



Job Description and Selection Criteria

Post	Associate Professorship of Social Psychology with an Official Tutorial Fellowship in Psychology at Christ Church
Department/Faculty	Department of Experimental Psychology, Anna Watts Building, Radcliffe Observatory Quarter, Woodstock Road, Oxford, OX2 6GG
Division	Medical Sciences Division
College	Christ Church St Aldate's, Oxford, OX1 1DP
Contract type	Permanent upon completion of a successful review. The review is conducted during the first 5 years.
Closing Date	Thursday 13 March 2025
Salary	Grade 10a: Combined University and College Salary: £55,755 to £74,867 per annum (current rates), plus a College housing allowance of £19,152 per annum and other substantial benefits.

Overview of the post

The Department of Experimental Psychology is recruiting an Associate Professor of Social Psychology. This is a joint appointment with Christ Church, and the successful candidate will also be appointed to an Official Tutorial Fellowship in Psychology at Christ Church. For suitably qualified and experienced individuals, the title of full Professor may be awarded on appointment.

Oxford has a long tradition of excellence in psychological science. We seek to appoint an individual with an outstanding research and teaching track record in human social psychology. We encourage applications from across the breadth of social psychology and that draw on a range of research methods. We particularly welcome research that helps embed social psychology in real-world contexts and brings tangible societal benefits, in line with our commitment to supporting impact.

The appointee will benefit from strong links between the Department of Experimental Psychology and cognate departments across the social, medical, life and mathematical sciences. We are interested in appointing an individual who may foster new links. This appointment will be in the spirit of our new



departmental home in the Life and Mind Building where we will seek to capitalise on cross-disciplinary expertise to understand and address major global challenges.

The person appointed will be expected to engage in advanced study and research in social psychology, and to give high-quality tutorials, classes, lectures, and supervision at both undergraduate and graduate level. They will have a strong commitment to open and reproducible science and be committed to educating students and training the next generation of research leaders.

This is a joint appointment with Christ Church, where the appointee will organise the tuition and pastoral care of students studying psychology and related disciplines. As a member of Governing Body, the appointee will participate in the governance and administrative work of Christ Church. They will also contribute to undergraduate and graduate admissions, and to the access and outreach activities of both the department and the College.

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 of Experimental Psychology holds a departmental Silver Athena SWAN award in recognition of its efforts to introduce organisational and cultural practices that promote gender equality and create a better working environment for both men and women. All 16 departments within the Medical Sciences Division hold Athena SWAN awards at Gold or Silver level. 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.

If you would like to discuss this post and find out more about joining the academic community at Oxford, please contact the Head of the Department of Experimental Psychology, Professor Matthew Rushworth, via the EA to the Head of the Department (hod.office@psy.ox.ac.uk), or the Senior Censor at Christ Church, Professor Jennifer Yee (senior.censor@chch.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 ('assistant' to 'full'). 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). There is the potential for temporary changes to the balance of duties between College and University to enable a focus on different aspects of work at different stages in your career.

Oxford offers many opportunities for professional development in research and teaching. Associate Professors may apply for the title of full Professor in annual exercises. If the title is conferred, you will also have access to professorial merit pay opportunities. In exceptional cases, the title of full Professor may be awarded on appointment.

Appointments are confirmed as permanent on successful completion of a review during the first five years. The vast majority of Associate Professors successfully complete this initial review.

Duties of the post

You will be a member of both the Department of Experimental Psychology and the Christ Church communities. You will be part of a lively and intellectually stimulating research community which performs to the highest international levels in research and publication and will have access to the excellent research facilities which Oxford offers. You will have a role to play in the governance of the College as a member of its Governing Body (a Charity Trustee).

You will be expected to contribute to teaching for our undergraduate degrees in Experimental Psychology; Psychology and Philosophy & Linguistics. Depending on expertise, this could be realised through contributions to a range of different courses but will include Social Psychology. You will deliver lectures and practical classes, and supervise research projects and dissertations. You will also be expected to undertake examining, to supervise masters and doctoral students, and to participate in graduate teaching.

We place a strong emphasis on tutorial teaching to very small groups of students: this forms a major part of the duties of a Tutorial Fellow at Christ Church. As a tutor of Christ Church, you will be required to deliver tutorials in Experimental Psychology and to cover introductory statistics teaching up to the standard agreed 'stint' level of six hours per week in term (averaged over the year).

Duties will include specifically:

For the **Department**:

- To develop and deliver international quality research in social psychology and to engage in the management of research projects;
- To secure significant external funding sufficient to support a productive programme of leading research;
- To disseminate research through publication in scholarly peer-reviewed journals, participation in international conferences and seminars, and through other media;
- To provide high quality supervision and mentorship to members of their research group, including undergraduate or master's project students, doctoral students, research assistants, and/or postdoctoral researchers;
- To deliver undergraduate and graduate-level teaching, prepare and mark examinations, and contribute to curriculum development;
- To contribute to the department's public engagement, access, and outreach initiatives;
- To promote awareness and understanding of equality, diversity, and inclusion, and embedding these principles among staff and students to help foster a positive EDI culture within the department;
- To promote open, reproducible scientific practices;
- To carry out administrative duties within the department, and when requested, in the division and the University.

For **Christ Church**:

- The post-holder will be responsible for providing college-focused teaching and administration in the field of Experimental Psychology. The tutor will be expected:
- To deliver six weighted hours of high-quality undergraduate tutorial teaching per week in Psychology, averaged over three eight-week terms. The successful candidate would be expected to make a contribution to the tutorial teaching of Introduction to Psychology and Statistics for first years and to teach **one** of the core papers in Part A (2nd year) in tutorials to students at Christ Church and (under departmentally organised exchange arrangements) to students in other Colleges. In addition, the post-holder can expect to provide teaching for a Part B psychology advanced option in year 3 of the undergraduate course (in practice teaching combines both college tutorials and departmental classes) and 4th year Part C undergraduate research project supervision;

- To engage in advanced study and research;
- To undertake the normal duties of a College Tutor, which include coordinating, setting and marking Collections (College termly exams), monitoring student progress (academic and pastoral) writing termly reports on students' work, and organising, where necessary, teaching by specialist colleagues in other colleges;
- To participate in the undergraduate Admissions process for the College and to assist with access and outreach activities (including College Open Days);
- To share with other tutors in relevant Joint Schools responsibility for organising and overseeing the studies of undergraduates enrolled on Psychology joint programmes in the College;
- To take part in selecting and to act as adviser¹ to the College's graduate students in the subject;
- To serve as a Trustee of Christ Church, an educational charity, and to participate fully in the administrative work of the College, including attendance at Governing Body, service on College committees;
- To participate in the intellectual life and academic activities of the College.

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 the selection committee will be aware of the principles of equality of opportunity, fair selection and the risks of bias. There will be both female and male selection committee members wherever possible. The selection committee may be advised by other qualified members of the Department in assessing application materials.

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

- A doctorate in psychology or related discipline;
- An internationally recognised portfolio of research in social psychology (or a closely related field), or demonstrable potential to achieve this;
- A high-quality publication record appropriate to your career stage and accounting for career breaks or personal circumstances²;
- Evidence of a substantial and realisable research plan which will complement and significantly extend the department's research portfolio;
- The ability to obtain and sustain peer-reviewed research funding;
- The ability to manage a research team, with the ability to plan work, motivate staff, and monitor performance;
- Experience in or demonstrable potential for excellent teaching of undergraduate and graduate psychology students via lectures, classes and practicals, and a strong and demonstrable commitment to the organisation and delivery of teaching, at the highest level;
- The ability to provide excellent tutorial and small-group teaching in psychology;
- Experience in providing a high standard of supervision for research students;
- Excellent communication and interpersonal skills relevant to research, teaching, and pastoral care;

¹ The role of graduate adviser is different to that of a doctoral supervisor. It is primarily a point of first contact for graduate students within the College.

² The University of Oxford is a proud signatory to the San Francisco Declaration on Research Assessment (DORA), which means all hiring, tenure and promotion decisions will evaluate applicants on the quality of their work, not the impact factor of the journal where it is published.

- Ability and commitment to provide pastoral and academic support for students and early career researchers at all stages in their university career;
- A clear commitment to open and reproducible science;
- Commitment to promoting a culture of equality, diversity and inclusion in the workplace, including the undertaking of appropriate training as and when asked to do so;
- Evidence of a commitment to equality, diversity and inclusion in research, teaching and/or the broader community;
- Evidence of, or potential for good citizenship and a willingness to undertake administrative duties to support the smooth running of the Department and the College. Proven communication and interpersonal skills enabling the formation of good working relationships with colleagues, students and collaborators.
- Willingness and ability to serve as a Charity trustee.

Desirable

- The ability to collaborate in and enrich research programmes in Oxford across departments and divisions;
- Interest and experience of working with external stakeholders to enhance the societal impact of academic research;
- Experience of academic administration.

Hazard-specific / Safety-critical duties

This job may include the following hazards or safety-critical activities, which will require successful pre-employment health screening through our Occupational Health Service before the successful candidate will be allowed to start work.

Examples of hazards and safety-critical activities that may be relevant to this post include:

- Night working (11pm-6am)
- Lone Working
- Driving on University business
- Working with blood, human products, and human tissues
- Work in clinical areas with direct contact with patients (NOT administrative roles)

How to apply

To apply, visit https://my.corehr.com/pls/uoxrecruit/erq_jobspec_details_form.jobspec?p_id=177977 then click on the **Apply Now** button on the 'Job Details' page and follow the on-screen instructions to register as a new user or log-in if you have applied previously. Please refer to the "Terms of Use" in the left hand menu bar for information about privacy and data protection. Please provide details of three referees and indicate whether the University may contact them now.

You will also be asked to upload a CV and a supporting statement. The supporting statement should explain how you meet the selection criteria for the post using examples of your skills and experience. This may include experience gained in education or employment.

The University and colleges welcome applications from candidates who have a disability or long-term health condition and 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. (College support for disability and long term health conditions can be added here) 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. 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.

Interviews for shortlisted candidates will be held in Oxford on 24 and 25 April 2025. All shortlisted candidates will be interviewed and will be asked to give a presentation as part of the interview.

Academic context of the post

The Department of Experimental Psychology

The Department of Experimental Psychology at Oxford was founded in 1898 and has a long and prestigious history and is fortunate to be home to a number of current world-leading research groups, and continues to be among the top-ranked Psychology departments worldwide. In the 2021 Research Excellence Framework (REF) Exercise the Psychology, Neuroscience and Psychiatry REF submission from Oxford was judged to have many outstanding strengths in the research it produced, its research environment, and in terms of the impact of its research on wider society. Departmental turnover for 20/21 was in excess of £15.5 million. Research in the Department is organised into 5 research groupings roughly equal in size: Behavioural Neuroscience / Cognition and Perception / Developmental Psychology / Social Psychology / Psychological and Brain Health.

You will join a growing team of social psychologists at Oxford whose research crosses social, developmental and neuroscience perspectives to examine social psychological phenomena using methodological approaches ranging from experimental to applied field studies. Research groups within the Department include: the Emotions and Social Relations Group, led by Prof. Brian Parkinson, which explores emotions in relational contexts; the Social Foundations Lab, led by Prof. Robert Hepach, which examines the development of prosocial motivations and behaviours and how they foster social connections; OxInteract, a social interaction and intergroup relations lab led by Prof. McKeown Jones, which investigates how to improve social relations in divided societies. And the Neurophysiology of Reward lab, led by Prof. Fabian Grabenhorst, which explores how specific brain structures process rewards and contribute to value-based, economic decisions and social behaviours. Twice termly meetings are held with the social psychology group to facilitate dialogue and cross-fertilisation of ideas across research groups. Researchers in social psychology, including staff, DPhil and MSc students, benefit from strong connections with the developmental, clinical and neuroscience groups within the Department as well as holding collaborations with departments across the wider University, including Engineering, Economics and Education.

In 2018 the core of the department relocated to the Radcliffe Observatory Quarter where we now occupy two floors of New Radcliffe House and the Anna Watts Building. The Anna Watts building houses the developmental research centre and BabyLab, and facilities for EEG, TMS, and tDCS, along with multiple laboratories with eye-movement recording equipment. The Oxford Centre for Anxiety Disorders and Trauma (OXCADAT) is located at The Old Rectory, and we also have some research groups located in the Tinsley Building in the Science Area of the city. Experimental Psychology has good access to a wide variety of special populations including: mothers and babies, schools, older participants, acquired and developmental neuropsychological patients, and individuals with psychological problems.

In 2025 the department will move to its new home in [The Life and Mind Building](#). This exciting development will provide exceptional research and teaching facilities along with space for public engagement and outreach. It also offers renewed commitment to work across disciplinary boundaries to further knowledge across the psychological and biological sciences and to solve major global challenges.

Through both the University and colleges, Oxford places a high priority on teaching quality. At the undergraduate level, the Department is the focus for lectures, classes, practicals, and research projects. It is a centre used by the undergraduates from all colleges for the Experimental Psychology (EP), Psychology, Philosophy and Linguistics (PPL), and Biomedical Science (BMS) courses. The Department provides lecture rooms, IT facilities, and laboratories for experimental and project work.

The Department also hosts the MSc in Neuroscience. We have a thriving community of graduate research students and a commitment to supporting early-career researchers.

The Department of Experimental Psychology is strongly committed to equality and valuing diversity, and we operate a flexible working policy for all staff. The Department holds a departmental Silver Athena Swan award to recognise advancement of gender equality: representation, progression and success for all.

For more information please visit: <http://www.psy.ox.ac.uk>.

Christ Church

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.

Christ Church is a unique institution founded by Henry VIII in 1546: one of the largest colleges in the University and, at the same time, the cathedral for the Diocese of Oxford. Its junior members, both undergraduate (430) and graduate students (250), cover almost all the major academic disciplines in the Sciences, Humanities and Social Sciences, as do its senior academic staff. It aims at high academic achievement and individual fulfilment in a friendly, tolerant, and mutually supportive environment. Christ Church tutors strongly believe in the joint pursuit of teaching and research.

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

Psychology at Christ Church

Christ Church will admit up to five undergraduate students per year to read Experimental Psychology, or the joint degrees of Psychology and Linguistics or Psychology and Philosophy. Christ Church has a number of other non-Tutorial Fellows with research interests in fields related to Psychology. We currently have twelve undergraduates on course as well as graduate students in neuroscience, psychology and mental health.

The Medical Sciences Division

The Medical Sciences Division is an internationally recognised centre of excellence for biomedical and clinical research and teaching. We are the largest academic division in the University of Oxford.

World-leading programmes, housed in state-of-the-art facilities, cover the full range of scientific endeavour from the molecule to the population. With our NHS partners we also foster the highest possible standards in patient care.

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

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 over 2,500 other 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.

We believe our strengths lie both in empowering individuals and teams to address fundamental questions of global significance, while providing all our staff with a welcoming and inclusive workplace that enables everyone to develop and do their best work. Recognising that diversity is a great strength, and vital for innovation and creativity, we aspire to build a truly diverse 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 is ranked first in the UK for university spin-outs, with more than 130 spin-off companies created to date. 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 which now numbers over 10,000. Postgraduates 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.

Join us and you will find a unique, democratic and international community, a great range of staff benefits and access to a vibrant array of cultural activities in the beautiful city of Oxford. For more information, please visit www.ox.ac.uk/about/organisation.

University Benefits, Terms and Conditions

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

Salary

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

Pension

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

Sabbatical leave

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

Outside commitments

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

Intellectual Property

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

Managing conflicts of interest

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

Membership of Congregation

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

Family support

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

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

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

Welcome for International Staff

<welcome.ox.ac.uk>.

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

Relocation

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

Promoting diversity

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

Other benefits and discounts for University employees

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

Pre-employment screening

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

Length of appointment

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

Retirement

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

Data Privacy

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

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

Christ Church Benefits

In addition to the University component of the salary (as explained above this will be on a scale up to £74,867 p.a) the following benefits apply to tutorial fellows (known as 'Official Students') at Christ Church:

- Every Official Student has the right to free meals at the Common Table of the College when the College Kitchen is open.
- An Official Student who wishes to live in College may be provided with single accommodation in College free of rent (this may involve an income tax liability subject to HMRC rules).
- An Official Student who does not wish to live in College accommodation will receive a taxable and pensionable housing allowance of £19,152 p.a. (current rates).
- The College operates a joint equity scheme for the purchase of property; the housing allowance of Official Students who participate in the scheme will be adjusted according to a formula set out in the terms of the scheme (this may involve an income tax liability subject to HMRC rules). Christ Church has a small stock of off-site houses and flats in or near Oxford city centre which newly appointed Official Students can apply to occupy, at the college's discretion and subject to availability. Occupants pay for utilities but do not pay rent; they also forgo most of their housing allowance. This may involve an income tax liability subject to HMRC rules. Occupation of such properties is time-limited, normally to the first six-and-a-half years of the Studentship. Details are available from the Treasurer.
- An Official Student will be provided with a teaching room in College.
- An Official Student will be enrolled as a member of the Universities Superannuation Scheme but may opt out.
- Official Students are eligible to participate in Christ Church's private medical scheme (this is a taxable benefit) and cover currently extends to the Student's immediate family (defined within the terms of the scheme as up to two adults and two children).
- The Official Student may apply for Governing Body grants up to £2,794 p.a. (current rates) for the cover of research-travel and conference expenses.
- An Official Student receives a book allowance of £1,311 p.a and an entertainment allowance of £782 p.a. (current rates).

- An Official Student will be entitled to take one term's sabbatical leave for every six completed terms of teaching in Christ Church. Such leave may be taken as soon as it is due or may be postponed or accumulated, except that whenever an Official Student is entitled to three terms of leave no subsequent term before he or she has taken the first term of such leave shall count towards any further entitlement. The postholder is eligible to apply for dispensation from University lecturing obligations in conjunction with sabbatical or other leave granted by the college.
- The College makes provision for family in line with the University's provision.
- Subject to UK tax regulations and the availability of funding, a relocation allowance may be available.
- The appointment will be for five years initially. This first five-year period is probationary. The Student will be re-elected until retirement on successful completion of a review during the first five years, and subject to the completion of the Faculty review. The college procedure is complementary to, but separate from, that described in the University's Further Particulars.

Christ Church currently operates an Employer Justified Retirement Age (EJRA) of 30th September immediately preceding the 70th birthday.

Offer of employment

Applications for this post will be considered by a selection committee containing representatives from the Department of Experimental Psychology and Christ Church. 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 Medical Sciences Divisional Board and the Governing Body of Christ Church 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.