



Job Description and Selection Criteria

Post	Wood Professorship of Forest Science
Faculty	Plant Sciences
Division	Mathematical, Physical and Life Sciences
College	Linacre

Overview of the post

The Wood Professorship of Forest Science is a newly established post at the Department of Plant Sciences and its purpose is to develop a research initiative that will generate the fundamental science necessary to underpin evidence-based forest policy developments. This professorship provides an exciting opportunity for an individual with outstanding academic achievements and vision to develop a world-class research programme at the University of Oxford. The department enjoys an internationally leading position in research and teaching in plant sciences, with research groups focusing on biochemistry and systems biology, cell and developmental biology, ecology, evolution and systematics. The Professor will provide academic leadership in Forest Science in the Department of Plant Sciences and throughout the University. He/she is expected to contribute to promoting the 'Trees for Tomorrow' initiative within the Plants for the 21st Century (P21C) Institute (<http://dps.plants.ox.ac.uk/plants/P21C/trees.aspx>). Applications are encouraged from any candidate whose research programme will augment existing strengths in the department. It is envisaged that the post will be taken up from 1 October 2012, or as soon as possible thereafter.

Queries about the post should be addressed to Professor Jane Langdale at jane.langdale@plants.ox.ac.uk or telephone: +44 (0) 1865 275099.

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 Wood Professor of Forest Science 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:

- World-class research in forest science.
- Academic leadership in promoting and sustaining the “Trees for Tomorrow” research initiative within the Plants for the 21st Century Institute, and more generally in the Department of Plant Sciences.
- Teaching, including lectures, classes, laboratory demonstration, field courses, supervision of undergraduate and masters’ projects, and supervision of doctoral students.
- University examining, as and when requested to do so by a committee for the nomination of examiners.
- Administration, including participation and chairing of relevant committees in the Department and in the wider University, and undertaking relevant administrative roles.
- Headship of Department: every professor who is employed by the University may be invited by the Divisional Board to act as Head of Department and, unless individually exempted, has the formal obligation to accept the headship. The headship of department is currently held by Professor Jane Langdale (until 30 September 2012).

Person specification

Applications will be judged only against the criteria that 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.

SELECTION CRITERIA	ESSENTIAL or DESIRABLE	ASSESSED BY:
<i>Substantial international reputation in scholarship and research in forest science, with an excellent publication record in international journals.</i>	<i>Essential</i>	<i>application, interview</i>
<i>Strong record in obtaining research funding. Clear plans for future funding, both in terms of personal research and more broadly in the context of the P21C ‘Trees for Tomorrow’ programme.</i>	<i>Essential</i>	<i>application, interview</i>
<i>Ability to provide academic leadership and manage a substantial research team, to train, guide and motivate research students and junior colleagues.</i>	<i>Essential</i>	<i>application, interview</i>
<i>The ability to contribute effectively to ensuring the long-term development of the subject, while achieving a high level of external recognition.</i>	<i>Essential</i>	<i>presentation, interview</i>
<i>Commitment to providing teaching at undergraduate and postgraduate level.</i>	<i>Essential</i>	<i>presentation, interview</i>

SELECTION CRITERIA	ESSENTIAL or DESIRABLE	ASSESSED BY:
<i>Excellent communication skills (written and oral).</i>	<i>Essential</i>	<i>application, presentation, interview</i>
<i>Experience of active engagement with forest policy makers and stakeholders.</i>	<i>Desirable</i>	<i>application, interview</i>
<i>Demonstrable capacity for successful collaboration with the conservation and crop teams in P21C.</i>	<i>Desirable</i>	<i>application, interview</i>
<i>Experience of university governance and management, and of academic administration.</i>	<i>Desirable</i>	<i>application, interview</i>

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 16 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.

Further Information for Applicants for the Wood Professorship of Forest Science

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 Plant Sciences

The Department of Plant Sciences is one of only two University Departments in the UK that is dedicated to teaching and research in plant sciences. The current academic profile comprises 18 senior academics, *ca.* 45 post-doctoral researchers and *ca.* 35 graduate students. An undergraduate degree in Biological Sciences, with an annual intake of *ca.* 110 students, is co-taught and organised with the Zoology Department.

Research in the Department focuses on plants as biological systems. We aim to understand the growth, development, metabolism and evolution of plants at molecular, cellular, whole-organism and population levels. In the last national research assessment exercise (RAE 2008), the Department ranked 4th of 52 Biological Sciences submissions.

In 2010, the Department opened a translational research institute 'Plants for the 21st Century' (P21C) that is affiliated with the Oxford Martin School. P21C aims to deliver projects in Conservation, Crop Science and Forestry. P21C projects have already attracted over £2M of funding. It is envisaged that the Professor of Forest Science will play a pivotal role in promoting and expanding the Forestry component of P21C activities.

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

Linacre 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.

Linacre is a vibrant and progressive post-graduate college of Oxford University. All 450 students of the College have completed a first degree and are now studying for an advanced qualification. Linacre's prime objective is to provide the best possible environment, both intellectual and social, for its Fellows and graduate students.

There are some 50 Fellows, the majority of whom are Professors, Readers, and Lecturers in a wide range of University Faculties and Departments, including some of Oxford's most distinguished scholars. About half the student body is from overseas, representing over 50 countries; they are divided almost equally between the sciences, arts and humanities. The College was founded in 1962 to provide a community for Oxford's growing number of post-graduate students.

Linacre was the first College in Oxford to accept both men and women on an equal basis. It is unusual among Oxford colleges in having no senior common room. The Fellows, staff and students share the same facilities and eat together in the dining hall in order to cultivate an egalitarian academic community. The College is family-friendly and has a strong environmental ethos. Drawing on its current academic strengths, Linacre is making a particular contribution to the support and promotion of environmental studies in the University. The College has a number of modern teaching and seminar rooms, a library, a well-equipped gym and small but exquisite gardens. The College is a busy academic community throughout the year. Unlike undergraduates, graduate students remain in residence for almost the entire year. The College has only two brief periods a year when the dining room and administrative offices are closed.

Fellowships at Linacre are non-stipendiary but Fellows are entitled to free lunches and dinners in College when the College kitchens are open. They may also apply for small grants to assist with research expenses. Fellows are expected to co-operate in the running of the College. The main commitment is to attend meetings of the Governing Body which normally meets three times each term. There are also various standing committees of the Governing Body which require members, but this commitment is not arduous. Fellows may reserve rooms for tutorials, seminars, social functions, and to accommodate guests. There are no teaching duties but all Fellows are expected to act as College Advisers to up to ten students to help them with any personal as well as academic problems which they may encounter. The College has arrangements to assist with the entertainment of students by their Advisers.

Additional information about Linacre is available on the college's website www.linacre.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>).