***Job Description and Selection Criteria***

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| **Post** | Associate Professorship (or Professorship) of Engineering Science (Information Engineering) |
| **Department** | Engineering Science |
| **Division** | Mathematical, Physical and Life Sciences |
| **College** | Somerville 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 from £55,755 p.a. to £74,867 p.a. plus substantial additional benefits including a housing allowance of £12,642 p.a. and Tutor’s allowance of £3,661 p.a. An allowance of £3,155 p.a. would be payable upon award of Full Professor title. |
| **Vacancy number** | 181336 |

**Overview of the post**

Applications are invited for the post of Associate Professor of Engineering Science (Information Engineering), to be held in the Department of Engineering Science, with effect from 1st August 2026 or as soon as possible thereafter. The successful candidate will also be appointed to a Tutorial Fellowship at Somerville College.

This appointment will strengthen the Department’s research in the fast-growing area of Information Engineering. The successful candidate will conduct original research in the field of Information Engineering and its applications and will hold a doctorate in Information Engineering or a cognate discipline.

Applications are sought from across a diverse set of disciplines under the Information Engineering umbrella, including, for example, physics-informed machine learning and AI, computer vision, graphics, optimisation, networks, and robotics. We also welcome applications from candidates with a strong computational or experimental research background in Information Engineering in fields not explicitly listed, including those who innovate Information Engineering methods to impact other engineering disciplines.

The successful candidate will be expected to apply for and obtain external funding to enable the development of their programme of independent research as well as to develop links with colleagues in the Department of Engineering Science and in other departments across the University and elsewhere as appropriate.

To assist in setting up new research activities, the Department will provide an equipment dowry and an annual support fund, and access to Departmental and University research support funds. Further funding for the set-up costs of experimental facilities can be made available, and laboratory and office space will be provided. The appointee will be given help to apply for grants from research councils, for example through the Engineering & Physical Sciences Research Council (EPSRC) and from industry.

The successful candidate will also assist in the teaching of their subject at both undergraduate and graduate level. Undergraduate teaching in the department may include lectures and practical classes, and the supervision of undergraduate design and project work (see <http://www.ox.ac.uk/admissions/undergraduate/courses-listing/engineering-science>). The subjects taught at undergraduate level would be expected to be in the general field of information engineering, mathematics, and other areas of engineering, depending on the interests of the appointee and requirements of the department. Graduate teaching will involve supervision of MSc and Doctoral students.

In College the successful candidate will be appointed a Tutorial Fellow, providing pastoral support and teaching in topics allied to Mathematics and Electrical and Information Engineering, as well as other general engineering aspects of the syllabus. In particular, the successful candidate will be able to teach foundational undergraduate topics in electrical engineering. They will also share responsibility for managing the undergraduate admissions process alongside the other Engineering Fellow. The core elements to be taught encompass a range of undergraduate papers in the Engineering Science course, as detailed in the section below entitled “Duties of the Post.”

The University of Oxford is a member of the Athena SWAN Charter to promote women in Science, Engineering, Technology and Medicine. The University holds an Athena SWAN Bronze award at institutional level. The Department of Engineering Science holds a Departmental Bronze Athena award in recognition of its efforts to introduce organisational and cultural practices that promote gender equality in SET and create a better working environment for both men and women. Feel free to contact [equality@admin.ox.ac.uk](mailto:equslity@admin.ox.ac.uk) for further information about Athena SWAN at the University of Oxford.

We recognise that academics have a key role to play in advancing an inclusive culture across departments, colleges, and the University, and that being part of this community requires taking on administrative roles. We value and reward this work on ensuring a productive and welcoming environment, where we foster a Collegiate atmosphere and enhance equity for all. This includes working directly on initiatives and policies promoting equality, diversity, and inclusion, increasing access for under-represented groups at undergraduate and postgraduate level, outreach, and public engagement with research.

If you would like to discuss this post and find out more about joining the academic community at Oxford, please contact the Department on [academic.recruitment@eng.ox.ac.uk](mailto:academic.recruitment@eng.ox.ac.uk), or telephone: +44 (0) 1865 273003. 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. Associate Professors have responsibility for developing the careers of people in their group, department, and the wider environment by leading a successful programme of research, being an enthusiastic and engaging teacher, and by promoting equality, diversity and inclusion across all facets of the Collegiate University. Associate Professors are appointed jointly by a University department/faculty and an Oxford college, and you will have a contract with both. Further information about the College Tutorial Fellowship can be found [here.](https://www.mpls.ox.ac.uk/divisional-support-and-services/administrative-services-and-resources/academic-appointments/academic-staff-in-post/duties-for-tutorial-fellows-in-oxford-colleges)

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, administration and research (please see the Benefits, Terms and Conditions section for further details of sabbatical leave). There is also 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.

The Department uses a workload model to support a fair and transparent distribution of duties, which includes reduced teaching and administration during the first two years in post. Once established at Oxford, a typical Associate Professor might spend approximately 10-30% of their time on teaching, 50-70% on research and 10-20% on administration and pastoral responsibilities, noting that these fractions often vary over the academic year and across an academic 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 main duties of the post are as follows:

**Research**

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| 1 | Establish/maintain your own research group in the field of Information engineering, fostering a collaborative, inclusive and supportive research environment among all staff and students. Act as line manager for research and support staff, as appropriate, providing mentorship and supporting their professional and career development. |
| 2 | Develop and submit competitive grant proposals to support your own research and contribute to the growth of distinctive areas of expertise in the Department and the wider University. |
| 3 | Maintain a successful publication record (appropriate to the stage of career and taking account of career breaks) and disseminate your group’s research through participation in international conferences and seminars, as well as through other media. |
| 4 | Engage in activities to enable your research to have wider impact beyond academia, using innovative methods and collaborating with external stakeholders (which could include other educational organisations, governments, NGOs, or civil society). |

**Teaching and Supervision.**

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| 1 | At the College, teach undergraduates through tutorials of six weighted\* hours per week averaged over three eight-week terms on papers in in Mathematics (P1 & A1) and Electronic and Information Engineering (P2 & A2), the latter papers containing topics in components and circuits, control, computer engineering, and communications. The successful candidate will be able to teach at least one third year (B) paper.  Coordinate, set and mark College termly exams (“Collections”), monitoring student progress and writing termly reports on students’ work, and organising, where necessary, teaching by specialist colleagues in other Colleges; participate in the undergraduate admissions process.  \**The College operates a ‘weighted hours’ scheme, under which a one-to-one tutorial counts as one stint hour, a two-person tutorial as 1.25 hours; a three-person as 1.5 hours. 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*. |
| 2 | Contribute to the ongoing development, improvement, and diversification of the taught undergraduate curriculum within the department; deliver lectures, undertake laboratory demonstrating, and supervise projects; participate in examining, marking, and other assessment; contribute to outreach activities. |
| 3 | Supervise postgraduate research students. |
| 4 | Take responsibility for the pastoral care of students studying Information Engineering within the Department and Engineering students in College (alongside the College Welfare Team) and act as College Advisor to a small number of graduate students of the College. |

**General duties**

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| 1 | Embed the principles of mutual respect, equality, diversity and inclusion in all aspects of your work and interactions with colleagues; undertake training as and when asked to do so. |
| 2 | Ensure all laboratory, field and office work is undertaken safely and that your team has a proactive approach to safety and to mental and physical health. |
| 3 | Engage positively with the Department and play an active role in the administrative and governance of the Department |
| 4 | Serve as a Trustee of Somerville College (an educational charity), participate fully in the administrative work of the College, including attendance at Governing Body, service on College committees, and potentially taking on College offices. |
| 5 | Take part in University examining as and when requested to do so. |
| 6 | Participate in the administration, governance, and outreach activities of the Department as and when requested by the Head of Department. |

**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 supports the San Francisco Declaration on Research Assessment ([DORA](http://www.ascb.org/dora/)) to which the University became a signatory in 2018.

The University is 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.

If, for any reason, you have taken a career break, suffered with a long-term illness or debilitating condition (e.g. long-COVID), 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.

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| Qualifications and Research | |
| Essential | A doctorate in Information Engineering or a cognate discipline |
| Essential | An internationally recognised academic and research record within the field of Information Engineering or on the trajectory to achieve this |
| Essential | A publication record that demonstrates impact within the field appropriate to your career stage, and accounting for career breaks or personal circumstances |
| Essential | The ability to develop and lead an independent programme of research, promote ethical and safe research practise, and attract and manage research funding |
| Essential | Significant research potential in Information Engineering or its applications, evidenced by a written coherent research plan of high standard and appropriate to the Department’s research standing. |
| Desirable | The ability and interest to apply, techniques and research in Information Engineering to other Engineering Disciplines within the department. |
| Desirable | Excellent track record of obtaining research grants. |
| Desirable | Experience of research collaborations at national and international level. |
| Teaching | |
| Essential | Commitment to teaching and ability to educate and inspire high-achieving undergraduate students from all backgrounds and to help them reach their full potential |
| Essential | Experience of and ability to teach effectively, both at undergraduate and graduate levels, a wide range of topics within the fields of Information Engineering, mathematics, and other topics in the context of our general Engineering Science course, including third and fourth year option papers as well as the core (first and second year) course. |
| Essential | The ability and experience to provide excellent tutorial teaching in a range of undergraduate papers in Electrical and Information Engineering and Engineering Mathematics, and allied topics in the Engineering Science course. These include Components and Circuits, Communications, Electromagnetism, and Computer Engineering. |
| Essential | The ability to supervise postgraduate research students. |
| Desirable | A creative approach to teaching. |
| Desirable | Evidence of excellence in teaching. |
| Personal effectiveness | |
| Essential | The ability to support and guide a research group of post-doctoral staff and research students, and help them to develop into successful independent researchers |
| Essential | Communication and interpersonal skills enabling the formation of good working relationships with colleagues, students and collaborators |
| Essential | The ability and commitment to provide pastoral and academic support for students and researchers at all stages in their university career, and to engage in undergraduate admissions in the college. |
| Essential | Good citizenship and a willingness to undertake administrative duties (within reason) to support the smooth running of the Department and the College. A commitment to advocating for equality, diversity and inclusion in research, teaching and/or the broader community |
| Desirable | Achievement of impact of research beyond academia and a readiness to communicate to a wider public the central interest and importance of the field |
| Desirable | Experience of supervising research students. |
| Desirable | Experience of or an interest in developing links with industry and/or other non-academic partners. |

## How to apply

To apply, visit <https://my.corehr.com/pls/uoxrecruit/erq_jobspec_details_form.jobspec?p_id=181336>, then click on the **Apply Now** button on the ‘Job Details’ page and follow the on-screen instructions to register as a new user, or log-in if you have applied previously. Please refer to the “Terms of Use” in the left hand menu bar for information about privacy and data protection. Please provide details of three referees and indicate whether the University may contact them now.

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 indicate this in your application.

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 <http://edu.admin.ox.ac.uk/disability-support> 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: see <http://www.accessguide.ox.ac.uk/>.

Teaching commitments are mainly concentrated into Oxford’s three 8-week undergraduate teaching terms, making it easier to balance teaching and research.  There is considerable flexibility in the organisation of duties, as well as generous sabbatical leave.

Your application will be judged solely based on how you demonstrate that you meet the selection criteria stated in the job description. You will be asked to upload a full CV with publications list, a supporting statement, and a research proposal:

• Given the overall limit of 10 pages (see below), you may not be able to include your complete list of publications, in which case you should select the ones which are most relevant to your application. Whether or not you submit a complete list, you should highlight the five most important publications with an asterisk and explain in each case (using not more than three sentences per publication) why that paper is particularly significant.

• The supporting statement should explain how you meet the selection criteria for the post, using examples of your skills and experience. This may include experience gained in employment, education, or during career breaks (such as time out to care for dependants).

• The research proposal should set out your plans and priorities for research over the next five years, should you be appointed to this post.

You should therefore upload, **within a single PDF document**, the following:

1. Your full CV including your teaching and research experience, career details to date, and awards received;

2. Your supporting statement as described above;

3. Your research proposal.

A teaching proposal is not required.

The name of the PDF attachment should be of the form DF25SOM\_Surname\_Initials.pdf. **The total size of the attachment must not exceed 10 pages in a normal font and spacing.** Please do not attach additional material as your application will not be considered if it is overlength.

Should you experience any difficulties using the online application system, please email [recruitment.support@admin.ox.ac.uk](mailto:recruitment.support@admin.ox.ac.uk). To return to the online application at any stage, please log back in and click the “My applications” button on the left-hand side of the page.

All applications must be received by **12.00 noon** on the closing date stated in the online advertisement.

Should you have any queries about matters that are not addressed in this document, please contact the Department on [academic.recruitment@eng.ox.ac.uk](mailto:academic.recruitment@eng.ox.ac.uk). Please quote DF25SOM/181336 in all correspondence.

All applications will be acknowledged after receipt and will be considered by the selection committee as soon as possible after the closing date. Please note that you will be notified of the progress of your application by automatic emails from our e-recruitment system. **Please check your spam/junk mail** regularly to ensure that you receive all emails.

All shortlisted candidates will be interviewed, and it is anticipated that this will take place in person at the Department of Engineering Science (OX1 3PJ).  They will be asked to give a presentation to the Committee as part of an interview process which is expected to proceed as follows:

**MORNING:** Each candidate will present a 30-minute seminar on a suitable topic from their current research (25 minutes presentation plus 5 minutes of questions). The seminar will be held at the Department and will be attended by members of the Selection Committee, and other interested members of the Department (only some of whom will be experts in the specialist field of the appointment).

**AFTERNOON:** The formal interview by the Selection Committee will be held at the Department. This will last about 45 minutes, and will include discussion of research interests and directions, teaching interests and expertise and experience, including undergraduate projects and other aspects of the post. Candidates will be asked to undertake a short teaching exercise during their interview.

During the time they are not giving their seminar or attending their interview, short-listed candidates will have an opportunity to visit the Department. The opportunity to take a tour of the College will also be provided. Neither of these visits constitutes any part of the selection process. The department can provide accommodation and will cover reasonable travel expenses and reasonable additional caring costs incurred as a result of attending the interview (within agreed policy limits).

**The Department of Engineering Science**

Engineering teaching and research takes place at Oxford in a unified Department of Engineering Science whose academic staff are committed to a common engineering foundation as well as to advanced work in their own specialties, which include most branches of the subject. We have especially strong links with computer science, materials science, medicine, and the Saïd Business School. The Department employs 140 academic staff (this number includes 15 statutory professors appointed in the main branches of the discipline, 6 research chairs, and 47 full professors); in addition, there are seventeen visiting professors. There is an experienced team of teaching support staff, professional services and administrative staff and technicians. The Department has well-equipped laboratories and workshops, which together with offices, lecture theatres, library and other facilities have a net floor area of about 25,000 square meters.

The Department is currently ranked 5th and 3rd in the world (Engineering & Technology) by *Times Higher Education* and *QS* respectively. For more information on the Department see [www.eng.ox.ac.uk](http://www.eng.ox.ac.uk/).

*Teaching*

We aim to admit 170-180 undergraduates per year, all of whom take 4-year courses leading to the MEng degree. The courses are accredited at MEng level by the major engineering Institutions. The syllabus has a common core extending through the first two years. Specialist options are introduced in the third year, and the fourth year includes further specialist material and a major project.

*Research*

Research in the Department is particularly strong. We have approximately 600 research students and about 250 postdoctoral researchers. Direct funding of research grants and contracts, from a variety of sources, amounts to an annual turnover of approximately £70m.

The results of the seven-yearly UK-wide assessment of university research, REF2021, published on 12th May 2022, demonstrate that the University of Oxford made the highest volume of world-leading research submissions. The Department of Engineering Science had 71% of submissions which met the requirements for the highest grading of 4\* (research that is world-leading in terms of originality, significance and rigour).

Research activities fall into 8 broad headings, though there is much overlapping in practice: Information Engineering (Robotics, Computer Vision and Machine Learning); Control; Thermofluids; Materials and Mechanics; Civil and Offshore; Electrical and Optoelectronic; Chemical and Process; and Biomedical.

*Information Engineering*

The department is seeking to make an academic appointment in the area of Information Engineering. The group has a 30-year long record of success in attracting substantial sums of Research Council, European and industrial funding and publishing transformational research. The work of the group has regularly been recognised by prestigious best paper awards and other accolades.

The Information Engineering research cluster is housed in a number of buildings in central Oxford on Keble Road and Banbury Road, and slightly further afield in Eagle House in Walton Well Road. Information Engineering academics contribute to the teaching of core engineering topics in the first two years of the Engineering Science course, and take the lead in the delivery of the specialised information engineering options in the third and fourth years as well as a Centre for Doctoral Training based in Information Engineering ([www.aims.robots.ox.ac.uk](http://www.aims.robots.ox.ac.uk)).

More information on the group’s activities, impact and research output can be found at <http://www.robots.ox.ac.uk/> and <http://www2.eng.ox.ac.uk/research/information-control-vision> and in particular on the group sub-pages found there.

**The Mathematical, Physical and Life Sciences Division**

The Mathematical, Physical, and Life Sciences (MPLS) Division is one of the four academic divisions of the University. Oxford is widely recognised as one of the world's leading science universities and the MPLS Division is home to our non-medical sciences, with 9 academic departments that span the full spectrum of the mathematical, computational, physical, engineering and life sciences, and undertake both fundamental research and cutting-edge applied work. Our research tackles major societal and technological challenges, whether developing new energy solutions or improved cancer treatments, understanding climate change processes, or helping to preserve biodiversity, and is increasingly focused on key interdisciplinary issues. We collaborate closely with colleagues in Oxford across the medical sciences, social sciences and humanities, and with other universities, research organisations and industrial partners across the globe in pursuit of innovative research geared to address critical and fundamental scientific questions.

The disciplines within the MPLS Division regularly appear at the highest levels in rankings, including the Times Higher Education and QS world rankings. Nationally, the quality of the Division’s research outputs and environment, and the resulting impact, was recognised through strong performances in the UK Research Excellence Framework in both 2014 and 2021.

MPLS is proud to be the home of some of the most creative and innovative scientific thinkers and leaders. Our researchers have been awarded some of the most significant scientific honours and we have a strong tradition of attracting and nurturing the very best early career researchers who regularly secure prestigious fellowships and faculty positions. MPLS is at the forefront of promoting equality, diversity and inclusion within the Collegiate University. We provide support to our departments to enable them to diversity their staffing, providing benefits to all, offer an array of development opportunities, and we are pleased to note that all academic departments in the Division hold Athena Swan Awards.

We have around 7,000 full and part-time students (including approximately 3,500 graduate students) and play a major role in training the next generation of leading scientists. Oxford's international reputation for excellence in teaching is reflected in its position at the top of the major league tables and subject assessments. Through a mixture of lectures, practical work and the distinctive college tutorial system, students develop their ability to solve diverse mathematical, scientific and engineering problems.

MPLS is dedicated to bringing the wonder and potential of science to the attention of audiences far beyond the world of academia. We have a strong commitment to supporting public engagement in science through initiatives including the Oxford Sparks portal (www.oxfordsparks.ox.ac.uk) and a large variety of outreach activities; these are crucial activities given so many societal and technological issues demand an understanding of the science that underpins them. We also bring the potential of our scientific efforts forward for practical and beneficial application to the real world and our desire, aided by the work of Oxford University Innovation and Oxford Sciences Innovation, is to link our best scientific minds with industry and public policy makers.

For more information about the MPLS division, please visit: [www.mpls.ox.ac.uk](http://www.mpls.ox.ac.uk)

**Somerville 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.

Engineering at Somerville College is thriving and continues to attract outstandingly able, enthusiastic and energetic students at undergraduate level. Each year about 6 students are admitted to study Engineering. The post-holder will work closely with Professor Konstantina Vogiatzaki, Somerville’s Tutorial Fellow in Engineering, to deliver the College-based teaching for these courses. Tutorials with one, two or three students (depending on the topics chosen each week) are the major form of teaching.

Tutorial Fellows at Somerville College benefit from full dining rights, research expenses and are eligible to participate in a joint equity house purchase scheme. Substantial additional benefits including a housing allowance and a tutor’s allowance which together currently total £15,905 p.a. are detailed in the College Benefits section.

The College is located at a short distance from the City Centre and the main libraries, including the Bodleian. The Department of Engineering is located 4 minutes’ walk away from Somerville College. Somerville College was founded (as Somerville Hall) in 1879 to provide an opportunity for women, who at that date were excluded from membership of the University, to gain some higher education at Oxford. The founders’ insistence that students should not be subjected to religious tests or obligations marked Somerville off from its Anglican counterpart, Lady Margaret Hall, and set the tone of cultural diversity which has characterized the College to this day.

Somerville first admitted male Fellows in 1993 and male undergraduates in 1994. At present there are 44 members of Governing Body, and circa 450 undergraduates and 300 graduates, with roughly equal numbers of women and men at each level.

More detailed information about the College may be found at <https://www.some.ox.ac.uk/>

For more information please visit: <http://www.somerville.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 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](http://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](http://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***

[Academic staff pay | HR Support (ox.ac.uk)](https://hr.web.ox.ac.uk/academic-staff-pay)

***Pension***

<https://finance.web.ox.ac.uk/uss>

***Sabbatical leave***

[Council Regulations 4 of 2004 | Governance and Planning (ox.ac.uk)](https://governance.web.ox.ac.uk/legislation/council-regulations-4-of-2004)

***Outside commitments***

<https://hr.admin.ox.ac.uk/holding-outside-appointments>.

***Intellectual Property***

<https://governance.admin.ox.ac.uk/legislation/council-regulations-7-of-2002>

***Managing conflicts of interest***  
<https://researchsupport.admin.ox.ac.uk/governance/integrity>

***Membership of Congregation***

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

***Family support***

<https://hr.admin.ox.ac.uk/family-leave-for-academic-staff>.

<https://childcare.admin.ox.ac.uk/home>.

<https://www.newcomers.ox.ac.uk/>.

***Welcome for International Staff***

[welcome.ox.ac.uk](https://welcome.ox.ac.uk/).

[Home | Staff Immigration (ox.ac.uk)](https://staffimmigration.admin.ox.ac.uk/)

***Relocation***<https://finance.admin.ox.ac.uk/relocation-scheme-arrangements#collapse1094916>

***Promoting diversity***

<https://edu.admin.ox.ac.uk/home>

***Other benefits and discounts for University employees***

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

***Pre-employment screening***

<https://jobs.ox.ac.uk/pre-employment-checks>.

***Length of appointment***

[Academic posts at Oxford | HR Support](https://hr.admin.ox.ac.uk/academic-posts-at-oxford#collapse1532056)

***Retirement***

<https://hr.admin.ox.ac.uk/the-ejra>

***Data Privacy***

<https://compliance.admin.ox.ac.uk/job-applicant-privacy-policy>.

<https://compliance.admin.ox.ac.uk/data-protection-policy>.

**College Benefits, Terms and Conditions**

**College benefits**

The following conditions apply to Tutors who are Governing Body Fellows at Somerville.

* Housing allowance of £12,642per annum
* Tutors allowance of £3,661 per annum
* Claimable research expenses of up to £2,452 p.a. which can be accumulated over 2 years
* Full dining rights, which mean that all meals are provided free of charge when the kitchens are open.
* Eligibility to participate in joint equity house purchase scheme of up to £250,000 for property purchase
* Entertainment allowance of £570 per annum
* Tax-free book allowance of £502 per annum
* Membership of the Senior Common Room (SCR)
* On-site parking, subject to availability
* Subsidised on-site Nursery for 0–5-year-olds, subject to availability

<https://www.some.ox.ac.uk/life-here/st-pauls-nursery/>

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

**Probationary period**

The appointment is subject to an initial probationary period of up to five years. Satisfactory completion of this period, through demonstration of competence in teaching and research, and reasonable participation in College administration, will result in appointment to retiring age under the College statutes, subject to legislation in place at the time. If the Fellow should vacate the Associate Professorship, or other University office on which the holding of this Fellowship is dependent, the Fellowship must thereupon be vacated.

**Offer of employment**

Applications for this post will be considered by a selection committee including representatives from both the Department of Engineering Science and Somerville College. 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 Mathematical, Physical and Life Sciences Divisional Board and the Governing Body of Somerville College 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 divisional board and the governing body, and a formal contractual offer has been made.

**Benefits of working at the University**

[Employee benefits | HR Support (ox.ac.uk)](https://hr.admin.ox.ac.uk/employee-benefits)

[Staff benefits | HR Support (ox.ac.uk)](https://hr.admin.ox.ac.uk/staff-benefits)

**PAY SCALE FOR ASSOCIATE PROFESSORS WITH TUTORIAL FELLOWSHIPS (APTF-U)**

**(with effect from 1 August 2024) (applied 1 October 2024)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Grade (30S)** | | | | |
| Scale point | National Pay spine | University Salary | College Salary | Total Salary |
| 11 | 53 | £62,791 | £12,076 | £74,867 |
| 10 | 52 | £60,966 | £11,725 | £72,691 |
| 9 | 51 | £59,195 | £11,384 | £70,579 |
| 8 | 50 | £57,475 | £11,054 | £68,529 |
| 7 | 49 | £55,805 | £10,732 | £66,537 |
| 6 | 48 | £54,184 | £10,421 | £64,605 |
| 5 | 47 | £52,610 | £10,118 | £62,728 |
| 4 | 46 | £51,083 | £9,824 | £60,907 |
| 3 | 45 | £49,600 | £9,539 | £59,139 |
| 2 | 44 | £48,160 | £9,262 | £57,422 |
| 1 | 43 | £46,762 | £8,993 | £55,755 |

For more information on the duties of a Tutorial Fellow in College, please see “[The Tutorial Fellowship: General Template of Duties for Tutorial Fellows in Oxford Colleges](https://www.mpls.ox.ac.uk/files/intranet/general-description-of-duties-for-tutorial-fellows-in-oxford-colleges-2015.docx)”