



## ***Job Description and Selection Criteria***

<b>Post</b>	<b>Associate Professorship or Professorship of Philosophy</b>
<b>Department/Faculty</b>	Faculty of Philosophy
<b>Division</b>	Humanities Division
<b>College</b>	St Hugh's College
<b>Contract type</b>	<b>Permanent upon completion of a successful review. The review is conducted during the first 5 years.</b>
<b>Salary</b>	Combined University and College salary: £57,223 - £76,603 per annum. An additional allowance (currently £3,199 per annum) would be made upon award of the title of Professor. In addition, a taxable housing allowance of £10,905 per annum is paid by the College.

### **Overview of the post**

St Hugh's College and the Faculty of Philosophy are seeking to recruit an Associate Professor or Professor of Philosophy, with a Tutorial Fellowship to start from 1 September 2026, or as soon as possible thereafter.

The successful candidate (henceforth 'postholder') will have a research specialism in some aspect of Early Modern Philosophy (up to and including Kant). They will have a proven record of internationally recognised scholarship and research in philosophy, appropriate to their career stage, and will be able to provide a high standard of research-led teaching at both undergraduate and postgraduate levels.

For the College, the postholder will be expected to deliver 8 weighted hours (see below) of teaching per week during term time, with associated duties, and to organize tutorials as needed to be given by others. They will also prepare and mark, or arrange marking, for collections (termly college progress tests). The postholder will be required to give tutorials for both the Moral Philosophy and General Philosophy courses taken by first-year undergraduates in Philosophy, Politics and Economics (PPE) and in other joint Philosophy degrees. (See [here](#) for descriptions of these courses.) It is also required that the postholder be able to teach advanced undergraduate tutorials (second year and beyond) in (i) either Early Modern Philosophy (101) or The Philosophy of Kant (112), in (ii) at least one of Ethics (103) and Knowledge and Reality (102) and in (iii) at least one other advanced undergraduate course offered at Oxford. (See [here](#) for more details of Oxford's advanced undergraduate courses in Philosophy). Ability to give tutorials for other subjects will be an advantage but is by no means required.

As a Tutorial Fellow of the College they will also oversee the provision of philosophy teaching to students at St Hugh's, they will share in the admission and pastoral care of students studying for degrees involving philosophy, and they will contribute to the effective running and governance of the College as a member of the Governing Body and Trustee of the Charity.

For the Faculty, the postholder will deliver 16 lectures or graduate classes per year, and will supervise graduate students (at Master's and at doctoral level). The postholder will participate in examining and will play a full and active role in Faculty administration.



Athena  
Swan  
Silver Award



If you would like to discuss this post and find out more about joining the academic community at Oxford, please contact either the Chair of the Philosophy Faculty Board, Professor Ursula Coope ([ursula.coope@philosophy.ox.ac.uk](mailto:ursula.coope@philosophy.ox.ac.uk)) or the Senior Tutor at St Hugh's College, Professor Robert Vilain ([senior.tutor@st-hughs.ox.ac.uk](mailto:senior.tutor@st-hughs.ox.ac.uk)). All enquiries will be treated in strict confidence and will not form part of the selection decision.

## **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 are appointed jointly by a University department/faculty and an Oxford college, and you will have a contract with both.

Associate Professors are full members of University departments/faculties and college Governing Bodies playing a role in the democratic governance of the University and their college. You will join a lively, intellectually stimulating and multi-disciplinary community which performs to the highest international levels in research and teaching, with extraordinary levels of innovation, creativity and entrepreneurship.

There is considerable flexibility in the organisation of duties, with three 8-week undergraduate teaching terms and generous sabbatical leave to balance teaching and research (please see the Benefits, Terms and Conditions section for further details of sabbatical leave). There is the potential for temporary changes to the balance of duties between College and University to enable a focus on different aspects of work at different stages in your career.

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

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

## **Philosophy Teaching and Examining in Oxford**

There are over fourteen hundred students studying Philosophy at undergraduate level at Oxford. There is no undergraduate degree solely in Philosophy at Oxford. Philosophy is a component of eight joint undergraduate degrees: Classics (Literae Humaniores); Philosophy, Politics, and Economics; Philosophy and Modern Languages; Physics and Philosophy; Maths and Philosophy; Computer Science and Philosophy; Philosophy and Theology; and Psychology, Philosophy, and Linguistics. Philosophy postholders therefore work closely with colleagues in these allied fields at the undergraduate level.

College Tutorial Fellows are responsible for the teaching of the College's own undergraduates in tutorials or classes. Classes are usually smaller than eight; tutorials frequently involve only one or two students.

Teaching for the University is through lectures and classes open to students from all colleges. The content of an undergraduate lecture course for a given subject is constrained by the syllabus for that subject but is otherwise up to the lecturer. Examining for the University involves the setting and marking of examination papers taken by students across all the colleges.

All three roles of tutor, lecturer, and examiner, are quite distinct. Typically, different postholders will lecture and examine in a given subject at any one time. As an Associate Professor/Professor and college Tutorial Fellow, the postholder will occupy each of these different roles (tutor, lecturer, examiner) at various times and for various papers from the undergraduate philosophy syllabus.

There are around 150 graduate students in Philosophy at Oxford. About half are studying for one of the Master's degrees (the BPhil; the MSt in Ancient Philosophy; the MSt in Philosophy of Physics), and

the rest for the doctorate (the DPhil). Master's students are taught via graduate classes, and via essay and thesis supervisions. Examining consists of marking BPhil and MSt essays and theses, and viva voce examinations of DPhil dissertations.

## **Duties of the post**

The main duties of the post are as follows:

1. To undertake and to disseminate advanced research in Philosophy, including in aspects of Early Modern Philosophy (up to and including Kant).
2. For the College, to provide 8 weighted hours per week of undergraduate tutorial (small group) or class teaching averaged across the three eight-week teaching terms of the academic year.<sup>1</sup> (See above for further details of the College teaching requirements.) To set, mark and provide feedback on tutorial work and termly internal College examinations (collections) and to monitor and report on progress including via the online Teaching Management System (TMS).
3. To organise undergraduate teaching in philosophy at St Hugh's College in collaboration with colleagues. This includes arranging teaching by others in areas outside the expertise of the postholder.
4. To act as Director of Studies and to share responsibility for academic support and pastoral care of undergraduates reading a joint Philosophy degree in the College, liaising with relevant academic and welfare colleagues as appropriate.
5. To participate in the annual undergraduate admissions processes for degrees involving philosophy at St Hugh's College in liaison with Fellows in cognate subjects and to assist in undergraduate access and outreach activity.
6. Under the direction of the Philosophy Faculty Board, to design and deliver up to 16 lectures or classes over the year during term time to undergraduates and/or graduates; and to produce lecture notes, course materials, and reading lists as required.
7. To supervise and to teach graduate students for the Faculty (at both Master's and doctoral level), to participate as requested in the annual Faculty and college graduate admissions processes, and to act as College Advisor to graduate students in philosophy at St Hugh's College.
8. To participate in University examining, both undergraduate and graduate, as required.
9. To undertake an appropriate share of other Faculty administrative duties, dependent on career-stage, including service on committees or holding Faculty Offices.
10. To participate in the administration and governance of the College, which includes exercising the duties of a Trustee as a member of the Governing Body, attending meetings of the Governing Body, serving on College committees, and on occasion taking on College offices (leadership roles). Tutors also attend and participate in college events and activities.

## **Selection criteria**

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

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<sup>1</sup> Oxford often uses a weighting system when calculating 'stint' (or teaching duties): 1 contact hour with 1 student = 1 weighted hour; 1 contact hour with 2 students = 1.25 weighted hours; 1 contact hour with 3 or more students = 1.5 weighted hours.

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

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

### **Essential Selection Criteria**

1. A completed doctorate, or a completed doctoral dissertation submitted for examination by the advertised closing date for this position, in Philosophy, or a closely related field.
2. A research record in Philosophy of international standing appropriate to the candidate's career stage, with evidence of potential for producing further research distinguished in its originality, significance and rigour. A research specialism in some aspect of Early Modern Philosophy, up to and including Kant. We welcome applications from anyone with a research specialism in this area, including those whose research focusses on non-canonical philosophers.
3. Experience of teaching philosophy in a range of formats (e.g. lectures, seminars, and small groups) and evidence of being able to do so effectively, ideally at both undergraduate and graduate level. Excellent communication skills and an understanding of the learning needs of highly able students.
4. Evidence of interest and ability in lecturing and small group teaching, to advanced (2nd- or 3rd-year) undergraduate students.
  - a. The ability to provide excellent lecturing in either Early Modern Philosophy or The Philosophy of Kant. (If lecturing for the Early Modern course, the postholder must be able to give lectures on at least one of the six philosophers mentioned in the course description here: <https://www.philosophy.ox.ac.uk/course-descriptions-finals>.)
  - b. The ability to provide excellent advanced (2nd- or 3rd-year) undergraduate tutorial teaching in (i) either Early Modern Philosophy or The Philosophy of Kant, (ii) either Ethics or Knowledge and Reality, and (iii) at least one of the other advanced undergraduate Philosophy courses taught at Oxford (for details of these courses, see <https://www.philosophy.ox.ac.uk/course-descriptions-finals>).
  - c. The ability to provide excellent introductory (first-year) undergraduate tutorial teaching in Moral Philosophy and in General Philosophy (for descriptions of these courses, see <https://www.philosophy.ox.ac.uk/course-descriptions-first-public-examination-fpe>).
5. The ability to provide graduate supervision of high quality to students studying topics within Early Modern Philosophy and/or Kant and an understanding of the needs of graduate students and how to address them.
6. The ability and commitment to undertake a range of administrative duties within both the College and the Faculty.
7. The ability to undertake pastoral responsibilities (i.e. general oversight of the wellbeing of the students) for undergraduates and graduates.
8. A commitment to demonstrating respect, courtesy and consideration within interactions with all members of the University community.

### **Desirable Selection Criteria**

9. The ability to teach other advanced undergraduate courses taught at Oxford, in addition to those listed above (see <https://www.philosophy.ox.ac.uk/course-descriptions-finals>).

10. Within Early Modern Philosophy, the ability to lecture on several of the philosophers listed in the course description.
11. Experience of supervising graduate students.

## How to apply

Applications should be submitted to [academic.recruitment@st-hughs.ox.ac.uk](mailto:academic.recruitment@st-hughs.ox.ac.uk) as PDFs and should include:

- A completed coversheet (available at <https://www.st-hughs.ox.ac.uk/people-life/work-for-us/staff-vacancies-at-st-hughs-college/>), which asks for your full contact details, including email address, full postal address, a contact telephone number, and the details of **three** referees (see also below).
- A covering letter or statement explaining how you meet the selection criteria set out above, and explicitly including a statement listing which of the (introductory and advanced) courses on the Oxford undergraduate philosophy syllabus you could teach, whether in lectures or tutorials or both.
- A full CV, including a list of publications.
- A sample or samples of written work, up to a maximum of 20,000 words, published or unpublished (with any co-authored pieces identified as such). In the case of pieces of written work exceeding 20,000 words, candidates should indicate which part or parts they wish to draw to the attention of the selection committee.

The deadline for applications is **9 a.m. on Wednesday 25 March 2026**.

Candidates are also asked to complete an equal opportunities form (also available at <https://www.st-hughs.ox.ac.uk/people-life/work-for-us/staff-vacancies-at-st-hughs-college/>) and submit it to [academic.recruitment@st-hughs.ox.ac.uk](mailto:academic.recruitment@st-hughs.ox.ac.uk). This is for monitoring purposes only and will not be seen by any member of the appointment panel.

## Referees

**Candidates should ask their referees to send their references directly to [academic.recruitment@st-hughs.ox.ac.uk](mailto:academic.recruitment@st-hughs.ox.ac.uk) by the deadline indicated above.** Candidates should supply each referee with a copy of these further particulars. For the preferred candidate, we will also take up a reference from their current or most recent former line manager, excepting those cases in which the line manager has already submitted a reference, or the candidate does not have a line manager in the relevant sense. Permission will be sought from the preferred candidate before taking up such an additional line manager reference.

The College and the Faculty of Philosophy wish to take this opportunity to thank in advance referees who write on behalf of applicants.

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/>

Should you have any queries about how to apply, please contact the Senior Tutor at St Hugh's, Professor Robert Vilain ([senior.tutor@st-hughs.ox.ac.uk](mailto:senior.tutor@st-hughs.ox.ac.uk)). Inquiries will not play any role in the selection process.

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

It is anticipated that interviews will take place in late April / early May 2026. Further details about the interview process will be communicated to shortlisted applicants.

## **St Hugh's College**

There are 39 self-governing and independent colleges at Oxford, giving both academic staff and students the benefits of belonging to a small, interdisciplinary community as well as to a large, internationally renowned institution. The collegiate system fosters a strong sense of community, bringing together leading academics and students across subjects, and from different cultures and countries.

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. Originally founded to support the education of women who could not afford the more expensive offerings of other Oxford colleges, St Hugh's sustains a tradition of inclusivity, fairness, and justice.

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, and the new Schwarzman Centre. 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.

St Hugh's usually admits up to 8 students a year to read for the joint degrees with Philosophy for which the College recruits – Mathematics and Philosophy; Philosophy and Modern Languages; Philosophy, Politics, and Economics (PPE); Psychology, Philosophy, and Linguistics (PPL). There are usually 4-6 students reading for postgraduate degrees in Philosophy (BPhil and DPhil).

For many years Philosophy at St Hugh's had been led by our Tutorial Fellow, Professor Adrian Moore, FBA, who retires in 2026. The new Fellow will be supported by two permanent lecturers in Philosophy, Professor Paolo Fait (also a Fellow of New College), and Dr Jordan Bell. The College also currently hosts a British Academy Postdoctoral Research Fellow in Philosophy, Dr James Laing.

For further information about the College see: [st-hughs.ox.ac.uk](http://st-hughs.ox.ac.uk).

## **The Faculty of Philosophy**

The Oxford Philosophy Faculty has over 150 academic members, all of whom are undertaking teaching and/or research in Philosophy at Oxford. Of these, around 60 hold permanent posts within the Faculty or the colleges; many distinguished philosophers hold posts elsewhere in the University. Oxford thus contains the largest group of philosophers in the UK, and one of the largest in the world. It has a vigorous research culture and performed outstandingly in the most recent UK Research Excellence Framework (REF), achieving the highest volume of world-leading (4\*) philosophy research of any unit in the country.

Each year, many distinguished philosophers from around the world visit Oxford to give lectures and seminars. There are over fourteen hundred students studying Philosophy at undergraduate level, always

in combination with at least one other subject, and around 150 graduate students, about half of whom are studying for the DPhil, and the rest for the BPhil or the specialist MSt courses in Ancient Philosophy and Philosophy of Physics. A list of current Faculty members and their research interests can be found on the Philosophy Faculty website at: <http://www.philosophy.ox.ac.uk/faculty-members>.

Further information about the Faculty can be found at: [www.philosophy.ox.ac.uk](http://www.philosophy.ox.ac.uk).

## **The Humanities Division**

The Humanities Division is one of four academic divisions in the University of Oxford, each with a full-time Head and elected Board. The Humanities Division is distinctive for its depth and breadth. Its activity spans nine faculties, one School and two independent research institutes: the faculties of Classics; English; History; Linguistics, Philology and Phonetics; Medieval and Modern Languages; Music; Asian & Middle Eastern Studies; Philosophy; and Theology and Religion; the Ruskin School of Art; the Rothermere American Institute and the Voltaire Foundation. Interdisciplinary links within and beyond the University are strong, extending to the social sciences, medical sciences and the natural and physical sciences.

One of the largest centres for Humanities internationally, with over 800 members of academic and research staff, the Division offers world-class research and teaching, backed by the superb resources of the University's libraries and museums, including the famous Bodleian Library, with its 11 million volumes and priceless early book and manuscript collections, the Pitt Rivers Museum, the History of Science Museum 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 and digital Humanities.

The outstanding quality of Humanities research at Oxford is recognised globally. This reputation for research excellence contributes to the University coming top of several international rankings for Arts and Humanities, including the US News and World Report rankings and the QS World University Rankings by Subject. The Division's faculties are among the largest in the world, enabling Oxford to offer an education in Arts and Humanities unparalleled in its range of subjects, from music and fine art to ancient and modern languages.

The Division has responsibility for over 4,000 undergraduates (a third of the University's total undergraduate population), and for over 2,000 postgraduate students (over 1,100 doctoral students and some 900 Master's students). Twenty-nine undergraduate courses are offered in Humanities subjects, seven of which are offered jointly with the other academic divisions. The Doctoral and Master's programmes offered are distributed across all of the Division's faculties, along with a suite of Master's courses offered with the Social Sciences Division and a growing portfolio of Master's courses that draw from across the Humanities. The Division is part of the Open-Oxford Cambridge AHRC Doctoral Training Partnership. The Humanities Division has recently completed a major building project on the Radcliffe Observatory Quarter, supported by a £185 million gift to create the Stephen A. Schwarzman Centre for the Humanities.

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

The University of Oxford is committed to equal opportunity, and to being a place where everyone belongs and is supported to succeed. We recognise how the diversity of our community enriches our ability to deliver on our academic mission.

We welcome applications from individuals from all backgrounds, including those under-represented within higher education. No applicant or members of staff shall be unlawfully discriminated against on the basis of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

Employment with the University and progression within employment will be determined according to personal merit and the application of criteria related to the duties and conditions of the post. In all cases, the primary consideration will be the ability to perform the job.

As stated in the University's Equality Policy and Equality, Diversity and Inclusion Strategic Plan, our commitment to equality and diversity goes hand in hand with our commitment to academic freedom and free speech.

<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 Benefits, Terms and Conditions

### Housing Allowance

In addition to salary, St Hugh's College pays its Tutorial Fellows an allowance in lieu of housing of £10,905 per annum. If College accommodation is available and the Fellow chooses to 'live in', this allowance is not paid. These arrangements may be discussed with the Senior Tutor once an offer has been made.

### Other Allowances

Tutorial Fellows receive an annual research allowance of up to £1,938 to cover expenses related to their academic work, and an IT allowance of up to £1,135 every four years to cover the purchase of a computer and peripherals. Fellows also have access to entertainment allowances for all their undergraduate and graduate students of £20.23 per year to help sustain a lively discipline with some social events. They may apply for additional research support from the Fellows' Discretionary Research Fund, when such funds are available.

### Meals on Duty

The Fellow is entitled to free meals at the common table in St Hugh's when the College kitchens are open. They will be members of the Senior Common Room (for which there is a small annual charge). They may bring up to six academic guests to lunch or dinner each term at no charge. They may bring additional academic guests and personal guests at the rates advertised in the *Fellows' and Lecturers' Handbook* from time to time.

### Pensions

The Fellow will have the option of becoming or remaining a member of the Universities Super-annuation Scheme (USS).

### Sabbatical Leave

Tutorial Fellows are entitled to one term's sabbatical or research leave after six terms' service. Fellows may take leave in the seventh term or 'save up' their entitlement to take a full year's leave after six years' service. We make every effort to synchronize College leave with Faculty leave, but arrangements are subject to the approval of the Academic Committee and must be discussed with the Senior Tutor in advance.

### Employee Assistance Programme (EAP) & Wellbeing

A confidential support service is available to all employees, offering free advice and counselling on personal, financial, and work-related matters.

### Health

Staff are entitled to a free annual flu vaccination

The College provides free eye tests for all staff and contributes towards the cost of new glasses when a prescription has changed.

### Family-Friendly Policies

Enhanced maternity, paternity, adoption, and shared parental leave arrangements are available, alongside flexible working options where operationally possible.

### Travel to Work Support

The College participates in the University-backed cycle-to-work scheme, enabling staff to purchase bicycles and equipment tax-efficiently, and a discounted travel scheme is available with monthly deductions from salary.

## **Offer of employment**

Applications for this post will be considered by a selection committee made up of representatives from both St Hugh's College and the Faculty of Philosophy. 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 and the Humanities Divisional Board based on a recommendation made by the selection committee. No offer of appointment will be valid, therefore, until and unless the recommendation has been approved by both the Governing Body and the Divisional Board, and a formal contractual offer has been made.