

Job Description and Selection Criteria

Post	Associate Professorship (or Professorship) of Russophone Literature, Thought, and Culture, 1820-1945
Department/Faculty	Faculty of Medieval and Modern Languages
Division	Humanities
College	New College, Jesus College, Merton College
Contract type	Permanent upon completion of a successful review. The review is conducted during the first 5 years.
Salary	Combined University and College salary: £50,300-£67,541 per annum, plus substantial allowances as outlined on pp. 13-14.

Overview of the post

New College, Jesus College, Merton College and the Faculty of Medieval and Modern Languages are seeking to appointment a full-time Associate Professor in Russophone Literature, Thought, and Culture, 1820-1945, to commence employment from 1st October 2023 or as soon as possible thereafter.

The position offers an opportunity for cutting-edge research and research-led teaching in a period that is widely understood to be central to the canon of modern Russian literary culture.

The main period paper taken by almost all undergraduates (Paper VIII) has long focused squarely on the nineteenth and early twentieth centuries. This period 1820-1945 saw dramatically increased participation in the literary and cultural fields by women writers, extensive discussion of questions of gender and sexuality, and the emergence of the first texts in what would later become an important body of writing by LGBTQ+ writers. It was also the era in which Russophone writing was first incorporated into the world literary space, and waves of emigration gave rise to a canon of émigré writing in both Europe and the USA. In a challenge to older notions of canonicity, the period has recently seen exciting new research agendas in environmental humanities, medical humanities, gender and sexuality, and ethnicity and national identity. The scholarly trend is to rethink what are widely seen to be the classics of Russian literature and to promote a more heterogeneous, interdisciplinary approach to the field. We see this as contributing to the more expansive Russophone and less Russocentric profile of the Slavonic Sub-Faculty, and consistent with developments in other languages within the Faculty and elsewhere within the Division.

In New College, the successful candidate will join a dynamic Modern Languages team at one of Oxford's largest admitting colleges in this subject, and be part of a vibrant and multidisciplinary intellectual community. In the Faculty of Medieval and Modern Languages, they will join one of the largest academic units anywhere in the English-speaking world for the study of the literatures and cultures of languages, with unparalleled scholarly resources and a stimulating research environment. They will work with some of the best of British and international students at all levels, and benefit from contact with some of the world's most distinguished scholars in this field.

If you would like to discuss this post and find out more about joining the academic community at Oxford, please contact Prof. Jonathan Thacker (jonathan.thacker@mod-langs.ox.ac.uk) with any questions about the Faculty role, and Prof. Andrew Counter (Andrew.counter@new.ox.ac.uk) with

any questions about the College side of the post. All enquiries will be treated in strict confidence and will not form part of the selection decision.

The role of Associate Professor at Oxford

Associate Professor is the main academic career grade at Oxford with a focus on research and teaching, spanning the full range of professor grades in the USA. Associate Professors are appointed jointly by a University department/faculty and an Oxford college, and you will have a contract with both.

Associate Professors are full members of University departments/faculties and college governing bodies playing a role in the democratic governance of the University and their college. You will join a lively, intellectually stimulating and multi-disciplinary community which performs to the highest international levels in research and teaching, with extraordinary levels of innovation, creativity and entrepreneurship.

There is considerable flexibility in the organisation of duties, with three 8-week undergraduate teaching terms and generous sabbatical leave to balance teaching and research (please see the Benefits, Terms and Conditions section for further details of sabbatical leave). There is the potential for temporary changes to the balance of duties between College and University to enable a focus on different aspects of work at different stages in your career.

Oxford offers many opportunities for professional development in research and teaching. Associate Professors may apply for the title of full Professor in annual exercises. If the title is conferred, you will also have access to professorial merit pay opportunities. In exceptional cases, the title of full Professor may be awarded on appointment.

Appointments are confirmed as permanent on successful completion of a review during the first five years. The vast majority of Associate Professors successfully complete this initial review.

Duties of the post

The successful candidate will be expected to engage in research on Russophone Literature, give lectures, classes and tutorials across a wide range of texts and topics in modern Russian literature at both undergraduate and graduate level, and contribute to the teaching, research, and academic administration of the colleges and the Faculty. In addition to the core Prelims and FHS (Final Honours School) teaching for their college(s), the post-holder will contribute to the following papers across the Sub-Faculty. In outline the relevant papers are:

- Prelims Papers III and IV
- FHS Paper VIII (Russian Literature 1820 to the present), taken by almost all finalists;
- FHS Papers X and XI (dModern Special Authors (Papers X and XI), taken by an average of 20 students each year;
- FHS Paper XII (Russian Drama, Gender and Representation in Russian Culture, new papers driven by the postholders's specialist research).

At undergraduate level, the main period paper (Paper VIII) remains the most popular undergraduate option, with its centre of gravity in the 1820-1917 range. Nineteenth-century authors figure prominently on Papers X (Pushkin, Gogol) and X (Dostoevsky, Tolstoy, Chekhov), offering further opportunities for reconsideration. The syllabus of the Special Subject on Russian Drama (available as

both a Paper XII Special Subject for FHS and an MSt/MPhil option) is split between the nineteenth, twentieth and twenty-first centuries, including important works that are not taught elsewhere on other papers.

The post is also central to the Faculty's strategy of recruiting high quality graduate students from around the world, and the appointee will contribute teaching for courses offered in the MSt/MPhil and to the development of new research-led courses. Interest in comparative literature is running high among current PGT applications with this period in particular focus, and the MSt in Slavonic Studies is attracting ever-increasing numbers of PGT and PGR applicants. The new perspective on the canon offered by this new post would open up graduate study of multilingual writers from within the Russian empire, and within the emigration. This appointment also has the potential to create considerable synergies and a strong research cluster since its revisionist approach to a canonical period feeds into discussions in the Faculty and Division around questions of post-coloniality, gender and sexuality, race and ethnicity, medical and environmental humanities, and transnationalism and world literature.

For the colleges:

The post-holder will be responsible for providing 8 hours per week (4 hours for New College, 2 hours each for both Merton College and Jesus College) of college focused teaching as well as administration in the field of Russian. The tutor will be expected:

- to deliver eight contact hours of high-quality undergraduate tutorial teaching per week in Russian, averaged over three eight-week terms, including a wide range of texts and topics across all years of the undergraduate course, as well as regular Russian-to-English translation classes. Tutorials consist of an hour of academic discussion between tutor and students, and tutors are expected to mark written work as part of each tutorial;
- advise undergraduates on the choices they make for their year abroad and to stay in touch with them during that year giving pastoral and academic support;
- to engage in research;
- to assist the other Tutors in Modern Languages at New College in the administration of Russian;
- managing the admission of undergraduates to read Russian at all three colleges;
- to undertake the normal duties of a college Tutor, which include coordinating, setting and marking College termly exams (Collections), monitoring student progress, writing termly reports on students' work, and organising, where necessary, teaching by specialist colleagues in other colleges;
- to act as College Adviser for graduate students;
- to assist with access and outreach activities (including College Open Days); and
- to serve as a Trustee of New College, an educational charity, and to participate fully in the administrative work of the College, including attendance at Governing Body, service on College committees, and taking on College offices.

For the Faculty:

- Deliver no fewer than 16 lectures or classes in each academic year on Russophone Literature and Culture, 1820-1945;
- to take part in University examining and graduate teaching such as M.St. and M.Phil. courses and D.Phil. supervision as requested.
- to contribute to cross-Faculty core lecture series and/or seminars;
- engage in assessment and university examining when required;

- participate in the undergraduate and graduate student admissions processes;
- provide advice and guidance to students relating to attendance, conduct, coursework, performance, and welfare (referring matters to appropriate others); and
- take an active and engaged part in the administration, outreach, pastoral, and other aspects of the Faculty's work.

Research (for both the colleges and the Faculty)

- be actively engaged in sophisticated, original and independent research of outstanding quality in Russophone Literature, Thought and Culture, 1820-1945;
- publish in high quality peer-reviewed academic journals and presses, and present papers at conferences or public meetings; and
- to secure research funding.

The Slavonic Sub-Faculty has a long collective track-record of cutting-edge research and graduate supervision. It views research as an essential form of engagement in the field and as a valuable contribution to intellectual life in Oxford.

No formal limitation is placed on examining or other work, but it is expected that Associate Professors will limit their total commitments, and colleges and the Faculty their demands on them, so that time will be available for research.

Selection criteria

Your application will be judged only against the criteria which are set out below. You should ensure that your application shows clearly how your skills and experience meet these criteria.

The University and the colleges are committed to fairness, consistency and transparency in selection decisions. Members of selection committees will be aware of the principles of equality of opportunity, fair selection and the risks of bias. There will be both female and male committee members wherever possible.

If, for any reason, you have taken a career break or have had an atypical career and wish to disclose this in your application, the selection committee will take this into account, recognising that the quantity of your research may be reduced as a result.

Essential

The successful candidate will demonstrate the following, taking account of the particular stage reached in the candidate's career:

- A completed doctorate in a relevant field of Russian.
- Proven high standard of research in the field of Russophone Literature, Thought and Culture - a record of peer-reviewed publication commensurate with post-doctoral academic experience, and evidence of continuing research activity. *The University of Oxford is a proud signatory to the San Francisco Declaration on Research Assessment (DORA), which means all hiring, tenure and promotion decisions will evaluate applicants on the quality of their work, not the impact factor of the journal where it is published.*
- Evidence of excellence, or of the potential for excellence, in undergraduate teaching, along with the personal qualities needed to encourage a high level of achievement in undergraduate students. This must include the ability to provide tutorial (small group) teaching in the introductory and advanced

Russian papers listed under 'Duties of the Post' above, together with the ability to offer research-led undergraduate lectures and classes in the stated field.

- The ability to provide one-to-one supervision for M.St. and M.Phil. (i.e. Master's-level) and DPhil (i.e. doctoral level) students in their chosen field, and the ability to conduct graduate classes.
- Fluency in both English and Russian, equivalent to native speaker level, such that the candidate can publish research in both languages; teach tutorials in English; give lectures in English; and teach high-level language classes operating between both languages.
- Ability to carry out student assessment, and to design and deliver degree programmes.
- Demonstrated communication, interpersonal, time management and organizational skills necessary to fulfil pastoral responsibilities (working with welfare colleagues) and undertake college administration.
- Good oral and written communication skills – ability to present research findings effectively to fellow professionals or other informed members of the public.
- Good team-working – willingness to participate in and assist in College life and governance.
- Ability to innovate and work effectively with colleagues to contribute effectively to the administration of the Department and the College.
- Commitment to promoting awareness and understanding of equality, diversity and inclusion (EDI), and embedding these principles among staff and students;
- Commensurate with stage of career, evidence of inclusive leadership through the promotion and endorsement of equality, diversity and inclusion (EDI) policies and projects, and the active advancement of equality of opportunity.

How to apply

There is no separate application form for this post. Applications should be emailed to tuition@new.ox.ac.uk by no later than 11.59pm on Friday 3rd March 2023, and should include:

- Your full contact details including, email address, full postal address and at least one contact telephone number
- A covering letter or statement explaining how you meet the selection criteria set out above
- A full CV and publications list
- Details of **three** referees (see below)
- An indication of where you first heard about this post

Referees

You should contact your referees before applying, to ensure they are aware of your application and the requirements for the post, and that they would be content to write a reference for you for this post, if asked to do so. In your application, please include for each referee their name, position, relationship to you, postal address, email address and contact telephone number, and whether you give permission for us to contact them. The college and the University will assume that they may approach your referees at any stage unless your application specifies otherwise. Therefore if you would prefer them to be approached only with your specific permission, or only if you are invited for interview, then you must specify this in your application. You should name three referees in your application even if you do not wish them to be contacted yet.

The University and colleges welcome applications from candidates who have a disability or long-term health condition and is committed to providing long term support. The University's disability advisor can provide support to applicants with a disability, please see <https://edu.admin.ox.ac.uk/disability-support> for details. The New College disability advisor can

provide additional support and can be reached at tuition@new.ox.ac.uk. Please let us know if you need any adjustments to the recruitment process, including the provision of these documents in large print, audio or other formats. If we invite you for interviews, we will ask whether you require any particular arrangements at the interview. The University Access Guide gives details of physical access to University buildings <https://www.accessguide.ox.ac.uk/>

Applications should be sent to the New College Academic Registrar, Ms Freyja Madsen, at tuition@new.ox.ac.uk. The deadline for applications is 11.59pm on Friday 3rd March 2023.

Should you have any queries about how to apply, please contact the New College Academic Registrar, Ms Freyja Madsen, at tuition@new.ox.ac.uk.

All applications will be acknowledged after receipt and will be considered by the selection committee as soon as possible after the closing date.

New College

Founded in 1379, New College is one of the oldest and largest of the colleges of the University of Oxford. New College currently has approximately 420 undergraduate and 350 graduate students, studying most of the subjects offered by the University of Oxford.

Undergraduate teaching at New College is organised and provided by around 35 Tutorial Fellows (nearly all of whom also hold University posts), assisted by some 20 Stipendiary Lecturers (college tutors employed on a fixed-term basis). There are also 15 Professorial Fellows, 2 Junior Fellows with pastoral responsibilities, and, at any one time, around 20 Junior Research Fellows. All these categories are members of the Senior Common Room, which provides dining and social benefits. Governing Body, which has overall responsibility for all aspects of the running of the College, comprises the Warden (the Head of the College) together with the Official Fellows (the Tutorial, Professorial and Supernumerary Fellows).

New College typically admits twelve or thirteen students a year to study Modern Languages (including Linguistics). There are tutorial fellows in French and in German, a supernumerary fellow in Linguistics, a Professorial Fellow in Russian, a Career Development Fellow in French, and Lecturers in Italian and in Spanish. Applications in single languages are accepted, as well as in joint schools with English, History, Philosophy, Linguistics, Classics, and Middle Eastern Languages.

Jesus College

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. With Professor Sir Nigel Shadbolt, FRS, FREng, as its Principal, the College comprises some 110 Fellows, 50 lecturers, just over 300 graduates, just under 400 undergraduates, and 100 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 the University's department and faculty buildings. The Ship Street Centre adjacent to the College provides teaching facilities and en-suite student accommodation. The College has two annexe sites elsewhere in the city to provide additional student accommodation. In 2022 the College opened a new building on its main Oxford site - the Cheng Yu Tung Building. This transformational addition to the College includes new teaching spaces, meeting rooms, a café, a multifaith room, a gym,

postgraduate accommodation and the Cheng Kar Shun Digital Hub. Building on the University of Oxford's world-leading research, teaching, collections, and technologies, the Digital Hub will engage academics, students, staff, schools, and the public with digital research and teaching, events and activities. The Hub will foster innovation with digital technology, within and across disciplines. It will enable researchers to explore new methodologies and share research results in innovative ways. The College usually admits 8-10 undergraduates per year for Modern Languages and accepts for all combinations of Modern Languages and joint schools with Classics, English, History, Linguistics, Middle Eastern Languages, and Philosophy. There are two tutorial fellows in Modern Languages (Professor Katrin Kohl in German and Professor Caroline Warman in French) and a tutorial fellow in Linguistics (Associate Professor Daniel Altshuler who has research interests in Russian linguistics, literature, film, and their intersections).

The postholder will have Senior Common Room membership at Jesus and be able to take one lunch and two dinners per week during weeks 0-9 of term. They will also be able to book teaching rooms at the College.

Full information about the College is available on the [college website](#).

Information about academic staff at Jesus College, including their research and teaching interests, may be found at <https://www.jesus.ox.ac.uk/about-jesus-college/our-community/people/>.

Merton College

Merton College was founded in 1264 by Walter de Merton, and is one of the oldest colleges within the University of Oxford. It was the first fully self-governing college in the University and was originally founded for twenty fellows, with undergraduates being formally admitted in the early 1380s. Over the centuries, many eminent scholars and cultural leaders have called Merton home including four Nobel Prize winners and an Abel Prize winner. Merton College has a strong commitment to excellence in research and teaching across a range of subjects in the Humanities, Social Sciences and the Sciences.

The College community currently comprises around 600 students (320 undergraduates and 280 postgraduates), 59 Governing Body Fellows, 55 other academic staff and over 100 members of support staff. The College aims to admit nine undergraduates a year to read Modern Languages with associated Joint Schools with Linguistics, Classics, English, History and Philosophy. Applicants are welcome in French, Spanish, Italian, German, Portuguese and Russian but for the Honour School of Modern Languages, one of the languages offered is currently expected to be French or Spanish. Beginners may be admitted to read Russian, Italian, Portuguese or German. For joint schools, any of the six languages listed above may be offered. There are currently 37 undergraduates studying degrees involving Modern Languages, ten of whom are currently on their year abroad. There are also 11 postgraduate students studying for doctorates in Medieval and Modern Languages. The college strives to create a diverse, welcoming, inclusive and supportive community in which its students can thrive.

The postholder will have Senior Common Room membership at Merton College and will be entitled to four free meals per week at the Common Table of the College (lunch or dinner) when the kitchens are open. They will also be able to book teaching rooms at Merton College.

The postholder will have organisational responsibility for undergraduate students in degrees involving Russian and will provide 2 hours per week of tutorial teaching in Russian. They will work alongside the College's Tutorial Fellows in French (Professor Ian Maclachlan) and Spanish (Dr Alice Brooke) In addition, they will also be expected to work with Tutors in the Joint School subjects, and

with several other College Lecturers in Modern Languages and Linguistics, some of whom are Fellows of other Colleges.

Information about Modern Languages at Merton College and about the Fellows at:

<https://www.merton.ox.ac.uk/course/modern-languages>

[Our people | Merton College, Oxford.](#)

The Faculty of Medieval and Modern Languages

The Faculty is one of the leading centres for the study of European languages, literatures, and culture world-wide, offering expertise in a chronological range from the earliest times to the present day, and with specialists in film studies, cultural studies, history of the book, and cultural history as well as languages and literatures. The Faculty offers expertise in French, German, Italian, Modern Greek, Spanish, Portuguese, Russian, Polish, and Czech, as well as in a range of other languages spoken in Europe. Colleagues across the various languages work together in various interdisciplinary projects and research centres, which bring specialists in language and literature together with historians, philosophers, and social studies scholars.

Teaching takes place in colleges as well as in the Faculty buildings in Wellington Square, where some academic staff and the Faculty's administrative staff have offices, and at the Taylor Institution in St Giles' The Taylor Institution, a fine nineteenth-century building sharing with the Ashmolean Museum a commanding site on St Giles', contains both the Taylorian Library, the largest and best resourced Modern Languages library in the country, and the Faculty's largest teaching rooms.

The Faculty consists of seven Sub-Faculties: French, German, Italian, Portuguese, Slavonic, Spanish, and Modern Greek. There are currently 81 permanent postholders, including 9 established professorships. 26 colleagues hold the title of Full Professor. The colleges, which are responsible for undergraduate admissions, admit a total of about 270 students a year to read for the Honour School of Modern Languages and its joint schools with Classics, English, History, Philosophy, Oriental Studies, and Linguistics. The Modern Languages Faculty Board is responsible for the admission and supervision of graduate students. There are some 50 graduates taking taught Masters degrees, and approximately 120 research students. The Faculty has consistently been ranked amongst the leading Modern Languages departments in the world for many years.

More information on the Faculty can be found at www.mod-langs.ox.ac.uk.

The Slavonic Sub-Faculty

The Slavonic Sub-Faculty is the oldest established department in the UK, and historically the largest for doctoral degrees. At present, there are 11 full or part-time post-holders in the Slavonic Sub-Faculty. Two posts are shared with the Faculty of Linguistics, Philology, and Phonetics. The Sub-Faculty anticipates major research and teaching synergies between this new post and the recently appointed Associate Professorship in Czech and Slovak, and Associate Professorship in Postsocialist Russian Literature and Culture. Indeed, by seeking the release of a post in this area, the Sub-Faculty proposes to strengthen the already strong intellectual connections between the various Slavonic languages and cultures it teaches at both undergraduate and graduate level, also including Polish and Ukrainian. The curriculum allows undergraduates either to study a broad range of literary and other materials, both literary and linguistic, to focus their studies on the period pre-1800, or the modern period up to the present day, or to concentrate on options in Linguistics. The emphasis in the Final Honour School is very much on students' choice, and the main papers are supplemented by

options such as Russian Drama, Gender, and Representation, and other specialized topics. The quality of undergraduate applications remains consistently strong, not least because of a successful beginner's course designed to offer Russian to students who have not been able to study it at school, and admissions for Russian are in line with the faculty average overall.

At graduate level, the Slavonic Sub-Faculty has an extremely strong profile of international applications, offers and acceptances across the MSt/MPhil in Modern Languages, the MSt/MPhil in Slavonic Studies, and the DPhil in Modern Languages. AHRC, CEELBAS, Clarendon and Ertegun scholarships have supported a large number of recent graduates, and the Hill Fund is an important additional resource for students from Russia and the Former Soviet Union. Graduate numbers in the Sub-Faculty are amongst the very strongest within the Faculty as a whole and demonstrate the Sub-Faculty's crucial contribution to the Faculty's overall aim of sustaining and improving its graduate intake overall. This post represents an opportunity to offer new and innovative courses; to continue to offer current courses; or revive suspended courses, e.g., the Russian Novel in the form of the relevant special subjects offered on the MSt/MPhil courses; and to supervise graduate work in familiar and innovate areas at the D.Phil. level.

For more information please visit: <https://www.mod-langs.ox.ac.uk/people/russian>.

The Humanities Division

The Humanities Division is one of four academic divisions in the University of Oxford, bringing together the faculties of Classics; English; History; Linguistics, Philology, and Phonetics; Medieval and Modern Languages; Music; Oriental Studies; Philosophy; and Theology and Religion, as well as the Ruskin School of Art. The Division has over 500 members of academic staff, approximately 4,100 undergraduates (more than a third of the total undergraduate population of the University), 1,000 postgraduate research students and 720 students on postgraduate taught courses.

The Division offers world-class teaching and research, backed by the superb resources of the University's libraries and museums. Oxford's extraordinary resources facilitate research at the very highest level. The Bodleian Library, one of the great libraries of the world, has a continuous history reaching back to the late sixteenth century. Its historical collections are outstanding, and as a legal deposit library it can claim a copy of every new title published in the UK. The Bodleian Library System is now second in size only to the British Library. Administratively, the Bodleian forms part of a larger grouping of university libraries including the Modern Languages Faculty's Taylorian Library. In addition, every college has its own library, many of which have important holdings of their own. Such historic resources are linked to cutting-edge agendas in research and teaching, with an increasing emphasis on interdisciplinary study.

The Division's faculties are among the largest in the world, enabling Oxford to offer an education in Arts and Humanities unparalleled in its range of subjects, from music and fine art to ancient and modern languages. In recent years, this has been facilitated by the Oxford Research Centre in the Humanities (TORCH), which has several interdisciplinary programmes strongly affiliated to the Faculty of Medieval and Modern Languages, notably Comparative Criticism and Translation.

Planned to open in 2024, the Schwarzman Centre will give Oxford's humanities a new home with state-of-the-art academic, exhibition and performance spaces. The building, made possible by a landmark £150 million gift from philanthropist and businessman Stephen A. Schwarzman, demonstrates the essential role of the humanities in helping society confront and answer fundamental questions of the 21st century. For the first time in the University's history, humanities

faculties will be housed together with a new humanities library in a space designed to encourage learning and experimentation.

The Schwarzman Centre will serve as a dynamic hub dedicated to the humanities – those fields which inform our understanding and appreciation of the human experience. Programmes in English, history, linguistics, philology & phonetics, medieval & modern languages, music, philosophy, and theology & religion will be housed together in a space designed to encourage experiential learning and bold experimentation through cross-disciplinary and collaborative study. The Schwarzman Centre will also be home to Oxford's new Institute for Ethics in AI which will build upon the University's world-class capabilities in the humanities to lead the study of the ethical implications of artificial intelligence and other new computing technologies.

The building will include performing arts and exhibition venues designed to engage the Oxford community and the public at large. Modern amenities and digital capabilities will allow Oxford to share the full breadth of its unparalleled collections and research in the humanities. Please see www.schwarzmancentre.ox.ac.uk for further details.

About the University of Oxford

Oxford's departments and colleges aim to lead the world in research and education for the benefit of society both in the UK and globally. Oxford's researchers engage with academic, commercial and cultural partners across the world to stimulate high-quality research and enable innovation through a broad range of social, policy and economic impacts.

Oxford's self-governing community of international scholars includes Professors, Associate Professors, other college tutors, senior and junior research fellows and over 2,500 other University research staff. 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.

Oxford's strengths lie both in empowering individuals and teams to address fundamental questions of global significance, and in providing all staff with a welcoming and inclusive workplace that supports everyone to develop and do their best work. Recognising that diversity is a great strength, and vital for innovation and creativity, Oxford aspires to build a truly inclusive community which values and respects every individual's unique contribution.

While Oxford has long traditions of scholarship, it is also forward-looking, creative and cutting-edge. Oxford is one of Europe's most entrepreneurial universities. It consistently has the highest external research income of any university in the UK (the most recent figures are available at www.ox.ac.uk/about/organisation/finance-and-funding), and is ranked first in the UK for university spin-outs, with more than 130 spin-off companies created to date. Oxford is also recognised as a leading supporter of social enterprise.

Oxford admits undergraduate students with the intellectual potential to benefit fully from the 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 over 10,000. 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/about/organisation

University Benefits, Terms and Conditions

Salary

The combined College and University salary will be on a scale up to £50,300-£67,541 per annum. 900 Those appointed below the top of this salary range will receive annual increments until they reach the top point There is also an annual 'cost-of-living' review. In exceptional cases, the Department/Faculty board may propose the awarding of additional increments within the substantive scale to an Associate Professor at any time during their appointment.

Associate professors who are awarded the title of full professor receive an additional allowance (unless they already receive additional recruitment or retention payments at that level or above) see [Recognition of Distinction | HR Support \(ox.ac.uk\)](http://www.ox.ac.uk/HR/Support/Recognition-of-Distinction); and they will be eligible for consideration in subsequent regular exercises for professorial merit pay (unless they already receive additional recruitment or retention payments in excess of the level of award) see [Professorial Merit Pay | HR Support \(ox.ac.uk\)](http://www.ox.ac.uk/HR/Support/Professorial-Merit-Pay). These awards do not result in any change to the duties of the post-holder.

Additional remuneration may be paid for graduate supervision and examining. Those holding administrative appointments within the department/faculty may be eligible for additional payments.

Pension

The college and University offer generous pension provision. Associate Professors are usually offered membership of the Universities Superannuation Scheme. Details are available at <https://finance.web.ox.ac.uk/uss>

Sabbatical leave/dispensation from lecturing obligations

You will be eligible to apply for dispensation from lecturing obligations in conjunction with sabbatical or other leave granted by the college. You may be dispensed from up to two courses of eight lectures or classes in any period of three years, up to a maximum of four courses in any period of fourteen years.

Intellectual property and conflicts of interest

Guidance is available on: ownership of intellectual property <https://governance.admin.ox.ac.uk/legislation/council-regulations-7-of-2002> and managing conflicts of interest <https://researchsupport.admin.ox.ac.uk/governance/integrity>

Membership of Congregation

Oxford's community of scholars governs itself through Congregation which is its "parliament". You will be a voting member of Congregation.

See <https://www.ox.ac.uk/about/organisation/governance> and <https://governance.admin.ox.ac.uk/legislation/statute-iv-congregation> for further details.

Family support

The University offers generous family leave arrangements, such as maternity, adoption, paternity and shared parental leave. Details are available at <https://hr.admin.ox.ac.uk/family-leave-for-academic-staff>. You will have considerable flexibility in the day-to-day organisation of duties in the Associate Professor role. Requests for flexible working patterns will be accommodated as far as possible.

You will be eligible to apply to use the University nurseries (subject to availability of places). For details of the nurseries and how to apply for places, please see <https://childcare.admin.ox.ac.uk/home>.

The University subscribes to Work and Family Space, a service that provides practical advice and support for employees who have caring responsibilities. The service offers a free telephone advice line, online support and informative webinars in addition to the ability to book emergency childcare through their online service Bubble. For more details, please see <https://hr.admin.ox.ac.uk/my-family-care>.

The Oxford University Newcomers' Club is run by volunteers, whose aim is to help the newly-arrived partners of visiting scholars, of graduate students and of newly appointed academic and administrative members of the University to settle in and to give them opportunities to meet people in Oxford. Further information is available at <https://www.newcomers.ox.ac.uk/>.

Welcome for International Staff

One of Oxford's great strengths is its truly international body of research and teaching staff from over 140 countries, and we welcome applications from academics across the world. We can help international staff and partners/families make the transition to Oxford. Information about relocation, living and working in the UK and Oxford is available at welcome.ox.ac.uk.

If you require a visa, we have a dedicated Staff Immigration Team to support successful applicants through the immigration process (for Global Talent and Skilled Worker visas) from job offer through to arrival in the UK. This is subject to the eligibility criteria being met for the respective visa routes.

Relocation

Subject to UK tax regulations and the availability of funding, a relocation allowance may be available.

Promoting diversity

The University is committed to recruiting and retaining the best people, whoever they are, to ensure equality of opportunity. The Vice Chancellor's Diversity Fund provides resources for innovative projects to promote diversity.

The Equality and Diversity Unit promotes good practice across the University by developing policies and offering training, and runs a range of support networks for staff. It works closely with Colleges, the Oxford University Student Union and external campaign groups. Please see <https://edu.admin.ox.ac.uk/home> for details.

Other benefits and discounts for University employees

The University has a range of facilities and benefits for its staff, including discounted health insurance, sustainable travel schemes, and discounts in local shops and restaurants. Details are available at:

<https://hr.admin.ox.ac.uk/staff-benefits>

<https://hr.admin.ox.ac.uk/discounts>

Pre-employment screening

The appointment of the successful candidate will be subject to the University's standard pre-employment screening. This will include right-to-work, proof of identity, references, a pre-employment health declaration, and any other checks as applicable to the post. We advise you to read the notes for applicants at <https://jobs.ox.ac.uk/pre-employment-checks>.

Length of appointment

Appointments to Associate Professorships at Oxford are confirmed as permanent on successful completion of a review during the first five years.

The University operates an employer justified retirement age for academic posts. With effect from 1 October 2023 the retirement date will be the 30 September immediately preceding the 70th birthday.

The justification for this may be found at <https://hr.admin.ox.ac.uk/the-ejra>

For **existing** employees, any employment beyond the retirement age is subject to approval through the EJRA procedures. Further details can be found at <https://hr.admin.ox.ac.uk/the-ejra>

Data Privacy

Please note that any personal data submitted to the University as part of the job application process will be processed in accordance with the GDPR and related UK data protection legislation. For further information, please see the University's Privacy Notice for Job Applicants at: <https://compliance.admin.ox.ac.uk/job-applicant-privacy-policy>.

The University's Policy on Data Protection is available at: <https://compliance.admin.ox.ac.uk/data-protection-policy>.

College Benefits, Terms and Conditions

New College Benefits, Terms and Conditions

The postholder is entitled to a Tutorial Fellow's Allowance (£10,880 p.a.), a Fellowship Allowance (£3,738 p.a.), a Housing Allowance (£11,347 p.a.), an Entertainment Allowance (£510 p.a.) and a Research and Book Allowance (£2,985 p.a.). The Research and Book Allowance is double in the first year of appointment. The Housing Allowance, the Tutorial Fellow's Allowance and the Fellowship Allowance are taxable and pensionable. Reimbursement for the costs of books, research, and entertainment is made on the presentation of appropriate invoices and receipts. In addition there is optional membership of a medical insurance scheme, and a Gym Allowance (£490 p.a.). If taken, the medical insurance scheme and Gym Allowance are taxable benefits. Provision is made for sabbatical

leave and for maternity and paternity leave; nursery facilities are available in the University subject to waiting lists. There is also a cycle scheme (up to £3,000), a bus/train season ticket facility, and a low-cost loan facility up to £5,000, with interest charged at the HMRC's Official interest rate (currently 2% but likely to rise during 2023).¹ The appointment will be pensionable under the USS scheme, details of which are available on the USS website².

Financial assistance is also available in the form of a Joint Equity purchase scheme (JES) for a Tutorial Fellow purchasing a home in Oxford or the immediate vicinity, where the College offers an input of up to £250k, although the college's share must be less than 50% of the value. Beneficiaries will also need to heed the Stamp Duty implications of a purchase over £500k.

Tutorial Fellows are also entitled to free lunches and dinner at the common table when this is available, and a College teaching room.

For more information please visit: <https://www.new.ox.ac.uk/>

Offer of employment

Applications for this post will be considered by a selection committee containing representatives from both New College/Jesus College/Merton College and the Faculty of Medieval and Modern Languages. The selection committee is responsible for conducting all aspects of the recruitment and selection process; it does not, however, have the authority to make the final decision as to who should be appointed. The final decision will be made by the Governing Body of New College/Jesus College/Merton College and the Humanities divisional board on the basis of a recommendation made by the selection committee. No offer of appointment will be valid, therefore, until and unless the recommendation has been approved by both the governing body and the divisional board, and a formal contractual offer has been made.

¹Cycle scheme and low-cost loan facility are both subject to a maximum of 1.5 x New College net pay.

² <https://www.uss.co.uk/for-members/youre-a-new-joiner/what-youll-pay>