



LMH

Lady Margaret Hall



## Job description and selection criteria

|                      |   |
|----------------------|---|
| <b>Job title</b>     | Associate Professorship (or Professorship) and Tutorial Fellowship in Classics (Greek Language and Literature)  |
| <b>Division</b>      | Humanities  |
| <b>Department</b>    | Faculty of Classics   |
| <b>College</b>       | Lady Margaret Hall  |
| <b>Contract type</b> | Permanent upon completion of a successful review. The review is conducted during the first 5 years  |
| <b>Reporting to</b>  | Chair of the Classics Faculty Board<br>Senior Tutor (for college-specific duties)   |
| <b>Salary</b>        | Combined salary on scale within the range £50,300 - £67,541 per annum (plus per annum taxable and pensionable College housing allowance of £10,055) if living outside College and other benefits.) An allowance of £2,931 per annum would be made upon award of the title of Full Professor |

### Overview of the role

Lady Margaret Hall and the Faculty of Classics invite applications from suitably qualified candidates for a Tutorial Fellowship and Associate Professorship in Classics to be appointed with effect from 1 September 2023 or as soon as possible thereafter. The successful candidate will be both a member of the Faculty of Classics and an Official Fellow and Tutor in Classics at LMH.

The successful candidate will be expected to engage in advanced study and research in Classics, and to give high quality tutorials, seminars, lectures, and supervision at both undergraduate and graduate levels. The postholder is expected to engage in advanced study and research in any aspect of Greek Language and Literature. Areas of specialisation that are of particular interest to the Faculty are Prose, Drama, and Classical Reception. The successful candidate must have teaching competence across a range of Greek language and literature papers as required by the undergraduate courses. Further details of these courses are available at [www.classics.ox.ac.uk/](http://www.classics.ox.ac.uk/) see the link to the Course Handbooks under 'For Students'.

LMH has a friendly community of scholars engaged in work on the ancient world, including a Tutorial Fellow in Ancient History, college lectureships in Latin Language and Literature and Ancient Philosophy, and two Senior Research Fellows in Classical Archaeology. We have graduate students in Classical Languages and Literature, Classical Archaeology, and Ancient History, and undergraduate students in Classics, Classics and Modern Languages, Classics and English, Classical Archaeology and Ancient History, Ancient and Modern History, and Classics and Asian and Middle Eastern Studies.

## **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. Associate Professors may apply for the title of full Professor in annual exercises. If the title is conferred, you will also have access to professorial merit pay opportunities. In exceptional cases, the title of full Professor may be awarded on appointment.

Appointments are confirmed as permanent on successful completion of a review during the first five years. The vast majority of Associate Professors complete this initial review successfully.

### **Duties of the post**

The main duties of the post are as follows:

For LMH the postholder will be expected to:

- Engage in advanced study and research at an internationally competitive level in Greek language and literature.
- Deliver eight contact hours of high-quality undergraduate tutorial teaching per week averaged over three eight-week terms, in Greek and/or Latin Language and Greek Literature. Candidates will be expected to have the ability to provide teaching across a good range of undergraduate options in Greek Literature and be able to teach Greek language (e.g. prose composition). It is expected that the candidate will teach the 1st year core modules in Greek Literature - i.e. Homer's Iliad and Text & Contexts in the current syllabus - and at least two Final Honour School options in Greek Literature. Popular regular options include Greek Drama (tragedy and comedy), Early Greek Hexameter Poetry, and other literature of the classical and Hellenistic period (for further information further information about these courses and a full list of papers, see: <https://www.classics.ox.ac.uk/courses>). While the post is focussed on the Greek

language and literature side, it is desirable that candidates have the ability to teach Latin language, should the need arise in college.

- Tutorials consist of an hour of academic discussion between tutor and students, and tutors are expected to mark written work as part of each tutorial.
- Participate in the undergraduate Admissions process for the College, taking shared responsibility for admissions to the degrees of Literae Humaniores, Classics and Modern Languages, Classics and English, and Classical Archaeology and Ancient History.
- Undertake the normal duties of a College Tutor, which include coordinating, setting and marking College termly exams (Collections), monitoring student progress, writing termly reports on students' work, and organising, where necessary, teaching by specialist colleagues in other colleges, and serve as Senior Subject Tutor for students taking Classics.
- Act as Personal Tutor (Director of Studies) to some undergraduates guiding their academic progression.
- Take responsibility for pastoral care of undergraduates (including Visiting Students) reading Classics, supported by the College Wellbeing Team.
- Act as College Adviser for graduate students in Classics.
- Assist with access and outreach activities (including College Open Days).
- Serve as a Trustee of LMH, an educational charity, and participate fully in the administrative work of the College, including attendance at Governing Body, service on College committees, and taking on College offices.

For the Faculty and University the post-holder will be expected:

- To engage in research at an internationally competitive level in Greek Literature, preferably in one of the following areas of specialism: Greek Prose, Drama, and/or Classical Reception;
- Under the direction of the Faculty Board of Classics, to give 16 lectures or the equivalent in smaller class teaching in each academic year, including participation, where appropriate, in the MSt and MPhil degree programmes;
- To make an appropriate contribution to the supervision and teaching of graduate students;
- To act as an assessor or examiner to graduate and undergraduate students, as requested;
- To co-operate in the administrative work of the Faculty of Classics in both term and vacation under the direction of the Chair of the Faculty Board.

## **Selection criteria**

Applications will be judged only against the criteria which are set out below. You should ensure that your application shows clearly how your skills and experience meet these criteria. The University and the colleges are committed to fairness, consistency and transparency in selection decisions. Members of selection committees will be aware of the principles of equality of opportunity, fair selection and the risks of bias. There will be both female and male committee members wherever possible.

If, for any reason, you have taken a career break or have had an atypical career and wish to disclose this in your application, the selection committee will take this into account, recognising that the quantity of your research may be reduced as a result.

- i. The completion of a doctorate in a relevant field (or a completed doctoral dissertation submitted for examination by the advertised closing date for this position);
- ii. Evidence of distinguished research in any aspect of Greek Language and Literature, and a research record of international standing appropriate to the present stage of the candidate's career;
- iii. Evidence of successful research grant applications or of the potential to make successful applications;
- iv. Ability to carry out excellent undergraduate tutorial teaching in the topics described above.
- v. Ability to give lectures and classes to undergraduates and graduates at the highest level;
- vi. Ability or potential to act as an examiner;
- vii. Ability or potential to act as a graduate supervisor at the highest level;
- viii. Ability or potential to undertake College and University administration and to co-operate in College and University affairs; applicants should demonstrate sympathy for the nature and aims of the College and a willingness to participate and assist in collegiate life and governance;
- ix. Ability or potential to undertake pastoral responsibilities for both undergraduate and graduate students;
- x. A willingness to forge links with schools and to participate in access initiatives with a view to encouraging undergraduate applications from a wide range of educational backgrounds.

The selection committee recognises that candidates can contribute to these goals in many different ways and will use its professional judgment, based on the evidence available, to decide how successfully candidates could make such contributions, bearing in mind the needs of the College and the Faculty as outlined above. It will take a particular interest in the likelihood that the candidate will produce research and teaching of a high standard.

The appointment will be subject to provision of proof of the right to work in the UK.

## **How to apply**

Application documents should include:

- Full CV and publications list.
- 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 - and also outlining your reasons for applying for this post at Oxford and detailing any teaching experience.
- Research statement summarising the past, current and future direction of your research, highlighting how your research has evolved and your key achievements for the selection panel to assess.

Completed applications including the (optional) equal opportunities form, should be sent by email to Mrs Jo White [academic-recruitment@lmh.ox.ac.uk](mailto:academic-recruitment@lmh.ox.ac.uk) to arrive no later than **noon on Friday 24 March 2023. Applications received after this time will not be considered.**

All applicants will be sent an emailed confirmation of receipt of their application as soon as possible after it arrives. This will be sent to the email address given in the application unless specified otherwise by the applicant. Please state clearly in your application if email communication is problematic for you.

LMH and the Faculty welcome applications from candidates who have a disability or long-term health condition and are committed to providing long-term support. 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.

#### Should you be shortlisted

You will need to ask three referees, to write **directly** via email to Mrs Jo White [academic-recruitment@lmh.ox.ac.uk](mailto:academic-recruitment@lmh.ox.ac.uk) . References must be sent by email from an institutional email address. A copy of the further particulars should be passed to referees, and the selection committee would like to take this opportunity to thank referees for their help.

Referees should be aware that under the 1998 Data Protection Act, the references they provide will be regarded as disclosable to the subject of the reference unless marked “strictly confidential” at the top of the letter itself.

We will also ask for a written work sample to be submitted prior to interview.

#### Interviews

Interviews are expected to take place on Thursday 27 April 2023. All shortlisted candidates will be interviewed and will be asked both to give a short research presentation and to conduct a teaching presentation as part of the interview process.

#### **Important information for candidates**

##### Data Privacy

Please note that any personal data submitted to LMH as part of the job application process will be used only for the purposes of determining suitability for the post and processed in accordance with the General Data Protection Regulations (GDPR) and related UK data

protection legislation. For further information, please see the LMH Privacy Notice available at: <https://www.lmh.ox.ac.uk/privacy-notice>

### Equality of opportunity

LMH, the Faculty of Classics, and the University are committed to fostering an inclusive culture which promotes equality, values diversity and maintains a working, learning and social environment in which the rights and dignity of all its staff and students are respected. We recognise that the broad range of experiences brought by a diverse staff and student body strengthens our research and enhances our teaching, and that in order for Oxford to remain a world-leading institution we must continue to provide a diverse, inclusive, fair and open environment that allows everyone to grow and flourish. No applicant or member of staff will be treated less favourably than another because of their age, disability, ethnicity, marital or civil partnership status, parental status, religion or belief, sex, or sexual orientation. 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.

### **The College – Lady Margaret Hall**

Lady Margaret Hall (LMH) is located in spacious gardens beside the University Parks. The College was founded in 1878 with a dual passion for learning and for equality, specifically making it possible for women to study at Oxford the first time. In 2016, LMH was the first Oxbridge college to launch a Foundation Year targeted at under-represented but academically able students. We combine consistently high academic standards with a long tradition of being a welcoming, stimulating and inclusive environment [www.lmh.ox.ac.uk/](http://www.lmh.ox.ac.uk/)

In 2023 LMH is a thriving co-educational academic community of over 400 undergraduate and some 300 postgraduate students. We have a Governing Body Fellowship of 48 with academics from across all four Divisions of the University. These include Statutory Professors, Tutorial Fellows, Official Fellows and Supernumerary Fellows.

We have around 140 support staff across the College and an additional cohort of some 60 academic staff. We are particularly proud to be the only Oxbridge college to hold the Gold Award from *Investors in People* for our support staff. The College's HR department supports Fellows, academics and support services, as well as staff working in our jointly owned shares services IT company which looks after four north Oxford colleges.

LMH is committed to research and scholarship and to effective, highly personalised teaching and learning. The collegiate system fosters a strong sense of community, bringing together leading academics and students across subjects, and from different cultures and countries. Our current strategic plan recognises the importance of student-staff collaboration.

We welcomed our new Principal, Professor Stephen Blyth, in Michaelmas Term 2022. Professor Blyth is continuing LMH's commitment to reducing barriers to higher education as well strengthening investment in our people: students, academics, support staff and alumni.

## Classics at LMH

LMH is a rich environment for the study of Classics and wholly committed to widening access. The College admits c. 5-7 undergraduates per year to read Classics (and its joint degree programmes). We currently have sixteen undergraduates reading Classics (evenly split between Course I and Course II) and four reading for joint degrees (Classics and English, Classics and Modern Languages). We also admit 2 undergraduates per year reading Classical Archaeology and Ancient History as well as 2 undergraduates per year reading Ancient and Modern History. The appointee, along with our Tutorial Fellow in Ancient History as well as college lecturers in Classics, would be responsible for selecting undergraduates for Classics, and for organising and monitoring the teaching for these students. The College admits a number of graduate students and Visiting Students in Classics, and where such students are admitted, the appointee will take a share of the responsibility for decisions on admissions and oversight of these students on course.

## College Benefits, Terms and Conditions

In addition to the salary, as a Fellow of Lady Margaret Hall, the successful candidate would be entitled to the following at current rates:

- To rent a one-bedroom, self-contained, residential accommodation unit in the College. Rent for the accommodation is set annually by the College and has historically been linked to the rent paid by graduates residing in the College. You will be responsible for any benefits in kind assessed by HMRC for the provision of this accommodation. You will receive an Accommodation Allowance of £10,055 per annum. As an alternative to the Accommodation Allowance, you may apply for assistance with a house purchase under the College's joint equity housing scheme (for details please contact the Treasurer at LMH: [treasurer@lmh.ox.ac.uk](mailto:treasurer@lmh.ox.ac.uk)). Where a Fellow chooses to live out of College, a college room will be provided for teaching and study.
- A research and book allowance, currently £1,604 per annum, repayable on submission of receipts to the Senior Tutor.
- Allowance against expenditure on the entertainment of students, currently £31 per student per year.
- Common Table, that is, all meals at Lady Margaret Hall's expense throughout the year whenever the kitchens are open (all drinks and formal desserts are payable by the Fellow).
- Membership of the Oxford Colleges Health scheme (at her/his own expense).
- An allowance of £1,050 towards the purchase of a computer (for new Fellows, on appointment only).
- Sabbatical leave from the College for research purposes, subject to satisfactory replacement teaching and pastoral arrangements at the rate of one term's sabbatical for every six terms' teaching.
- All College staff are offered a free annual flu jab, administered at work.
- Help with Childcare costs - The College operates Childcare Salary Sacrifice schemes to help meet the costs of nursery, child-minders, nanny and after school club costs.
- Parking - There is parking facility available on site.
- Cycle to Work Bicycle Purchase Scheme - The College subscribes to the cycle to work scheme for the purchase of a bicycle and associated safety equipment, offering discounts on purchase price and an interest-free loan over 12 months.

- Bus and Train Season Tickets - Help can be given to purchase discounted bus and train passes, repaid over 12 months.
- Eye Tests for VDU - You will be entitled to have your eye test paid for. If you require spectacles specifically for VDU use, the College will contribute towards the cost.
- Sports Facilities - The College has a small on-site gym which is available for staff use (for a small fee). Staff may also apply to join many of the sports clubs available through the University of Oxford, though priority is given to students. Further information is available at [www.sport.ox.ac.uk/oxford-university-sports-facilities](http://www.sport.ox.ac.uk/oxford-university-sports-facilities)

For further details about the college side of the post please contact the Senior Tutor, Dr Anne Mullen ([senior.tutor@lmh.ox.ac.uk](mailto:senior.tutor@lmh.ox.ac.uk)). Further information about the College can be found at <https://www.lmh.ox.ac.uk/>

## **The University**

Welcome to the University of Oxford. We 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.

We believe our strengths lie both in empowering individuals and teams to address fundamental questions of global significance, while providing all our staff with a welcoming and inclusive workplace that enables everyone to develop and do their best work. Recognising that diversity is our strength, vital for innovation and creativity, we aspire to build a truly diverse community which values and respects every individual's unique contribution.

While we have long traditions of scholarship, we are also forward-looking, creative and cutting-edge. Oxford is one of Europe's most entrepreneurial universities and we rank first in the UK for university spin-outs, and in recent years we have spun out 15-20 new companies every year. We are also recognised as leaders in support for social enterprise.

Join us and you will find a unique, democratic and international community, a great range of staff benefits and access to a vibrant array of cultural activities in the beautiful city of Oxford.

For more information, please visit [www.ox.ac.uk/about/organisation](http://www.ox.ac.uk/about/organisation)

## **Humanities Division**

The Humanities Division is one of four academic divisions in the University of Oxford, bringing together the faculties of Classics; English; History; Linguistics, Philology and Phonetics; Medieval and Modern Languages; Music; Oriental Studies; Philosophy; and Theology and Religion, as well as 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 postgraduate research students and 720 students on postgraduate 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.

For more information please visit: [www.humanities.ox.ac.uk](http://www.humanities.ox.ac.uk)

### **The Faculty of Classics**

The Faculty of Classics promotes research and teaching in ancient Greek and Roman culture, civilisation, and history between around 1100 B.C. and A.D. 600. Particular subjects include the study of the ancient Greek and Latin languages, and of literature and documents composed in either, and the histories, cultures and societies of those who used those languages as a mother-tongue or as a principal mode of discourse. It comprises the two Sub-faculties of Classical Languages and Literature and of Ancient History and Classical Archaeology, and benefits from its institutional connections with neighbouring Faculties including English, Modern and Medieval Languages, Philosophy, History, Asian and Middle Eastern Studies, Theology and Religion, and the School of Archaeology. It is the largest Classics Faculty in the world, with 57 permanent academic postholders. The Colleges employ a number of other people in this subject area on fixed-term or permanent contracts, and they are also members of the Faculty. Details of the Faculty's postholders and its other members are given under 'People' at: <http://www.classics.ox.ac.uk>

Since 2007, the Faculty has been based in the Ioannou Centre for Classical and Byzantine Studies, which houses the Administrative Office, the Classical Art Research Centre, the Centre for Study of Ancient Documents, a number of other research projects, Byzantine Studies, and some members of the academic staff; it also includes a common room, facilities for graduates, a lecture theatre and a number of seminar and teaching rooms. It stands conveniently close to our major libraries and museums, and acts as the focus for the Faculty's many lectures, seminars, outreach activities etc.

Like other Humanities Faculties in Oxford, the Classics Faculty is not departmentally organised at the undergraduate level. The colleges control and run undergraduate admissions, tutorial teaching and welfare. They admit about 120 undergraduates each year to read for Classical Honour Moderations and the Honour School of Literae Humaniores ('Mods and Greats', a four year course), a combined total of about 25 each year for Classics & English, Classics & Modern Languages and Classics and Asian and Middle Eastern Studies, as well as 24 each year for Classical Archaeology and Ancient History, and about 25 each year for Ancient & Modern History. The Sub-Faculties and the Classics Faculty Board are responsible for devising the syllabus in the relevant areas for undergraduate courses, for appointing examiners, and for providing lectures and classes to complement the tutorials.

### **Graduate Teaching and Supervision**

The Faculty Board controls the admission and supervision of graduate students through its Graduate Studies Committees, though each graduate will also be a member of a college. There are currently about 100 graduate students in Classical Languages and Literature, and about 75 graduate students in Ancient History and Classical Archaeology each (the latter are admitted through the Graduate Studies Committee of the School of Archaeology) reading for higher degrees (the DPhil, by thesis; the MSt and MPhil, which are normally a mixture of thesis and taught course). An outline of the taught courses is available on the Faculty's website at [www.classics.ox.ac.uk](http://www.classics.ox.ac.uk) (follow the links for Admissions > Graduate Admissions > individual courses). The postholder will be expected to supervise graduate students for both taught courses and the doctorate where appropriate.

### **Research Activity**

Research in Classics covers a wide range of different topics and approaches. The primary goal is to foster first-class research (supported by excellent library and IT resources) over the whole range of literature, history, archaeology, and art in antiquity: research and research strategy is considered by a Research Committee, which reports to the Faculty Board. Publications by members of the Classics Faculty include editions of literary, historical, papyrological, and epigraphical texts, primary archaeological publication, monographs on authors and genres or historical periods, work on the constitutional, political, and socio-economic history of antiquity, cultural history, reception and performance studies, and the history of religion and art. While we aspire to continuing leadership in our areas of current and traditional strengths, we are also keen to support emerging frontiers being pioneered in the discipline, and to consolidate and strengthen interdisciplinary connections both within and beyond the Oxford Classics Faculty.

The Faculty is notable for the number of research projects which it houses. It has four Centres, the Archive of Performances of Greek and Roman Drama, the Classical Art Research Centre and Beazley Archive, the Centre for Study of Ancient Documents, and the Oxford Centre for Byzantine Research. In addition, it has some twenty Research Projects (<http://www.classics.ox.ac.uk/projects.html>), most of which are externally funded by bodies such as the British Academy, the Arts and Humanities Research Council, the Leverhulme Trust, and the Mellon Foundation.

The Board of the Faculty of Classics, advised by its Research Committee, offers a range of support for research, including:

- a) a mentoring scheme in which a more established member of the Faculty gives guidance on teaching and research;
- b) research leave on a regular basis (see further below);
- c) financial support for research expenses and conference attendance;
- d) accommodation and equipment for research staff;
- e) IT equipment and resources.

In addition, the University has funds which can be used to support pilot projects and other limited research schemes. The Humanities Division supports a team of research facilitators whose role is to assist academic staff in developing projects and applying for external funding.

All academic appointments at Oxford have a sabbatical leave entitlement that equates to one term of leave for every six terms of service. The Faculty Board welcomes externally funded research leave and research fellowships, and generally puts no restrictions on postholders wishing to apply to the AHRC, Leverhulme, and other outside bodies. Aside from periods of leave, opportunities for research are also enhanced by the grants for research trips and assistance and conference attendance offered by the Faculty Board and the Craven Committee.

For more information please visit: <http://www.classics.ox.ac.uk/>

### **Important Information for Candidates – The University of Oxford**

#### **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 departments.*

*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)*

#### **Pre-employment screening**

Please note that the appointment of the successful candidate will be subject to standard pre-employment screening, as applicable to the post. This will include right-to-work, proof of identity and references. We advise all applicants to read the candidate notes on the University's pre-employment screening procedures, found at: [www.ox.ac.uk/about/jobs/preemploymentscreening/](http://www.ox.ac.uk/about/jobs/preemploymentscreening/).

#### **The University's policy on retirement**

The University operates an Employer Justified Retirement Age (EJRA) for all academic posts and some academic-related posts. From 1 October 2017, the University has adopted an EJRA of 30 September before the 69<sup>th</sup> birthday for all academic and academic-related staff in posts at **grade 8 and above**. The justification for this is explained at: [www.admin.ox.ac.uk/personnel/end/retirement/acrelretire8+/](http://www.admin.ox.ac.uk/personnel/end/retirement/acrelretire8+/).

For **existing** employees, any employment beyond the retirement age is subject to approval through the procedures: [www.admin.ox.ac.uk/personnel/end/retirement/acrelretire8+/](http://www.admin.ox.ac.uk/personnel/end/retirement/acrelretire8+/). From 1 October 2017, there is no normal or fixed age at which staff in posts at **grades 1–7**

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**

Entry into employment with the University and progression within employment will be determined only by personal merit and the application of criteria which are related to the duties of each particular post and the relevant salary structure. In all cases, ability to perform the job will be the primary consideration. No applicant or member of staff shall be discriminated against because of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

## **Benefits of working at the University**

### **University Club and sports facilities**

The University Club provides social, sporting and hospitality facilities. It incorporates a bar, café and sporting facilities, including a gym. 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 [www.sport.ox.ac.uk/oxford-university-sports-facilities](http://www.sport.ox.ac.uk/oxford-university-sports-facilities).

### **Information for international staff (or those relocating from another part of the UK)**

If you are relocating to Oxfordshire from overseas, or elsewhere in the UK, the University's International Staff website includes practical information related to moving to and settling in Oxford such as advice on immigration, relocation, accommodation, or registering with a doctor.

See: [www.internationalstaffwelcome.admin.ox.ac.uk/](http://www.internationalstaffwelcome.admin.ox.ac.uk/)

### **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 to settle into Oxford and to provide them with an opportunity to meet people in the area. See [www.newcomers.ox.ac.uk/](http://www.newcomers.ox.ac.uk/)

### **Childcare**

The University has excellent childcare services with 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 [www.admin.ox.ac.uk/childcare](http://www.admin.ox.ac.uk/childcare).

### **Family-friendly benefits**

The University subscribes to My Family Care ([www.admin.ox.ac.uk/personnel/staffinfo/benefits/family/mfc/](http://www.admin.ox.ac.uk/personnel/staffinfo/benefits/family/mfc/)) and staff are eligible 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.

### **Disabled staff**

We are committed to supporting members of staff with disabilities or long-term health conditions. Please visit [www.admin.ox.ac.uk/eop/disab/staff](http://www.admin.ox.ac.uk/eop/disab/staff) for further details including information about how to make contact, in confidence, with the University's Staff Disability Advisor.

## 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 [www.admin.ox.ac.uk/eop/inpractice/networks/](http://www.admin.ox.ac.uk/eop/inpractice/networks/)

## Other benefits

Staff can enjoy a range of other benefits such as free visitor access to the University's colleges and the Botanic Gardens as well as a range of discounts.

See [www.admin.ox.ac.uk/personnel/staffinfo/benefits](http://www.admin.ox.ac.uk/personnel/staffinfo/benefits)