Job Description and Selection Criteria

Post	**Associate Professorship Philosophy**
Department/Faculty	Faculty of Philosophy
Division	Humanities
College	Harris Manchester 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: £57,666 - £77,433 per annum.*

Overview of the post

Harris Manchester College and the Faculty of Philosophy are seeking to appoint an Associate Professor or Professor of Philosophy, in association with an Official Fellowship and Tutorial Fellowship at Harris Manchester College, with effect from 1 September 2027 or as soon as possible thereafter.

The successful candidate (henceforth 'postholder') will have a research specialisation in the Philosophy of Kant. They will have the potential to enhance the high reputation of the Faculty of Philosophy in research, will have a proven record of internationally recognised scholarship and research in philosophy, appropriate to their career stage, and will be able to provide a high standard of research-led teaching at both undergraduate and postgraduate levels.

For the College, the postholder will be able and willing to teach across a broad range of introductory and core areas of Philosophy and will contribute to the internationally distinguished research and teaching activities of the Faculty of Philosophy.

For the Faculty, the postholder will deliver 16 lectures or graduate classes per year, and will supervise graduate students (at the Masters and at the Doctoral level). The postholder will participate in examining and will play a full and active role in Faculty administration.

The person appointed will play a leading role in Philosophy at Harris Manchester College. They will have overall responsibility for overseeing the academic progress and provision of teaching for undergraduate students studying Philosophy as part of Philosophy, Politics and Economics (PPE), Psychology, Philosophy and Linguistics (PPL), and Philosophy and Theology. (See here for descriptions of these courses.) The post therefore calls for a philosopher with the breadth and flexibility to contribute to undergraduate teaching across a range of introductory and core subjects.

The College has a particular recurring need for teaching in Moral Philosophy and Ethics, alongside General Philosophy and other core areas of the undergraduate curriculum.

Harris Manchester is Oxford's only college dedicated exclusively to mature students. Its students bring a wide range of educational, professional and life experiences to their studies, creating a distinctive, intellectually engaged and mutually supportive academic community. The College places particular value on excellent tutorial teaching and close academic guidance. We therefore seek someone who can inspire and support students from varied backgrounds and who demonstrates both the ability and enthusiasm to provide outstanding small-group teaching. Previous experience of the Oxford tutorial system is not required.

The successful candidate will join an inclusive and interdisciplinary fellowship as an Official Fellow and member of the College's Governing Body, playing an active part in the academic and intellectual life of both the College and the Faculty. Alongside pursuing an ambitious programme of research, they will contribute to undergraduate and graduate teaching, supervision and examining in the Faculty, and to the academic administration and governance of the College. The College and Faculty are committed to supporting the post-holder's continuing development as a researcher and teacher, including through mentoring, professional-development opportunities and provision for sabbatical leave.

If you would like to discuss this post and find out more about joining the academic community at Oxford or other questions regarding the Faculty and the College, please contact the Chair of the Philosophy Department Mark Wrathall (mark.wrathall@philosophy.ox.ac.uk), the College's Senior Tutor, Dr. Isabel Ruiz (isabel.ruiz@hmc.ox.ac.uk) or the HR Manager Mrs Beatrice del Bianco (beatrice.delbianco@hmc.ox.ac.uk) for questions related to the recruitment process. 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. 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.

Philosophy Teaching and Examining in Oxford

There are over fourteen hundred students studying Philosophy at undergraduate level at Oxford. There is no undergraduate degree solely in Philosophy at Oxford. Philosophy is a component of eight joint undergraduate degrees: Classics (Literae Humaniores); Philosophy, Politics, and Economics; Philosophy and Modern Languages; Physics and Philosophy; Maths and Philosophy; Computer Science and Philosophy; Philosophy and Theology; and Psychology, Philosophy, and Linguistics. Philosophy postholders therefore work closely with colleagues in these allied fields at the undergraduate level.

College Tutorial Fellows are responsible for the teaching of the College's own undergraduates in tutorials or classes. Classes are usually smaller than eight, and tutorials frequently involve only one or two students.

Teaching for the University is through lectures and classes open to students from all colleges. The content of an undergraduate lecture course for a given subject is constrained by the syllabus for that subject but is otherwise up to the lecturer. Examining for the University involves the setting and marking of examination papers taken by students across all the colleges.

All three roles of tutor, lecturer, and examiner, are quite distinct. Typically, different postholders will lecture and examine in a given subject at any one time. As an Associate Professor/Professor and college Tutorial Fellow, the postholder will occupy each of these different roles (tutor, lecturer, examiner) at various times and for various papers from the undergraduate philosophy syllabus.

There are around 150 graduate students in Philosophy at Oxford. About half are studying for one of the Master's degrees (the BPhil; the MSt in Ancient Philosophy; the MSt in Philosophy of Physics), and the rest for the doctorate (the DPhil). Master's students are taught via graduate classes, and via essay and thesis supervisions. Examining consists of marking BPhil and MSt essays and theses, and viva voce examinations of DPhil dissertations.

Duties of the post

The main duties of the post are as follows:

1. To undertake and to disseminate advanced research in philosophy, including in the philosophy of Kant.

2. For the College, to provide 8 hours per week of undergraduate tutorial (small group) or class teaching, averaged over three eight-week terms. No formal limitation is placed on examining or other work, but it is expected that associate professors will limit their total commitments, and the College its demands on them, so that time will be available for research. The postholder will be required to give tutorials for both the Moral Philosophy and General Philosophy courses taken by first-year undergraduates in Philosophy, Politics and Economics (PPE) and in other joint Philosophy degrees. The postholder must also be able to teach advanced undergraduate tutorials (second year and beyond) in (i) at least one of Ethics (103) and Knowledge and Reality (102), and (ii) at least one other advanced undergraduate course offered within the Oxford Philosophy syllabus.

3. To set, mark and provide feedback on tutorial work and termly internal College examinations (collections) and to monitor and report on progress including via the online Teaching Management System (TMS).

4. To act as Organising Tutor for Philosophy for students reading Philosophy, Politics and Economics (PPE), Psychology, Philosophy and Linguistics (PPL), and Philosophy and Theology, including coordinating the provision of Philosophy teaching for students on these degrees.

5. To participate in undergraduate admissions for these degree courses, including interviewing and other admissions-related duties as required.

6. Under the direction of the Philosophy Faculty Board, to design and deliver up to 16 lectures or classes over the year during term time to undergraduates and/or graduates; and to produce lecture notes, course materials, and reading lists as required.

7. To review students' academic reports and hold end of term report meetings at the end of each term and undertake associated academic oversight duties.

8. The candidate is also expected to engage positively and proactively with the academic community in both the Faculty and College. The active role in Harris Manchester College includes being an attentive member of Governing Body, engaging in administrative and committee work as needed, and the likelihood of taking on a college officer position, such as Vice Principal, Senior Tutor, Tutor for Graduates, Dean, etc., for a fixed period of time (usually three years).

9. To supervise and to teach graduate students for the Faculty (at both Master's and Doctoral level), to participate as requested in the annual Faculty and college graduate admissions processes, and to act as College Advisor to graduate students in philosophy at Harris Manchester College.

10. To participate in University examining, both undergraduate and graduate, as required.

11. To undertake an appropriate share of other Faculty administrative duties, dependent on career-stage, including service on committees or holding Faculty Offices.

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 selection criteria

1. A completed doctorate, or a completed doctoral dissertation submitted for examination by the advertised closing date for this position, in Philosophy or a closely related discipline.

2. A research specialism in the Philosophy of Kant, and a research record in Philosophy of international standing appropriate to the candidate's career stage, including research in the Philosophy of Kant, with evidence of potential for producing further research distinguished in its originality, significance, and rigour.

3. The ability to lecture on Kant's *Critique of Pure Reason* at both graduate and undergraduate levels.

4. The breadth of knowledge and intellectual flexibility required to provide excellent undergraduate teaching across a range of introductory and core areas of Philosophy. Candidates must be able to give tutorials for both the Moral Philosophy and General Philosophy courses taken by first-year undergraduates in Philosophy, Politics and Economics (PPE) and in other joint Philosophy degrees. Candidates must also be able to teach advanced undergraduate tutorials (second year and beyond) in (i) at least one of Ethics (103) and Knowledge and Reality (102), and (ii) at least one other advanced undergraduate course offered within the Oxford Philosophy syllabus.

5. Evidence of the ability, or clear potential, to provide excellent tutorial and small-group teaching and to engage, challenge and inspire students from a wide range of educational, professional and personal backgrounds. Previous experience of the Oxford tutorial system is not required.

6. Evidence of the ability, or clear potential, to provide high-quality teaching and supervision at graduate level, and an understanding of the needs of graduate students and how to address them.

7. Evidence of interest and ability in lecturing and small group teaching, to advanced (2nd- or 3rd-year) undergraduate students.

8. A strong commitment to the academic development and pastoral support of undergraduate students, exercised with sensitivity, sound judgement and an understanding of students' differing circumstances and needs.

9. Excellent communication and interpersonal skills, including the ability to work constructively and collaboratively with students, academic colleagues and professional-services staff.

10. The organisational skills, reliability and willingness required to undertake academic administration, including the organisation of undergraduate teaching, monitoring of students' academic progress, admissions and examining.

11. A willingness and ability to contribute actively to the intellectual and collegiate life of Harris Manchester College, including being an attentive trustee on the Governing Body and contributing to its wider committee work and governance; as well as contributing to the academic administration and wider activities of the Faculty of Philosophy.

12. Ability and commitment to undertake a range of administrative duties both within the Faculty and the College.

13. A commitment to demonstrating respect, courtesy and consideration within interactions with members of the University community.

Desirable selection criteria

1. The ability to teach one or more areas beyond those required under the essential selection criteria, complementing the College's existing provision and strengthening its capacity to provide undergraduate Philosophy teaching in-house.
2. Experience of contributing to academic administration, course organisation, admissions, examining or the pastoral support of students.
3. An interest in the interrelation of philosophy and theology, reflecting the historically close association of these subjects at Harris Manchester College and its dissenting tradition.

How to apply

Informal contact. If you'd like to speak to someone informally about the post, please contact the College's Senior Tutor Dr Isabel Ruiz (isabel.ruiz@hmc.ox.ac.uk), or the Chair of the Philosophy Faculty Board, Professor Mark Wrathall (mark.wrathall@philosophy.ox.ac.uk). All enquiries will be treated in strict confidence and will not form part of the selection decision.

Selection Committee. Applications for this post will be considered by a selection committee made up from both Harris Manchester College and the Faculty of Philosophy staff.

1. There is no separate application form for this post. Your application must 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, explicitly including a statement listing which introductory and advanced courses on the Oxford undergraduate Philosophy syllabus you are willing and able to teach, and specifying for each whether you could teach it through lectures, tutorials, or both.
   - A full CV and publications list
   - Details of **three** referees (see below)
   - An indication of where you first heard about this post
   - A sample or samples or written work, up to a maximum of 20,000 words, published or unpublished (co-authored pieces should be identified as such). In the case of pieces of written work exceeding 20,000 words, candidates should indicate which part or parts they wish to draw to the attention of the selection committee.

2. Applications should be sent to hr@hmc.ox.ac.uk.

3. You must submit all elements of your application by **12:00 noon on 10th of December 2026.**

4. Referees. *You should ask your referees to write directly to* beatrice.delbianco@hmc.ox.ac.uk by **12:00 noon on 10th December 2027** and you should supply each referee with a copy of these further particulars. Please note that it is your responsibility to ensure that references are submitted promptly, as we will not approach your referees directly. References must be submitted by the application deadline.

5. We consider completed applications on receipt, and we aim to inform you by mid-January 2027 as to whether you will be invited for interview.

6. We will communicate with you via email on the status and outcome of your application.

7. **We expect to hold interviews in mid-February 2027.** At interview, we'll ask you to give a research presentation, at which College Fellows who are not involved in the selection panel may be present along with the selection Committee.

   After that you'll be interviewed by members of the Selection Committee, and you will be asked to give a short teaching presentation.

Applications are particularly welcome from women and black and minority ethnic candidates, who are currently under-represented in academic posts in Oxford.

Should you have any queries about how to apply, please contact HR Manager Mrs Beatrice del Bianco (beatrice.delbianco@hmc.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.

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 contact for the Staff Disability Advisor on staffdisability@admin.ox.ac.uk for details.

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/

Equal Opportunity

The University of Oxford is committed to equal opportunity, and to being a place where everyone belongs and is supported to succeed. We recognise how the diversity of our community enriches our ability to deliver on our academic mission.

We welcome applications from individuals from all backgrounds, including those under-represented within higher education. No applicant shall be unlawfully discriminated against on the basis of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

Employment with the University and progression within employment will be determined according to personal merit and the application of criteria related to the duties and conditions of the post. In all cases, the primary consideration will be the ability to perform the job.

As stated in the University's Equality Policy and Equality, Diversity and Inclusion Strategic Plan, our commitment to equality and diversity goes hand in hand with our commitment to academic freedom and free speech.

Harris Manchester College

There are 39 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.

Harris Manchester College (HMC) is a small, friendly community whose aim is to provide the best possible education for students over 21 years of age. A direct descendant of the Dissenting Academy established in Manchester in 1786, HMC has been a full college of Oxford University since 1996. HMC is centrally situated in handsome Victorian buildings, fifteen minutes' walk from the Philosophy Faculty Building, and five minutes from the main Bodleian Library.

The College currently has around 115 undergraduate and 115 graduate students. There are 29 members of the Governing Body, as well as a number of Senior Research Fellows, Supernumerary Fellows and Research Fellows in all different subjects. Our GB Fellows' research covers Philosophy, Politics, Psychology, Theology, Business Management, Economics, Education, Engineering, English, History, Human Sciences, Law, Medicine.

Although Harris Manchester is a small college in university terms, we have the sixth largest library collection. The Tate Library has a continually growing book stock, and the main reading room is a comfortable and attractive working environment. The Library has well-developed services and electronic resources, and an excellent library staff who respond very quickly to the needs of students and fellows alike. Currently, all members of staff and every student has a small allowance which they can use to buy books (with library discount). The College spends more per student on books than most Oxford colleges and we are committed to continue to invest in resources in all our areas of teaching and research.

The College aims to admit around 12 students per year to read for the BA in Philosophy, Politics, and Economics (including Philosophy and Theology, and Philosophy and Psychology).

As a small College, we also expect Governing Body Fellows to take on one of the other roles that help make the College community successful. These currently include: Vice Principal, Senior Tutor, Dean, Tutor for Graduates, and Harassment Officer.

The Faculty of Philosophy

The Oxford Philosophy Faculty has over 150 academic members, all of whom are undertaking teaching and/or research in philosophy at Oxford. Of these, around 60 hold permanent posts within the Faculty or the colleges; many distinguished philosophers hold posts elsewhere in the University. Oxford thus contains the largest group of philosophers in the UK, and one of the largest in the world. It has a vigorous research culture and performed outstandingly in the most recent UK Research Excellence Framework, achieving the highest volume of world-leading (4* ranked) philosophy research of any unit in the country.

Each year, many distinguished philosophers from around the world visit Oxford to give lectures and seminars. There are over 1,400 students studying Philosophy at the undergraduate level, always in combination with at least one other subject, and around 150 graduate students, about half of whom are studying for the BPhil or the specialist MSt courses in Ancient Philosophy and Philosophy of Physics, and the rest for the DPhil. A list of current Faculty members and their research interests can be found on the Philosophy Faculty website at http://www.philosophy.ox.ac.uk/faculty-members.

Further information about the Faculty can be found on its website at http://www.philosophy.ox.ac.uk.

Humanities Division

The Humanities Division is one of four academic divisions in the University of Oxford, each with a full-time Head and elected Board. The Humanities Division is distinctive for its depth and breadth. Its activity spans nine faculties, one School and two independent research institutes: the faculties of Classics; English; History; Linguistics, Philology and Phonetics; Medieval and Modern Languages; Music; Asian & Middle Eastern Studies; Philosophy; and Theology and Religion; the Ruskin School of Art; the Rothermere American Institute and the Voltaire Foundation. Interdisciplinary links within and beyond the University are strong, extending to the social sciences, medical sciences and the natural and physical sciences.

One of the largest centres for Humanities internationally, with over 800 members of academic and research staff, the Division offers world-class research and teaching, backed by the superb resources of the University's libraries and museums, including the famous Bodleian Library, with its 11 million volumes and priceless early book and manuscript collections, the Pitt Rivers Museum, the History of Science Museum and the Ashmolean Museum of Art and Archaeology. Such historic resources are linked to cutting-edge agendas in research and teaching, with an increasing emphasis on interdisciplinary study and digital Humanities.

The outstanding quality of Humanities research at Oxford is recognised globally. This reputation for research excellence contributes to the University coming top of several international rankings for Arts and Humanities, including the US News and World Report rankings and the QS World University Rankings by Subject. 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.

The Division has responsibility for over 4,000 undergraduates (a third of the University's total undergraduate population), and for over 2,000 postgraduate students (over 1,100 doctoral students and some 900 Master's students). Twenty-nine undergraduate courses are offered in Humanities subjects, seven of which are offered jointly with the other academic divisions. The Doctoral and Master's programmes offered are distributed across all of the Division's faculties, along with a suite of Master's courses offered with the Social Sciences Division and a growing portfolio of Master's courses that draw from across the Humanities. The Division is part of the Open-Oxford Cambridge AHRC Doctoral Training Partnership. The Humanities Division has recently completed a major building project on the Radcliffe Observatory Quarter, supported by a £185 million gift to create the Stephen A. Schwarzman Centre for the Humanities.

For more information please visit: www.humanities.ox.ac.uk

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 a large number of 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 regularly creates spinout companies based on academic research generated within and owned by the University. 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 who 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

Details of University policy in the following areas can be found at the links provided.

Salary
https://www.ox.ac.uk/about/jobs/working-here/pay-and-reward/pay-structures/academic-staff-pay

Sabbatical leave
https://www.ox.ac.uk/about/how-we-are-run/governance-finance/legislation/council-regulations-4-of-2004

Intellectual Property
https://www.ox.ac.uk/about/how-we-are-run/governance-finance/legislation/council-regulations-7-of-2002

Managing conflicts of interest
https://www.ox.ac.uk/research/support/governance-and-committees/research-policies/conflict-of-interest-policy

Membership of Congregation
https://www.ox.ac.uk/about/organisation/governance
https://www.ox.ac.uk/about/how-we-are-run/governance-finance/legislation/statutes#statute-iv

Family support
https://www.ox.ac.uk/about/jobs/explore-our-careers/applications-process/terms-and-conditions-of-employment
https://www.ox.ac.uk/about/jobs/life-in-oxford/childcare-and-schooling/childcare
https://www.newcomers.ox.ac.uk/.

Welcome for International Staff
https://www.ox.ac.uk/about/jobs/life-in-oxford
https://www.ox.ac.uk/about/jobs/explore-our-careers/applications-process/visas-and-immigration

Relocation
The Faculty and College jointly offer a total contribution of up to £8,000 towards the successful candidate's relocation costs, subject to the applicable relocation policy.

https://www.ox.ac.uk/about/jobs/working-here/pay-and-reward/relocation-scheme-arrangements-guide-for-new-starters

Promoting diversity
https://www.ox.ac.uk/about/how-we-are-run/equality-diversity

Freedom of Speech
https://www.ox.ac.uk/about/how-we-are-run/policies-and-statements/policy-hub/freedom-of-speech

Other benefits and discounts for University employees
https://www.ox.ac.uk/about/jobs/explore-our-careers/applications-process/terms-and-conditions-of-employment

Pre-employment screening
https://www.ox.ac.uk/about/jobs/explore-our-careers/applications-process/pre-employment-screening

Length of appointment
Appointments to Associate Professorships at Oxford are confirmed as permanent on successful completion of a review during the first five years. See https://www.ox.ac.uk/about/jobs/explore-our-careers/applications-process/terms-and-conditions-of-employment

Retirement
The University operates an employer justified retirement age for academic posts of 30 September immediately preceding the 70th birthday. See https://www.ox.ac.uk/about/jobs/explore-our-careers/applications-process/terms-and-conditions-of-employment

Data Privacy
https://www.ox.ac.uk/about/how-we-are-run/policies-and-statements/policy-hub/job-applicant-privacy-policy
https://www.ox.ac.uk/about/how-we-are-run/policies-and-statements/policy-hub/data-protection-policy

College Benefits, Terms and Conditions

The Faculty and College are committed to providing you with the time and resources needed to develop your research ambitions. 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 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.

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The College [www.hmc.ox.ac.uk]

The College will offer the new fellow:

- *Membership of the Senior Common Room including full dining rights*
- *A suitable office space*
- *Eligibility for the College's bicycle scheme which provides £300 toward the cost of a bicycle and safety equipment"*

- *A book allowance*
- *Membership of a local gym and health club*
- *A shared equity scheme to help with housing costs*

The College is always pleased to offer fellows its facilities for conferences, lectures and seminars, as well as the opportunity to entertain guests both for formal and informal meals in College.

Offer of employment

Applications for this post will be considered by a selection committee containing representatives from both Harris Manchester College and the Faculty of Philosophy. 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 Harris Manchester 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.