



**Nuffield  
College**  
UNIVERSITY OF OXFORD



**DPIR**  
DEPARTMENT OF POLITICS &  
INTERNATIONAL RELATIONS

## Job Description

<b>Job title</b>	Associate Professorship in International Relations
<b>Division</b>	Social Sciences
<b>Department</b>	Politics and International Relations
<b>College</b>	Nuffield College
<b>Contract type</b>	Permanent upon completion of a successful review. The review is conducted during the first 5 years.
<b>Salary</b>	University salary from £58,265 - £77,645 per annum which is inclusive of an Oxford University Weighting of £1,730 p.a., plus substantial additional benefits including a College academic responsibility allowance of £26,405 per annum (2025/26 rate). A University allowance of £3,199 per annum would be payable upon award of Full Professor title.
<b>Vacancy reference</b>	185271
<b>Additional information</b>	Subject to HMRC regulations and the availability of funding, a relocation allowance may be available.

## The role

The Department of Politics and International Relations (DPIR) are seeking to appoint an Associate Professor in International Relations, in association with Nuffield College. The successful candidate will be appointed to a Professorial Fellowship at Nuffield College.

The successful candidate will be expected to conduct internationally excellent research in the area of International Relations. They will also teach and supervise at the graduate and undergraduate level; contribute to graduate admissions, examining, and assessment; and contribute fully to academic administration in the DPIR and the College.

We invite applicants with a strong research background in International Relations (open search). The successful candidate will be expected to teach and supervise in the area of International Relations at both the undergraduate and graduate level. They will also be





expected to contribute to the graduate research design or methods teaching sequences in the Department.

This post is available from 1 September 2026, or as soon as possible thereafter. This is a permanent appointment (subject to successful review during the initial period of office).

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.

If you would like to discuss this post and find out more about joining the academic community at Oxford, please contact Professor David Doyle, Head of Department of the DPIR ([david.doyle@politics.ox.ac.uk](mailto:david.doyle@politics.ox.ac.uk)). All enquiries will be treated in strict confidence and will not be considered in the selection decision.

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

## The role of Associate Professor at Oxford

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

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

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

Oxford offers many opportunities for professional development in research and teaching.



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 **for the DPIR** are as follows:

### Research

- to engage in original, world-class research in the field of International Relations;
- to disseminate research through excellent publications in peer reviewed journals, proceedings, or other outlets consistent with disciplinary norms of excellence, through participation in international conferences and seminars, and through other media;
- to secure significant external funding sufficient to support a productive programme of world-recognised research:
- to demonstrate impact in research.

### Teaching

- to contribute to the development and delivery of DPIR graduate and undergraduate degrees in their specialist area and in particular, to provide classes, seminars, and lectures in International Relations;
- to supervise Masters and DPhil students;
- to contribute as appropriate to graduate admissions processes.

The amount of teaching for an APNTF normally must not exceed an average of 288 teaching units<sup>1</sup> per year for the Department without approval by the divisional board.

### Examining

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<sup>1</sup> One hour 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.



- to take part in examining as and when requested to do so by the appropriate DPIR committee for the nomination of examiners.

### **Administration**

- to participate in administration as and when requested by the Head of Department including service on committees or holding of academic offices.

The main duties of the post **for Nuffield College** are as follows:

- To engage in advanced study and internationally excellent research in the specified field of the post;
- To play an active part in the academic and research life of the College, for example by organising seminars, workshops and other academic activities and events;
- To contribute to the recruitment, admission, and training of high calibre graduate students;
- To act as College supervisor for Nuffield students and mentor for postdocs and incoming academic staff as requested; College supervisors are expected to meet with their supervisees during the course of each term and to write progress reports at the end of each term;
- To be a member of and take an active part in the work of the College's Politics Group;
- To contribute to the governance and academic strategy of the College by participation in the College's Governing Body (subject to appointment as a charity trustee) and in other committees, whether standing or ad hoc, as required.

### **Additional:**

As a new starter you will be expected to complete required training for the department and, if applicable, your role, these include:

- Harassment in Higher Education
- Implicit Bias in the Workplace
- Challenging Behaviour: Dealing with Bullying and Harassment training in the workplace
- Information Security Awareness Module (completed annually)
- Equality and Diversity briefing



- Health and Safety Basics
- Understanding Prevent Duty (required for those with welfare responsibilities in departments)
- Research Integrity Training

This is to ensure the department remains committed to providing a positive, supportive and inclusive environment for members of the University community from different backgrounds.

Access to these training courses will be provided once in post.

## Selection criteria

### Essential

1. A completed doctorate in International Relations, or in a closely related field;
2. An excellent publication record on topics related to International Relations, at an appropriate level for the candidate's career stage;
3. An outstanding programme of innovative research in the field of International Relations;
4. Strong potential to secure competitive external funding for research, manage research projects and deliver grants successfully;
5. Commitment to teaching and a demonstrable ability to enthuse, educate and inspire high-achieving students from all backgrounds and to help them reach their full potential;
6. Evidence of ability to contribute to teaching, syllabus and curriculum development on topics within the remit of DPIR's graduate and undergraduate degrees;
7. The ability to make a strong contribution to research methods training sequences for the Department's graduate programmes;
8. The ability to be an effective supervisor of graduate students on the MSc, MPhil and DPhil programmes in the DPIR;
9. Willingness to assess and examine in undergraduate and graduate degree programmes;
10. Ability and commitment to provide pastoral and academic support for students at all stages in their university career;



11. Evidence of, or potential for, good citizenship and a willingness to undertake a reasonable share of administrative duties effectively to support the smooth running of the Department and the College;
12. Communication and interpersonal skills enabling the formation of good working relationships with colleagues, students and collaborators.

## Desirable

1. A successful record of securing competitive external funding for research, managing research projects and delivering on grants;
2. A track record of delivering research impact beyond academia by engaging with a wide range of policy makers, practitioners and other non-academic stakeholders;
3. An ability to foster a collaborative and inclusive research/academic/working/learning environment for people from different backgrounds.

## Pre-employment screening

### Standard checks

If you are offered the post, the offer will be subject to standard pre-employment checks. You will be asked to provide: proof of your right-to-work in the UK; proof of your identity; and (if we haven't done so already) we will contact the referees you have nominated. You will also be asked to complete a health declaration so that you can tell us about any health conditions or disabilities for which you may need us to make appropriate adjustments.

Please read the candidate notes on the University's pre-employment screening procedures at: <https://www.jobs.ox.ac.uk/pre-employment-checks>

## How to apply

To apply, visit

[https://my.corehr.com/pls/uoxrecruit/erq\\_jobspec\\_details\\_form.jobspec?p\\_id=185271](https://my.corehr.com/pls/uoxrecruit/erq_jobspec_details_form.jobspec?p_id=185271)

Applications are made through our online recruitment portal. Information about how to apply is available on our Jobs website <https://www.jobs.ox.ac.uk/how-to-apply>.

Your application will be judged solely on the basis of how you demonstrate that you meet the selection criteria stated in the job description.

You will be asked to upload a CV and a supporting statement. 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 education or employment.



Please also provide a separate research statement and teaching statement. You are also required to arrange for **three referees** to submit confidential reference letters directly to [vacancies@politics.ox.ac.uk](mailto:vacancies@politics.ox.ac.uk) by the stated deadline for applications. You will also be asked to state which referees these are on your online 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 <https://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 <https://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, and generous sabbatical leave.

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** (UK time) on the closing date stated in the online advertisement.

## Department of Politics and International Relations

Renowned as a global leader in its field, DPIR is one of the largest departments in the University of Oxford and is active in both undergraduate and graduate teaching. With around 90 academic staff, it is world class in international and national research and teaching; in September 2024, The Guardian ranked us the Number One University in the UK for Politics. We are home to major research projects, a vibrant community of academic visitors, and a strong group of post-doctoral researchers, supported by highly competitive research fellowships, working across a broad range of disciplinary fields.

An experienced Professional Services function supports the department's research and teaching activities. The department's core Professional Service is grouped into teams that provide dedicated support for: Courses, Research, Finance, HR, and Communications & Alumni Relations. The administrative teams work closely with each other as well as with staff in other parts of the University, particularly with the Social Sciences division, Personnel Services, and Research Services, as well as with the University's many colleges.

Equality, diversity, and inclusion (EDI) are central to Oxford's mission, driving research, teaching, and global impact. At DPIR, we uphold this commitment by fostering a diverse,



inclusive community where all staff and students feel respected and valued, while also prioritising their wellbeing. To advance gender equality specifically and improve our working environment, we are preparing to apply for an Athena Swan Bronze Award. For further information about the department's commitment, please visit our [EDI](#) and [Wellbeing](#) webpages.

The Department is in the Social Sciences building at Manor Road, along with the Department of Economics, the Centres for Criminology and Socio-Legal Studies, and the integrated Social Science Library.

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

## Important information for candidates

### Data Privacy

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

### The University's policy on retirement

The University operates an Employer Justified Retirement Age (EJRA) for very senior research posts at **grade RSIV/D35, clinical equivalents E62 and E82 and academic staff**, which with effect from 1 October 2023 will be 30 September before the 70<sup>th</sup> birthday. The justification for this is explained at: <https://hr.admin.ox.ac.uk/the-ejra>.

For **existing** employees on these grades, any employment beyond the retirement age is subject to approval through the procedures: <https://hr.admin.ox.ac.uk/the-ejra>.

There is no normal or fixed age at which staff in posts at other grades have to retire. Staff at these grades may elect to retire in accordance with the rules of the applicable pension scheme, as may be amended from time to time.



## Equality of opportunity

The University of Oxford is committed to equal opportunity, and to being an inclusive institution 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 or members of staff 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.

Recruitment, progression within employment and retention will be determined according to personal merit and the duties and requirements of the post. In all cases, the primary consideration will be the ability to perform the job.

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

## Academic Freedom and Freedom of Speech

Academic freedom and freedom of speech, as outlined in the University's Code of Practice on Freedom of Speech and Statute XII, are protected by law and by the University's statutes and policies. This includes the ability within academic practice to question and test received wisdom, and to put forward new ideas and controversial or unpopular opinions. These rights must be exercised within the law and within reasonable restrictions set out in University policies and codes of practice. 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.

## 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 1,100 academic and research staff working across fifteen departments, faculties and schools. The Head of the Social Sciences Division is Professor Timothy Power.

Oxford has been ranked top of the Times Higher Education World University Rankings for nine consecutive years. The Division is a world-leading centre of research and education in the social sciences, ranking second in the world for Social Sciences in the Times Higher Education rankings in 2025. Oxford has ranked within the top three in the world every year for the past five years (2021–2025).

More than 800 researchers were returned to Main Panel C (Social Sciences) for REF 2021 across a diverse range of subject area 'units of assessment' – from geography and business to archaeology and law. Over 55% of the research submitted from the Division was judged to be world-leading (4\*, the highest score available). More than two-thirds (69%) of the research's impact was also recognised as world-leading (4\*). Research from across the Division was also submitted to subject areas across Panels A (Medicine, health and life sciences), B (Physical sciences, engineering and mathematics), and D (Arts and Humanities), highlighting the enormous breadth and diversity of research expertise across the Division.

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. Particular research highlights in recent years have included COVID-19 and Climate Change. 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, eleven of our departments have achieved Bronze awards under the Athena Swan Charter (a UK accreditation scheme recognising organisations' commitment to equality and diversity, particularly in gender). Our School of Geography and the Environment and our Department of Economics hold Athena Swan Silver awards. In February 2023, the University as a whole was awarded an institutional Athena Swan Silver award, acknowledging the progress that had been made in addressing a number of gender gaps across the University in the preceding five years.

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](http://www.socsci.ox.ac.uk).

## Nuffield College

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

There are 38 self-governing and independent colleges at Oxford, giving both academic staff and students the benefits of belonging to a small, interdisciplinary community as well as to a large, internationally-renowned institution. The collegiate system fosters a strong sense of community, bringing together leading academics and students across subjects, and from different cultures and countries.

Nuffield College is a graduate college within the University of Oxford which was founded in 1937 and specialises in the Social Sciences, particularly Economics, Politics, and Sociology. It aims to be one of the world's outstanding social science institutions, providing a stimulating research-orientated environment for postgraduate students, research fellows, and senior academics and promoting, according to its Charter, "the study by co-operation between academic and non-academic persons of social (including economic and political) problems". About 30 students are admitted each year to undertake both taught masters courses and doctoral research for most of whom the College provides financial support in the form of studentships. In total there are about 100 students enrolled at any one time, many of whom either live in College or have offices in College. In addition in 2025/26 the College has 36 permanent academic Fellows (of whom 3 are College-funded Official Fellows), 51 Research Fellows (of whom 16 are College-funded Postdoctoral Prize Fellows), 22 non-academic Visiting Fellows drawn from the world of business, industry, politics and administration; and a number of Research Officers working on research projects run by the College's Fellows. The College enjoys strong links with the University's social science departments and works closely with the Social Sciences Division.

Nuffield College has been – and continues to be – the source of some of the major research developments in social science. These include the British Election Studies and the major



programme of research on Social Mobility in Britain. It was the birthplace of the "Oxford School" of Industrial Relations; it pioneered the development of cost benefit analysis for developing countries; and it has made a major contribution to the methodology of econometrics

### **Professorial Fellowships at Nuffield College**

The Associate Professor will be elected to a Non-Tutorial, Professorial Fellowship at Nuffield College. Professorial Fellowships are typically linked with tenure-track academic positions within the University of Oxford (joint appointments), at the level of either associate or full professor. The post-holders are expected to engage in advanced study and research in their field of expertise, falling within the research areas of the College; to provide supervision and academic support for graduate students; to participate actively in the intellectual life of the College; and to take part in College governance. Professorial Fellows are expected to be members of the College's Governing Body, subject to their appointment as trustees of the charity which is "The Warden and Fellows of Nuffield College in the University of Oxford".

### **Research Facilities**

The size and specialised nature of the College enable its members to work closely with one another in a stimulating and research-orientated environment. A "critical mass" of students and Fellows working in the social sciences is helpful both in terms of facilities and of intellectual activity, such as the active seminar and conference programme.

The College Library is one of the finest in the social sciences and functions as a research library, reflecting the academic interests of the Fellows. Fellows also have access to all the facilities of the Bodleian Library, including full-text access to nearly all journals in the social sciences. The College has an Information Systems Department to serve the computing needs of Fellows. The College provides facilities and grants for Fellows to invite academic visitors to the College to enable them to carry out collaborative work.

## **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



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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*

<https://hr.web.ox.ac.uk/academic-staff-pay>

### *Pension*

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

### *Sabbatical leave*

<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>

### *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*

<https://welcome.ox.ac.uk/>

<https://staffimmigration.admin.ox.ac.uk/>

### *Relocation*

[If appropriate, set out further details of relocation scheme for joint appointees.

<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/staff-benefits>

### *Pre-employment screening*

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



### *Length of appointment*

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

<https://hr.admin.ox.ac.uk/academic-posts-at-oxford#collapse1532056>

### *Retirement*

The University operates an employer justified retirement age for academic posts of 30 September immediately preceding the 70th birthday. See <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**

In addition to the University salary, the Associate Professor will receive the College's Academic Responsibility Allowance, which is currently £26,405 per annum (2025/26 rate), taxable and pensionable, and paid directly to the Fellow; the rate is reviewed each August.

The successful candidate will also receive the following benefits that are normally associated with Professorial Fellowships at Nuffield College (rates are reviewed annually):

- Research Allowance: Up to £17,205 per annum, refunded against specific, approved research- related expenditure, and therefore not taxable.
- Entertainment Allowance: £817 per annum.
- Start-up allowance: Up to £7,165 available in the Fellow's first year to assist with set-up costs, such as IT and other office equipment.
- Option to join the College's private health insurance scheme in the UK (family membership represents a taxable benefit to the value of around £1,780).
- Option to join the College's Fellows' Joint Equity Housing Scheme. To assist with the cost of housing in Oxford, the College runs a discretionary joint equity housing scheme for qualifying Fellows. Full details on eligibility and the rules and regulations of the scheme, which are subject to change, are available from the Bursar and can be sent to you on request.

Professorial Fellows are provided with an office in College and relevant IT equipment and software for the duration of the Fellowship; they are entitled to Common Table meals (i.e. free lunches and dinners in College, including High Table) and are members of the College's Senior Common Room (subscription fees payable).



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## **Offer of employment**

Applications for this post will be considered by a selection committee containing representatives from both the Department of Politics and International Relations and Nuffield 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 Nuffield 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

University employees enjoy paid holiday, generous pension schemes, travel discounts, and a variety of professional development opportunities. Our range of other employee benefits and discounts also includes free entry to the Botanic Gardens and University colleges, and discounts at University museums. See <https://hr.admin.ox.ac.uk/staff-benefits>

### University Club and sports facilities

Membership of the University Club is free for all University staff. The University Club offers social, sporting, and hospitality facilities. Staff can also use the University Sports Centre on Iffley Road at discounted rates, including a fitness centre, powerlifting room, and swimming pool. See [www.club.ox.ac.uk](http://www.club.ox.ac.uk) and <https://www.sport.ox.ac.uk/>.

### Information for staff new to Oxford

If you are relocating to Oxfordshire from overseas or elsewhere in the UK, the University's Welcome Service website includes practical information about settling in the area, including advice on relocation, accommodation, and local schools. See <https://welcome.ox.ac.uk/>

There is also a visa loan scheme to cover the costs of UK visa applications for staff and their dependents. See <https://staffimmigration.admin.ox.ac.uk/visa-loan-scheme>

### Family-friendly benefits

With one of the most generous family leave schemes in the Higher Education sector, and a range of flexible working options, Oxford aims to be a family-friendly employer. We also subscribe to the Work+Family Space, a service that provides practical advice and support for employees who have caring responsibilities. The service offers a free telephone advice line, and the ability to book emergency back-up care for children, adult dependents and elderly relatives. See <https://hr.admin.ox.ac.uk/my-family-care>

The University has excellent childcare services, including five University nurseries as well as University-supported places at many other private nurseries.

For full details, including how to apply and the costs, see <https://childcare.admin.ox.ac.uk/>



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## Disabled staff

We are committed to supporting members of staff with disabilities or long-term health conditions. For further details, including information about how to make contact, in confidence, with the University's Staff Disability Advisor, see <https://edu.admin.ox.ac.uk/disability-support>

## Staff networks

The University has a number of staff networks including the Oxford Research Staff Society, BME staff network, LGBT+ staff network and a disabled staff network. You can find more information at <https://edu.admin.ox.ac.uk/networks>

## The University of Oxford Newcomers' Club

The University of Oxford Newcomers' Club is an organisation run by volunteers that aims to assist the partners of new staff settle into Oxford, and provides them with an opportunity to meet people and make connections in the local area. See [www.newcomers.ox.ac.uk](http://www.newcomers.ox.ac.uk).