial Fellow in Economics) |
| – Dr Barnaby Taylor | (Tutorial Fellow in Classics) |
| – Professor Jane Hiddleston | (Tutorial Fellow in French) |
| – Professor Imogen Choi | (Tutorial Fellow in Spanish) |
| – Professor Zhongmin Qian | (Tutorial Fellow in Mathematics) |
| – Professor Cornelia Druţu | (Tutorial Fellow in Mathematics) |
| – Professor Jared Tanner | (Tutorial Fellow in Mathematics) |
| – Professor Sandra Kiefer | (Tutorial Fellow in Computer Science) |

Teaching and other Duties for the College

The duties of a Tutorial Fellow include teaching, the pursuit of original research, and participation in the administrative work of the College.

The 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. A list of current Faculty members and their research interests can be found on the Philosophy Faculty Website:

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

The 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

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 of 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

<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

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/staff-benefits>

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 <https://hr.admin.ox.ac.uk/academic-posts-at-oxford#collapse1532056>

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 College component of the salary will be on the scale for Associate Professors, between £33,587 – £45,100 per annum. The combined College and University salary will be on a scale up to £74,867 per annum.

Over and above the annual salary of a Professor or Associate Professor, Exeter College will provide the following:

- (i) a taxable and superannuable Housing Allowance, currently £12,351 per annum.
- (ii) the option to rent College-owned accommodation in Oxford, subject to availability.
- (iii) full College dining rights, which normally include free lunches and dinners on every weekday in term and outside term, and on every Sunday evening in term.
- (iv) an Academic Support Allowance, currently £1,600 per annum (this is reclaimed through Expenses, rather than being paid as salary).
- (v) sole use of an office (teaching room) in the College.
- (vi) computing equipment (or equivalent IT facilities).
- (vii) access to private healthcare and private dental care. Membership is on a voluntary basis and premiums are recovered through monthly salary.
- (viii) pension, sabbatical, and family leave arrangements similar to those offered by the University (see above).
- (ix) funds are made available to enable the Fellow to entertain their students in conjunction with the other tutors in Philosophy and its related subjects.

Exeter College policies on equality, diversity and inclusion can be found at:

<http://www.exeter.ox.ac.uk/equality-and-diversity/>

The College operates an employer-justified retirement age (EJRA) for jointly-appointed academic posts, which is in line with that operated by the University. The College's EJRA procedures, which will apply to this post, are available upon request.

As a member of the Governing Body of the Exeter College, the postholder will be a Trustee of the charity. As such, candidates must ensure that they are eligible to act as Trustees, and that there is no reason why they would be disqualified from acting as such.

Further information can be obtained from the HR Manager (vacancies@exeter.ox.ac.uk)

Offer of employment

Applications for this post will be considered by a selection committee containing representatives from both Exeter College and the Faculty of Philosophy. 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 Governing Body of Exeter College and the Humanities 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 governing body and the divisional board, and a formal contractual offer has been made.