

Job Description



Department of Chemistry

Job title	Glasstone Research Fellowship in Chemistry
Division	Mathematical Physical and Life Sciences
Department	Chemistry
Location	Chemistry Research Laboratory, Mansfield Road, Oxford
Grade and salary	Grade 7RS: £38,674 - £46,913 per annum with a discretionary range to £52,539 per annum (inclusive of Oxford University Weighting)
Hours	Full time. (Part-time working may be possible).
Contract type	Fixed-term for 3 years to start in October 2025
Vacancy reference	178134
Additional information	The postholder will also hold an Extraordinary Junior Research Fellowship at Queen's College. Start date of 1 st October 2025

The role

Applications are invited for a Glasstone Research Fellowship, tenable at the University of Oxford in the Department of Chemistry and in association with the Queen's College, Oxford. The fellowship will normally start from 1 October 2025.

The prestigious Glasstone Research Fellowships in Science supported by the Glasstone Bequest, which was set-up to encourage scientists at an early stage of their career to follow their research interests at Oxford, one of the world's leading science universities.

The Department of Chemistry is a world-leading centre of teaching and research, comprising 90 permanent academic staff and 900 researchers including 400 graduate research students. It is part of the Mathematical, Physical and Life Sciences division of the University, whose 10 departments and 3 interdisciplinary units span the full spectrum of the mathematical, computational, physical, engineering and life sciences, and undertake both fundamental research and cutting-edge applied work.



Athena
Swan
Silver Award



<http://www.admin.ox.ac.uk/personnel/staffinfo/resstaff/hrexcellence/>

<http://www.admin.ox.ac.uk/eop/gender/athenaswan><https://www.admin.ox.ac.uk/eop/disab/mindfulemployer/> <https://www.admin.ox.ac.uk/eop/race/raceequalitychartermark/>

Preference will be given to candidates whose research aligns with one of the research themes of the Department of Chemistry: For more information please visit: [Research themes | Department of Chemistry](#)

The Glasstone Fellow in Chemistry will also be elected to an Extraordinary Junior Research Fellowship at The Queen's College. The Extraordinary Junior Research Fellowship does not carry entitlement to rooms, but the Fellow will be a member of the College's Senior Common Room and entitled to free meals in College and all other privileges enjoyed by ordinary Junior Research Fellows. A personal allowance of £1,959 per annum is provided by the College for research activities such as conference attendance, research assistance, and the purchase of books and software.

Potential applicants who have any doubt as to the eligibility of their proposed research in terms of subject area or research approach should contact Katie Winter, Research Facilitator, katie.winter@chem.ox.ac.uk, before applying. Potential applicants wishing to discuss research proposals or the availability of facilities should contact the relevant scientists in the appropriate research theme.

Responsibilities

The Glasstone Research Fellow in Chemistry is expected to:

- (a) conduct an original programme of research in Chemistry
- (b) disseminate their research through publication in scholarly journals, participation in international conferences and seminars, and through other media;
- (c) contribute to the intellectual life of the department;
- (d) gain some experience of teaching (up to a maximum of six hours per week).

Selection criteria

The following qualifications, qualities, and experience will be taken into consideration.

- (a) Applicants must hold a PhD/DPhil in Chemistry or related subject. The PhD/DPhil must have been awarded by the closing date for applications to the Glasstone Fellowship.
- (b) An aptitude for original scientific research in Chemistry
- (c) A publication record consonant with experience and field of study
- (d) The merit of the research proposal submitted with the application
- (e) Research interests that align with the department's activities; this can cover bringing in expertise in a new field as well as fitting in with existing strengths
- (f) Breadth of experience: candidates normally should have, or be seeking to obtain, experience in more than one academic institution

Please note that preference will be given to candidates at any early stage in their research career and who have not already held a substantive independent fellowship.

Pre-employment screening

Standard checks

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

Please read the candidate notes on the University's pre-employment screening procedures at:

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

Hazard-specific / Safety-critical duties

This job includes hazards or safety-critical activities. If you are offered the post, you will be asked to complete a health questionnaire which will be assessed by our Occupational Health Service, and the offer of employment will be subject a successful outcome of this assessment.

The hazards or safety-critical duties involved are as follows:

- Work with any substance which has any of the following pictograms on their MSDS:



About the University of Oxford

Welcome to the University of Oxford. We aim to lead the world in research and education for the benefit of society both in the UK and globally. Oxford's researchers engage with academic, commercial and cultural partners across the world to stimulate high-quality research and enable innovation through a broad range of social, policy and economic impacts.

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

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

Join us and you will find a unique, democratic and international community, a great range of staff benefits and access to a vibrant array of cultural activities in the beautiful city of Oxford.

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

Department Of Chemistry

The mission of Oxford Chemistry is to advance the global understanding of chemistry and to use that knowledge to address major challenges for society. Oxford Chemistry maintains world-class strengths in fundamental research, including the training of outstanding young scientists, whilst being an outward-looking department engaging with other disciplines, industry, public services, government and the general public. We are a large department within the University's Mathematical, Physical and Life Sciences Division with over 70 research groups and 900 researchers

including 400 graduate research students. Our MChem degree takes 180 students a year and features the distinctive tutorials of Oxford, an innovative three-year programme of practical teaching within our state-of-the-art teaching laboratory, and a 4th year focused on research based within one of our research groups.

Research in Oxford Chemistry focuses on fundamental science aimed at making significant and sustained long-term impact. We provide an environment that enables research by hiring, developing, and supporting talented researchers, many recognised as international leaders, across the spectrum of the chemical sciences. Our students and staff work in excellent research facilities to deliver field-leading research that crosses traditional boundaries and engages strongly with other disciplines, both within Oxford and across a range of external sectors.

The impact of our research in the wider economy and society is manifest in our many industrial and clinical collaborations and successful start-ups. Our eight research themes and business engagements showcase the breadth and depth of our research across the chemical sciences.

We are committed to providing an inclusive and supportive work and study environment for all our staff and students based on core values of respect, equality and collaboration. We have held an Athena SWAN silver award since 2015 reflecting our commitment to improving gender equality within our discipline.

Oxford Chemistry is accommodated within five buildings in the University's science area, including a modern RIBA award-winning dedicated research facility and a state-of-the-art practical teaching laboratory. Researchers are supported by a research infrastructure within Chemistry that includes NMR, Mass Spectrometry, Crystallography, Surface Analysis, Inorganic Materials Characterisation, Advanced Electron Spin Resonance and high-performance computing facilities as well as access to facilities across the wider University and at national research facilities including the Rosalind Franklin Institute and Diamond Light Source.

To support the Teaching and Research in the Department, there are a number of administrative functions including Finance, Human Resources, Facilities, Information Technology, Student Administration, Health and Safety, Communications and Alumni Relations.

Find out more about the Department, our work and our people at chem.ox.ac.uk

Equality, Diversity and Inclusion in Oxford Chemistry

We are committed to promoting an inclusive and diverse community of students and staff based on core values of respect, equality and collaboration. The Department has an active Equality, Diversity and Inclusion (EDI) committee and since 2015 we have held an Athena SWAN silver award in recognition of our efforts to introduce organisational and cultural practices which promote gender equality and create a better working environment for all. We promote family-friendly policies and support flexible working arrangements where possible. For more information about the University's family friendly benefits, please also see <https://hr.admin.ox.ac.uk/information-for-parents-and-carers>

Mathematical, Physical and Life Sciences Division

The academic administration of the University is conducted through four divisions (Humanities, Social Sciences, Mathematical, Physical and Life Sciences, and Medical Sciences). The Mathematical, Physical and Life Sciences Division consists of ten constituent departments: The Department of Chemistry, the Department of Computer Science, the Department of Earth Sciences, the Department of Engineering Science, the Department of Materials, Mathematical Institute, the Department of Physics, Department of Plant Sciences, Department of Zoology and the Department of Statistics. The division provides a framework for interdisciplinary teaching and research. There are also links with the Medical Sciences Division.

The disciplines within the MPLS Division regularly appear at the highest levels in rankings, including the Times Higher Education and QS world rankings. Nationally, the quality of the Division's research outputs and environment, and the resulting impact, was recognised through strong performances in the UK Research Excellence Framework in both 2014 and 2021.

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

Queen's College

The Queen's College, founded in 1341, is one of the oldest Colleges in the University of Oxford and represents most aspects of the University community and its scientific and scholarly work. There are approximately 45 fellows, about 160 graduate students and about 330 undergraduates.

Chemistry is represented in College by Prof. Jonathan Doye, Professor of Theoretical Chemistry and Jack Linnett Fellow in Chemistry, Prof. Simon Aldridge FRS, Professor of Main Group Chemistry, Director of the OxICFM CDT, and Fellow in Inorganic Chemistry, and Lecturers Dr Craig Campbell, Dr Jenny Faulkner, and Dr Megan Midson.

For more information about the College please visit www.queens.ox.ac.uk

The Queen's College embraces diversity and equal opportunity. The more inclusive we are, the better our work will be. For more information, visit <https://www.queens.ox.ac.uk/equality-information> The College shares the University's commitment 'to fostering an inclusive culture which promotes equality, values diversity and maintains a working, learning and social environment in which the rights and dignity of all its staff and students are respected.' The University's full policy is available at: <https://edu.admin.ox.ac.uk/equality-policy>

We are committed to the principles of equal opportunities and respect for individuals in creating and maintaining an inclusive environment that represents a variety of backgrounds, perspectives, and skills. We value and celebrate diversity and feel that is critical to achieving our strategic aims and long-term success. We work to recruit employees and admit students from a wide range of backgrounds and promote an inclusive culture in which:

- everyone feels that they are valued and can work to achieve their potential;
- opportunities are open to everyone, and decisions are based on merit and are free from bias; and
- all of our current and prospective students, staff, and visitors are treated fairly and with dignity and respect, and do not face discrimination.

All College meetings include consideration of its duties under the Equality Act 2010 as they pertain to the meeting's actions and decisions. In formal and informal settings alike, the College endeavours to make decisions that afford equal opportunities to, and foster good relationships between, different groups of people.

In recent years, the College has taken action in a range of areas where we aim continuously to improve: in our outreach activities, in admissions, and in financial support, for undergraduates and postgraduates alike; in the procedures related to hiring and retaining academic and non-academic staff members of the highest calibre; in student support; and in all aspects of fostering an inclusive community in which everyone feels respected, valued, and heard. These actions continue, supported by improvements in monitoring and data.

How to apply

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

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

As part of your application you will be asked to provide details of two referees and indicate whether we can contact them now.

You will be asked to upload a CV listing research outputs and a research proposal.

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

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

If you currently work for the University please note that:

- as part of the referencing process, we will contact your current department to confirm basic employment details including reason for leaving

- although employees may hold multiple part-time posts, they may not hold more than the equivalent of a full time post. If you are offered this post, and accepting it would take you over the equivalent of full-time hours, you will be expected to resign from, or reduce hours in, your other posts(s) before starting work in the new post.

Information for priority candidates

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

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

If you need help

Application FAQs, including technical troubleshooting advice is available at:

<https://staff.web.ox.ac.uk/recruitment-support-faqs>

Non-technical questions about this job should be addressed to the recruiting department directly at recruitment@chem.ox.ac.uk

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

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

Important information for candidates

Data Privacy

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

The University's policy on retirement

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

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

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

Equality of opportunity

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

Benefits of working at the University

Employee benefits

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

Employee Assistance Programme

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

University Club and sports facilities

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

Information for staff new to Oxford

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

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

Family-friendly benefits

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

Supporting disability and health-related issues (inc menopause)

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

Staff networks

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

The University of Oxford Newcomers' Club

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

Research staff

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

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

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Glasstone Research Fellowships – Terms and Conditions

These research fellowships are awarded in memory of Professor Samuel Glasstone and his first wife, Violette, and are made possible through a most generous benefaction to the University by Professor Glasstone. More information about the Fellowships can be found at <https://www.mpls.ox.ac.uk/divisional-support-and-services/research-resources/fellowships/glasstone-research-fellowships-in-science>

Remuneration: The salary offered for a full-time appointment to this post will be in the range of £38,674 - £46,913 per annum with a discretionary range to £52,539 per annum (inclusive of Oxford University Weighting) (University Grade 7RS). If you are appointed at a salary below the top of the normal range, your salary will increase through automatic annual increments until you reach the top point of the normal range. Salaries will reflect qualifications and experience.

Start date: The start date will normally be 1 October 2025, but it may be possible for this to be negotiated to some degree to suit individual and departmental preferences.

Probationary period: The appointment will be subject to the satisfactory completion of a probationary period of one year.

Tenure: The fellowships are tenable for three years (subject to satisfactory completion of the probationary period of appointment).

Support for Research and Travel: Annual research support grants are paid to the host department in respect of Glasstone Fellows. The Glasstone committee will also contribute to refunding reasonable expenses incurred by a fellow in conference attendance, fieldwork, etc. For 2025-26, the total which may be claimed for research and travel is £5,600 per annum in the theoretical and computational sciences and £10,600 per annum in the experimental sciences. It is suggested that fellows claim up to £3,100 of this total allowance for the purpose of travel. Claims against these grants should be made in the respective financial year.

Teaching: Glasstone Fellows are encouraged to gain some experience of teaching in the department and also in a college– up to a maximum of six hours per week. Additional remuneration could be expected from a college for which the teaching is being done if this work falls under a college association held separately from the Glasstone Fellowship. The split between department and college teaching is to be arranged by the fellow, in consultation with their head of department.

Review and renewal: subject to a successful first probationary year of appointment, the fellowship will be renewed for two further years. Fellows are also asked to provide a report at the end of their second year, in order to keep the Glasstone Committee informed of their progress.

VIOLETTE AND SAMUEL GLASSTONE RESEARCH FELLOWSHIPS IN SCIENCE

Statement of the interests of Violette and Samuel Glasstone

These research fellowships are awarded in memory of Professor Glasstone and his wife Violette, and are made possible through a most generous benefaction to the University by Professor Glasstone.

Professor Samuel Glasstone was born in London in 1897 and attended the University of London as Neil Arnot Exhibitioner and Scholar, from where he was awarded the degrees of B.Sc., M.Sc., Ph.D., and D.Sc. Although he published extensively on his research in physical chemistry, he was perhaps best known for his considerable output of textbooks, renowned for their clear presentation of complex scientific concepts. Amongst these were *Recent Advances in Physical Chemistry* (1931), *Recent Advances in General Chemistry* (1936), and *Textbook of Physical Chemistry* (1940), the last book he published before emigrating to America, where he eventually became a US citizen. He went on to write widely in the field of atomic science, including *The Effects of Atomic Warfare* (1950), the first de-classifiable book on the subject, commissioned by the US Atomic Energy Commission. Samuel Glasstone died in 1986.

His first wife, Violette Frederica Glasstone (nee Collingwood) was a Goldsmith's Company Scholar at St Hilda's College where she read Botany. She took her BA in October 1919 and her MA in 1939, going on to be a demonstrator at the School of Botany, researching on plant physiology. Many of Professor Glasstone's books were dedicated to her and she collaborated in producing a number of these, including his first book *Chemistry in Daily Life* (1929), and *The Food You Eat* (1943). She died in 1960.