



**ST HUGH'S COLLEGE, OXFORD
AND THE DEPARTMENT OF EXPERIMENTAL PSYCHOLOGY,
UNIVERSITY OF OXFORD**

**FURTHER PARTICULARS FOR THE POST OF
WINKLER CAREER DEVELOPMENT FELLOW IN EXPERIMENTAL PSYCHOLOGY**

Applications are invited for the Winkler Career Development Fellowship in Experimental Psychology at St Hugh's College, tenable from 1st September 2016. This is a fixed-term four-year position intended for an individual who has recently completed a doctorate and wishes to embark on an academic career. It is open to those working in the psychology of language or psycholinguistics. Applications from those with an interest in the connections between early cognitive development, early language acquisition and the field of sleep research would be particularly welcomed.

The postholder will contribute to the teaching of Psychology, both in St Hugh's College and in the Department of Experimental Psychology. He or she will be expected to use the period of the Fellowship to begin building an international research profile. The successful candidate will be required to offer teaching for the College, under the direction of the Fellows in the subject and may also participate in Departmental teaching, to an overall combined College and Department average of six hours per week during term. Career Development Fellows at St Hugh's are encouraged to take a full part in the intellectual life of the College.

St Hugh's College

St Hugh's College was founded in 1886 as a women's college and became fully mixed in 1986. The College has some 430 undergraduates and around 380 graduates, a fellowship of 75, 30 college lecturers and a non-academic staff of 90. From its beautiful site in North Oxford, St Hugh's promotes a thriving culture of research and intellectual engagement. The College has established Tutorial Fellowships in Experimental Psychology, Psycholinguistics, Medicine and Neuroscience. St Hugh's currently admits around six undergraduates each year in total for Experimental Psychology, PPL (Psychology, Philosophy and Linguistics) and Biomedical Sciences, as well as a number of graduate students in related areas.

St Hugh's College website gives details of current Fellows and their research and teaching interests, as well as offering general information about the College: www.st-hughs.ox.ac.uk.

The Department of Experimental Psychology

The Department's mission is to sustain its position with world-class research and teaching in scientific psychology. It has consistently received the highest ratings in the British Funding Councils' Research Assessment Exercise, recognising research of international standing. Each year, it attracts research grant income around £3.5m and publishes over 200 papers in peer-

reviewed journals. As well as our academic staff, the Department attracts senior and junior research fellows, post-docs, graduate and undergraduate students from around the world, to form a vibrant and diverse intellectual community. For more information, see <http://www.psy.ox.ac.uk>.

Terms of Appointment

The duties of the postholder will be: To carry out research of international standing; to offer an average of 6 hours teaching each week during term for the College and Department jointly (in particular, the College requires teaching in the second year 'Language and Cognition' course and the third year advanced option on 'Language Acquisition'); to assist in directing studies, admissions and pastoral care of undergraduates.

The successful applicant will be elected to the Career Development Fellowship in St Hugh's College. The stipend will be based on the University's Academic Related Scale, Grade 7, currently starting £30,738 per annum. The postholder will have the option of becoming or remaining a member of a contributory pension scheme, the [Universities Superannuation Scheme](#) (USS). If it is available, the postholder will have the option to rent single accommodation from the College.

There will be an initial probationary period of one year, during which the appointment may be terminated by one month's notice on either side. The post will be renewed for a further three years provided that there is evidence of satisfactory progress in research and teaching.

A Career Development Fellow of St Hugh's College is entitled to free meals at common table when the College kitchens are open. In addition to access to research facilities in the Oxford BabyLab, the Fellowship offers assistance with research-related expenses. The Fellow will attend meetings of the College's Governing Body, and will be a member of Education Committee.

All appointments are subject to the relevant provisions of the *Statutes, Decrees and Regulations* of the University; copies of the relevant extracts are available on request.

Selection Procedure

Applications for this post will be considered by a selection committee containing representatives from both St Hugh's College and the Department of Experimental Psychology. 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 Governing Body of St Hugh's College on the basis of a recommendation made by the selection committee. No offer of appointment will be valid, therefore, until and unless the recommendation has been approved by the College's Governing Body, and a formal contractual offer has been made. The appointment will be subject to provision of proof of the right to work in the UK.

The formal selection criteria for the post are as follows:

1. Evidence of ability to produce work of international standing within the candidate's field of research.
2. Evidence of ability to teach undergraduate students at the highest level.
3. The candidate should have already received the degree of DPhil or equivalent at the point of application. The candidate should not have accumulated more than seven years in full-time graduate study or research, except in exceptional circumstances.

The selection committee will apply these criteria bearing in mind the stage reached in a candidate's career.

The qualities that we are therefore seeking include:

1. The ability to bring advanced research projects to fruition; excellent presentation skills; the ability to contribute to a research community.
2. Expertise in undergraduate teaching.
3. Sympathy for the nature and aims of the University of Oxford and St Hugh's College and willingness to participate in the life of the College.

Application Procedure

Applications should be submitted, electronically or in hard copy, to the Academic Registrar, St Hugh's College, Oxford OX2 6LE (thea.crapper@st-hughs.ox.ac.uk) by **Noon on Friday 22nd April 2016**. Applications should include a covering letter, and *curriculum vitae* (detailing the names of three referees who will be submitting references directly to the College by the application deadline), and a brief account of research and teaching experience.

Candidates are also asked to complete an equal opportunities form, available on the vacancies page of the [College website](#), and return it to the HR Officer, by post to St Hugh's College, or by email to felicity.walker@st-hughs.ox.ac.uk. These forms are used for monitoring purposes and will not be seen by any member of the selection committee.

Queries about this post should be addressed to the Academic Registrar, or to Professor Kim Plunkett, Tutorial Fellow in Psychology (kim.plunkett@st-hughs.ox.ac.uk).

Timetable

The closing date for applications, and the last date for receipt of references direct from referees, is **Noon on Friday 22nd April 2016**.

Interviews are scheduled to take place in the week beginning Monday 16th May. All reasonable interview expenses will be reimbursed.

Candidates invited for interview will be asked to submit written work by Monday 9th May and to give a short presentation at the time of interview. Further details will be sent to shortlisted candidates.

Equal Opportunities

The policy and practice of St Hugh's College and the University of Oxford require that all staff are offered equal opportunities within employment and that entry into employment with the College and 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. Subject to statutory provisions, no applicant or member of staff will be treated less favourably than another because of his or her gender, marital or civil partnership status, sexual orientation, religion or belief, racial group, age or disability. Where suitably qualified individuals are available, selection committees will contain at least one member of each sex.