

Job Description



Job title	Associate Professor of AI & Society
Division	Social Sciences & Humanities Division
Department	Oxford Internet Institute & Faculty of Philosophy (Institute for Ethics in AI)
Location	1 St Giles', Oxford
Grade and salary	Grade 10a (36S) Combined University and College salary: £48,835 - £65,574 per annum. An additional allowance of £2,846 per annum may be made upon award of the title of Professor. There are additional College benefits as detailed below.
College	Wadham College
Hours	Full time
Contract type	Permanent upon completion of a successful review. The review is conducted during the first 5 years
Reporting to	Director of the Oxford Internet Institute
Vacancy reference	153489

Overview of the role

The Oxford Internet Institute and Faculty of Philosophy (Institute for Ethics in AI) are seeking to appoint an Associate Professor of AI & Society, in association with a Senior Research Fellowship at Wadham College. The post will sit within the OII, and the post holder will work closely with colleagues in the Institute for Ethics in AI. The successful candidate will conduct outstanding empirical research related to the social and ethical impacts of AI, broadly construed, and will be comfortable collaborating across disciplinary boundaries, including engaging with philosophers and ethicists. They will play an integral part in the activities of the Institute for Ethics in AI. This post is available from 1 March 2022, or as soon as possible thereafter. This is a permanent appointment (subject to initial probation).

The position is open to candidates from a variety of social science disciplines, including political science, communications, psychology, sociology, public policy, anthropology, development, geography and economics. The successful candidate will be expected to engage in innovative empirical research that will advance normative or ethical debate about the impacts of AI, machine learning and new information technologies, using quantitative or qualitative social science methods. We are particularly interested in candidates whose research addresses policy-relevant topics such as social injustice and inequality, barriers to information access, algorithmic bias and discrimination, or the role of diversity in the development and application of AI.

The successful candidate will contribute research-led teaching and supervision for OII graduate students, and will also contribute to the delivery of core MSc courses including research methods teaching. They will also be a member of the Governing Body of Wadham College.



Candidates must demonstrate a research record in or, relevant to, the social and ethical impacts of AI, with an international standing appropriate to the stage of their career; the ability to deliver excellent teaching, and a willingness to undertake administration and pastoral responsibilities on behalf of Wadham College and of the University. Candidates should hold a completed doctorate, or a completed doctoral dissertation submitted for examination by the advertised closing date for this position, in the empirical social sciences, or closely related fields.

Applicants should have a proven high standard of research and the ability to enthuse and inspire students at graduate level through lectures and supervision.

For Wadham College, the post holder will be expected to serve on Governing Body, act as a college advisor to graduate students, and actively participate in college life. For the University, the post holder will teach, supervise graduate students, and participate in examining students within the Oxford Internet Institute, and play a full and active role in the intellectual life of both the Oxford Internet Institute and the Institute for Ethics in AI. They will be expected to engage in independent and original research, to secure funding and engage in the management of research projects and disseminate research of the highest international standard through publications, conferences, and seminars.

They will be entitled to office space at the OII and expected to participate fully in the intellectual life of the department and the wider University. They will also have office space in the Institute for Ethics in AI, where they will be expected to play a key role, including developing new research activities and clusters, and developing teaching within the sphere of Ethics and AI.

The University of Oxford holds several awards of recognition of its efforts to introduce organisational and cultural practices that promote gender equality and create a better working environment for both men and women, including an Athena Swan Bronze award and the Race Equality Charter Bronze award. The University signed the Mindful Employer's Charter for Employers Who Are Positive About Mental Health in February 2018 and is currently one of Stonewall's Top 100 Employers. More information can be found at <https://edu.admin.ox.ac.uk/equality-charters>.

Informal enquiries about the post should be directed in the first instance to the Director of the Oxford Internet Institute, Professor Victoria Nash, (victoria.nash@oii.ox.ac.uk), or to the Director of the Institute for Ethics in AI, Professor John Tasioulas, (john.tasioulas@philosophy.ox.ac.uk), or to the Acting Senior Tutor, Dr Mike Froggatt (michael.froggatt@wadham.ox.ac.uk) at Wadham College. 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 closing date for applications is **19 October 2021**. Interviews are expected to be held during **24th/25th November 2021 (tbc)**.

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

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

Appointments are confirmed as permanent on successful completion of a review, normally, during the first five years. The vast majority of Associate Professors successfully complete this initial review. Teaching commitments are mainly concentrated into the University's graduate teaching terms, making it easier to balance teaching and research. There is considerable flexibility in the organisation of duties, and generous sabbatical leave.

Duties of the post

The main duties of the post **for the OII and Institute for Ethics in AI** are as follows:

Research

- to engage in original, world-class empirical social science research in the wider field of AI & society;
- to disseminate research through publication in highly ranked, peer reviewed journals, 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 and, through this, to inform social policy, technology design, and public life.

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

Teaching

- to contribute to the development and delivery of the OII's graduate degrees in their specialist area;
- to give lectures, seminars and courses as required on our range of graduate degrees and executive courses;
- to supervise masters' and doctoral students;
- to contribute as appropriate to graduate admissions processes.

The amount of teaching normally must not exceed an average of 288 teaching units¹ per year without approval by the divisional board.

¹ 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.

Examining

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

Administration

- to participate in administration as and when requested by the Director of the OII and the Director of the Institute for Ethics in AI, including service on committees or holding of academic offices.

General

- to co-operate in the work of the department both in term time and vacation under the line management of the Director of the OII.
- to play a key role in the academic events and outreach activities organised within the Institute for Ethics in AI under the supervision of the Institute's Director.

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

Administration

- to participate in the governance of Wadham College, including exercising the duties of a Trustee as a member of the Governing Body, service on College committees, and, when called to do so, willingness to take on College Offices (leadership roles).

General

- to act as college advisor to graduate students (this is a largely pastoral role, which does not involve the same level of commitment as a departmental supervisor);
- to co-operate in the work of the College both in term time and vacation.

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.

Essential

1. A doctorate in an empirical social science, or a closely related discipline.
2. A track record of internationally excellent articles in highly ranked, peer reviewed academic journals, commensurate with the candidate's career stage which will complement and extend the OII's research portfolio.
3. An outstanding programme of empirical social science research on topics related to the social and ethical impacts of AI, and/or related technologies.

4. Demonstrated expertise in either quantitative or qualitative social science methods, sufficient to conduct advanced research and teach graduate students.
5. A track record of successful research grant applications or evidence of the potential to obtain and sustain peer-reviewed research funding;
6. Experience of teaching, and the ability to teach, supervise, and assess high-achieving graduate students who come from diverse cultural backgrounds.
7. The ability and willingness to contribute to the teaching of existing core, methods and option papers on either or both of the OII's MSc degrees.
8. The ability and willingness to collaborate with colleagues from a range of different disciplines, and to engage fully with the ethics agenda of the Institute for Ethics in AI.
9. The demonstrated ability to work effectively as part of a team.
10. Excellent interpersonal and communication skills, including the ability to communicate with non-academic audiences.
11. The ability and willingness to undertake the full range of administrative duties within the OII.
12. A willingness to contribute to the life of the College.
13. Commitment to promoting awareness and understanding of equality, diversity and inclusion and embedding these principles among staff and students

Desirable

1. Experience of supervising graduate students.
2. A demonstrated record of impact in research through engaging with stakeholders beyond academia.
3. Experience of academic administration

Pre-employment screening

All offers of employment are made subject to standard pre-employment screening, as applicable to the post.

If you are offered the post, you will be asked to provide proof of your right-to-work, your identity, and 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 so that we can discuss appropriate adjustments with you), and a declaration of any unspent criminal convictions.

We advise all applicants to read the candidate notes on the University's pre-employment screening procedures, found at <https://www.ox.ac.uk/about/jobs/preemploymentscreening/>.

How to apply

Before applying, you may find it helpful to read the 'Tips on applying for a job at the University of Oxford' document, at <https://www.ox.ac.uk/about/jobs/supportandtechnical/>.

To apply, visit the [academic vacancies page](#), click on the relevant post title, then click on the Apply Now button on the 'Job Details' page. 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 as part of your application.

Please upload a full CV, a supporting statement and three current academic reference letters. If you or your referees would prefer, references can be emailed directly to OII Human Resources (recruit@oii.ox.ac.uk). The supporting statement must explain how you meet each of 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).

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

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/>.

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

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

Information for priority candidates

A priority candidate is a University employee who is seeking redeployment because they have been advised that they are at risk of redundancy, or on grounds of ill-health/disability. Priority candidates are issued with a redeployment letter by their employing department(s).

If you are a priority candidate, please ensure that you attach your redeployment letter to your application (or email it to the contact address on the advert if the application form used for the vacancy does not allow attachments).

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

Please note that you will receive an automated email from our e-recruitment system to confirm receipt of your application. **Please check your spam/junk mail** if you do not receive this email.

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

The Oxford Internet Institute (OII)

The Oxford Internet Institute has expanded rapidly since founding in 2001, becoming a full department in the Social Sciences Division and a world-leading home for multidisciplinary study of the technology and society, with activities focusing on research, graduate teaching, policymaking, and practice.

The OII aims to bring about a greater understanding of the various social factors that are shaping the Internet and their implications for society. Central to this vision is a view of the Internet as a phenomenon that goes far beyond its technical capabilities to encompass all the people, services, information, and technologies that are intertwined in this 'network of networks'. Excellence in research underpins the Institute's collaborative and teaching activities. Wide-ranging collaborative relationships with experts from academia, government, business, and industry in the UK and around the world also play a central role in its strategic drive.

The OII's research strategy has targeted areas critical to the public interest, where the design and use of the Internet and related technologies are likely to contribute to a substantial restructuring of social practice and institutional arrangements. Having developed critical mass in these areas, the OII's strategy for the next five years is geared towards deepening and extending the range of grant-funded research around each theme and disseminating the outputs in high-quality journals, while ensuring that research helps inform and shape policy and practice.

Research at the OII focuses on 8 research clusters:

- **Connectivity, Inclusion & Inequality:** understanding the shifts in the power dynamics caused by information and communication technologies.
- **Digital Knowledge and Culture:** charting the on-going digital transformations of the sciences, social sciences, arts and humanities, and their implications.
- **Digital Politics & Government:** investigating political behaviour, digital government, and government-citizen interactions in the age of the internet, social media, and big data.
- **Education, Well-Being, and Digital Life:** addressing the psychological, social, and educational implications of the Internet, for people of all ages, across the full lifespan, with a particular focus on children and young people.
- **Ethics and Philosophy of Information:** investigating the ethical, epistemological, logical, and ontological aspects of information, its sciences, phenomena, and dynamics.
- **Internet Economics:** understanding the economic and social implications of new business models, new market structures, and new types of economic activity.
- **Information Governance & Security:** analysing the challenges created by the digitisation of information, seeking solutions through new governance rules, processes, and institutions, and investigating the relationship between emerging technologies, their design, and information security and privacy.
- **Social Data Science:** seeking a quantitative understanding of how individuals behave and interact in society.

In all its research, the OII aims to operate at the cutting edge in both quantitative and qualitative methodologies that cut across disciplines and topics. Methodological innovation is vital given the changing nature of the Internet and advances in ICTs which both necessitate and facilitate the development of new techniques. OII researchers are developing methodologies such as the embedding of ICTs for real time observation of social phenomenon; webmetric techniques for observing the underlying structure of the web presence of social institutions; tools for understanding artificial intelligence design; experimental research; on-line action research; content analysis; investigation of virtual environments; and online survey research.

The Oxford Internet Institute is committed to a diverse academic community. We view equity, diversity, and inclusion as essential to our research and teaching missions, and we welcome applications from faculty who have demonstrated research, service, and training experience in this area. Our intellectual community is enhanced and strengthened by the diversity of our staff, students, and alumni, and we are particularly eager to find ways to expand and extend such diversity. Our differences in background, culture, race, national origin, class, religion, sexual orientation, and many domains of personal experience greatly enrich the projects of research and teaching. We are committed to making certain that a wide array of perspectives are heard and that our research is publicly available.

We 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 arrangements at the interview. The University Access Guide gives details of physical access to University buildings <https://www.accessguide.ox.ac.uk>.

For more information about the Oxford Internet Institute please visit <https://www.oii.ox.ac.uk>.

Humanities Division

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

The Division offers world-class teaching and research, backed by the superb resources of the University's libraries and museums, including the famous Bodleian Libraries, with their 11 million volumes and priceless early book and manuscript collections, and the Ashmolean Museum of Art and Archaeology. Such historic resources are linked to cutting-edge agendas in research and teaching, with an increasing emphasis on interdisciplinary study. Our faculties are among the largest in the world, enabling Oxford to offer an education in Arts and Humanities unparalleled in its range of subjects, from music and fine art to ancient and modern languages.

The Humanities Division has embarked on a major building project on the Radcliffe Observatory Quarter, following the recent announcement of the £150 million gift to create the Stephen A. Schwarzman Centre for the Humanities. Learn more at <https://www.schwarzmancentre.ox.ac.uk/>.

The Schwarzman Centre will serve as a dynamic hub dedicated to the Humanities. The building will bring together seven Humanities faculties, the Humanities Divisional Office, a new library, and significant cultural and public engagement spaces in a space designed to encourage experiential learning and bold experimentation through cross-disciplinary and collaborative study. The Faculty of Philosophy will move to the Schwarzman Centre upon the completion of the project.

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

The Faculty of Philosophy

The Oxford Philosophy Faculty has over 150 academic members, all of whom are undertaking teaching and/or research in Philosophy at Oxford. Of these, around 60 hold permanent posts within the Faculty or the colleges; many distinguished philosophers hold posts elsewhere in the University. Oxford thus contains the largest group of philosophers in the UK, and one of the largest in the world. It has a vigorous research culture: Oxford's Faculty of Philosophy performed outstandingly in the 2014 Research Excellence Framework, with 51% of overall research activity assessed at the top grade of 4*, ahead of all other UK philosophy departments. The Faculty's research culture is further enhanced by its three large research centres: the Oxford Uehiro Centre for Practical Ethics; the Future of Humanity Institute; and the Global Priorities Institute.

Each year, many distinguished philosophers from around the world visit Oxford to give lectures and seminars. There are over one thousand students studying Philosophy at undergraduate level, always in combination with at least one other subject, and around 100 graduate students, about half of whom are studying for the BPhil or the specialist MSt courses in Ancient Philosophy, Philosophy of Physics and Practical Ethics, and the rest for the DPhil. A list of current Faculty members and their research interests can be found on the Philosophy Faculty website at <https://www.philosophy.ox.ac.uk/faculty-members>.

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

The Institute for Ethics in AI

The Institute for Ethics in AI was announced in June 2019 and will be housed in Oxford University's Schwarzman Centre for the Humanities. The Institute will be administratively located in the Faculty of Philosophy and will build upon the University's world-class capabilities in the Humanities to lead the study of the ethical implications of artificial intelligence and other new computing technologies. Cross-disciplinary collaboration will be fundamental to the success of this new initiative, and the Institute will draw upon the entire educational and research endeavour of Oxford University – including the Social Sciences, Medical Sciences, Mathematical, Physical & Life Sciences – to deliver innovative, cutting-edge scholarship. It will also develop significant opportunities for collaboration on these important issues with other distinguished research universities, and public- and private-sector institutions around the world.

The Oxford Institute for Ethics in AI responds to the pressing dual need for disciplinary rigour and multidisciplinary engagement. The Institute will be rooted in rigorous philosophical inquiry. However, it will also reach out across the University, and beyond, to select the questions to address, to understand technological capabilities and constraints, and to test proposed solutions. In so doing it will create a flexible research platform that can engage successfully with the new and profoundly difficult ethical, metaphysical, and social challenges presented by the form, scale, and scope of emerging capabilities in AI.

Much of the discussion around AI and ethics has taken place within autonomous fields and academic disciplines: Social Science, Economics, Computer Science, and Engineering. The sheer pace of technological change has meant that various ethical challenges have emerged after the fact of development and deployment. The step change that the creation of the Oxford Institute for Ethics in AI brings is fourfold. Firstly, locating fundamental inquiry away from technological application will create the intellectual space required to define the core principles that can facilitate solution of the ethical questions generated when AI is built and used. Secondly, embedding the Institute within Oxford's humanities faculties will allow it to draw upon our centuries-won expertise in (inter alia) the multidisciplinary study of human and nonhuman flourishing and agency. Thirdly, easy interaction across the broad University will allow access to users, makers, and subjects of AI so that the formal philosophical inquiries keep faith with messy, real-world problems. And fourthly, its convening power and international brand recognition will allow it to reach, engage, and inform audiences, industry, and policy makers well beyond the academic domain through innovative teaching platforms, public events, and strategic interventions in global debates.

At Oxford there is an enormous range and depth of current expertise, in the design and use of machine learning, the public policy issues of developing and applying AI, and the normative agendas and consequences of AI innovations. This expertise is dispersed, and as the Institute gathers momentum, and a sustainable rhythm of cross-disciplinary appointments, events, and policy conversations develops, we expect significant new synergies will come from the interactions among and between the world's brightest students and most innovative researchers.

Wadham College

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.

Wadham is one of the larger colleges of the University of Oxford, with approximately 450 undergraduates, 250 graduates, and over 70 Fellows. Founded in 1610 by Nicholas and Dorothy

Wadham, Wadham College has a strong commitment to academic values, within a liberal and progressive atmosphere. The College is academically strong—it regularly features in the top ten in the annual ranking of Oxford colleges for academic performance in final examinations—with representation amongst most of the subjects taught at undergraduate level at the University. Professorial, Research and Tutorial Fellows, and Fellows by Special Election, are all members of its Governing Body, and all members of the College are encouraged to participate actively in College decision-making and in developing its policies and practices. Several of these Fellows have research interests in the field of AI including Professor Chris Summerfield (Experimental Psychology), Dr Tom Simpson (Blavatnik School of Government) and Dr Tom Sinclair (Philosophy).

College engagement

As a Fellow at Wadham, the post holder will be a member of the Governing Body and a charity trustee and will have a voice in shaping the affairs and policy of the College. Charity trustees are required to take part in the governance of the College through regular attendance at Governing Body meetings and participation as requested in academic and other committees supporting the Governing Body. Fellows are expected to play a full role in the life and administration of the College. This will involve, from time to time, holding Office within the College and, in conjunction with the College's Development and Alumni Office, regular contact with alumni.

Although the Fellowship carries no formal duties in College, the Fellow will be expected to participate in the academic life of the College at a less formal level, for example for organizing a seminar series, assisting with undergraduate admissions, acting as college advisor for graduate students, and so forth. There may be opportunities for the Fellow to do some undergraduate tutorial teaching, if they so wished, for which there will be additional remuneration.

Wadham College is committed to maintaining a vibrant and internationally excellent teaching and research environment. It accordingly expects its Fellows to be active in research and to contribute to a high-quality teaching and learning experience for its student body.

The terms and conditions of the College Fellowship are subject always to the provisions of the College's Statutes and by-laws, and the regulations of the Governing Body in force from time to time. College benefits, terms and conditions are set out below.

Wadham values

Wadham has a proud tradition of being at the forefront of advancing equality of opportunity, and celebrates vigorous debate, independent thought, and academic excellence. We seek to create a welcoming, accessible, and secure environment in which to work, study, live, and visit. Our community embraces people of all ages, backgrounds, races/ethnicities, nationalities, beliefs (including religious beliefs), genders, sexualities, dis/abilities, and appearances. This diversity, underpinned by mutual respect and consideration, enriches us all.

Further information about the College can be obtained from <https://www.wadham.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 <https://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 <https://www.ox.ac.uk/about/organisation>.

University benefits, terms, and conditions

Salary

The salary will be on the scale for Associate Professors: £48,114 - £64,605 per annum.

Those appointed below the top of this salary range will receive annual increments until they reach the top point. There is also an annual 'cost-of-living' review. In exceptional cases, the Department/Faculty board may propose the awarding of additional increments within the substantive scale to an Associate Professor at any time during their appointment.

Additional remuneration may be paid for graduate supervision, examining and some tutorial teaching. Those holding administrative appointments within the department/faculty 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 <https://finance.web.ox.ac.uk/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 <https://hr.admin.ox.ac.uk/holding-outside-appointments>.

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

Membership of Congregation

Oxford's community of scholars governs itself through Congregation which is its "parliament". You will be a voting member of Congregation. See <https://www.ox.ac.uk/about/organisation/governance> and <https://governance.admin.ox.ac.uk/legislation/statute-iv-congregation> for further details.

Family support

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

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

The University subscribes to My Family Care, a benefit which allows staff to register for emergency back-up childcare and adult care 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 <https://hr.admin.ox.ac.uk/my-family-care>.

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

If you require a visa, we have a dedicated Staff Immigration Team to support successful applicants through the immigration process (for Global Talent and Tier 2 visas) from job offer through to arrival in the UK. This is subject to the eligibility criteria being met for the respective visa routes.

Relocation

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

Promoting diversity

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

The Equality and Diversity Unit promotes good practice across the University by developing policies and offering training and runs a range of support networks for staff. It works closely with Colleges, the Oxford University Student Union and external campaign groups.

Please see <https://edu.admin.ox.ac.uk/home> for details.

Other benefits and discounts for University employees

The University has a range of facilities and benefits for its staff, including discounted health insurance, sustainable travel schemes, and discounts in local shops and restaurants. Details are available at <https://hr.admin.ox.ac.uk/staff-benefits> and <https://hr.admin.ox.ac.uk/discounts>.

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

Data privacy

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

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

Wadham College benefits terms and conditions

The successful candidate will hold two contracts: one with Wadham College and one with the University of Oxford, each of which shall stipulate the duties, remuneration and terms of appointment specific to that element of the post. It is a condition of the appointment as Senior Research Fellow that the person appointed continues to hold the associated University post as advertised. In the event of the termination, for whatever reason, of the Associate Professorship, the appointment to the Senior Research Fellowship shall itself automatically terminate on the same date.

Election to the Fellowship will be for five years in the first instance, and the Fellow will be eligible for re-election for further periods of five years until retirement. The Colleges and the University have adopted, for Fellowship appointments, a retirement date of 30th September before the 69th birthday (subject to legislation in place at the time). There is a procedure for requesting an extension of employment beyond that date.

The holding of any outside appointment must be approved by the Governing Body of the College. A maximum of 30 days per annum may be spent on such activities.

The policy and practice of Wadham College requires that all staff be offered equal opportunities within employment and that entry into employment with the College and progression within employment will be determined only by personal merit and the application of criteria which are related to the duties of each post and the relevant salary structure. In all cases, ability to perform the job will be the primary criterion.

Wadham College Equalities Policy is available at https://www.wadham.ox.ac.uk/docs/GBHT2027WadhamEquali_1584372161.pdf.

Sabbatical leave arrangements at Wadham

Senior Research Fellows are entitled to sabbatical leave from College duties at the rate of one term's paid leave in respect of each completed six terms' service.

College-specific benefits

The College will also make available to the Fellow a range of allowances and benefits:

- (a) Senior Research Fellows have full common room rights, including free lunches and dinners whenever the College kitchens are open. Senior Research Fellows are also able to draw on the Fellows' Academic Support Fund, which currently offers up to £1,000 per annum to support research related costs, such as book purchases, attendance at conferences etc.
- (b) The postholder will have the option of becoming or remaining a member of the Universities Superannuation Scheme (USS).
- (c) The College offers the same maternity, paternity and adoption leave arrangements as the University (see Appendix: University Standard Terms and Conditions).
- (d) Membership of the Oxford Colleges' Healthcare Plan.

The tax payable by the postholder on these benefits will be determined by the applicable law and treatment by HM Revenue and Customs (HMRC). Tax payable will depend on individual circumstances, but in general the College will make a declaration to HMRC regarding the benefits that it provides.

Offer of employment

Applications for this post will be considered by a selection committee containing representatives from the Oxford Internet Institute, the Faculty of Philosophy and Wadham 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 Science Divisional board and the Humanities Divisional board and the governing body of Wadham College based on 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.