



Job Description and Person Specification

Post	Halley Professorship of Physics
Department/Faculty	Physics
Division	Mathematical, Physical and Life Sciences
College	Jesus

Overview of the post

The Halley Professorship of Physics was established in 1991 as an upgrade of the long-standing statutory Readership in Atmospheric Physics and was renamed the Halley Professorship in 2000. The post has a history stretching back continuously to G M B Dobson (discoverer of the Earth's ozone layer) in the 1920s. The person appointed will be an exceptional physicist with an international reputation in one or more areas of atmospheric, oceanic, climate and planetary physics and an outstanding research and publication record. He/she will exercise leadership in research and teaching, will be keen to interact with members of Atmospheric, Oceanic and Planetary Physics (AOPP) and other groups within the Department and the University, and will play a strategic role in advancing further the research portfolio of AOPP in Oxford. AOPP at Oxford has grown significantly in recent years and has consolidated its reputation in a range of research areas, including atmospheric and oceanic observations of the Earth and other solar system planets; remote sensing instrumentation and data analysis; numerical modelling of the Earth's climate system and of the climate of other planets; physical oceanography, climate dynamics and geophysical fluid dynamics. .

The Halley Professorship is associated with Jesus College.

Queries about the post should be addressed to Professor Peter Read at plr@atm.ox.ac.uk or telephone: +44 (0) 1865 272082.

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

The University of Oxford is a member of the Athena SWAN Charter to promote women in Science, Engineering, Technology and Medicine. The University holds an Athena SWAN bronze award at institutional level. Contact equality@admin.ox.ac.uk for further information about Athena SWAN at the University of Oxford.

Duties of the post

The Halley Professor 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 that performs to the highest international levels in research and publications and will have access to the excellent research facilities which Oxford offers. The new professor will be expected to lead an independent research programme and contribute to the teaching and administration of the Department. The duties are listed below. The professor may be expected at some stage to serve as Head of Atmospheric, Oceanic and Planetary Physics and is one of the senior members of the Physics department from amongst whom the Chairman of Physics may be chosen. 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:

- Providing leadership in research, nationally and internationally, and in teaching in the field of atmospheric, oceanic, climate and/or planetary physics.
- Playing a leading role in the strategy and development of the Department's work in atmospheric, oceanic, climate and/or planetary physics.
- Teaching physics, and in particular atmospheric, oceanic, climate and/or planetary physics, to students taking undergraduate degrees in Physics (including typically the delivery of one course of lectures each year), supervising DPhil students, and acting as College advisor to a small number of DPhil students at Jesus College.
- Examining both undergraduate and DPhil students as required by the Chairman of Physics.
- Administration as required by the Chairman of the Department of Physics.
- Participation as a member of the Governing Body of Jesus College; serving occasionally on College Standing Committees, and advising the College on selection of Graduate Scholars and Junior Research Fellows in cognate subjects.

Person specification

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 will demonstrate the following:

REQUIREMENTS	ESSENTIAL or DESIRABLE	ASSESSED BY:
The postholder must be able to demonstrate:		
Substantial international reputation in scholarship and research and excellent publication record in international journals in the field of atmospheric, oceanic, climate and/or planetary physics.	Essential	application, interview
Strong record in obtaining research funding and in strategic planning for future funding opportunities.	Essential	application, interview
The ability to manage a substantial research team; to train research students and postdocs; and to guide and motivate all members of AOPP.	Essential	application, interview
The ability to contribute effectively to the long-term development of physics, in particular in the fields of atmospheric, oceanic and/or planetary physics within Oxford; and to play a leading role in the field nationally and internationally.	Essential	presentation, interview
Commitment to providing effective teaching at undergraduate and postgraduate level.	Essential	presentation, interview
Ability to communicate effectively (written and orally).	Essential	application, presentation, interview
Experience of university governance and management, and of academic administration.	Desirable	application, 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 **30 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 Halley Professorship of Physics

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 Mathematical, Physical, and Life Sciences Division

The Mathematical, Physical, and Life Sciences Division (MPLS) is one of the four academic divisions of the University. Oxford is widely recognised as one of the world's leading science universities. In the 2008 UK Research Assessment Exercise over 70% of research activity in MPLS was judged to be world-leading (4*) or internationally excellent (3*), and Oxford was ranked first in the UK across the mathematical sciences as a whole.

The MPLS division's ten departments and three 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. We have over 6,000 students and research staff, and generate over half of our funding from external research grants. Our research addresses major societal and technological challenges and is increasingly interdisciplinary in nature. We collaborate closely with colleagues in Oxford across the

medical sciences, social sciences and humanities, as well as with researchers from around the world.

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

The Department of Physics and Atmospheric, Oceanic and Planetary Physics

The Department of Physics, in the MPLS Division, is one of the largest in the UK, with more than 300 graduate students, 600 undergraduates and a permanent academic staff of about 120. The University has a strong collegiate nature consisting of academic departments and individual Colleges which cut across academic disciplines. In Physics, teaching is shared between the two components; the Physics Department is responsible for lectures, classes, laboratories, examinations and post-graduate research supervision; while undergraduate tutorial teaching (in small groups), the undergraduate selection process and pastoral care are college-based. Information about the research and teaching activities of the Department of Physics can be found at <http://www2.physics.ox.ac.uk>

The professorship is attached to Atmospheric, Oceanic and Planetary Physics (AOPP), one of the six sub-departments constituting the Department of Physics. Atmospheric, Oceanic and Planetary Physics consists of approximately 14 academic and research staff, together with about 25 D.Phil students and a similar number of postdoctoral researchers. The current Head of Atmospheric, Oceanic and Planetary Physics is Professor Peter Read.

Oxford is relatively unusual on the national and international scene in focusing on atmospheric and climate research within a world-class Physics department. The traditional strength of the Department is in atmospheric measurements, especially using remote sensing techniques from space-borne platforms though also using local *in situ* methods, including the development of sensors and instrumentation, data analysis and inverse theory. In recent years members of AOPP have played leading roles on Earth observation space projects such as the *High Resolution Dynamics Limb Sounder* (HIRDLS) on NASA's AURA mission. Dr Don Grainger and Dr Anu Dudhia lead data analysis teams for the *Michelson Interferometer for Passive Atmospheric Sounding* (MIPAS) on ESA's Envisat mission and the *Infrared Atmospheric Sounding Interferometer* (IASI) on the METOP satellite series from EUMETSAT and CNES, including the analysis and retrieval of geophysical measurements of atmospheric structure, clouds and aerosols. Dr Grainger is also a lead participant in proposed future programmes, including ESA's PREMIER mission concept and the *Sea and Land Surface Temperature Radiometer* (SLSTR) instrument, currently in their study phases, in collaboration with scientists at the Rutherford Appleton Laboratory on the Harwell Oxford Campus and NERC's National Centre for Earth Observation.

These activities are complemented by a flourishing research programme in theoretical climate dynamics, physical oceanography and climate modelling. Recent initiatives include the *ClimatePrediction.net* (CPDN) "citizen science" project, led by Professor Myles Allen (who is Professor of Geosystem Science at the Department of Geography and Head of the Climate Dynamics Group at the Department of Physics), in which members of the public volunteer to contribute to massive ensembles of climate simulations using the Hadley Centre coupled climate general circulation model to quantify sensitivities and uncertainties in near-term predictions of the Earth's future climate. Professor David Marshall leads a major programme to study dynamical processes in the oceans and climate system, jointly with Dr Helen Johnson in the Department of Earth Sciences. Dr Laure Zanna's work lies in understanding fundamental problems in climate dynamics and climate predictability using a combination of theory, a hierarchy of numerical models, and analysis of observations. Dr Philip Stier is building a major new group concerned with modeling the interactions of clouds and aerosols in the climate system that are crucial to understanding major

uncertainties in predicting climate change, in collaboration with Dr Grainger's Earth Observation group, NERC's National Centre for Atmospheric Sciences, the Met Office and other European centres.

The University of Oxford has designated Physical Climate Science as a key area for expansion and investment, within which AOPP is taking a leading role, alongside the Departments of Earth Sciences and Mathematics. This initiative has recently gained additional momentum with the appointment of Professor Tim Palmer FRS as Royal Society Research Professor in 2010, further enhancing AOPP's links with the European Centre for Medium Range Weather Forecasting and opening up new research directions in climate prediction and high resolution modeling. The department has also recently strengthened its links with the NERC National Centre for Atmospheric Science (NCAS), with the transfer of Professor Lesley Gray to the department. Professor Gray is a senior scientist in the NCAS Climate Directorate with close collaborative links to climate modelling at the Meteorological Office Hadley Centre. She leads research that investigates natural variability and its contribution to climate, including stratospheric variability, solar influence and the impacts of geoengineering via radiation modification. The Physical Climate Science initiative also involves close collaboration with the Oxford Martin School (<http://www.oxfordmartin.ox.ac.uk/>) and the Smith School for Enterprise and the Environment (<http://www.smithschool.ox.ac.uk/>), which host research into the consequences of long-term climate change.

AOPP also has an internationally recognized reputation in atmospheric and surface measurements of other planets, including major recent roles in the science teams for infrared remote sensing instruments on NASA's Cassini mission to Saturn, the Mars Reconnaissance Orbiter and the Lunar Reconnaissance Orbiter missions. Professor Fred Taylor was one of the project science leaders for ESA's Venus Express mission. Members of the sub-Department are taking leading roles in planning for future missions such as ESA's Mars Trace Gas Orbiter and Europa-Jupiter orbiter. The juxtaposition of Earth observing and planetary exploration scientists fosters some powerful synergies in instrument development. This has recently led to the selection of a compact infrared sounding instrument, designed by Dr Simon Calcutt and Dr Neil Bowles, for flight on the UK TechDemoSat Earth-orbiting mission in 2012; an instrument that began life originally as an instrument concept for deep space planetary missions. In addition to their work on remote sensing of solar system planetary atmospheres, Professor Patrick Irwin and Dr Bowles are also active planetary astronomers using ground-based and space-based telescopes, and have strong links with members of the Astrophysics sub-department working on the detection and characterisation of extra-solar planets.

This is further complemented by Professor Peter Read's group who are developing advanced numerical climate and circulation models for Mars (including ESA's European Mars Climate Database), Venus, Jupiter and Saturn, alongside their Earth counterparts. Professor Read's group also runs a small but well equipped geophysical fluid dynamics laboratory that carries out basic research into fluid dynamical processes relevant to atmospheres and oceans, as well as providing vivid teaching demonstrations for undergraduate and graduate training.

Research is supported by a wide range of grants and fellowships from agencies including NERC, STFC, the Royal Society, the European Research Council, the Oxford Martin Institute and EU Framework programmes.

The Atmospheric Physics Building hosts the Department's space instruments, aerosol and geophysical fluid dynamics laboratories, as well as meeting and seminar rooms. Computing facilities include an extensive network of Linux desktops, supplemented by individual

machines and laptops. Multi-processor clusters are available for simulations and computationally intensive work, including access to the University Super Computing Centre.

There is a strong outreach programme both within Oxford AOPP and the Physics Department. The CPDN citizen Science programme (see <http://climateprediction.net/>) grew out of research here and has grown to include many more people around the world.

Further information about AOPP and its research can be found at <http://www2.physics.ox.ac.uk/research/atmospheric-oceanic-planetary-physics>

Jesus 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.

Jesus College has a strong commitment to promoting and enabling education, learning, scholarship and research at the highest levels amongst its students and academic staff, whilst preserving an informal and friendly atmosphere. Founded in 1571 by Elizabeth I, the College is a self-governing educational charity and is one of the 38 constituent colleges of Oxford University. With Lord Krebs, FRS, as its Principal, the College comprises some 60 Fellows, 20 lecturers, 200 graduates, 360 undergraduates, and 90 support staff. The College is located on an attractive historic site in the centre of Oxford, with excellent access to the Bodleian Library and other university libraries, the Science Area, and many of the University's department and faculty buildings.

The College encourages the academic achievements of its students (being regularly towards the top of the league table of Oxford colleges for the best results in Final examinations) with excellent teaching, and generous and varied financial support. Similarly it celebrates and supports the academic endeavours of its Fellows, both in research and teaching.

The College held a Strategic Review of its activity for 2011-16 (available at http://www.jesus.ox.ac.uk/sites/default/files/strategic_plan_brochure.pdf), setting out a number of important academic themes. It is anticipated that the Halley Professor will take a part in developing further the Physics 'subject family' (a vertical linkage from undergraduate, postgraduate, Tutorial Fellow and Research Fellow to Professor), at College.

Full information about the College is available on the College website: www.jesus.ox.ac.uk

The role of Professorial Fellows at Jesus College

The post. The person appointed to this Chair will be elected to a Professorial Fellowship of the College, and will be eligible for reappointment every seven years for as long as he or she holds the Chair.

College governance. Professorial Fellows of the College are members of the Governing Body, and have the opportunity to participate in College decision-making.

Other Professorial Fellows. The post-holder will join the following Professorial Fellows in College, namely Professor Charles Godfray, FRS (Hope Professor of Entomology), Professor Paul Harvey, FRS (Zoology), Professor Steffen Lauritzen, FRS (Statistics), Professor Paul Davies (Allen and Overy Professor of Corporate Law), Professor Tim Palmer (Royal Society 2010 Anniversary Research Professor), Professor Georg Holländer (Action

Research Professor of Paediatrics), Professor Paul Riley (British Heart Foundation chair of Regenerative Medicine).

Physics at Jesus College

Jesus has a very long and very distinguished tradition in Physics, with no fewer than three presidents of the Royal Meteorological Society – Professor Raymond Hide CBE, ScD, CPhys, FRS; Professor Sir John Houghton CBE, FLSW, FRS; and Professor Tim Palmer DSc, FRS. In 2007 the College created a Junior Research Fellowship in sustainable energy named after John Houghton (and funded by Sir John and the Shell Foundation). Many Physics fellows of Jesus have been Fellows of the Royal Society including the above three and Professor Colin Webb MBE, formerly a Tutorial Fellow at Jesus (1971-2002) and now an Emeritus Fellow. Professor Tim Palmer, Royal Society Professor, joined the College in 2010. The College has three Tutorial Fellows in Physics (Dr Andrei Nomerotski in Particle Physics; Dr John Magorrian in Theoretical Astrophysics; and Dr Yulin Chen in Condensed Matter Physics. In addition Professor Philip Burrows (Particle Physics) is a Senior Research Fellow as is Dr Henry Snaith (Condensed Matter Physics).

We usually have two Visiting Research Fellows every year and in 2011-12 one of these is Professor Majumdar from the Saha Institute of Nuclear Physics, India. Web pages for the College's academic staff may be found at <http://www.jesus.ox.ac.uk/fellows-and-staff>.

The College usually has around 15 graduate students in Physics at any one time, including students in Atmospheric, Oceanic and Planetary Physics. With around 32 undergraduates, Physics is one of our larger subjects at undergraduate level and we normally accept 8 students per year to read Physics. The student body recently formed a new Physics Society in the College.

Benefits for Professorial Fellows

As a Professorial Fellow of Jesus College, the post-holder would be entitled to the following benefits.

- Lunch and dinner with the Senior Common Room at the College's expense throughout the year (except when the kitchens are closed).
- Membership of the Senior Common Room (small charge payable).
- Membership of a medical insurance scheme, paid for by the College. This is a taxable benefit.
- Right to apply for grants from the College's Major Research Grant Fund, which has a value of approx. £22k p.a. at present.

Many Fellows lunch in College on a very regular basis, and there would be excellent opportunities for the post-holder to speak to a broad range of Fellows and lecturers in many different disciplines, and to create networks. The College's Guest Nights on Wednesdays and certain Thursdays/Fridays during term offer very pleasant occasions for entertaining professional and personal guests, and a chance to meet a wide range of interesting people. The College hosts a number of well-attended formal dinners throughout the year, at which the post-holder and his/her guest would be most welcome. Lunches and dinners of a high standard may also, on occasion, be hosted by Fellows for professional or personal purposes.

Each term there are a number of events when members of the Senior and Graduate Common Rooms meet to present and discuss their research, or to hear visiting speakers. Recent talks included “Avian flight dynamics and control” from a Senior Research Fellow in Biological Sciences and, “Cosmic Archaeology: what rare objects reveal about the evolution of the Universe” from a DPhil student in Physics. The Visiting Speaker in spring 2011 was the science and maths journalist Simon Singh, who spoke on the theme of English libel law and free speech. Additional events throughout the year include the College’s musical Visiting Artist series, lecturer recitals, and many student dramatic and choral productions.

Professorial Fellows may make use of the College’s well-equipped seminar and other rooms for teaching, meetings, entertainment, conferences etc., and can book accommodation for guests in dedicated Fellows’ guest rooms. The Fellows’ Resources Room provides networked computers, printers, fax, and photocopiers. The College’s beautiful 17th-century library offers working and reading spaces for all Fellows, with wi-fi.

Fellows who hold administrative appointments within the College may be eligible for additional payments.

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.