



Job Description and Selection Criteria

Post	Associate Professorship of Taxation Law
Department/Faculty	Faculty of Law
Division	Social Sciences Division
College	St Hugh's College
Contract type	Permanent upon completion of a successful review. The review is conducted during the first 5 years.
Salary	Grade 10a (36S), £58,265 - £77,645 per annum
Vacancy ID	183778
Closing date	12 noon (UK time) on Tuesday 6 January 2026
Interview date	Interviews to be held on Monday 9 February 2026

Overview of the post

The Faculty of Law, in association with St Hugh's College, invites suitably qualified candidates to apply for the post of Associate Professor of Taxation Law to commence on 1 September 2026. The successful candidate will be both a member of the Faculty of Law and a Non-Tutorial Fellow at St Hugh's College.

The person appointed will join one of the largest and most distinguished groups of legal scholars in the world. They will have, or be well on the way to establishing, a record of internationally recognised scholarship and research and will be required to provide a high standard of research-led teaching at both undergraduate and postgraduate levels, including the supervision of research students.

In making this appointment, the University and the College share the goal of developing and strengthening the teaching and research capacities and capabilities of the Faculty of Law, as well as contributing, more generally, to the goal of maintaining the University of Oxford as a leading centre for research and teaching in taxation law.

The Faculty of Law is an Athena SWAN Bronze award holder. Applications are particularly welcome from women and Black and ethnic minority candidates, who are under-represented in senior academic positions in Oxford.



Queries about the Faculty of Law should be directed to Professor Donal Nolan, Vice-Dean in the Faculty of Law (donal.nolan@law.ox.ac.uk) (who will be a member of the selection committee). Queries about the application process should be directed to the Law Faculty HR Manager, Emma Gascoigne (recruitment@law.ox.ac.uk). If you would like to find out more about joining the academic community at Oxford generally, you are welcome to contact Dr Hayley Hooper (hayley.hooper@law.ox.ac.uk), who will not be involved in the selection or interview process. All enquiries will be treated in the strictest confidence.

Queries about the associated Fellowship at St Hugh's College should be directed to the Senior Tutor, Professor Robert Vilain (senior.tutor@st-hughs.ox.ac.uk).

The role of Associate Professor at Oxford

Associate Professor is the main academic career grade at Oxford with a focus on research and teaching. Associate Professors without Tutorial Fellowships are appointed solely by a University department or faculty and hold no tutorial fellowship with an Oxford college. As a Non-Tutorial Fellow, you will have an employment contract with the University only; any college affiliation is offered as honorary and does not constitute an employment relationship with the College.

Associate Professors play 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

The main duties of the post are as follows:

1. To engage in research and publication in the field of taxation law at the highest level.
2. To give, under the direction of the Board of the Faculty of Law, no fewer than 36 lectures or classes each academic year, and 4 hours per week of tutorial or equivalent teaching, or other broadly equivalent work, for the Faculty.¹
3. To participate in the design and delivery of innovative teaching programmes in the field of taxation law.

¹ The Faculty currently operates a stint system whereby a one-hour lecture counts as three units, a one-hour seminar counts as three units (shared pro rata between the number of people teaching), etc.; and, if the postholder opts to count supervision against stint, the supervision of a DPhil student counts as 24 units. The total stint obligation is 204 units per year (if supervision does not count against stint) or 288 units per year (if supervision counts against stint).

4. Actively to engage in acquiring and facilitating research income from external funders.
5. To supervise research students in appropriate fields of research.
6. To co-operate in the administrative work of the Faculty in both term and vacation, and to contribute to the academic culture of the Faculty, including administration of relevant courses, organisation of events, and professional development of early career academics.
7. To play an active role in promoting taxation law studies and capacity building in the field at local, national and international level.
8. To examine as required by the appropriate committee for the nomination of examiners.

As a Fellow of St Hugh's College, the postholder will have the opportunity to contribute to the academic life of an engaging and interdisciplinary community that unites students and Faculty at all levels and across a wide range of intellectual approaches. As part of this, the Fellow will be expected to act as a College Advisor to graduate students in cognate fields (i.e., providing general academic mentoring and pastoral guidance which complements the teaching and research supervision given within departments and faculties). The Fellow will have a special responsibility to lead with mentoring and pastoral care of students of taxation at the College, and should be willing to make a contribution to the mentoring of College undergraduates in Law.

The postholder will be elected to a Fellowship by Resolution at St Hugh's College and therefore invited to attend the nine annual scheduled meetings of Governing Body (although they will not be voting members or trustees of the charity). Non-Tutorial Fellows are invited to serve on College committees where they have appropriate interests and expertise, and many contribute in that way. There is no expectation that they will hold College Officer roles.

Selection criteria

Your application will be judged only against the criteria which are set out below. You should ensure that your application shows clearly how your skills and experience meet these criteria.

The University is committed to fairness, consistency and transparency in selection decisions. Members of selection committees will be aware of the principles of equality of opportunity, fair selection and the risks of bias. There will be both female and male committee members wherever possible.

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

The successful candidate will demonstrate the following:

Essential Criteria

1. An undergraduate degree in law or proof of equivalent legal competence;
2. A doctorate in a relevant subject or an established record of accomplishment in a relevant field of research that shows the capacity for original research that a doctorate would reflect;
3. A record of high-quality research and publications in the field of taxation law commensurate with career experience, and the potential to produce further significant output of a recognised international quality during the tenure of the post;
4. The ability to teach and assess high-achieving students in undergraduate and postgraduate taught courses, including the MSc in Taxation, teaching may fall on weekends or outside term time, and to

provide supervision and research leadership for postdoctoral fellows, doctoral and Master's-level students;

5. The ability to play a major part in developing the Faculty's research and teaching programme, including participating in the design of graduate-level courses and promoting the development of high-quality internationally recognised research;
6. The ability to work as part of a team;
7. The ability to establish networks in the field of taxation law at national and international level, and to demonstrate leadership potential;
8. The ability to present research findings effectively to fellow academics, professionals, policymakers and informed members of the public;
9. A commitment to good citizenship and proven administrative and pastoral skills, including the ability to work efficiently with Faculty and College administration and the ability to deal with the pastoral needs of students; and
10. A willingness to contribute to the life of the College.

Desirable Criteria

11. A track record of interdisciplinary collaboration and a commitment to promoting the development of interdisciplinary or multi-disciplinary research; and
12. A track record in raising external research grants.

How to apply

The deadline for completed applications and three references to reach the University is **12 noon (UK time) on Tuesday 6 January 2026**.

Should you have any queries about the application process, please contact recruitment@law.ox.ac.uk. ***Please note that the Law Faculty HR Team will be out of the office between 22 December 2025 and 2 January 2026 so any queries regarding the application process will be answered on our return.***

All applications will be acknowledged after receipt and will be considered by the selection committee as soon as possible after the closing date.

Shortlisted applicants will be asked to supply two pieces of written work of about the length of a thesis chapter or article, published or unpublished.

Overnight accommodation can be arranged for shortlisted candidates, and economy travel expenses will be reimbursed.

1. On-line application

To apply, visit https://my.corehr.com/pls/uoxrecruit/erq_jobspec_details_form.jobspec?p_id=183778, and 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.

You will also be asked to upload the following:

1. A statement explaining how you meet the criteria set out above using examples of your skills and experience.
2. A further statement (in approximately one page) of your current and proposed research.
3. A full CV and publications list.
4. The names and contact details of three referees.

Please save all uploaded documents as **PDF files** to show your name and the document type.

Should you experience any difficulties using the online application system, please email recruitment.support@admin.ox.ac.uk, but please note that this email address will not be checked between Friday 19 December (last working day of 2025) and 5 January (first working day of 2026). Further help and support is available from <https://hrsystems.admin.ox.ac.uk/recruitment-support>.

To return to the online application at any stage, please log back in and click the “My applications” button on the left-hand side of the page.

Please note that 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.

Candidates who are seeking Recognition of Distinction (i.e. the title of full Professor) **must make this clear in their application.**

2. References

All candidates should supply each of three referees with a copy of these further particulars and ask them to email their references directly to the Law Faculty HR Manager, Emma Gascoigne (recruitment@law.ox.ac.uk), by 12 noon (UK time) on Tuesday 6 January 2026 without further prompting.

The Faculty of Law and St Hugh’s College wish to take this opportunity to thank in advance those referees who write on behalf of applicants.

Candidates who wish to approach a referee or referees only if they are being called for interview or are in receipt of a conditional offer are asked to state this explicitly alongside the details of the relevant referee(s) in their application materials.

3. Submission of written work

All candidates who are invited to interview will be asked to submit TWO items of written work, published or unpublished, by email. These items should be about the length of a book chapter, thesis chapter or academic article. The items should be sent in a single e-mail in two pdf files to the Faculty Personnel team: recruitment@law.ox.ac.uk. In the subject of the e-mail, please quote the Vacancy Reference Number: 183778.

In addition, any shortlisted candidate who is seeking Recognition of Distinction (i.e. the title of full Professor) should nominate by email a further substantial published item. It is expected that this item

will ordinarily be a scholarly monograph or similar. Candidates will not generally be required to provide copies of monographs or other books, but may be asked to do so in exceptional cases.

4. Interviews

Shortlisted candidates will be invited for interview. It is anticipated that interviews will be held in person on **Monday 9 February 2026**. Further information will be sent to shortlisted candidates in advance of the interview.

5. Candidates with disabilities/long-term health conditions

The University and colleges welcome applications from candidates who have a disability or long-term health condition and are 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 interview, we will ask whether you require any particular arrangements at the interview. The University Access Guide gives details of physical access to University buildings <https://www.accessguide.ox.ac.uk/>.

Teaching commitments are mainly concentrated into Oxford's three 8-week undergraduate teaching terms, making it easier to balance teaching and research. There is considerable flexibility in the organisation of duties, and generous sabbatical leave.

Faculty of Law

About the Faculty

The Faculty of Law is one of the largest in the United Kingdom, and is the largest unit in the Social Sciences Division of the University. There are some 240 members of the Law Faculty, of whom almost 100 are in established University academic posts. The Law Faculty has a distinguished reputation in research and publications in Law, and in the Research Excellence Framework 2021, 55% of its submissions were judged to be 4*. Oxford Law has been ranked second in the world in the QS World University rankings, and first in Europe for the last five years.

There are five specialised centres associated with the Law Faculty: the Centre for Criminology, the Institute of European and Comparative Law, the Centre for Socio-Legal Studies, the Oxford Intellectual Property Research Centre, and the Bonavero Institute of Human Rights.

Equality, Diversity and Inclusion at the Faculty

Equality, diversity and inclusion (EDI) are integral to the Law Faculty's mission and success. As a Faculty, we enable individuals to reach their potential through education and help address the world's greatest challenges. The Faculty's ambitions for EDI are in line with those set out in the [Collegiate University EDI Strategic Plan 2024-27](#). Our diversity strengthens our research, enhances our teaching, and enables a deeper engagement with the world. We recognise the value of a diverse student and staff community, and the range of experiences and perspectives that brings. Our vision is of a Law Faculty where everyone belongs and is supported to succeed. We support the University's goal to be a leader in equality, diversity and inclusion in society. Having an inclusive culture, in which everyone can grow and flourish, is essential to our continued success as a world-leading Faculty in a world-leading institution. You can find out more about our [EDI programmes and progress to date](#) by visiting our website.

Undergraduate teaching within the Faculty

There are approximately 220 undergraduates in each year. While most read for the three-year BA in Jurisprudence, up to 35 follow the Law with Law Studies in Europe course over four years, one year being devoted to study in France, Germany, the Netherlands, Spain, or Italy. The full range of subjects taught at Undergraduate level may be found [here](#). The undergraduate programmes, including admissions, are the immediate responsibility of the Faculty's Undergraduate Studies Committee and its Associate Dean for Undergraduate Studies.

Graduate teaching within the Faculty

The Faculty sustains a major graduate programme and its graduate research school is the largest of any law school in the English-speaking world. There are currently about 640 graduate students, of whom approximately half are enrolled in taught programmes, the largest being the Bachelor of Civil Law (BCL) and Magister Juris (MJur), which account for around 150 students combined. Both are full-time courses, as is the Master of Science (MSc) in Law and Finance and the Master of Philosophy (MPhil) in Criminology and Criminal Justice, while the MSc in Criminology and Criminal Justice is offered both as a full-time and part-time course. There are then a number of courses which are exclusively part-time: the MSc degrees in Intellectual Property, in International Human Rights Law, and in Taxation, and the Postgraduate Diploma in Intellectual Property and Practice. Research degrees account for the remainder of the students and comprise the Doctor of Philosophy (DPhil) degrees in Law, in Socio-Legal Studies, and in Criminology (all offered as full-time and part-time courses), and the one-year Master of Philosophy (MPhil) degrees in Law and in Socio-Legal Research (both full-time courses). All part-time courses are non-residential.

The graduate programmes, including graduate admissions, are the immediate responsibility of the Faculty's Graduate Studies Committee and its two Associate Deans (one for research degrees, the other for taught programmes). The graduate cohort provides a base for a productive interaction between advanced study and research; this is something to which the Faculty attaches great importance.

MSc in Taxation

The Faculty offers a specialist MSc in Taxation in association with the Centre for Business Taxation at the Saïd Business School. This is a two-year, part-time programme taught by means of intensive residential weeks and weekends in Oxford. It is interdisciplinary in nature, having been designed by lawyers and economists, and is open to students with backgrounds in law, economics and accounting. Many of the students already have substantial experience of tax practice. For more detail about the programme please visit the [programme web page](#).

Research activity

The Faculty has always encouraged excellence and diversity in its research strategy, seeking to achieve the highest quality in the broad range of subjects in which Faculty members pursue their interests. The Faculty's Research Support Fund provides resources for research assistance, conference attendance, and other research-related activities. The Faculty's Research Support team assist with applications for external research funding.

Academic staff development

Teaching proficiency is one of the factors which is taken into account when Associate Professors are considered for reappointment after the completion of their probationary tenure. The University has made arrangements under which Associate Professors in their initial period of office may take advantage of support in developing their teaching. A range of such support is provided by the [People and Organisational Development unit](#), including:

- introductory sessions for new academic staff
- an advisor for new associate professors
- peer observation of teaching
- attendance at learning and teaching seminars
- one-to-one discussion with an educational development advisor or faculty teaching representative
- participation in the University's postgraduate diploma in learning and teaching
- self-study resources

Start-up costs

A start-up grant of £4,000 is available (unless the appointee currently holds an established Oxford University academic post). This may be spent at the postholder's discretion on any purpose connected with their academic work, for example IT equipment, research assistance, travel, conference attendance, and/or book purchases. The start-up grant must be spent within three years.

Research support

The Faculty has grant schemes for IT equipment and research support, to which the postholder will be eligible to apply after the first year of appointment.

Further information on the Law Faculty can be found on [our website](#).

The Bodleian Social Sciences Libraries

The Bodleian Social Sciences Libraries work collaboratively to provide subject support, collections, and services to the Social Sciences Division of the University of Oxford, the largest grouping of social science disciplines in the UK. The Bodleian Social Sciences Libraries comprise six interdisciplinary and specialised libraries, namely the Bodleian Social Science Library; Bodleian Law Library; Sainsbury Library at the Saïd Business School; Tylor Library for Social and Cultural Anthropology; Bodleian Education Library; and the Bodleian Latin American Centre Library. The Rewley House Library for Continuing Education is also managed within the Social Sciences Libraries Group. Together, the Bodleian Social Sciences Libraries deliver world-class services and collections to support world-leading social science research, doctoral training programmes, and some of Oxford's most widely recognised teaching programmes.

The Bodleian Law Library

The Bodleian Law Library, accommodated alongside the Faculty centre in the St Cross Building, houses over a quarter of a million volumes. It receives copies of all law books published in the United Kingdom, and has extensive holdings of overseas legal publications, notably of the Commonwealth, the US, and European countries. The Bodleian was formerly designated as a European Documentation Centre, and materials relevant to European law are housed in the Bodleian Law Library. It has one of the most extensive collections of domestic and foreign law databases and e-resources in the UK.

Further information about the Bodleian Law Library can be found on [its website](#).

Social Sciences Division

The University's academic departments and faculties are organised into four large groups known as Academic Divisions (Social Sciences, Mathematical, Physical and Life Sciences (MPLS), Medical Sciences, and Humanities). The divisions are responsible for academic strategy and operational planning, oversight of the teaching and research of their constituent departments and faculties, and for personnel and resource management. The social sciences at Oxford are distinctive for both their depth and breadth, with over 1,100 academic and research staff working across fifteen departments, faculties and schools. The Head of the Social Sciences Division is Professor Timothy Power.

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

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

Our academic and research staff and students are international thought leaders, generating new evidence, insights and policy tools with which to address some of the major global challenges facing humanity, such as sustainable resource management, poverty and forced migration, effective governance and justice. Particular research highlights in recent years have included COVID-19 and Climate Change. As well as active interdisciplinary links with researchers in other divisions at Oxford, we engage and collaborate extensively with other universities and a wide range of governmental and non-governmental practitioner communities such as law, business, public health and welfare, international development and education around the world. The Division has an extensive portfolio of external funders, partners and supporters, with competitively-awarded external research income exceeding £50 million per year and philanthropic income over £25 million a year.

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

The Division delivers an exceptional range of high-quality educational programmes all underpinned by the innovative research being undertaken by our academics. The student body is made up of over 2,000 undergraduate students, nearly 3,000 students studying postgraduate taught programmes and 1,200 postgraduate research students. The programmes we offer are wide-ranging, often interdisciplinary and include professionally-oriented provision in areas such as business, law and education. The Division is home to several of Oxford's most widely recognised teaching programmes, such as Philosophy, Politics and Economics (PPE) at undergraduate level; and at the Masters level programmes such as the Bachelor in Civil Law (BCL), Environmental Change and Management, International Relations, and Social Data Science.

For more information, please visit: www.socsci.ox.ac.uk.

St Hugh's College

St Hugh's is one of the 39 self-governing, independent colleges at Oxford, giving both academic staff and students the benefits of belonging to a smaller-scale 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.

Founded in 1886 to provide an excellent education to women who were otherwise excluded from the University, St Hugh's is proud of its reputation for being a friendly, inclusive, and progressive community. It is one of the largest colleges in Oxford, with around 850 students, 60 Governing Body Fellows, a further 20 Fellows (including Junior Research Fellows, Postdoctoral Research Fellows, and Early Career Fellows), and more than 70 lecturers working in a wide range of academic subjects. There is a non-academic staff of 120 across all the College's support and administrative operations.

St Hugh's is a wonderful, close-knit community with a well-earned reputation for academic excellence. Its Fellowship really is a 'fellowship', a group of powerful intellects who work together for the good of the whole institution. We benefit from an internationally and ethnically diverse community of scholars and students, with dozens of languages spoken in the JCR, the MCR and the SCR, and a large range of academic disciplines represented.

We occupy a beautiful site in the northern part of the city of Oxford, only a few minutes' walk from major University Institutes, the Radcliffe Observatory Quarter, the new Schwarzman Centre, and the Law Faculty. Within the China Centre, the College is host to an outpost of the Bodleian Library – the Chen Library – which means, uniquely in Oxford, that staff and students of the College can order the Bodleian's holdings to a desk within a few yards of where they live and work.

For more information please visit: <https://www.st-hughs.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

University Benefits, Terms and Conditions

Details of University policy in the following areas can be found at the links provided.

Salary

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

Pension

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

Sabbatical leave

<https://governance.web.ox.ac.uk/legislation/council-regulations-4-of-2004>

Outside commitments

<https://hr.admin.ox.ac.uk/holding-outside-appointments>.

Intellectual Property

<https://governance.admin.ox.ac.uk/legislation/council-regulations-7-of-2002>

Managing conflicts of interest

<https://researchsupport.admin.ox.ac.uk/governance/integrity>

Membership of Congregation

<https://www.ox.ac.uk/about/organisation/governance>

<https://governance.admin.ox.ac.uk/legislation/statute-iv-congregation>

Family support

<https://hr.admin.ox.ac.uk/family-leave-for-academic-staff>.

<https://childcare.admin.ox.ac.uk/home>.

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

Welcome for International Staff

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

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

Relocation

<https://finance.admin.ox.ac.uk/relocation-scheme-arrangements#collapse1094916>

Promoting diversity

<https://edu.admin.ox.ac.uk/home>

Other benefits and discounts for University employees

<https://hr.admin.ox.ac.uk/staff-benefits>

Pre-employment screening

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

Length of appointment

Appointments to Associate Professorships at Oxford are confirmed as permanent on successful completion of a review during the first five years. See <https://hr.admin.ox.ac.uk/academic-posts-at-oxford#collapse1532056>

Retirement

The University operates an employer justified retirement age for academic posts of 30 September immediately preceding the 70th birthday. See <https://hr.admin.ox.ac.uk/the-ejra>

Data Privacy

<https://compliance.admin.ox.ac.uk/job-applicant-privacy-policy>.

<https://compliance.admin.ox.ac.uk/data-protection-policy>.

College Facilities and Fellowship Privileges

The appointee will be a Fellow by Resolution of St Hugh's College. This Fellowship does not carry employee status, salary, or employment terms and conditions with the College. Instead, the following facilities and privileges are associated with holding a Fellowship by Resolution.

The Fellow will be entitled to free meals while working and when the College kitchens are open. They will be able to apply to the Fellows' Discretionary Research Fund for support for research activity and dissemination.

The appointee will be a member of the Senior Common Room (at the usual modest annual charge), and therefore entitled to attend the full range of the College's frequent academic and social events – formal dinners, lectures, garden parties, and staff, alumni or family events.

Although this is not an employed post and no dedicated office space is provided, the Fellow will have access to shared working space for occasional use while in College. They will also be able to book teaching space or (when available) space for conferences or similar events.

Offer of employment

Applications for this post will be considered by a selection committee containing representatives from both the Faculty of Law and St Hugh'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 Social Sciences Divisional Board and 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 both the divisional board and the governing body, and a formal contractual offer has been made.