



Job Description and Selection Criteria

Post	Associate Professorship in Politics or International Relations with specialization in the Middle East
Departments	Department of Politics and International Relations (DPIR), and Oxford School of Global and Area Studies (OSGA)
Division	Social Sciences Division
College	St Antony's College
Contract type	Permanent upon completion of a successful review. The review is conducted during the first 5 years.
Salary	Salary on the scale within the range £48,114 to £64,605 p.a. plus College benefits including a housing allowance of £2,550 p.a.
Closing date	Monday 8 February 2021
Vacancy ID	148982

Overview of the post

The Department of Politics and International Relations (DPIR), and the Oxford School of Global and Area Studies (OSGA), in association with St Antony's College, are seeking to appoint an Associate Professor in Politics or International Relations with a specialization in the Middle East. This is a joint post with 75% of the position dedicated to DPIR and 25% to OSGA.

We invite applicants with a strong background in Politics or International Relations and expertise in the Middle East and North Africa (MENA). The successful candidate will be expected to teach and supervise at the undergraduate and graduate level, contribute to administration and examining, and act as a College Adviser for graduate students. The post will be held in conjunction with a Governing Body Fellowship at St Antony's College. The post-holder will have a room for teaching and research in the Department of Politics and International Relations. The post-holder will also be a Fellow of and have an office at the Middle East Centre of St Antony's.

If you would like to discuss this post and find out more about joining the academic community at Oxford, please contact Professor Petra Schleiter, Joint Head of the Department of Politics and International Relations (petra.schleiter@politics.ox.ac.uk), or Professor Timothy Power, Head of the Oxford School of Global and Area Studies (timothy.power@lac.ox.ac.uk / telephone: +44 (0)1865 284779).

All enquiries will be treated in strict confidence; they 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.

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, and generous sabbatical leave.

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.

Duties of the post

The main duties of the post are as follows:

- To engage in research and contribute through world-class publications to the Departments' and University's international reputation for research excellence;
- To develop courses and provide teaching and supervision to undergraduate and graduate students on taught courses and to supervise research students in both Departments;
- To examine students as required;
- To participate in the administrative work of the departments in both term time and vacation under the direction of the relevant Head of Department;
- To raise external research funds, preparing proposals and securing grants and funding for major new research projects;
- To develop research impact beyond academia by engaging with a wide range of policy makers, practitioners and other non-academic stakeholders;
- To play an active role as a college Governing Body Fellow: as a trustee, advising students, serving on committees, and participating in college events.

Teaching and supervising will include specifically:

In DPIR (0.75 FTE)

- The provision and organization of undergraduate teaching (tutorials, classes and lectures) in Politics or International Relations including for the undergraduate paper on Politics in the Middle East;
- The provision and organization of graduate teaching for the MPhils in Comparative Government/International Relations and MSc Politics Research, as appropriate, through lectures, classes, tutorials and convening courses. This includes contributing to aspects of the graduate core

courses, methods and research design training as well as the graduate option in the Politics and International Relations of the Middle East;

- Supervision of students on the MPhils in Comparative Government/International Relations and MSc Politics Research and the Department's DPhil degree;
- Undergraduate and graduate examining;
- Assessment and admissions duties for the graduate programmes in the Department, including an ability to assess outside the post-holder's immediate area of specialization;

In OSGA (0.25 FTE)

- Teaching on the MSc and MPhil in Modern Middle East Studies through lectures, classes, and convening courses;
- Contributing to aspects of the core course teaching and methods training within OSGA's graduate degrees;
- Assessment and admissions duties for the MSc and MPhil in Modern Middle East Studies and other degrees in the Department;
- Supervision of students on the MSc and MPhil in Modern Middle East Studies and the DPhil in Area Studies.

Teaching duties

The level of expected teaching and supervision is equivalent to a standard two-two teaching load in North America. For the purposes of managing academic workload, departments use 'stint units' to account for teaching and supervision contributions. Various amounts of stint are assigned to different teaching and supervision activities, for example, supervision of a doctoral student counts for 24 stint units per year, and lectures, tutorials, class teaching all count towards stint.¹ The amount of teaching normally must not exceed an average of 288 teaching units per year without approval by the divisional board.

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 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 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.

¹ One hour small group teaching (paired tutorial), 1 unit; one hour lecture, 3 units; one doctoral student, 24 units; and other types of teaching to be weighted proportionally. This tariff is subject to local variation.

Essential

- A doctorate in political science, international relations or a closely related field;
- An outstanding, world-class portfolio of research and publications in politics or international relations with a specialisation in the politics or international relations of the Middle East and North Africa as well as an exciting future research programme. Research interests could include states and state building in MENA, regimes and regime change in the region, political institutions and political behaviour, social movements and mobilisation, religion and politics, conflict and civil war, political economy of natural resources, nations and nationalism, and political development;
- An ability to secure, or successful record of securing, competitive external funding for research, and of managing research projects and delivering on grants;
- University teaching experience in teaching core courses in politics or international relations, at the undergraduate/postgraduate level, including thesis supervision and course development, and an ability to contribute to the teaching of research methods or research design at the postgraduate level;
- University teaching experience in the politics/international relations of MENA;
- Experience of assessment and examining in undergraduate/post-graduate degree programmes;
- Evidence of participation in and successful delivery of academic and administrative duties in a university.

Desirable

- Ability to work with source materials in one or more of the non-Western languages of MENA (highly desirable);
- Expertise in research methods;
- Experience of university admissions;
- A track record of delivering research impact beyond academia by engaging with a wide range of policy makers, practitioners and other non-academic stakeholders.

How to apply

To apply, visit <https://www.jobs.ox.ac.uk/>, click on the relevant post title, 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.

You will be asked to upload the following information:

- Your CV, including a full list of publications, details of teaching experience and a statement of research interests (maximum 6 pages).
- A covering letter or statement explaining how you meet the criteria set out above using examples of your skills and experience. This may include experience gained in education or employment (maximum 2 pages).
- Details of **three** referees whom you have asked to submit confidential reference letters. Please ensure that your referees send their letters by the stated deadline for applications. Reference letters should be sent by email to vacancies@politics.ox.ac.uk. If you do not wish the University to contact any of your three referees before being progressed to the long list stage, please answer the relevant reference questions accordingly.

Candidates who are short listed will be asked to provide two article-length research samples that are illustrative of their research and any further information that is relevant to this position.

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 www.admin.ox.ac.uk/eop/disab/ 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 www.admin.ox.ac.uk/access/.

Please upload all documents as **PDF files** with your name and the document type in the filename.

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

Should you experience any difficulties using the online application system, please email recruitment.support@admin.ox.ac.uk. Further help and support is available from <https://hrsystems.admin.ox.ac.uk/recruitment-support>. 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.

The Department of Politics and International Relations

Politics and International Relations at Oxford University have a long and distinguished history in the education of leading figures in academia, politics, the media and public life, both in the UK and internationally. Teaching and research in this area were gathered together in 2000 to create a Department of Politics and International Relations. Since then it has become one of the largest departments in the field in the UK and is considered to be an internationally excellent centre for teaching and research. The Department is consistently ranked first in *The Times* and *The Guardian* university guides for the subject. The Department attracts some of the best academics in the field to work here as permanent faculty, as part of major research projects or as academic visitors. There is a strong post-doctoral group supported by highly competitive research fellowships and working across a broad range of fields.

The Department is located in the Social Sciences building at Manor Road, along with the Department of Economics, and the integrated Social Science Library. The building provides excellent facilities including a lecture theatre, a large computer laboratory and a range of seminar rooms as well as a cafeteria and

common room for use by both staff and students. The Manor Road Building is served by a shared IT and web team.

The Department itself contains over 100 graduate workstations. An experienced administrative team supports the Department's research and teaching activities. The Department's core administration currently comprises sixteen staff, grouped into teams that provide dedicated support for: Courses, Finance, Personnel, Research Support, and Communications and Alumni Relations. The administrative teams work closely with each other as well as with staff in other parts of the University, in particular with the Social Sciences division, Personnel Services, and Research Services, as well as with the University's many colleges.

For further information, please visit: <https://www.politics.ox.ac.uk>

The Oxford School of Global and Area Studies

The Oxford School of Global and Area Studies (OSGA) is one of the fifteen constituent parts of the Social Sciences Division. It represents a commitment by the University to enhancing teaching and research in Area Studies. The School brings together seven units: the Middle East Studies Programme, the African Studies Centre, the Latin American Centre, the Nissan Institute of Japanese Studies, the Contemporary China Studies Programme, Russian and East European Studies, and the Contemporary South Asia Studies Programme. The administration of the School is based at 12 Bevington Road with the units in close proximity.

The School is devoted to research and graduate teaching in academic disciplines which attempt to understand the complexity and the interrelatedness of society through anthropology, economics, politics, history, sociology and culture. Its teaching and research seek to take into account both the insights provided by the separate disciplines and the contextualisation provided by in-depth knowledge of specific regions and countries. Interdisciplinary collaboration to study specific social processes is encouraged, and a number of the current research projects are in collaboration with other departments.

Currently, Masters courses are run by the Middle East Studies Programme, the African Studies Centre, the Latin American Centre, the Nissan Institute of Japanese Studies, Russian and East European Studies, Modern South Asian Studies, and Contemporary Chinese Studies, which admit in total about 140 graduate students per year. OSGA launched a DPhil programme in Area Studies in 2017 and will inaugurate a new MPhil in Global and Area Studies in 2021. Additionally, the School's academic staff supervise doctoral students and teach on a range of undergraduate programmes in other parts of the University.

Potential applicants can find out more about the School at <http://www.osga.ox.ac.uk>

The Middle East Studies Programme in OSGA

The responsibility for the graduate study of the Modern Middle East at Oxford University is shared by several units. OSGA, through its Middle East Studies Programme, oversees the main teaching programme for the one-year MSc degree and the supervision of doctoral research. Separately, the Oriental Institute (based in the Humanities Division) shares the thematic teaching load of the Middle East with OSGA, and faculty members attached to each Division teach across the Modern Middle East degree programmes.

Thirdly, the Middle East Centre of St Antony's College has a close relationship with both OSGA and Oriental Studies and coordinates general activities related to the Modern Middle East. These include contributing to the organisation of teaching programmes, and running a regular inter-disciplinary seminar series which includes historical, political, economic, cultural, and social themes. The combined efforts of all three actors make for a rewarding intellectual collaboration in MENA teaching and research across the social sciences.

St Antony's College

A non-stipendiary fellowship at St Antony's College is linked with the Associate Professorship, offering a housing allowance and other benefits. The 38 colleges at Oxford give 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.

St Antony's College is one of the seven colleges of the University of Oxford which admit graduate students only. St Antony's chosen field is the interdisciplinary study of the modern history, politics, international relations, economics, sociology and culture of the regions of the world. It provides an informal and multicultural environment for advanced research and postgraduate education and has become the leading European centre for international studies, competing with the best graduate schools in the United States and adding a uniquely European viewpoint to its international vision.

The current Warden, Professor Roger Goodman, is concurrently the Nissan Professor of Modern Japanese Studies, a position he has held since 2003. He was Head of the Social Sciences Division within the University of Oxford between 2008-17. He is a Fellow of the UK Academy of Social Sciences, and has been the Chair of the Academy's Council since 2015.

Like other Oxford colleges, the College is an independent self-governing institution. Its Governing Body consists of around 40 Fellows and is chaired by the Warden. The Fellows are distinguished scholars in their chosen fields and most of them hold senior academic posts in the University. Each conducts his or her own research programme and almost all of them supervise postgraduate students from St Antony's and other colleges. Some Fellows teach undergraduates as well and also take part in University and College administration.

The College has seven regional research centres, which cover Africa, Asia (except Japan), Europe, Japan, Latin America, the Middle East, Russia and the rest of the former Soviet Union. Most of the Centres are based on the College's campus in converted Victorian houses. Each Centre is run by a Centre Director who is normally a Governing Body Fellow of the College.

The Middle East Centre (MEC) is a premier international institute for teaching, research and scholarly exchange on the modern Middle East. The Centre promotes inter-disciplinary scholarship on Turkey, Iran, Israel and the Arab states of the Middle East and North Africa from the nineteenth century to the present day. It has its own library and archive and lecture theatre and organises and hosts regular conferences, lectures, seminar and book launches related to the MENA region. Centre scholars contribute to debates in the press and public arenas and advise governments to promote greater understanding of the Middle East. Fellows play an active part in the administration and development of the Middle East Centre. The current fellowship of the MEC includes Professor Eugene Rogan (Director), Professor Walter Armbrust, Dr Michael Willis and Dr Laurent Mignon.

Fellows, students and visitors are normally attached to one of these Centres, forming an interdisciplinary team which works together in postgraduate teaching and applied research on the region concerned. The many seminars which take place in the College are open to all members of the University and visiting scholars. The Centres also organise one-or two-day conferences and workshops. Through these events and the work of their Fellows they make an important contribution to the University's teaching programmes.

St Antony's has between 450 and 550 postgraduate students working on taught master's courses and research-based doctorates. Membership of the College is itself an important educational experience for the students. Coming from more than 70 countries, they learn from each other's experience and broaden their understanding of the world. They also benefit from the experience and scholarship of the one hundred or more senior visitors whom St Antony's welcomes each year. In addition to world-renowned scholars, these include business people, politicians and government officials. World leaders often come to speak at the College.

For further information, please visit www.sant.ox.ac.uk

Social Sciences Division

The University's academic departments and faculties are organised into four large groups, known as Academic Divisions (Social Sciences, Mathematical, Physical and Life Sciences (MPLS), Medical Sciences, and Humanities). The divisions are responsible for academic strategy and operational planning, oversight of the teaching and research of their constituent departments and faculties, and for personnel and resource management. The social sciences at Oxford are distinctive for both their depth and breadth, with over 1,000 academic and research staff working across fifteen departments, faculties and schools. The Head of the Social Sciences Division is Professor Dame Sarah Whatmore, who is a member of the University's Council.

The Division is a world-leading centre of research and education in the social sciences. The Times Higher Education (THE) University Rankings placed the University of Oxford as number one in the world for Social Sciences in 2018 and 2019. REF 2014 confirmed Oxford as the UK powerhouse for research in the social sciences, accounting for more 4* research than any other institution. Our academic and research staff and students are international thought leaders, generating new evidence, insights and policy tools with which to address some of the major global challenges facing humanity, such as sustainable resource management, poverty and forced migration, effective governance and justice. As well as active interdisciplinary links with researchers in other divisions at Oxford, we engage and collaborate extensively with other universities and a wide range of governmental and non-governmental practitioner communities such as law, business, public health and welfare, international development and education around the world. The Division has an extensive portfolio of external funders, partners and supporters, with competitively-awarded external research income exceeding £50 million per year and philanthropic income over £25 million a year. As part of our commitment to equality of opportunity, eight of our departments have achieved bronze Athena SWAN awards: the Blavatnik School of Government, Economics, Education, International Development, Law, Geography & the Environment, Anthropology & Museum Ethnography and the Saïd Business School, with all our other departments either in the process of applying or scheduled to do so shortly.

The Division delivers an exceptional range of high-quality educational programmes all underpinned by the innovative research being undertaken by our academics. The student body is made up of over 2,000 undergraduate students, nearly 3,000 students studying postgraduate taught programmes and 1,200 postgraduate research students. The programmes we offer are wide-ranging, often interdisciplinary and include professionally-oriented provision in areas such as business, law and education. The Division is home to several of Oxford's most widely recognised teaching programmes, such as Philosophy, Politics and Economics (PPE) at undergraduate level; and at the Masters level programmes such as the Bachelor in Civil Law (BCL), Environmental Change and Management, International Relations, and Social Data Science.

For more information, please visit: www.socsci.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 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 successful candidate will be appointed on the Oxford scale for Associate Professors, within the range £48,114 to £64,605 p.a.

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 Departments may propose the awarding of additional increments within the substantive scale to an Associate Professor at any time during their appointment.

Additional remuneration may be paid for graduate supervision, examining and some tutorial teaching. Those holding administrative appointments within the Departments may be eligible for additional payments.

Pension: The University offers generous pension provision. Associate Professors are usually offered membership of the Universities Superannuation Scheme.

Details are available at www.admin.ox.ac.uk/finance/epp/pensions/schemes/uss/.

Sabbatical leave: You will be eligible for sabbatical leave to allow you to focus on your research. In general, one term of leave is available for each six terms worked. This leave may either be taken as one term of leave after 6 terms of service, or accumulated and taken as one year of leave after 6 years of service.

Outside commitments: You may apply to spend up to 30 working days in each year on projects outside your employment duties, such as consultancy, spin-out activity and membership of research councils and other bodies. There is no limit to earnings from these activities without deduction from salary. Details of the approval process may be found at www.admin.ox.ac.uk/personnel/staffinfo/academic/approvaltoholdoutsideappointments/.

Guidance is also available on:
ownership of intellectual property www.admin.ox.ac.uk/statutes/regulations/182-052.shtml and
managing conflicts of interest www.admin.ox.ac.uk/researchsupport/integrity/conflict/policy/

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 www.ox.ac.uk/about/organisation/governance.

Family support: The University offers generous family leave arrangements, such as maternity, adoption, paternity and shared parental leave. Details are available at www.admin.ox.ac.uk/personnel/during/family/. 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 www.admin.ox.ac.uk/childcare/.

The University subscribes to My Family Care, a benefit which allows staff to register for emergency back-up childcare and adultcare services, a 'speak to an expert' phone line and a wide range of guides and webinars through a website called the Work + Family Space.

For more details, please see www.admin.ox.ac.uk/personnel/staffinfo/benefits/family/mfc/

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 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 team to support successful applicants through the immigration process (for Tier 1 and Skilled Worker visas) from job offer through to arrival in the UK.

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 www.admin.ox.ac.uk/eop/ 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>
www.admin.ox.ac.uk/personnel/staffinfo/discountsforstaff/services/.

Pre-employment screening: Your appointment 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://www.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 all academic posts, for which the retirement date is 30 September immediately preceding the 69th birthday.

The justification for this may be found at www.admin.ox.ac.uk/personnel/end/retirement/acrelretire8+/

For **existing** employees, any employment beyond the retirement age is subject to approval through the EJRA procedures. Further details can be found at www.admin.ox.ac.uk/personnel/end/retirement/acrelretire8+/

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: www.admin.ox.ac.uk/councilsec/compliance/gdpr/privacynotices/job/.

The University's Policy on Data Protection is available at: www.admin.ox.ac.uk/councilsec/compliance/gdpr/universitypolicyondataprotection/.

College Benefits, Terms and Conditions

As a Governing Body Fellow of St Antony's College, the post-holder will receive:

- A taxable and pensionable Housing Allowance. This is currently £2,550 per annum and is increased in line with University pay awards;
- A workroom in College if they wish one;
- College IT support in ensuring that electronic devices link with the College's networks; your computer will be provided by DPIR;
- Use of the College Library with the right to borrow books when resident in Oxford;
- The opportunity to join the Oxford Colleges' Healthcare scheme as long as it is the College's policy to provide this benefit. As there is no charge to you for the Fellow's participation this benefit may give rise to a small tax liability. Dependants may also join the scheme at Fellow's expense if eligible;
- Free meals at common table (lunches and evening meals in the College Hall when it is open);
- 12 free High or Guest Night Tables each term. This dining allowance may also be used to host academic and business guests;
- The opportunity to participate in the College's cycle to work scheme;
- Membership of the College's Senior Common Room;
- Car parking in the College's car parks, which is normally available if the post-holder lives more than three miles from the College.

Any enquiries concerning details of the College Fellowship should be directed to bursar@sant.ox.ac.uk.

Offer of employment

Applications for this post will be considered by a selection committee containing representatives from OSGA, DPIR and St Antony's 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 Social Sciences Divisional Board and the Governing Body of St Antony's 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.