

Job Description and Selection Criteria

Post	Chichele Professorship of Public International Law
Department/Faculty	Faculty of Law
Division	Social Sciences
College	All Souls

Overview of the post

The Oxford Faculty of Law is a major centre for the study of international law. We aim to build Oxford's role in the field, as international law becomes increasingly important and complex, and more closely involved with particular areas of domestic and transnational law.

The Chichele Professorship is at the centre of the University's strength in international law. The Professorship, which is a position of senior leadership in the discipline, in Oxford and worldwide, will fall vacant upon the retirement of Professor Vaughan Lowe QC in September 2012. Previous holders of the chair have included Sir Humphrey Waldock and Sir Ian Brownlie.

The Chichele Professor of Public International Law will have shown the capacity to make a distinguished contribution to the study of international law. The Professor will be a leader in scholarship and teaching in one or more of the core international law subjects, and will play a major role, on behalf of the University of Oxford, in nurturing and developing the intellectual climate of legal studies, by publication and teaching, and by participation in the wider scholarly life of the subject.

The Chichele Professor's research standing will help to attract senior academic visitors as well as research students to the University. He or she will be expected to collaborate with other Faculty members in initiating and hosting conferences and workshops in Oxford, in applying for research funding, and in other research-related activities. The Chichele Professor will be well placed to provide encouragement, support and mentorship to more junior colleagues and academic visitors, and more generally to sustain a vibrant scholarly climate in Oxford.

Further information about the role of the Chichele Professor can be found below, together with more information about the Law Faculty.

Queries about the post should be addressed to the Dean of the Faculty of Law, Professor Timothy Endicott, at timothy.endicott@law.ox.ac.uk or telephone: +44 (0) 1865 271564.

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

Duties of the post

The Chichele Professor of Public International Law 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 publication, and will have access to the excellent research facilities which Oxford offers.

The main duties of the post are as follows.

The Chichele Professor of Public International Law will be responsible for providing academic leadership in international law in Oxford. In particular, he or she will engage in research, will give at least thirty-six lectures or classes each year, and will supervise research students. The Professor will be required to take part in University examining as requested. The Professor will be expected to participate in administration in the Faculty, but will have no obligation to serve as head of the Faculty.

The Chichele Professor will be elected to a professorial fellowship at All Souls College, where all Fellows (apart from Visiting Fellows) are members of the Governing Body. All Fellows are expected to play an active part attending Election and Stated General Meetings held on five Saturdays each year and may also be invited to serve on committees. College Fellows are also Trustees of the College as a charity, so the successful applicant must be eligible to be a Charity Trustee, and must attend Governing Body meetings to discharge this responsibility effectively.

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 selection criteria for this post are as follows.

REQUIREMENTS
The postholder must be able to demonstrate:
An outstanding record of research and publication in Public International Law, which also demonstrates the potential to produce further work of high significance to legal studies during the tenure of the Chair
Intellectual leadership skills, including a plan for fostering outstanding research and teaching in Public International Law
The ability to provide outstanding teaching in international law subjects taught for degrees in Law in the University, and to provide leadership in the development of our courses
The ability to supervise doctoral students, and to mentor, train, guide and motivate junior colleagues

REQUIREMENTS

The postholder must be able to demonstrate:

Administrative skills, including the ability to work efficiently with the College, Faculty and University administration, and willingness to collaborate with other Faculty members in research-related activities (such as hosting conferences, applications for funding etc.)

Pastoral skills, including the ability to attend effectively to the pastoral needs of graduate students

Each requirement is essential, and will be assessed by application and, for shortlisted candidates, by interview.

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 2 April 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 Chichele Professorship of Public International Law

The University

The University of Oxford aims to attain excellence in its teaching and research, and to maintain and to develop its position as a leader among 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 an 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 <http://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. In addition to the Law Faculty, thirteen departments 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 Management, Economics, Politics and International Relations, Sociology, Social Policy, Area Studies, Development Studies, Education, Anthropology, Archaeology, Geography, and 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 Politics, Philosophy and Economics, the Bachelor of Civil Law (BCL), the MPhils in International Relations, in Economics, and in Development Studies, and the nationally regarded Post-Graduate Certificate in Education. 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 Faculty of Law

The Chichele Professorship is held in the Faculty of Law.

The Faculty of Law is the largest unit in the Social Sciences Division, and one of the largest in the university. There are some 163 members of the Law Faculty, of whom more than 80 are in established university academic posts. In the United Kingdom's Research Assessment Exercise (RAE) 2008, Oxford had the highest number of staff submitted for Law with 103.5 full-time equivalent staff, 25% more than any other university. In the RAE assessments, substantially more top-rated research activity took place in Law at Oxford from 2001-7, than in any other university in the UK. The Law Faculty was awarded the highest grade (5*) in the 1996 and 2001 RAEs.

There are four specialized centres associated with the Law Faculty: the Centre for Criminology, the Institute of European and Comparative Law, the Centre for Socio-Legal Studies, and the Intellectual Property Research Centre.

The governing body of the Faculty of Law is the Law Board, an elected body of 25 members of the Faculty. The Chichele Professor is eligible for election to the Law Board. Statutory Professors in the Faculty are expected to play a leading role in the running of the Faculty including, from time to time, holding the Faculty Board's administrative offices when asked to do so.

The Faculty Centre is in the St Cross Building, a listed modernist building opened in 1964. Refurbished in 2011, the Faculty Centre provides facilities for administration, teaching, conferences and teleconferences, and social events. The Institute for European and Comparative Law is situated in the St Cross Building, and the Building also provides facilities for Visiting Professors and Lecturers. The Faculty Centre serves as a hub for Law in Oxford, and Faculty events are often held in the thirty Oxford Colleges that have Fellows in Law. The Faculty shares the St Cross Building with the Bodleian Law Library (see below), and with the English Faculty.

As of 2011-12, there are sixteen other statutory professors in the Faculty, and approximately 150 other legal academics in posts in the University and Colleges of Oxford. Further information about faculty members can be found at <http://www.law.ox.ac.uk/people/academics.php?filter=postholders>.

The Chichele Professor has a leading role in a group of international law scholars and teachers. The Law Faculty has three University Lecturerships in Public International Law. Two of these posts are currently held by Dapo Akande (St. Peter's) and Professor Dan Sarooshi (The Queen's College). We are in the process of recruitment to the third University Lecturership, associated with St. Anne's College. Guy Goodwin-Gill, Professor of International Refugee Law, is a Senior Research Fellow at All Souls College. Sir Frank Berman, QC, is a Visiting Professor in the Faculty. Nazila Ghanea and Andrew Shacknove hold University Lecturerships in International Human Rights Law in the University's Department of Continuing Education. The group also includes ten other international law academics in fixed-term research fellowships, and in teaching posts in Oxford Colleges.

International Law in Oxford benefits from deep connections with scholarship and teaching in other allied fields in the Faculty of Law, including human rights law, environmental law, and legal philosophy. The Institute for European and Comparative Law provides an institutional support for connections with comparative law and European law. The University is a major centre for the study of international relations, and the Chichele Professor will have the opportunity to work with the Department of Politics and International Relations and with the University's new Blavatnik School of Government, to enhance the connections with scholarship in public policy and international relations. The study of international law also has a central role in research programmes and graduate courses in the Refugee Studies Centre, the Oxford Institute for Ethics, Law and Armed Conflict, the Environmental Change Institute, and the Smith School of Enterprise and the Environment.

We value the connection between teaching and research. Public International Law is traditionally one of the most popular optional courses for finalists in the BA in Jurisprudence. The strength and depth of research in the Faculty are particularly reflected in the excellent international law graduate courses for the BCL and MJur: The European Union as an Actor in International Law, International Dispute Settlement, International Economic Law, International Law and Armed Conflict, International Criminal Law, and International Law of the Sea. The Professor will be expected to contribute to these courses, and to work with colleagues and with the Faculty to develop the teaching of international law further. The Faculty of Law also works with the Department of Continuing Education on provision of the part-time MSt in International Human Rights Law.

Oxford has a large and strong community of research students in Law, including the largest doctoral programme in Law in the English-speaking world. In this community, international law students form the largest subject group, with forty research students currently enrolled in masters' and doctoral degrees. Leadership of the graduate research community will be an important focus of the Chichele Professor's work.

Teaching

The Bachelor of Arts in Jurisprudence has approximately 225 students a year. Up to 35 of these follow the 'Law with Law Studies in Europe' course over four years, one year being devoted to study in France, Germany, the Netherlands, Spain or Italy. For the purposes of the four-year course the Faculty has created academic links with the law faculties of the universities of Leiden, Paris II, Siena, Konstanz, Bonn, Regensburg, Munich, and Pompeu Fabra.

There are currently about 380 graduate students in Law, of whom about 150 read for the taught graduate degrees of Bachelor of Civil Law (BCL) and Magister Juris (MJur), both of which may also be augmented by a year of research to yield the Degree of Master of Philosophy (MPhil). There is also a Master's degree in Law and Finance (taught jointly by the Law Faculty and the Saïd Business School), and there are MSc and MPhil courses in Criminology and Criminal Justice. Other graduate students are undertaking research towards the Degrees of Doctor of Philosophy (DPhil), Master of Letters (MLitt), or Master of Studies in

Legal Research (MSt). The graduate cohort provides a base for a productive interaction between advanced study and research, something to which the Faculty attaches great importance.

Research

The Faculty has always encouraged excellence in diversity in its research strategy, seeking to achieve the highest quality in the broad range of subjects in which Faculty members pursue their interests. The Faculty's Research Support Fund provides resources for research assistance, conference attendance and other research-related activities. The Faculty's Research Facilitator supports applications for external research funding, and the Faculty provides support for conferences organized by Faculty members.

Further information about the Faculty of Law can be found at <http://www.law.ox.ac.uk>

The Bodleian Law Library

The Bodleian Law Library, accommodated alongside the Faculty Centre in the St Cross Building, houses over 600,000 volumes. It receives copies of all law books published in the United Kingdom, and has extensive holdings of overseas legal publications, notably of the Commonwealth, the US, and European countries. The Library has a strong specialist collection of international law materials, with more than 40,000 volumes housed in a part of the Library that provides carrels for the Faculty's international lawyers, and desks for international law graduate students. Oxford is designated as an EU documentation centre, and materials relevant to European law are also housed in the Bodleian Law Library. The library has one of the most extensive collections of domestic and foreign law databases and e-resources in the UK.

Specialist international law e-resources include the Max Planck Encyclopedia of International Law, the Collected Courses / Recueil des Cours de L'Academie de Droit International de la Haye, The International Law Reports, the Oxford Reports on International Law, Investment Claims and Kluwer international law journals. The Library also houses the Official Papers / Government Documents collection of the Bodleian Libraries, and in addition to British material, is a deposit library for the following international bodies: International Civil Aviation Organisation, International Labour Organisation, International Maritime Organisation, North Atlantic Treaty Organisation, United Nations, and the WBCSD, WEU, and WTO.

Further information about the Bodleian Law Library can be found at <http://www.bodleian.ox.ac.uk/law>.

The Professor will also benefit from the facilities of the beautiful Codrington Library at All Souls, which has a substantial Law collection (see below).

All Souls College

There are 38 self-governing and independent colleges at Oxford, giving academics and students the benefits of belonging to a small, interdisciplinary community as well as to a large, internationally-renowned university. The collegiate system fosters a strong sense of community, bringing together leading academics and students across subjects, and from different cultures and countries.

All Souls is primarily a research institution, with particular strengths in the Humanities and Social and Theoretical Sciences, and with strong connections to public life. The College occupies a prime central Oxford site and has fine buildings mainly dating from the fifteenth and eighteenth century, including an outstanding library which has particularly strong law collections. The College has about 80 Fellows, some of whom are studying for graduate degrees. (There are no undergraduate members.) The College also has a programme of

Visiting Fellowships. All Fellows are entitled to lunch, tea, and dinner without charge at the Common Table. Some Fellows reside in College.

Academic Fellows are entitled to claim research expenses up to £3,103 per annum. The College also provides assistance for the purchase of computers, with half the cost up to £3,500 being met by the College, and the other half chargeable against Academic Allowances over three years. Additional grants for research, usually to supplement grants from other sources are also available. The College offers health insurance for the Fellow and dependants. In some circumstances the College may be able to help with partial housing finance.

More information about the college may be found at: www.asc.ox.ac.uk/

Standard Terms and Conditions

Standard duties

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

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 post¹ 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>).

¹ But NB if the person appointed to the post is a migrant sponsored under the UK's points-based migration system, we are required to retain the applications of all shortlisted candidates for one year or until a UK Border Agency compliance officer has examined and approved them, whichever is the longer period.