



LMH
Lady Margaret Hall



Job title	Associate Professorships/Professorships in Fine Art, in association with Lady Margaret Hall and St Anne's College (2 posts)
Division	Humanities
Department	Ruskin School of Art
Location	Ruskin School of Art, Oxford and Lady Margaret Hall, and St Anne's College, Oxford
Grade and salary	Combined University and College salary: £52,815 to £70,918 per annum, plus college benefits (details below). An additional allowance of £3,078 p.a. would be made upon award of the title of Professor.
Hours	1 FTE * 2
Contract type	Permanent upon completion of a successful review. The review is conducted during the first 5 years.
Start date	1 st September 2024 or as soon as possible thereafter
Reporting to	Head of the Ruskin School of Art, and the Senior Tutor of the college of association
Vacancy reference	169588
Additional information	<p>Enquiries about the vacancy may be addressed to:</p> <p>The Head of Administration at the Ruskin School of Art: administrator@rsa.ox.ac.uk</p> <p>The Senior Tutor at Lady Margaret Hall: senior.tutor@lmh.ox.ac.uk; or</p> <p>The Senior Tutor at St Anne's College: senior.tutor@st-annes.ox.ac.uk</p> <p>Deadline for application: 12.00 noon (GMT) on 29 January 2024</p>



Overview of the posts

The Ruskin School of Art together with Lady Margaret Hall and St Anne's College seek to make two senior appointments of outstanding practice-led researchers (artist and/or curator) and committed teachers able to inspire students from a variety of backgrounds, from undergraduate to doctoral level. Applications are invited from practitioners of international stature with a commensurate history of exhibition and publication, and a track-record of excellent teaching. The successful candidates will be appointed to an Associate Professorship or full Professorship in Fine Art, and to a tutorial fellowship with Governing Body membership at Lady Margaret Hall (LMH) or at St Anne's College. As a trustee of a college, each appointee will participate in College governance and administration, and take part in community life. As Tutorial Fellows, the appointees will act as Personal Tutor to undergraduates and as College Advisor to graduates, take part in the admissions process, and contribute to development, outreach and widening participation initiatives.

The area of expertise is open within practice-led contemporary art research. The appointees will need to demonstrate a high level of engagement with the practical, theoretical, curatorial, and educational aspects of contemporary art, as well as an ability to work across the Ruskin School of Art, contributing creatively to its undergraduate and postgraduate programmes, its research profile, and the wider development of the department both within and beyond the University. The appointees will be expected to teach on the School's undergraduate and Masters' programmes from the outset, and supervise doctoral students. A doctoral degree and/or an established theoretical or critical dimension to the applicants' practice may be an advantage. Applications are particularly welcome from women and from black and minority ethnic candidates, who are currently under-represented in academic posts within the University of Oxford. Applicants will be judged on merit, according to their ability to satisfy the selection criteria as outlined in full in the job description.

The Ruskin is committed to individualised (tutorial) teaching from a wide range of artistic practices and theoretical positions. Maintaining the diversity that this allows is a core element of the Ruskin's vision. The Bullingdon Road building, opened in 2015, and housing studios, digital media labs and workshops, allows for an extraordinarily wide range of media of artistic production, and puts the Ruskin in the vanguard of contemporary art schools nationally. Thriving undergraduate, taught postgraduate, and postgraduate research programmes combine to produce a vibrant and tightly integrated community of artists and scholars.

As a small academic department, all permanent postholders are expected to assume leadership roles and administrative responsibilities within the Ruskin from the start of appointment. As full-time members of the Ruskin academic postholder body, the appointees will also be expected, at a future point, to take on the role of Head of School, which is a rotating duty with a three-year term of office.¹ The appointees will therefore have, or be able to demonstrate, clear potential for assuming senior managerial experience within an arts education environment.

¹ An additional salary allowance is payable for the period during which the role of Head of School is held.

The core teaching commitments are likely to require attendance at Oxford, as place of work, on at least four days per week across the three 8-week teaching terms. However, the appointees will be expected to play a full role in the life of the School and the College both during the teaching terms and in the weeks immediately preceding and following term-time. The annual working pattern is thus one in which three blocks of around 10 weeks form the bulk of the most intensive on-site activity.

The School also benefits from the opportunity to contribute to the [Humanities Cultural Programme](#) which forms a core component of the [new Humanities Centre](#) on the Radcliffe Observatory Quarter, scheduled to open in 2025. The appointees will contribute to the development of plans for the new Centre to serve as a catalyst for the arts, both through contributing to the conceptualisation and realisation of exhibition and performances spaces within the building, and by working with other senior Ruskin colleagues to ensure the School fully benefits from the opportunity to position itself within the Centre's cultural programme.

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).

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

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

Duties of the post

Each Associate Professor/ Professor will be a member of both the University and the College. They will be part of a lively and intellectually stimulating research community which performs to the highest international levels in research and publications and will have access to the excellent research facilities which Oxford offers. They will have a role to play in the running of the College as a member of the Governing Body and a trustee of the College.

School Duties

Each Associate Professor/Professor will be required to carry out the following duties for the Ruskin School of Art:

- (i) to engage in advanced production and research in the field of contemporary art;
- (ii) to contribute to the development of the School's research strategy and to support it in increasing its research income;
- (iii) to give no fewer than 36 lectures or classes or broadly equivalent load in each academic year, spread over not fewer than six weeks in each term;
- (iv) to undertake 144 hours of BFA tutorial teaching or broadly equivalent load over the course of each academic year;
- (v) to supervise both graduate students and undergraduate projects, which may include dissertations and extended essays;
- (vi) to examine as required;
- (vii) to co-operate in the strategic and administrative work of the Ruskin School of Art both in term and vacation, including, but not limited to, filling leadership roles as and when required;
- (viii) to provide pastoral care and support for the students; and to engage in creative and collaborative work with students and colleagues both in term and vacation;
- (ix) to support the fundraising, alumni relations and development activity of the School.

College Duties

- (i) The person appointed will have organizational responsibility for all aspects of Fine Art in LMH or St Anne's College except the actual teaching of undergraduates (normally six weighted hours per week in term time on the College side), which in the case of Fine Art is organized by the Ruskin School of Art.
- (ii) The Fellow will be involved in College administration, including the admissions processes at Foundation Year (if applicable), undergraduate and graduate level.
- (iii) The Fellow will take particular responsibility for undergraduate admissions to Fine Art, the coordination of students' curricula, the coordinating, setting and marking of college collections (College termly examinations), the writing of termly student progress reports, and, as 'Personal Tutor', the review of students' progress and the pastoral care of students.
- (iv) Fellows will be assigned, as 'College Advisor', a number of graduate students in the College with whom they will liaise over the course of the academic year.

- (v) In the case of the post in association with St Anne's College, the Fellow will work with the college's fine art students to manage the gallery space in the foyer of the Mary Ogilvie Lecture Theatre.
- (vi) All Governing Body Fellows are required to participate in College governance, and to participate in the academic administration of the College. Joint appointment holders in their probationary period will not normally be expected to accept major college offices or to serve on more than one committee aside from Governing Body at any one time. This apart, all Fellows are expected, as Trustees, to attend Governing Body meetings and such additional extraordinary meetings as may be summoned; to serve on college committees (as elected or ex officio members); to accept, at the request of the Principal, reasonable service on review or disciplinary panels, ad hoc working groups, or appointment committees. Those holding significant administrative appointments may be eligible for additional payments and/or remission of some other duties.
- (vii) All Fellows will be expected to participate in the communal life of the College, for example by dining in College as their schedules and other commitments allow, attending and on occasion giving College lectures and participating in subject family events, and participating in fundraising and in access and outreach initiatives, including Open Days.

Selection criteria

The successful applicant will have:

- (i) extensive experience of research practice, and/or a doctorate in Fine Art or a related field;
- (ii) relevant experience of teaching and supervising undergraduate and graduate students, and of curriculum development;
- (iii) a substantial exhibition history and record of high quality research and / or publication;
- (iv) significant experience of leadership in an arts education environment;
- (v) experience in applying for, securing and executing external research grants, or the potential to do so;
- (vi) relevant administrative experience;
- (vii) excellent interpersonal, communication and organisational skills;
- (viii) experience in and willingness to undertake pastoral responsibilities; and
- (ix) a commitment to the promotion of equality and diversity across the research and teaching environment of the school

Selection process

Applications for these posts will be considered by a selection committee containing representatives from the Ruskin School of Art, Lady Margaret Hall and St Anne's College. The selection committee is responsible for conducting all aspects of the recruitment and selection process; it does not, however, have the authority to make the final decision as to who should be appointed. The final decision will be made by the Humanities Divisional Board and the Governing Body of the relevant 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 applicable Governing Body, and a formal contractual offer has been made.

Essential Information for Applicants for the Associate Professorships / Professorships in Fine Art (2 posts), at the Ruskin School of Art, in association with tutorial fellowships at Lady Margaret Hall, and St Anne's College, Oxford.

The University of Oxford uses the grade of associate professor for most of its senior academic appointments. Associate professors are eligible for consideration through regular recognition of distinction exercises for award of the title of full professor. This promotion in status, which brings an enhanced salary, is dependent on merit and does not normally occur until some years after reappointment to retirement. In exceptional cases, where the candidate has previously established an academic standing at an appropriate level of distinction, the title of full professor may be awarded at the time of appointment.

The Ruskin School of Art

The Ruskin School of Art, when all posts are filled, has nine permanent postholders, six in Fine Art who are practising artists across a wide disciplinary spectrum, and three teaching the history and theory of contemporary visual culture. In addition, at any time we typically have at least one (currently three) postdoctoral research fellows in post, and a team of around thirty visiting teaching staff, who contribute to teaching on both the written and practice components of our programmes (staff and research student details can be found at <https://www.rsa.ox.ac.uk/people>). The School is presently situated at two sites: large Victorian premises at 74 High Street, which house studios, offices and library, and a purpose-built Fine Art building at Bullingdon Road (opened in 2015), which houses studio space as well as state-of-the-art facilities including multimedia studios, a fab lab, editing suites, print and casting rooms, metal and wood workshops and a seminar room. The Bullingdon Road site also provides the Ruskin with a multi-functional project space that serves as a gallery for exhibitions, film screenings and performances.

The Associate Professor / Professor in Fine Art will join a team of permanent staff and visiting tutors which allies a commitment to the highest standards of excellence in teaching and research to a multi-disciplinary approach to contemporary art education and research. Students receive regular one-to-one tutorials with their personal tutor, as well as group teaching 'crits' and other forms of supervised peer-to-peer learning. During the first year of the BFA, students are also offered workshops in a range of media and techniques, and take a compulsory, and examined, weekly class in anatomy which benefits from collaboration with the University's Department of Physiology, Anatomy and Genetics. In addition, practical approaches to curation and exhibition-making are taught on both BFA and MFA programmes, culminating in a variety of in-school and off-site exhibitions that are subject to both formal and informal assessment. This aspect of 'exhibition making as practice,' in turn helps prepare students for their final

degree show. A significant proportion of marks are awarded to the final degree show and portfolio submission on both graduate and Masters programmes (see our online handbooks for details). There is also a significant contemporary art history and theory component to the BFA degree, with regular seminars and set essays provided by our dedicated team of art historians and theorists. This writing component forms part of a conversation that is integrated with the students' studio work. There is a regular visiting speaker programme for the whole school that is also open to the wider university and general public, that further ensures conversations extend beyond the students' individual art practice.

There are key leadership roles assigned to the School's different programmes. The Director of Undergraduate Studies (DUS), oversees the teaching provision for the three years of the BFA. The MFA Programme Leader, ensures the smooth running of the Masters programme over its 9-month duration, while the Director of Graduate Studies (DGS) oversees both graduate programmes, DPhil and MFA. These roles offer great scope for creativity and the introduction of further inventive teaching methods. The DUS and DGS are also outward facing roles that engage with the Humanities Division of the university and regularly attend divisional meetings. The new post holders will be expected to take on one of these roles at, or shortly after, appointment.

The School's distinguished teaching record is frequently recognised in national rankings of Fine Art departments. The Ruskin remains at the top of the league tables among art schools in the UK (most recently, for example, the 2023 the [Guardian league table for fine art](#)).

The Ruskin was also top of its category in the [2021 REF](#) (Research Excellence Framework) exercise. The research of postholders is generously and actively supported. Appointment includes a contractual entitlement to a term of sabbatical leave for each 6 terms of normal duties completed. The School's Director of Research (currently Daria Martin) and Research Committee provide support and advice, and a forum for discussion, for all of the School's staff whose duties include research. The Humanities Division – of which the Ruskin is part – has a team of professional research facilitators, whose role it is to advise all staff whose duties include research on the availability and suitability of external research funding schemes and to assist in the preparation and submission of bids. In addition, the University has an internal funding scheme – the John Fell Fund – for smaller-scale and seed-funding activities. The Ruskin has a strong record of attracting external funding for a wide range of projects (in recent years grants have been secured from funding from Arts Council England, the British Academy, the European Commission, the Leverhulme Trust, and the Wellcome Trust), as well as Fell Fund grants (including student initiatives), and the successful candidate will be expected to enhance this profile. The visible output of these activities takes many forms, including solo and group exhibitions, public art projects, live and time-based art, presentations and publications. These take place locally, nationally and internationally and form the basis of symposia on a wide range of topics. Ruskin staff, supported by the Ruskin and the Humanities Division, collaborate with industry, network with partners, and engage with the public. The success and impact of our research is reflected in a recent history of prestigious awards received by our current postholders, including the Philip Leverhulme Prize (Kiaer, 2018); Jarman Awards (Ashery 2017, Martin 2018); and a Turner Bursary (Ashery 2020).

The Ruskin enjoys collaborations with many other parts of the University, including the Department of the History of Art, the School of Anatomy, the Department of Engineering Science, and the Institute of Archaeology, and with the five University museums, including the Ashmolean Museum, which has an extensive collection of twentieth-century art. The School also works closely with Modern Art Oxford and

Ruskin students have staged their own exhibitions and been involved in a number of projects with MAO. And it benefits from involvement in the [Humanities Cultural Programme](#) which forms a core component of the [new Humanities Centre](#) on the Radcliffe Observatory Quarter, scheduled to open in 2025.

The School is committed to examining identity in multiple forms, and to collaborating with less-frequently-engaged communities. The Oxford Centre for Research in the Humanities (TORCH) provides both an interdisciplinary forum for exploring shared interests across different faculties and a focus for knowledge exchange and enhancing research impact beyond academia. Enhancing diversity—of student and staffing, but also of ideas—has emerged as a strong, new priority in the school.

The Ruskin embraces and encourages equality and diversity at all levels of staffing provision and student intake. The School works readily with preferred gender pronouns and gender fluidity and is committed to supporting all protected characteristics. Within an institution in which Christian traditions have been a formative influence, the Ruskin fosters an environment in which staff and students of all faiths, or none, feel able freely to express their beliefs. We will continue to promote, in visible forms, diversity and equality through our research questions and methodologies. Our rigorous pursuit of [an anti-racist agenda](#), supported by regular meetings of a staff-student EDI forum, is making the Ruskin a more inclusive place to research – an aim backed up by our priority to fundraise for more students from under-represented groups. Through recruitment at all levels and in all roles within the Ruskin, we seek to bring together diverse voices.

The Ruskin is as diverse in its research as it is in staffing. The School encourages a collaborative model of research in which its permanent faculty members are free to develop complementary, independent and distinct research trajectories that remain responsive to developments within academia, the art world, and the international landscape. Much recent work – including that of postholders and postdoctoral fellows – addresses questions of equality and diversity, with focuses on LGBTQ+ communities, the politics of the Global South, post-colonialism, feminist historical recovery, and artists of the Windrush generation. Common and mutually enriching themes have emerged around the investigation of the intersection of art and migration – both in concrete and more conceptual forms – and in a number of different ways, the work of Ruskin postholders addresses some of the major global issues of our time, as well as self-reflexively examining the role that art has to play in the political sphere.

Further information about the Ruskin is available at www.rsa.ox.ac.uk

St Anne's College

Oxford has 39 self-governing and independent Colleges, enabling academic staff and students to reap the benefits of belonging to a small, interdisciplinary community as well as a large, internationally renowned University. The collegiate system fosters a strong sense of community, bringing together leading academics and students across subjects, and from different cultures and countries.

One of the largest Colleges in the University of Oxford, with around 865 students, St Anne's is down-to-earth, ambitious, outward facing and collaborative. We aspire to understand the world and change it for the better.

Established in 1879 to enable women from all backgrounds to access an Oxford education, the College is committed to securing our legacy and future by being a diverse and inclusive community that is the

college of choice for the brightest and most ambitious students from all backgrounds. Our community includes foundation, undergraduate, graduate, and visiting students, academics involved in world leading research and teaching, and staff from a wide range of professional backgrounds. Helen King, our Principal since 2017, is a graduate of St Anne's who took on the role after a thirty-year career in policing, including as an Assistant Commissioner in the Metropolitan Police. As a charity and one of the more modern colleges, our finances depend upon a diverse range of income streams including a successful vacation conference business and the generosity of our worldwide network of committed alumnae and donors.

Fine Art at St Anne's College

The College occupies an enviable site, just north of the old city centre, and almost directly opposite the Humanities Division and the nearly complete [Stephen A. Schwarzman Centre for the Humanities](#). With state of the art academic, exhibition and performance spaces, the Schwarzman Centre will spearhead public and academic engagement with the arts. The college's location in relation to the development is an opportunity to consolidate and strengthen even further the college's reputation in the creative and performing arts. Fellows including Martyn Harry, John Traill, Patrick McGuiness, and Matthew Reynolds already form the core of a college group of notable academics working in music composition and creative writing. The fellow in Fine Art could add another dimension, and may be particularly interested in our Tutorial Fellow in Music's projects involving collaborations between St Anne's student composers and film makers from the Ruskin School. There is also the college's link to several major writers who are honorary fellows having been Weidenfeld Fellows in the College.² There are also of course the usual opportunities for inter-, cross- and multi-disciplinary academic collaborations. Our large English, History and Modern Languages schools and their fellowship already put St Anne's in an excellent position, and the exciting humanities masters degree in comparative criticism uses St Anne's College as its base.

St Anne's has an interesting collection of art featuring names as significant as Pablo Picasso, John Minton, Paul Nash, Walter Sickert, Marie-Louise von Motesiczky and Barbara Hepworth. Much of the collection has been donated by alumnae, in particular two avid collectors of modern art spanning the 20th century. There is gallery space in the Mary Ogilvie Lecture Theatre atrium for temporary art displays.

St Anne's College currently admits two students per year to read Fine Art at undergraduate level, and usually has a number of students reading for the Master of Fine Art or DPhil in Fine Art. Students have opportunities to apply for travel grants to visit countries, geographies, museums, archaeological sites, and other places of interest related to their studies; take on paid internships in the summer vacations; and apply for fully funded scholarships for study in Japan at the ends of their Oxford degrees.

For further information about the College, please visit <http://www.st-annes.ox.ac.uk>

College Benefits

As a Fellow of St Anne's College, the successful candidate would be entitled to the following (at 2023/4 rates) in addition to his/her salary:

- Housing Allowance of £10,952 per year
- Teaching and Research Allowance of £1,187 per year
- Entertainment Allowance of at least £494 per year
- USS pension

² Including, most recently, Elif Shafak, Javier Cercas, Durs Grünbein, Sean O'Brien, and Juan Gabriel Vasquez.

- Full SCR membership at St Anne's (small charges payable) and full dining rights
- Fee reduction for the College's on-site nursery and employee priority for allocation of places
- 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.
- Membership of the Oxford Colleges Health Scheme (at own expense)
- Bicycle purchase loan scheme
- Bus season tickets. Help can be given to purchase discounted bus passes, repaid over 12 months
- Sports facilities – the college has a small on-site gym which is available for staff to use for a small fee
- Other employee benefits including eye test for VDU charges partial reimbursement and flu jab costs reimbursement

For further details about the college side of the post please contact the Senior Tutor, Dr Shannon McKellar (shannon.mckellar@st-annes.ox.ac.uk).

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. We have a superb college library with over 80,000 volumes and it is open 24 hours per day for college members.

In 2022 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.

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.

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

Fine Art at LMH

LMH currently accepts two students per year on the BFA and also supports the MFA. This post will allow us to increase our annual BFA intake to four. LMH strongly supports its BFA (and MFA) students in pursuit of their creative aspirations with modest grants to cover travel and other expenses related to their work, including visits to and participation in a broad range of activities. Additional funds can be accessed to support the Final Year show. Our spacious grounds also allow for original and inclusive college-wide installation and performance art.

Fine Art at LMH has always been pioneering. In the 1920s, one of our first Principals, Lynda Grier, set out to collect then radical works by Stanley Spencer and Laura Knight. More recently, former Fellows and students in Fine Art include the Turner Prize winning Elizabeth Price and the award-winning sculptor Conrad Shawcross. Art historian, former Slade Professor of Fine Art at Cambridge University, Dr Jennifer Montagu CBE, is an Honorary Fellow of LMH. Our college alumnae include the trailblazing dramatists Caryl Churchill and writer Marina Warner. We are a College that draws on our interdisciplinary strength to think about the way in which the visual arts intersect with every other discipline. Thanks to the generosity of a number of alumnae, our collection includes magnificent works by Christopher Wood, Ivon Hitchens and Breughel. Other works include the Marina Vasey collection of prints (including works by David Hockney and Elizabeth Frink), paintings by Prunella Clough, Bridget Riley and Sandra Blow, and the Carley-Hutchinson donation of modern Canadian and Inuit art. We also own a rare triptych and a drawing by Edward Burne-Jones, which has recently been on loan to the Ashmolean as the 'star' piece. Our part-time Curator is building an educational programme to think through the ways in which our current collections may be used for teaching – and we are currently shaping plans to expand our dedicated Exhibition Space into a purpose-built gallery and research room, bringing our collections, new works from LMH Fine Artists, and our archives, together, in one space. We would be hugely excited to have the new Fellow in Fine Art join us in developing these plans and ventures. Our strengths in the arts – together with our outstanding tradition of drama, and our purpose-built theatre, make this an exciting and creative College. Indeed LMH is a community who see the College as a place to explore creative ideas together regardless of discipline – and who see the Arts, Sciences and Social Sciences as essentially linked. Current Fellows whose work takes an interdisciplinary bent include our Fellow in Music, Professor Gascia Ouzounian who works on sound in relation to space, urbanism and violence, and Professor Sophie Ratcliffe who combines academic research on histories of reading with creative writing about the idea of 'collections'.

College Benefits

- 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 £10,981 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). 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 £1,753 per annum, repayable on submission of receipts to the Senior Tutor.

- Allowance against expenditure on the entertainment of students, currently £35 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

For further details about the college side of the post please contact the Senior Tutor, Dr Anne Mullen (senior.tutor@lmh.ox.ac.uk).

College Terms & Conditions

The appointment is subject to an initial probationary period of up to five years. Satisfactory completion of this period, through demonstration of competence in teaching and research, and reasonable participation in College administration, will result in appointment to retiring age under the College statutes, currently at 30 September immediately preceding the 70th birthday, subject to legislation in place at the time. Evidence of a satisfactory performance in all the duties of the post is a prerequisite for re-election after the initial period of five years. If the Fellow should vacate the Associate Professorship, the fellowship must also be vacated.

Fine Art at the University of Oxford

Dating from 1871, when John Ruskin opened his School of Drawing housed in the University Galleries, the Ruskin School of Art moved to its current High Street site in 1975. A Bachelor of Fine Art degree was established in 1978. At Oxford fine art is taught as a living element of contemporary culture with a broad range of historical and theoretical references. The School is distinctive within the University because all

the teaching takes place within the department, rather than through the college-based tutorial system. The eighty-one undergraduate students on the three-year studio-based BFA course are initially encouraged to work across all media and then to develop their own focus and interests during the final two years of the course. History and Theory of Visual Culture constitutes 25% of the BFA degree, running through each year of the course. The School's 3-term master's course (MFA) was re-launched with a new structure in 2015, providing an intensive studio-based programme, integrating practice with art theory, and providing a route from undergraduate to doctoral study; the D.Phil in Fine Art programme admitted its first students in October 2006, and currently has twenty-two doctoral students. Doctoral students can opt to pursue their studies either through practice or by writing alone. In the former case, where the student's creative work forms a significant part of the intellectual inquiry, that work is presented in relation to writing that sets it in its relevant theoretical, historical, technical, or critical context.

The 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; Asian and Middle Eastern Studies; Philosophy; and Theology and Religion, as well as the Ruskin School of Art. The Division has more than 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 rich resources of the University's libraries and museums, including the Bodleian Libraries, with their 11 million volumes and extensive 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

About the University of Oxford

Oxford's departments and colleges aim to lead the world in research and education for the benefit of society both in the UK and globally. Oxford's researchers engage with academic, commercial and cultural partners across the world to stimulate high-quality research and enable innovation through a broad range of social, policy and economic impacts.

Oxford's self-governing community of international scholars includes Professors, Associate Professors, other college tutors, senior and junior research fellows and a large number University research staff. Research at Oxford combines disciplinary depth with an increasing focus on inter-disciplinary and multi-disciplinary activities addressing a rich and diverse range of issues.

Oxford's strengths lie both in empowering individuals and teams to address fundamental questions of global significance, and in providing all staff with a welcoming and inclusive workplace that supports everyone to develop and do their best work. Recognising that diversity is a great strength, and vital for

innovation and creativity, Oxford aspires to build a truly inclusive community which values and respects every individual's unique contribution.

While Oxford has long traditions of scholarship, it is also forward-looking, creative and cutting-edge. Oxford is one of Europe's most entrepreneurial universities. It consistently has the highest external research income of any university in the UK (the most recent figures are available at www.ox.ac.uk/about/organisation/finance-and-funding), 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

How to apply

To apply, visit https://my.corehr.com/pls/uoxrecruit/erq_jobspec_details_form.jobspec?p_id=169588 then click on the **Apply Now** button on the 'Job Details' page and follow the on-screen instructions to register as a new user or log-in if you have applied previously. Please refer to the "Terms of Use" in the left-hand menu bar for information about privacy and data protection. Please provide details of three referees and indicate whether the University may contact them now.

Please provide details of three referees and confirm whether the University has your permission to contact them. References will be taken up for shortlisted candidates only, and will be requested before interviews take place. In the event that you withhold permission to contact one or more of your referees we will ask your permission if you are shortlisted.

You are asked to upload:

- (1) a covering letter explaining how your experience and qualifications relate to the responsibilities / duties and selection criteria outlined above;
- (2) a statement of proposed research and its relation to your experience and qualifications;
- (3) a *curriculum vitae*, including the names and contact details of three referees; and
- (4) a list of principal exhibitions and publications. This list should include a URL to your portfolio. **Please**

provide your portfolio url on a separate page under the heading 'Candidate Portfolio'. You should bear in mind that the panel anticipates allocating approximately 10 to 12 minutes per candidate when reviewing portfolios. If it is not possible to provide a URL, you should send your work in digital form by the submission deadline, via a secure file-sharing platform to administrator@rsa.ox.ac.uk

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.

Applications and references must be submitted by **noon on Monday 29 January 2024**.

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://hrsistemas.admin.ox.ac.uk/recruitment-support>. To return to the online application at any stage, please log back in and click the "My applications" button on the left-hand side of the page

The selection process will consist of a presentation and interview, across two days. Further details will be given to short-listed candidates. It is expected that presentations and interviews will be held in Oxford in early March 2024.

Your application will be considered for each of the two available posts, unless you wish to be considered for only one of them. If that is the case, please indicate clearly at the beginning of your covering letter which post you wish to be considered for.

Queries about the application process for the post should be directed to administrator@rsa.ox.ac.uk

Please note that at certain stages you may be notified of the progress of your application by automatic e-mails from our e-recruitment system. Please check your spam/junk mail regularly to ensure that you receive all e-mails.
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University Benefits, Terms and Conditions

Salary

The University component of the salary will be on the scale for Associate Professors, (£44,296 - £59,479). The combined College and University salary will be on a scale up to £70,918 per annum. Associate professors are eligible for consideration through regular recognition of distinction exercises for award of the title of full professor, attracting an increment of £2,804 per annum and for further additional salary increments, up to a maximum of £9,800 per annum. In exceptional cases the title of full professor may be awarded on appointment.

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.

Associate professors who are awarded the title of full professor receive an additional allowance (unless they already receive additional recruitment or retention payments at that level or above) see [Recognition of Distinction | HR Support \(ox.ac.uk\)](#); and they will be eligible for consideration in subsequent regular exercises for professorial merit pay (unless they already receive additional recruitment or retention payments in excess of the level of award) see [Professorial Merit Pay | HR Support \(ox.ac.uk\)](#). These awards do not result in any change to the duties of the post-holder.

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:

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 Work and Family Space, a service that provides practical advice and support for employees who have caring responsibilities. The service offers a free telephone advice line, online support and informative webinars in addition to the ability to book emergency childcare through their online service Bubble. 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 <https://www.newcomers.ox.ac.uk/>.

Welcome for International Staff

One of Oxford's great strengths is its truly international body of research and teaching staff from over 140 countries, and we welcome applications from academics across the world. We can help international staff and partners/families make the transition to Oxford. Information about relocation, living and working in the UK and Oxford is available at welcome.ox.ac.uk.

If you require a visa, we have a dedicated Staff Immigration Team to support successful applicants through the immigration process (for Global Talent and Skilled Worker 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>

<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 academic posts of 30 September immediately preceding the 70th 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>.