

Job Description and Selection Criteria

Post	Alastair Buchan Professorship of International Relations
Faculty	Department of Politics and International Relations
Division	Social Sciences
College	St Antony's

Overview of the post

The University intends to make an appointment to the Alastair Buchan Professorship of International Relations with effect from 1 September 2012 or as soon as possible thereafter. The post is based in the Department of Politics and International Relations and will be held in conjunction with a Professorial Fellowship at St Antony's College. The person appointed will be an outstanding scholar, with an international reputation and distinguished research profile in International Relations and a capacity to provide academic leadership in the subject. He or she must be prepared to share in the governance and leadership within the Department of Politics and International Relations and the Centre for International Studies, including contributing to the development of teaching and research activity.

Preference will be given to candidates with a teaching and research specialization in the sub-field of International Security. Expertise in either the International Relations of China or the Middle East would also be desirable.

This post has been created in succession to the Alastair Buchan Readership in International Relations which was created in 1980 in memory of Alastair Buchan (Montague Burton Professor of International Relations at the University of Oxford 1972-1976 and previously Director of the International Institute of Strategic Studies, London). The previous holder of the Readership was Professor Avi Shlaim, FBA.

Queries about the post should be addressed to Stephen Whitefield, Head of Department, Department of Politics and International Relations at stephen.whitefield@politics.ox.ac.uk or telephone: +44 (0) 1865 278700.

All enquiries will be treated in strict confidence; they will not form part of the selection decision.

Duties of the post

The Alastair Buchan Professor of International Relations will be a member of both the University and the College community. He or she will be part of a lively and intellectually stimulating research community which performs to the highest international levels in research and publications and will have access to the excellent research facilities which Oxford offers.

He or she will have a role to play in the running of the College as a member and trustee of its Governing Body.

The main duties of the post are as follows:

Teaching and Research

The Alastair Buchan Professor of International Relations will be required to engage in research and to lecture and to give instruction in International Relations, and in particular to perform the following duties:

(i) to lecture, or hold classes, in two at least of the three University terms and to give at least thirty-six lectures or classes in all, and not fewer than twelve in each of two terms (this requirement may be carried out through undergraduate teaching, graduate teaching, or both) and this is to be interpreted as equivalent to 288 points of teaching per annum where, for example, a course of 8 two-hour undergraduate classes receives 40 points of credit and the annual supervision of a doctoral student receives 24 points; and

(ii) to undertake original work and the general supervision of research and advanced work in his/her subject, and to assist students in their studies by advice or informal instruction.

Examining

The Alastair Buchan Professor of International Relations will be required to take part in University examining as and when requested to do so by a committee for the nomination of examiners, unless he or she can show reasonable cause, to the satisfaction of the Vice-Chancellor and Proctors, why on a particular occasion he or she should not do so. (This requirement does not apply to invitations from faculty boards to examine theses submitted for research degrees.)

Supervision

The Alastair Buchan Professor of International Relations will be required to act as the supervisor of graduate students as and when requested to do so by a faculty board or other competent body, unless he or she can show reasonable cause, to the satisfaction of the body concerned, why on a particular occasion he or she should not do so.

Academic Administration

The person appointed must be prepared to share in the governance and leadership within the Department of Politics and International Relations and the Centre for International Studies, including contributing to the development of teaching and research activity. There is an expectation that the post-holder will contribute by holding one of the significant academic office positions within the Department in due course.

College Governance

As a Fellow of the College and a member of its Governing Body, the Professor will be expected to play his or her part in college life including participating in the governance of the College and acting as a College Adviser to students.

Headship of department

Every professor who is employed by the University unless individually exempted has the obligation to accept the headship of the department in which his or her post is held if invited

to do so by Council. The current head of department is Professor Stephen Whitefield who will hold office until 31 August 2013.

Selection criteria

Applications will be judged only against the criteria which are set out below. Applicants should make sure that their application shows very clearly how they believe that their skills and experience meet these criteria.

Oxford is committed to fairness, consistency and transparency in selection decisions, and unsuccessful applicants may request feedback against the published selection criteria for the specific post. (We are, however, unable to provide general advice about the suitability of applicants' CVs for future vacancies in Oxford or elsewhere.) Chairs of selection committees (known as electoral boards) will be aware of the principles of equality of opportunity and fair selection and there will be a member of each gender wherever possible.

The successful candidate **must** be able to demonstrate:

Essential Criteria:

- an international reputation for innovative research in International Relations and a commitment to the development of the field;
- an outstanding and international record of publication in International Relations research;
- experience of academic leadership;
- a strong track record in attracting and managing externally funded research;
- the ability to work effectively and collegially as part of a team and evidence of ability to build and lead teams, and a commitment to such tasks;
- teaching excellence in the field of International Relations at both undergraduate and graduate level;

Desirable:

- A specialism in the sub-field of International Security (preference) or a specialism in either the International Relations of China or the International Relations of the Middle East.

How to apply

There is no application form. Applications must include:

- your full contact details including email and full postal addresses, and a telephone number
- a covering letter or statement explaining how you meet the criteria set out above
- a full CV and publications list
- an indication of where you first heard about this post
- the names and contact details (postal and e-mail addresses and telephone number) of precisely **three** referees.

You should contact all three of your referees before applying, to ensure they are aware of your application and of the requirements for the post, and to ensure that they would be content to write a reference for you for this post, if they were asked to do so.

The University will assume that it is free to approach your referees at any stage unless your application specifies otherwise. Therefore if you would prefer a referee or referees to be approached only with your specific permission or if you would prefer them to be approached only if you are being called for interview on the final short list, then you must state this in your application, alongside the details of the relevant referee(s). You should provide the names and full contact details of three referees even if you do not wish them to be contacted yet.

If you are shortlisted but only Oxford references are available for you, you will be asked at a later stage to provide the name of an additional referee outside Oxford.

Applications should be sent by email to Dr Gwen Booth, Personnel Officer, Senior Appointments at professorships@admin.ox.ac.uk.

The deadline for applications is **Monday 9 January 2012**.

Should you have any queries about how to apply, please contact Mrs Elaine Eastgate at professorships@admin.ox.ac.uk or telephone: +44 (0) 1865 280189.

The full membership of the board of electors will be published in the University Gazette (<http://www.ox.ac.uk/gazette/>) when it is finalised. All applications will be acknowledged after receipt and will be considered by the board of electors as soon as possible after the closing date. The board is free to search for other candidates at this or any subsequent stage in its proceedings. All shortlisted candidates will be interviewed and will be asked to give a short presentation to the electors as part of the interview. The board's decision will be communicated as soon as possible after the interview but in some cases there may be a delay while deliberations are ongoing.

Essential Information for Applicants for the Alistair Buchan Professorship of International Relations

The University

The University of Oxford aims to sustain excellence in every area of its teaching and research, and to maintain and develop its position as a leader amongst world-class universities. Placing an equally high value on research and on teaching, the colleges, departments and faculties of Oxford aspire both to lead the international research agenda and to offer a unique and exceptional education to our undergraduate and graduate students.

Oxford's self-governing community of scholars includes university professors, readers, and lecturers, college tutors, senior and junior research fellows and over 2,500 other university research staff. The University aims to provide facilities and support for colleagues to pursue innovative research and outstanding teaching, by responding to developments in the intellectual environment and society at large, and by forging close links with the wider academic world, the professions, industry and commerce. The Strategic Plan, detailing strategy for the period 2008-12, can be found at <http://www.admin.ox.ac.uk/prs/planningcycle/stratplan.shtml>.

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, from deciphering ancient texts and inscriptions using modern scientific and computational methods developed in Oxford, through to global health, climate change, ageing, energy and the effects on our world of rapid technological change.

Oxford seeks to admit undergraduate students with the intellectual potential to benefit fully from the college tutorial system and 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 about 7,000, well over a third of the full-time students. 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.

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

The Social Sciences Division

Social Sciences is one of four academic Divisions in the University, each with considerable devolved budgetary and financial authority; and responsibility for providing a broad strategic focus across its constituent disciplines. Thirteen departments, one faculty, and three cross-divisional research units come under the aegis of the division which spans the full range of social science disciplines with links into the humanities and physical sciences (including Law, Management, Economics, Politics and International Relations, Sociology, Social Policy, Area Studies, Development Studies, Education, Anthropology, Archaeology, Geography, Public

Policy). There are over 700 academic staff, 2,700 graduate students (postgraduate taught and postgraduate research), and 1900 undergraduates working and studying in the division.

The division is established as a world-leading centre for research in the social sciences and regularly sits at the highest levels of international league tables of one form or another. It is the largest grouping of social science disciplines in the UK and it is also home to several of Oxford's most widely recognised teaching programmes, such as Philosophy, Politics and Economics (PPE), the Bachelor of Civil Law (BCL), the MPhils in International Relations, in Economics, and in Development Studies, and the nationally regarded Postgraduate Certificate in Secondary Education (PGCE). We believe that excellence in teaching and research is synergistic and remain committed to sustaining and developing the high quality of our activities in both these areas. Our departments are committed to research which develops a greater understanding of all aspects of society, from the impact of political, legal and economic systems on social and economic welfare to human rights and security. That research is disseminated through innovative graduate programmes and enhances undergraduate courses.

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

The Department of Politics and International Relations

Politics and International Relations at Oxford University have a long and distinguished history in the education of leading figures in academia, politics, the media and public life, both in the UK and internationally. Teaching and research in this area were gathered together in 2000 to create a Department of Politics and International Relations. Since then it has become one of the largest departments in the field in the UK and is considered to be an internationally excellent centre for teaching and research. The Department achieved the highest rating in the 2001 national Research Assessment Exercise (RAE) and the results of the 2008 RAE confirmed the Department as **the UK's biggest producer of** world-leading and internationally excellent research. **In addition, the Department** received top marks in the QAA Subject Review of teaching (2000); and is consistently ranked first in *The Times* and the *Guardian* university guides for the subject. The Department attracts some of the best academics in the field to work here as permanent faculty, as part of major research projects or as academic visitors. There is a strong post-doctoral group supported by highly competitive research fellowships and working across a broad range of fields.

The Department is located in the Social Sciences building at Manor Road, along with the Departments of Economics and Sociology, the Centres for Criminology and Socio-Legal Studies, and the new integrated Social Science Library. The building provides excellent facilities including a lecture theatre, a large computer laboratory and a range of seminar rooms as well as a cafeteria and common room for use by both staff and students. The Manor Road building is served by a shared IT and web team based in the Social Sciences Library.

An experienced administrative team supports the Department's research and teaching activities. The Department's core administration currently comprises fourteen staff, grouped into four small teams: Courses, Finance, Personnel, and Research Support. The administrative teams work closely with each other as well as with staff in other parts of the University, in particular with the Social Science Division, Personnel Services, and Research Services, as well as with the University's many colleges.

Teaching – diversity and distinctiveness

An Oxford education maintains its distinctive commitment to tutorial teaching and to thorough instruction in the rigorous application of argument and evidence. The Department complements tutorials with class and seminar provision in order to diversify and maintain

teaching excellence and to provide students with a variety of learning experiences. Over the past five years, it has focused strongly on new techniques and methods in the study of Politics and International Relations while striving to maintain its traditional strengths.

The Department is a major international centre for graduate research, with a graduate body of more than 300 students. Each year it admits a total of around 140 students from around the world to its graduate degrees: two one-year MSc courses (in Politics Research and in Political Theory Research); four two-year MPhil courses (Comparative Government, Political Theory, European Politics and Society, and International Relations), and two doctoral programmes. The Department itself contains over 100 graduate workstations. In addition, the Department has an undergraduate body of around 1,000 students reading its two joint honours degrees: Philosophy, Politics and Economics (PPE) and History and Politics (HP). PPE continues to be the University's flagship undergraduate programme, providing those who study it with a rigorous introductory training in the social sciences. Complementing PPE, HP was launched by the Department and the History Faculty in 1999, enabling students to combine an interest in both Politics and History by setting contemporary political problems in their historical perspective, and communicating the need for rigorous analytical thinking demonstrated in the long-established PPE programme.

Research - relevance and influence

Research in the Department is enriched by its diversity, with 100 academic staff working in areas that range in geographical scope across the globe and take in the historical foundation and development of societies and their political institutions, as well as contemporary global issues in politics and international relations, through a plurality of approaches (theoretical, empirical and methodological). Staff and students have the opportunity to work individually on their own areas of interest and collaboratively with other members of the Department, the wider University and external colleagues and institutions. Individuals and research centres in the Department have strong links with other units in the University, including the School of Interdisciplinary Area Studies (SIAS), and the Departments of International Development and Sociology.

Research in the Department is grouped mainly around research centres for advanced research and graduate study:

- Centre for International Studies (CIS)
- Centre for Political Ideologies (CPI)
- Centre for the Study of Social Justice (CSSJ)
- Oxford Centre for the Study of Inequality and Democracy (OCSID)
- Public Policy Unit (PPU)
- Oxford-Sciences Po Research Group in the Social Sciences (OXPO)
- Reuters Institute for the Study of Journalism (RISJ)

The main aims of these centres are to co-ordinate research activities and support collaborative research, to disseminate research in the Department to audiences inside and outside the University, and to communicate the relevance of the Department's research to academic, policy and societal audiences. The Department is also host to two major externally-funded research programmes: the Oxford Institute for Ethics, Law and Armed Conflict (ELAC), funded by the James Martin 21st Century School at the University of Oxford, and the Media and Democracy in Central and Eastern Europe project funded by the European Research Council. It is also associated with the Global Economic Governance (GEG) Programme (funded by the MacArthur Foundation, the International Development Research Centre and Old Members of St Peter's College). The Department, in association

with GEG, is collaborating in the Global Leaders Fellowship Programme jointly with Princeton University. The programmes host a range of events bringing together relevant academics and practitioners to discuss these pertinent topics and to influence policy in both the public and private sectors in the UK and internationally.

The Department encourages and supports funding applications to external bodies from members of the Department and has a high level of success in securing funding despite intense competition from other UK institutions. It is also successful in securing University seed-corn funding and underwriting for new research initiatives. The Department aims to encourage and support the development of a research environment that is innovative, soundly-based, collaborative and interdisciplinary. It provides funds for individuals through modest internal awards, funding and support for conferences, seminars and workshops, and research assistance.

International Relations in Oxford

Oxford is one of the largest centres in Europe for graduate work and advanced research in International Relations. It has an outstanding two-year taught masters degree (with 46 students currently on course); a large doctoral programme (with 88 doctoral students), a flourishing community of post-doctoral fellows and an active series of research programmes. At the undergraduate level the subject thrives, with the International Relations core paper being the most popular Politics paper within the PPE degree and with two successful Further Subjects in International Relations.

International Relations in its broad sense has been studied and taught in Oxford for centuries. Alberico Gentili was appointed Regius Professor of Law in 1587 and the Chichele Chair in International Law and Diplomacy was established in 1859. Oxford was central to the emergence of International Relations as a modern academic subject in the years after the First World War. In 1920 the regulations for the new PPE degree included International Relations as one of only three further subjects in Politics; and the first chair in International Relations was created in 1930 with the appointment of Sir Alfred Zimmern as Montague Burton Professor. New graduate courses were created in the 1970s under the leadership of Alastair Buchan and Hedley Bull. The years since then have seen a series of new academic posts (including five funded externally), the consolidation of the graduate programme (including with a stronger emphasis on research training), and the move to a purpose-built new Social Sciences building.

There are now sixteen core faculty in International Relations: Professor Richard Caplan, Professor Martin Ceadel, Dr Louise Fawcett, Professor Rosemary Foot, Dr Sudhir Hazareesingh, Professor Andrew Hurrell, Dr Edward Keene, Professor Yuen Foong Khong, Professor Neil MacFarlane, Professor Walter Mattli, Dr Karma Nabulsi, Professor Kalypso Nicolaidis, Dr Sarah Percy, Dr Alex Pravda, Professor Duncan Snidal, and Professor Jennifer Welsh. Other Oxford faculty who supervise IR graduate students include: Professor Ngaire Woods, Professor Hew Strachan; Professor Rana Mitter, Dr Philip Robins and Dr John Darwin. There are usually around three to four post-doctoral fellows working in Oxford in International Relations.

During the current academic year the Department is seeking to make at least three appointments: to this post, the Alastair Buchan Chair, with a specialization in international security; to a permanent University Lecturership in IR/International Political Economy; and to the Hedley Bull Post-Doctoral Fellow in International Relations.

The study of strategic questions has a long and distinguished history in Oxford. Both Sir Michael Howard and Professor O'Neill (successive holders of the Chichele Chair in the History of War) were very closely involved in the expansion and consolidation of the International Relations graduate programme; and, more recently, strategic studies was

taught by the current holder of the Chichele Chair, Professor Hew Strachan together with Professor Sir Adam Roberts.

Oxford has a distinguished tradition of training university teachers and researchers in International Relations. In the past 20 years around 90 postgraduate students at Oxford have gone on to teach the subject in universities in the UK, US and many other countries. Other common career destinations include government, international organizations, research institutes and think-tanks, consulting, journalism and publishing. Both the faculty and the graduate student body are strongly international in character with students coming from a very wide range of countries. Demand for places to study the subject in Oxford remains very strong. Running through the study of the subject in Oxford is a commitment to the rigorous use of a plurality of methods; to the understanding of different national and intellectual traditions of thought on the subject, to the importance of history and normative approaches, and to the combination of International Relations theory with expertise in Area Studies.

The Centre for International Studies, created in 1992, is the main coordinating body for externally-funded research projects in International Relations. The Centre has a number of research associates and organizes an extensive programme of workshops and conferences. Examples of current research programmes include *The Oxford Institute for Ethics, Law and Armed Conflict* created in 2008 whose central aim is to determine how law, norms, and institutions can regulate, restrain, prevent, and terminate armed conflict in today's international system; and the *The Global Economic Governance Programme*, created in 2003, designed to foster research and debate into how global markets and institutions can better serve the needs of people in developing countries. More information about the Centre for International Studies can be found at: <http://cis.politics.ox.ac.uk>.

Oxford attracts speakers and academic visitors who are at the forefront of developments in International Relations. In 2010-2011, visiting academics included Deborah Larson, Robert Keohane, Joseph Nye, and Thomas Carrothers. The Department also has an extensive series of international collaborations, involving joint research projects, doctoral workshops, and academic visitors.

Potential applicants can find out more about the Department of Politics and International Relations at www.politics.ox.ac.uk

St Antony's College

There are 38 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.

St Antony's is one of the seven colleges of the University of Oxford which admit graduate students only. It is the most international of the University's colleges both in the composition of its student body and in its concentration on international studies, covering the international relations, economics, politics, sociology, modern history and anthropology of the main regions of the world. The College accommodates seven area studies centres which work, respectively, on Europe, Russia and Eurasia, the Middle East, Japan, the rest of Asia, North America and Latin America. The College is a registered charity. For more details, visit the college website: www.sant.ox.ac.uk.

The Alistair Buchan Professorship of International Relations will be put forward for election as a Fellow of the College and member of its Governing Body. Governing Body members are trustees of the College. He or she will be entitled to either a housing allowance (currently

£2,264 per year) or participation in a joint equity scheme which contributes £55,000 to assist with the purchase of a home in Oxford; a workroom in College; a modest entertainment allowance; common table rights (free lunches and dinners) when the College Hall is open; twelve free high table dinners per term; private healthcare insurance as long as it remains the College's policy to provide it; and car parking on a space-available basis if living more than 3 miles away.

As a Fellow of the College and a member of its Governing Body, the Professor will be expected to play his or her part in college life including participating in the governance of the College and acting as a College Adviser to students.

Further enquiries about the College association should be directed to the College's Bursar, allan.taylor@sant.ox.ac.uk

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

Standard Terms and Conditions

Standard duties

(i) to lecture, or hold classes, in at least two of the three university terms and to give at least thirty-six lectures or classes in all and not less than twelve in each of two terms; and

(ii) to undertake research and original work and the general supervision of research and advanced work in your subject and department, and to assist students in their studies by advice or informal instruction.

It is expected that professors will generally participate in the business and affairs of the relevant faculty or department.

Salary, benefits and pension

The salary of the person appointed will be determined by the Vice-Chancellor, after appropriate consultation. In addition the professor will be eligible for consideration, in regular reviews, for one of a number of additional salary awards which may be made in recognition of outstanding academic distinction and/or contribution to the academic work of the University (e.g. in leadership in, or in the development of, some field of study).

The salaries of professors at Oxford are generally above the average of those in other leading UK universities.

An additional pensionable allowance will be payable in respect of any period during which the professor is Head of Department/Faculty Board Chairman. (Any allowance payable for a period of less than three years will not, however, be pensionable.)

Eligible staff may join the Universities Superannuation Scheme. Details are available on the website at <http://www.admin.ox.ac.uk/finance/pensions/uss/>.

Length of appointment

The professorship is tenable until retirement. For all academic staff the University has adopted a retirement age of 30 September before the 68th birthday. There is a procedure for requesting an extension of employment beyond that date.

Sabbatical leave and outside commitments

All professors may apply for sabbatical leave to allow them to focus on their research. In general, one term of leave is available for each six terms worked. This leave may either be taken as one term of leave after 6 terms of service, or accumulated and taken as one year of leave after 6 years of service.

Professors may also spend up to 30 working days in each year on projects outside their employment duties, such as consultancy, spin-out activity and membership of research councils and other bodies. There is no limit to the amount of money which staff may earn from these activities. Full details are available on the university website at <http://www.admin.ox.ac.uk/personnel/staffinfo/academic/approvaltoholdoutsideappointments/> Guidance on ownership of intellectual property (<http://www.admin.ox.ac.uk/statutes/regulations/182-052.shtml>) and managing conflicts of interest (<http://www.admin.ox.ac.uk/researchsupport/integrity/conflict/policy/>) is also available on the university website.

Residence

Professors are required to reside within the University (i.e. within twenty-five miles of Carfax, the central point of Oxford) during at least six months in each academic year, between 1 October and 1 August, and in particular during not less than six weeks of each term.

Relocation expenses

Subject to HMRC regulations and the availability of funding, a relocation allowance may be available. Further details are available on the website at <http://www.admin.ox.ac.uk/finance/expenses/relocationscheme/>.

Family support

The University has generous maternity and adoption leave arrangements, and also offers support leave to fathers and partners. Additional paternity leave of up to 26 weeks (for children born or placed for adoption after 3 April 2011) is available where parents decide to share the 52 week maternity leave entitlement. Details are available on the website at <http://www.admin.ox.ac.uk/personnel/during/family/>.

All staff are eligible to apply to use the University nurseries (although there is a long waiting list for nursery places), and the full range of tax and National Insurance savings scheme is in operation. Details are available on the University's childcare website at <http://www.admin.ox.ac.uk/eop/childcare/>.

The University will try to accommodate flexible working patterns as far as possible and there is considerable flexibility in the organisation of duties. More information on family support and flexible working policies is available on the website at <http://www.admin.ox.ac.uk/personnel/during/family/>.

Facilities and services

The University has a range of facilities and benefits for its staff; more details are available on the website at <http://www.admin.ox.ac.uk/personnel/staffinfo/benefits/>.

The University Disability Office provides support to staff and students with a disability and may be contacted through its website at <http://www.admin.ox.ac.uk/eop/disab/>.

Equality of opportunity

The policy and practice of the University of Oxford require that all staff are offered equal opportunities within employment. 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. Subject to statutory provisions, no applicant or member of staff will be treated less favourably than another because of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

Medical questionnaire and the right to work in the UK

The appointment will be subject to the satisfactory completion of a medical questionnaire and the provision of proof of the right to work in the UK.

Applicants who would need a work visa if appointed to the post are asked to note that they may need to enter the UK under the Tier 1 (Exceptional talent) category of the UK's points-based system. Further information is available at: <http://www.ind.homeoffice.gov.uk/workingintheuk/tier1/exceptional-talent/>.

Special arrangements

Oxford welcomes applications from candidates who have a disability. These documents will be made available in large print, audio or other formats on request. Applicants invited for interview will be asked whether they require any particular arrangements to make the interview more convenient and effective for them.

Data Protection

All data supplied by candidates will be used only for the purposes of determining their suitability for the post and will be held in accordance with the principles of the Data Protection Act 1998 and the University's Data Protection Policy (available on the website at <http://www.admin.ox.ac.uk/councilsec/dp/policy.shtml>).