Professorship of Psychology in association with Magdalen College

Further particulars

Outline of the post

The University intends to appoint a Professor of Psychology with effect from 1 October 2010, or as soon as possible thereafter.

The University of Oxford is a complex and stimulating organisation which enjoys an international reputation as a world-class centre of excellence in research and teaching. It employs over 8,000 academic, research and support staff across a wide range of academic disciplines.

The Professorship is attached to the Department of Experimental Psychology. This Department is part of the Division of Medical Sciences, which also includes the Department of Biochemistry and the preclinical departments (the departments of Physiology Anatomy and Genetics; Pathology; and Pharmacology) and all the clinical departments of the Medical School. The division is a major centre for clinical and non-clinical research in the UK, and the quality ratings for the 2008 Research Assessment Exercise showed that the Division has maintained its pre-eminent standing in research. The annual grant income from external sources for the Medical Sciences Division is now over £165 million per annum.

The post is one of two established professorships within the department and so is of prime importance in shaping the direction of the department in coming years. It is also of potential importance for the division whose research strategy aims to build on interdisciplinary links between its departments (see http://intranet.medsci.ox.ac.uk/docs/msb/fyp/2007-12/5-year-plan-2007-12.pdf/view). The vacancy arises from the forthcoming retirement of Professor Oliver Braddick, FMedSci, who has held the post since 2001. The other established chair is the Watts Professorship of Psychology, currently held by Professor Nick Rawlins, FMedSci. Further information about the department can be found on its website: http://www.psy.ox.ac.uk/

The Psychology Professorship is associated with Magdalen College, which has a strong tradition in the Medical Sciences, in which it has numbered no fewer than four Nobel Prizewinners among its members. Detailed information about all aspects of the College may be found at http://www.magd.ox.ac.uk.

Prospective candidates wishing to discuss the post on a strictly confidential basis should contact the Head of the Division of Medical Sciences, Professor Alastair Buchan (tel: 01865 220346; e-mail: alastair.buchan@medsci.ox.ac.uk) or Professor Nick Rawlins at the Department of Experimental Psychology (e-mail: nick.rawlins@psy.ox.ac.uk; PA’s tel: 01865 271351).

The Department of Experimental Psychology

The Department’s mission is to sustain Oxford’s position with world-class research and teaching in scientific psychology. Its teaching achieved the maximum score in the last QAA Subject Review, and it is rated as the top Psychology course in the Guardian University guide for 2010. Degree courses in Experimental Psychology and Psychology, Philosophy and Physiology (PPP), and postgraduate taught and research
courses therefore attract many of the best students in the subject in the UK, and excellent students from around the world. A new undergraduate course in Biomedical Sciences, leading to a degree in Neuroscience, will replace the Physiology and Psychology degree commencing in 2011.

The Department is a dynamic research community: [http://www.psy.ox.ac.uk/research](http://www.psy.ox.ac.uk/research). Its academic staff are strengthened by many research fellows at senior and junior levels, supported by the MRC, Royal Society, and Wellcome Trust, as well as the Department’s teaching staff. In the 2008 Research Assessment Exercise, 35% of the Department's work was rated in the highest category 4*, defined as 'world-leading in terms of originality, significance and rigour', and a further 45% was rated 3* i.e. 'internationally excellent'. This proportion is the second highest in the United Kingdom. Each year, the Department attracts research grant income of around £3.5m, mostly from the MRC, ESRC, Wellcome Trust, and other major charities, and publishes over 200 papers in peer-reviewed journals. The Department’s submission for the 2008 RAE is available on [http://www.rae.ac.uk](http://www.rae.ac.uk).

The Medical Sciences Division has identified neuroscience as a key strategic priority, and the Department of Experimental Psychology is a central component of that strategy, but the post is not restricted to any specific area of psychology. The aim is to appoint an outstanding scientist of international standing whose contribution to academic and research leadership will sustain and enhance the position of Oxford psychology, within the broad strategic directions of the Department and the Division.

**Research activity in the Department**

The Department has particularly strong research groupings in cognitive and behavioural neuroscience; developmental psychology with an orientation to developmental cognitive neuroscience; perception, cognition and language; connectionist modeling; and social psychology. It also has research of international standing in psychological disorders and occupational psychology. In all these areas Oxford provides outstanding laboratory, library (with a National Reference collection, plus exceptionally good access to electronic journals), workshop, IT and other support facilities for research and research training. It has specialist laboratories for work with human infants which are currently being further upgraded, and access to outstanding facilities for behavioural and neuroscience work with rodents and primates. Researchers at all levels benefit from the strength of the wider research environment in Oxford, of which the Department is an integral part. The Department has many collaborations with the FMRIB Centre (Functional Magnetic Resonance Imaging of the Brain located on the John Radcliffe Hospital site in Oxford), and with researchers in psychiatry, genetics, and education among other disciplines. It hosts a very well attended annual Autumn School in Cognitive Neuroscience.

The Department’s strategy is to build on the strength of the Medical Sciences Division as a major centre for biomedical research in the UK, by developing links with Psychiatry, Neurology, and the pre-clinical and other clinical departments, while also sustaining its intellectual links with other strong and relevant disciplines - e.g. philosophy and education - in Oxford.

**Departmental structure**

The Department has 18 established academic staff listed below consisting of two statutory professors, one of which is the Watts chair, one Reader, and 16 University Lecturers (seven of whom hold the title of professor). These are supported by an Academic Computing Advisor who contributes also to teaching, and four departmental lecturers with specific teaching or research duties. In addition there is a permanent member of MRC external scientific staff, three Wellcome Principal Research Fellows, one Wellcome Senior Research Fellow, three Wellcome Trust Career Development Fellows and an Advanced Training Fellow, a Royal Society Research Fellow, a Marie Curie Fellow and a British Academy Research Fellow.

**Staff in the Department of Experimental Psychology**

*Professor Oliver Braddick*
Current Head of Department and Professor of Experimental Psychology
Fellow of Magdalen College

**Dr Mark Buckley**
Fellow of Queen’s College, University Lecturer
Role of the temporal and frontal lobes in learning, memory, and cognition

**Professor Martin Davies** (shared with Philosophy)
Fellow of Corpus Christi College, Wilde Professor of Mental Philosophy
Reference and consciousness, the analysis of delusions; human versus animal representation of time

**Professor Miles Hewstone FBA**
Fellow of New College, Professor of Social Psychology
Director of Graduate Studies
Social psychology of intergroup relations: (1) Intergroup contact and the reduction of prejudice; (2) Cognitive processes in stereotype change; (3) Crossed categorization and the reduction of intergroup discrimination

**Dr Jennifer Lau**
Fellow of Magdalen College, University Lecturer
Risk mechanisms contributing to the development of anxiety and depression in childhood and adolescence; behavioural genetics; functional imaging; cognitive and affective neuroscience

**Professor Mary Anne Martin**
Fellow of St Edmund Hall, Professor of Abnormal Psychology
Human cognition and emotion: information processing, memory and imagery together with their relation to mood and personality; cognition, handedness and motor imagery

**Professor Kate Nation**
Fellow of St John’s College, Professor of Experimental Psychology
Development and disorders of language and literacy; cognitive processes in development

**Professor Anna Christina (Kia) Nobre**
Fellow of New College, Professor of Cognitive Neuroscience
Investigating the neural bases of cognitive functions (primarily selective attention and language), using non-invasive brain-imaging and electrophysical methods in humans

**Dr Brian Parkinson**
Fellow of Christ Church, University Lecturer in Experimental Psychology
Emotion and social cognition, including: appraisal theory and its limitations; affect regulation in everyday life; emotional labour and management; and video-mediated emotional communication

**Professor Kim Plunkett**
Fellow of St Hugh’s College, Professor of Cognitive Neuroscience
Cognitive Neuroscience: language acquisition, psycholinguistics, artificial intelligence, computational models of language and cognitive development; artificial neural networks

**Dr Dave Popplewell**
Fellow of Brasenose College, Academic Computing Advisor
The applications of computers in physiological psychology, with particular reference to vision research

**Professor Nick Rawlins FmedSci**
Fellow of Wolfson College, Watts Professor of Psychology
Hippocampal function, neurobiology of memory, transgenic mouse models of psychiatric and neurological disorders
Professor Brian Rogers  
Fellow of Pembroke College, Professor of Experimental Psychology  
Human visual perception: stereopsis, motion perception, artificial intelligence and computational studies

Dr Gaia Scerif  
Fellow of St Catherine’s College, University Lecturer  
Developmental psychology of attention and control, including neurodevelopmental disorders such as fragile X syndrome, Williams syndrome, Down syndrome, and ADHD

Professor Charles Spence  
Fellow of Somerville College, Professor of Experimental Psychology  
Crossmodal attention; multisensory integration. Inhibition of return; ventriloquism; representation of space. Audition, vision, touch, olfaction, applied cognition and consumer science

Dr Chris Summerfield  
Fellow of Wadham College, University Lecturer  
Biological basis for decision-making in humans, using non-invasive brain imaging techniques such as functional magnetic resonance imaging (fMRI) and electroencephalography (EEG)

Dr Kate Watkins  
Fellow of St Anne’s College, University Lecturer  
Language and Development: normal development of brain structure and function; Developmental disorders of speech and language

Dr Nick Yeung  
Fellow of University College, University Lecturer  
Neural mechanisms of attention and cognitive control, combining behavioural, functional neuroimaging (fMRI), and scalp electrophysiological (EEG) methods

Departmental Lecturers:

Dr Paul Azzopardi  
Director of Undergraduate Studies  
University Research Lecturer  
Stipendiary Lecturer at University College, Departmental Lecturer  
Behavioural neuroscience: neural mechanisms underlying vision, using behavioural, neurophysiological, anatomical and computational techniques

Dr Debbie Clarke  
Departmental Lecturer, M.Sc. Neuroscience

Dr Miguel Farias  
Assistant Course Director, MSc in Psychological Research.

Professor Matthew Rushworth  
Reader in Cognitive Neuroscience, Departmental Lecturer and Research Professor  
Neuropsychology of frontal and parietal cortex. Transcranial magnetic stimulation.

Research Fellows:

Dr David Bannerman  
Wellcome Trust Senior Research Fellow

Dr Mark Baxter  
Wellcome Trust Senior Research Fellow
Dr Tim Behrens  
Wellcome Trust Career Development Fellow  
University Research Lecturer

Professor Dorothy Bishop  
Wellcome Trust Principal Research Fellow

Dr Roi Cohen-Kadosh (arr Sept 2009)  
British Academy Postdoctoral Fellow

Professor Jonathan Flint  
Wellcome Trust Principal Research Fellow (joint with Wellcome Trust Centre for Human Genetics)

Professor David Gaffan  
Professor of Behavioural Neuroscience  
Medical Research Council External Scientific Staff

Dr Rutsuko Ito  
Wellcome Trust Career Development Fellow

Dr Andy Lee  
Wellcome Trust Career Development Fellow

Dr Rogier Mars  
Marie Curie Postdoctoral Fellow

Dr Anna Mitchell  
MRC Career Development Fellow

Dr Natasha Sigala  
Royal Society Dorothy Hodgkin Fellow

Dr Mark Stokes  
Junior Research Fellow, St John’s College

Dr Mark Walton  
Wellcome Trust Advanced Training Fellow

Professor Mark Williams  
Wellcome Trust Principal Research Fellow (joint with Psychiatry)

Dr Elizabeth Wonnacott  
British Academy Postdoctoral Fellow

Others:

Dr Anne Aimola Davies  
University Research Fellow in Neuropsychology  
Cognitive neuropsychology, specifically of visual selective attention

Dr Rob Deacon  
University Research Lecturer  
Rodent behaviour: hippocampal and cortical function; cognition, emotionality, species-typical and motor behaviours; animal models of neurodegenerative and psychiatric disorders

Dr Ann Dowker
University Research Lecturer, Lecturer St Anne’s College, Lecturer Wadham College
Mathematical development and cognition; individual differences in cognition; language acquisition; language and play; cross-linguistic research; cognitive modularity

**Dr Kathy Parkes**
University Research Lecturer
Reader in Applied Psychology
Psychological stress, particularly occupational stress; coping and adaptation; personality and psychometric assessment

**Dr Rob Rogers** (joint with Psychiatry)
Fellow of Jesus College, Reader in Cognitive Neuroscience
Neuropsychology of emotional decision-making and gambling behaviour; neural and neurochemical basis of social interactions; neuropsychology of personality disorder.

**Retired Staff Active in the Department:**

**Professor Gordon Claridge** (retired)
Emeritus Fellow of Magdalen College
Emeritus Professor of Abnormal Psychology
Psychotic disorders and personality disorders (especially schizotypal and borderline). Dimensional models of psychological disorder. Experimental correlates of schizotypy (including handedness) and other correlates (dreaming creativity etc.)

**Professor Alan Cowey FRS** (retired)
Emeritus Fellow of Lincoln College
Emeritus Professor of Physiological Psychology
Visual perception studied by anatomical, physiological and behavioural methods in human subjects and patients and non-human primates

**Dr Mansur Lalljee** (retired)
Fellow of Jesus College, University Lecturer
Social psychology: the psychology of explanations/attribution theory, interpersonal and intercultural communication, discourse, attitudes

**Dr Jane Mellanby** (retired)
Emeritus Fellow in Psychology and Physiology, St Hilda’s College
Learning problems in children, particularly under-achievement in secondary school

**Dr Susanna Millar** (retired)
University Research Lecturer
Former Fellow, St Hugh’s College
Perception by touch and movement, multimodel integration and spatial representation without vision, reading by touch, development of memory and cognition

**Professor Dick Passingham FRS** (retired)
Emeritus Fellow of Wadham College; Professor of Cognitive Neuroscience
Functional imaging; brain mechanisms underlying consciousness and attentional control of cognitive performance

**Dr Michel Treisman** (retired)
Emeritus Fellow of New College
Emeritus Reader in Experimental Psychology
Sensory discrimination, memory, theoretical psychology
Teaching activities of the Department

Oxford University and its constituent colleges accord a high priority to teaching quality, and particularly emphasise the role of tutorials in undergraduate learning. The QAA report on Psychology teaching is available at [http://www.qaa.ac.uk/reviews/reports/archive/oldSubjReports.asp?subjID=29#O](http://www.qaa.ac.uk/reviews/reports/archive/oldSubjReports.asp?subjID=29#O). Psychology is read by about 95 undergraduates per year, either as a single honours course in Experimental Psychology or as a joint honours course in Psychology, Philosophy and Physiology (PPP). After a common Preliminary course (two terms), students select a combination of papers for the second year examination. In addition, students are required to complete practical classes including experimental work and statistics. In their final year they take more specialist ‘Advanced Option’ courses and carry out a research project; a library dissertation may be substituted for one paper. The Professor would be expected to contribute to advanced undergraduate teaching, including the supervision of projects.

The Department trains over 80 graduate students at any one time for D.Phil. or M.Sc. degrees. The Department runs a one-year M.Sc. in Research in Psychology which qualifies as an approved training component for 1+3-year ESRC graduate studentships. This is currently run jointly with Oxford Brookes University. It also hosts a highly successful one-year M.Sc. in Neuroscience which is taught as a collaborative enterprise with other Medical division departments and is supported by studentships from the MRC and from the Wellcome Trust as a component of a four-year DPhil programme. These two M.Sc. courses currently have 12 and 23 students respectively. The Professor would be expected to take an active part in graduate training, integrated with his/her activities directing a research group.

The Oxford Collegiate system

As well as working in the Department of Experimental Psychology, the appointee will also be a fellow of Magdalen 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.

Magdalen College

The professorship is associated with a non-stipendiary fellowship at Magdalen College. The fellowship is held under the provisions of the Statutes and Bylaws of Magdalen, but in outline the professorial fellow:

(a) will be a member of the Governing Body of the College, which meets three times per term;

(b) will be a member of the Senior Common Room and will be entitled to lunch and dinner in College without charge;

(c) will receive no stipend from the College, but will be able to use shared academic support facilities such as post, fax and photocopying facilities for his or her academic work without charge;

(d) will be entitled to draw a Research Allowance from the College (currently £1,113 per annum), and to bid for Annual Fund grants for research projects which benefit Magdalen students (approximately £150,000 is available to members of the Governing Body from this source in 2009-10).

Professoral fellows at Magdalen are entitled to participate in a private health scheme and a joint equity scheme to assist with house purchase.
The holder of the Professorship of Psychology has traditionally played an important part in College life, and has helped the College in recruiting high-quality graduates and undergraduates in the subject. The College has a Tutorial Fellow in Psychology, and the Waynflete Professor of Physiology also has a fellowship at Magdalen.

Magdalen library has strong holdings for its students in the subject, and the College has a number of high-quality venues for academic meetings, lectures, and conferences, including a state-of-the-art auditorium. The College has proved an excellent host for conference delegates in various areas of the Medical Sciences in recent years, and is joint owner of the Oxford Science Park, which promotes the development of many science and technology businesses. Numerous of the related disciplines with which the subject has close links are strongly represented among the Fellowship of Magdalen and in its student body.

Applicants who wish to raise any questions relating to the fellowship should contact Dr Mark Pobjoy, the Senior Tutor, Magdalen College, Oxford OX1 4AU; tel. +44 (0)1865 276064. The College’s web site is at http://www.magd.ox.ac.uk.

Duties of the post

The 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 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.

In addition to the standard duties specified below, the professor will be expected to:

- build up within the department a research group of international standing in his/her specialist area;
- attract substantial external funding to support a programme of research, and work with others to attract funding that enhances the broad research environment in the Department and Division;
- contribute to the academic leadership of the Department and/or of a research grouping which links the Department to others in the Division;
- participate in the department’s Research Strategy Group;
- supervise graduate research students and contribute to the development and teaching of taught postgraduate programmes;
- contribute to advanced undergraduate teaching within the Honour Schools of Experimental Psychology and Psychology, Philosophy, and Physiology, and for the forthcoming BA in Biomedical Sciences due to commence in 2011;
- take a significant role in mentoring and career development for departmental staff.

Standard duties of the post:

Research

The Professor of Psychology will be expected to play a major role in the research activity of the Department, to undertake original work and the general supervision of research and advanced work in the Department.

Teaching

The professor will be required to deliver lectures and give instruction in Experimental Psychology, 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 less than twelve in each of two terms;
(ii) to assist students in their studies by advice or informal instruction.

The objectives, as regards teaching of the Department of Experimental Psychology are:

- to create a learning environment in which able students can achieve their academic potential;
- to develop independent and critical habits of thought and learning;
- to develop understanding of the role of empirical evidence in the creation and constraint of theory, and of how theory guides the collection and interpretation of empirical data;
- to provide an undergraduate education of the highest quality in psychology, producing a scientific understanding both of core areas and advanced topics, and reflecting contemporary developments in theory and research;
- to develop skills that enhance students’ ability to enter their choice from many different careers, and to prepare students for postgraduate study and research in psychology and related fields;
- in graduate programmes, to prepare students for independent research through up-to-date training research methods and the experience of supervised projects which harness this training.

Details of the courses taught within the Department are to be found at:

http://www.psy.ox.ac.uk/undergrad
http://www.psy.ox.ac.uk/graduate
http://www.neuroscience.ox.ac.uk/study

Examining

The professor 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 academic bodies within the University to examine theses submitted for research degrees.

Supervision

The professor will be required to act as the supervisor of a graduate student as and when requested to do so by a body responsible for graduate studies, 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.

Tutorial teaching

Professors may apply to the divisional board (through the faculty board concerned) for leave to undertake paid tutorial teaching for up to four (or exceptionally up to six) hours per week.

Administration

The postholder will be required to make a substantive contribution to the Department’s and the Division’s administration. The nature and extent of this contribution will be periodically agreed and will depend amongst other things on whether the postholder holds the headship of the department. It will not impose a burden inconsistent with meeting the primary academic goals of the postholder.

Headship of departments

Every professor or reader 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 the relevant Divisional Board. The Medical Sciences Board will be responsible for appointing the next Head of
Department to succeed Professor Braddick.

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:

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<th>REQUIREMENTS</th>
<th>ESSENTIAL or DESIRABLE</th>
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<td>The postholder must be able to demonstrate:</td>
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<td>An outstanding record of research achievement, with international standing in an area of research which fits into the research profile of the Department of Experimental Psychology</td>
<td>Essential</td>
<td>Application, interview</td>
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<td>The demonstrated ability to obtain substantial external grant support</td>
<td>Essential</td>
<td>Application, interview</td>
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<td>The vision and personal qualities to provide research leadership within and beyond the Department, to develop her/his field of research nationally and internationally, and to be an effective advocate for Experimental Psychology and related disciplines</td>
<td>Essential</td>
<td>Application, interview</td>
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<td>A commitment and demonstrable ability for the training of the next generation of experimental psychologists, through the organization and delivery of undergraduate and graduate teaching, advanced research training, and mentoring of junior colleagues</td>
<td>Essential</td>
<td>Application, interview</td>
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<td>The willingness to contribute to the overall objectives of the Department and the Division</td>
<td>Essential</td>
<td>Application, interview</td>
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<tr>
<td>Experience of academic management</td>
<td>Desirable</td>
<td>Application, interview</td>
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<tr>
<td>A record of, and enthusiasm for, collaborative and cross-disciplinary research</td>
<td>Desirable</td>
<td>Application, interview</td>
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Applicants who are invited to interview may be asked to give a presentation linked to the selection criteria. Information will be sent to applicants who are selected for interview.

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, and 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/ps/staff/codes/outsidecov.shtml. 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/rso/integrity/#Conflict) is also available on the university website.

Pay and conditions
Salary, benefits and pension

The salary of the appointee 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 of £14,247 per annum will be payable in respect of any period during which the professor is head of department. Any allowance payable for a period of less than three years will not, however, be pensionable.

The University operates a generous final salary pension scheme, the Universities Superannuation Scheme, which eligible staff may join. Details are available on the website at http://www.admin.ox.ac.uk/finance/pensions/USS/.

Relocation expenses

The University has a generous relocation expenses scheme for eligible staff, which covers removal and travelling expenses connected with relocation, as well as up to £6,500 to cover professional fees in appropriate cases. Further details are available on the website at http://www.admin.ox.ac.uk/finance/salaries_expenses/relocation/.

Assistance with house purchase

Where difficulty arises in regard to housing for a professor moving to the Oxford area to take up appointment (e.g. as may be the case where the move is from an area in which housing costs are substantially lower than in Oxford), the University will facilitate arrangements to assist house purchase.

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.

Length of appointment

The professorship is tenable until retirement. The normal retirement age is 65, but those who are able to demonstrate an interest in a later retirement date under the University’s procedures (details are available on request) may retire at a later date.

Family support

The University has generous maternity and adoption leave arrangements, and also offers support leave to fathers and partners. Details are available on the website at http://www.admin.ox.ac.uk/ps/staff/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/child/.

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
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/ps/staff/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 his or her gender, marital or civil partnership status, sexual orientation, religion or belief, racial group, age or disability.

The University of Oxford

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 outstandingly good 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 gives details of the strategy for the period 2008-12 and can be found at http://www.admin.ox.ac.uk/pra/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.

Overseas applicants
Potential applicants from outside the UK will find information about life in the UK (taxation, healthcare, education etc.) at [http://www.admin.ox.ac.uk/finance/salaries_expenses/relocation](http://www.admin.ox.ac.uk/finance/salaries_expenses/relocation); the sections on financial and personal considerations will be particularly helpful.

**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 under the UK’s new points-based migration system they will need to demonstrate that they have sufficient points, and in particular that:

(i) they have sufficient English language skills (evidenced by having passed a test in basic English, *or* coming from a majority English-speaking country, *or* having taken a degree taught in English).

and

(ii) that they have sufficient funds to maintain themselves and any dependents until they receive their first salary payment.

Further information is available at: [http://www.ukba.homeoffice.gov.uk/workingintheuk/tier1/general/eligibility/](http://www.ukba.homeoffice.gov.uk/workingintheuk/tier1/general/eligibility/).

**How to apply**

There is no application form. Applications should 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 saw or heard about this vacancy
- the names and contact details (postal and e-mail addresses, telephone and fax numbers) 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](mailto:professorships@admin.ox.ac.uk).

The deadline for applications is **Monday 22 March 2010**.

Should you have any queries about how to apply, please contact Mrs Elaine Eastgate at...
Oxford welcomes applications from candidates who have a disability; applicants invited for interview will be asked whether they require any particular arrangements to make the interview more convenient and effective for them.

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).

Consideration of applications

All applications will be acknowledged as soon as possible after receipt and will be considered by the board of electors as soon as possible after the closing date. The full membership of the board of electors will be published in the University Gazette (http://www.ox.ac.uk/gazette/) as soon as it is finalised.