



Oxford School of  
Global and Area Studies



**WOLFSON**  
COLLEGE  
UNIVERSITY OF OXFORD

## Job Description and Selection Criteria

<b>Post</b>	Associate Professorship in South Asian Studies
<b>Department/Faculty</b>	The Oxford School of Global and Area Studies
<b>Division</b>	Social Sciences Division
<b>College</b>	Wolfson College
<b>Contract type</b>	Permanent upon completion of a successful review. The review is conducted during the first 5 years.
<b>Salary</b>	Grade 10a (36S) Salary from £52,815 to £70,918 per annum plus additional benefits and allowances. An additional allowance of £3,078 p.a. would be payable upon award of Full Professor title.  <i>Wolfson College</i> supports Fellows wishing to purchase homes in the Oxford area, and is willing to invest up to £250,000 or 45% of the house price (whichever is lower).  Governing Body Fellows are paid an annual stipend of £3,202. They are entitled to a common table allowance (meals in College) up to £58.00 per week, plus an entertainment allowance of £777.00 per year. Each Fellow may apply for an Academic Grant up to £851.00 per financial year.
<b>Additional Information</b>	Oxford School of Global and Area Studies (OSGA) is committed to promoting a culture of equality, diversity, and inclusion in the workplace. Applications are particularly welcome and encouraged from women, black, and minority ethnic candidates, who are under-represented in academic posts in Oxford. OSGA is committed to equality and value diversity and is determined to foster an academic environment in which everyone is included, respected and empowered to fulfil their potential.



**Athena  
Swan**  
Silver Award



Race  
Equality  
Charter  
Bronze Award



## Overview of the post

The Oxford School of Global and Area Studies (OSGA) and Wolfson College seek to recruit an Associate Professor in South Asian Studies. The successful candidate will undertake advanced, internationally excellent research in South Asian Studies; teach and supervise at the graduate levels; contribute to admissions, examining, and assessment; and contribute fully to academic administration in both the University department of OSGA and the College. The post-holder will be based in OSGA and will devote roughly 70% of their time to the Contemporary South Asian Studies Programme (CSASP) and 30% of their time to the Programme in Global and Area Studies (GAS). The Contemporary South Asian Studies Programme (CSASP) and the Programme in Global and Area Studies are each one of seven programmes in the Oxford School of Global and Area Studies (OSGA).

This position is full-time and, subject to successful completion of the probationary period, permanent. The post is tenable from the start of the 2025/26 academic year or as soon as possible thereafter and applications from those at an early, mid, or advanced career stage are welcome. This is a joint appointment with Wolfson College, where the successful candidate will also be appointed to a Non-Tutorial Fellowship and membership of Governing Body. Applications are particularly welcomed from women and Black and Minority Ethnic candidates, who are under-represented in academic post in Oxford.

The candidate will be a South Asia specialist who is undertaking outstanding contemporary social science research on one or more South Asian countries. We particularly welcome applications from candidates whose expertise is anchored in politics or political economy. While the country focus is open, we encourage candidates whose research focuses on Bangladesh, Nepal, Pakistan, or Sri Lanka to apply. The successful candidate will be able to speak to broader, comparative debates beyond South Asia in their research and teaching, and have shown in their work the global relevance of their chosen field of research.

A mentor will be appointed to advise the post-holder.

If you would like to discuss this post and find out more about joining the academic community at Oxford, please contact Professor Paul Chaisty, Head of OSGA, at [paul.chaisty@politics.ox.ac.uk](mailto:paul.chaisty@politics.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, spanning the full range of professor grades in the USA. Associate Professors are appointed jointly by a University department/faculty and an Oxford college, and you will have a contract with both.

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

There is considerable flexibility in the organisation of duties, with three 8-week undergraduate teaching terms and generous sabbatical leave to balance teaching and research (please see the Benefits, Terms and Conditions section for further details of sabbatical leave). There is the potential for temporary

changes to the balance of duties between College and University to enable a focus on different aspects of work at different stages in your career.

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

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

## **Duties of the post**

**The main duties of the post are as follows:**

- To engage in advanced study and internationally excellent research and to collaborate in research programmes of the School and contribute to its international reputation for research excellence;
- To disseminate research through publication in high impact journals, participation in international conferences and seminars, and through other media;
- To contribute to the graduate curricula of CSASP and GAS, in the areas of the politics and/or political economy of South Asia and introductory quantitative research methods;
- To participate in the teaching and supervision of graduate students in OSGA under the direction of the Head of School, the Director of Graduate Studies, and the relevant Course Directors;
- To contribute to the recruitment, admission, and training of high calibre graduate students;
- To co-operate in the administrative work of OSGA in both term and vacation under the direction of the Head of School. This includes holding leadership positions; committee membership; participation in university academic recruitment exercises, with the appropriate training; outreach activities, such as University 'open days';
- To engage in University examining;
- To identify new areas of research, obtain external funding for research, lead research projects and collaborate with academic colleagues;
- To engage in knowledge exchange with a wide range of policy makers, practitioners and other non-academic stakeholders;
- To contribute to the wider intellectual life of the Oxford School of Global and Area Studies;
- To commit to equality and diversity values embraced by OSGA and Wolfson College.

### **Teaching duties**

Teaching and supervising duties across the two OSGA programmes will include:

- Convening and teaching a 'signature' option course in the candidate's area of expertise, to be offered across both the MSc and MPhil in Modern South Asian Studies, and the MPhil in GAS programme, engaging with South Asian and comparative themes;
- Contributing occasional teaching to the Core Course of the MSc and MPhil in Modern South Asian Studies; the Core Course of the MPhil in Global and Area Studies; and the graduate research

methods provision for both courses, particularly the convening of quantitative methods, and/or historical methods for the GAS course;

- Supervising graduate students of the MSc and MPhil in Modern South Asian Studies and the MPhil in Global and Area Studies;
- Supervising DPhil in Global and Area Studies (South Asia) students.

The Associate Professor will also contribute to the running and development of the Contemporary South Asian Studies Programme (CSASP); and the MPhil in Global and Area Studies, proportionate to the balance of the role.

OSGA use 'stint units' to measure teaching and supervision contributions up to a maximum of 288 teaching units per year. The amount of teaching normally must not exceed an average of 288 teaching units<sup>1</sup> per year without approval by the divisional board.

### **College duties and responsibilities**

In addition to the duties relating to the University side of the post, the appointee will be a Governing Body Fellow of Wolfson College, and will be expected to attend Governing Body six times a year, act as an adviser to up to ten graduate students, and participate in the College Committee system during term-time.

### **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.

### **Selection criteria**

#### ***Essential Criteria***

- Have, or be close to completing, a doctorate in a social science field relevant to the contemporary study of the politics or political economy of South Asia, with the doctoral thesis submitted prior to the closing date for this position;
- An excellent publication record in the politics or political economy of South Asia, commensurate with the candidate's career stage;

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<sup>1</sup> Departments use 'stint units' to measure teaching and supervision contributions and, overall, the level of expected teaching and supervision is equivalent to a standard two-two teaching load in North America. Various amounts of stint are assigned to different teaching and supervision activities, for example, supervision of a doctoral student counts for 24 stint units per year, and lectures, tutorials, class teaching all count towards stint (one hour paired tutorial, 1 unit; one hour lecture, 3 units; one doctoral student, 24 units; and other types of teaching to be weighted proportionally). This tariff is subject to local variation.

- An outstanding programme of innovative research on topics related to the politics or political economy of South Asia;
- Demonstrated expertise in South Asian studies and Social Science research methods sufficient to conduct advanced research and teach graduate students, and an ability to teach introductory quantitative research methods;
- A track record of successful research grant applications or evidence of the potential to obtain and sustain peer-reviewed research funding;
- A demonstrated record of, or clear potential for, excellence in teaching, syllabus and curriculum development on topics within the remit of OSGA's postgraduate degree programmes;
- The ability and willingness to provide supervision and graduate mentoring for high-achieving graduate students who come from diverse disciplinary and cultural backgrounds, and the ability to relate well and appropriately in graduate supervision and in pastoral situations;
- Demonstrated ability to collaborate with colleagues from a range of different disciplines;
- Excellent interpersonal and communication skills, including the ability to communicate with non-academic audiences;
- The skills and commitment to contribute effectively to the administration and management of OSGA as a leading centre of teaching and research;
- A willingness to contribute to the life of the College;
- A firm commitment to promoting awareness and understanding of equality, diversity and inclusion and embedding these principles among staff and students.

***Desirable Criteria***

- An understanding of the needs of and/or experience of working with an ethnically diverse population;
- Experience of supervising graduate students;
- A demonstrated record of impact in research through engaging with stakeholders beyond academia;
- Advanced quantitative research methods skills.



## How to apply

To apply, visit [Job Details Vacancy ID 174870](#) 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. References will not be requested until after shortlisting has taken place.

Applicants are requested to submit:

- 1) a letter of application (supporting statement), which explains why you are applying for the post and provides evidence of how your qualifications, skills, and experience meet the selection criteria outlined above. This may include experience gained in education or employment. Particular reference should be made to your past research work and research plans, as well as your teaching experience and evaluations to date.
- 2) a full Curriculum Vitae, including full details of your publications.

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. Wolfson College working closely with Occupational Health Advisers and the University Disability Advisory Service aims to optimise the working environment for disabled staff. 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/>.

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.

Please upload all documents as **PDF files** with your name and the document type in the filename.

All applications must be received by **12.00 noon** on the closing date stated in the online advertisement.

Should you experience any difficulties using the online application system, please email [recruitment.support@admin.ox.ac.uk](mailto:recruitment.support@admin.ox.ac.uk). Further help and support are 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 you will be notified of the progress of your application by automatic emails from our e-recruitment system. **Please check your spam/junk mail** regularly to ensure that you receive all emails.

All shortlisted candidates will be interviewed and asked to make a short presentation of some aspect of their research to an audience of selection committee members and staff and students of OSGA. Further materials may be requested from candidates who are short-listed.

Reasonable interview expenses will be reimbursed. Should you have any queries about how to apply, please contact the OSGA HR Team: [recruitment@area.ox.ac.uk](mailto:recruitment@area.ox.ac.uk)

## The Oxford School of Global and Area Studies



The School is committed to understanding cultural, economic, political and social questions through the study of world regions in local, global and comparative contexts. OSGA delivers world leading, multi-disciplinary programmes of teaching and research across Africa, China, Latin America, the Middle East, Japan, Russia and Eastern Europe, and South Asia.

Oxford's School of Global and Area Studies (OSGA) one of the largest communities of Area Studies scholars anywhere in the world. We have research and teaching programmes dedicated to [Africa](#), [China](#), [Latin America](#), the [Middle East](#), [Japan](#), [Russia and Eastern Europe](#), [South Asia](#) and [Comparative Area Studies](#).

The administration of the School is based at 12 Bevington Road, with colleagues also providing administrative support across a number of locations in which the School's constituent units are based (including the Nissan Institute of Japanese Studies at St Antony's College and the University of Oxford China Centre at St Hugh's College).

The School is devoted to research and graduate teaching in academic disciplines which attempt to understand the complexity and the interrelatedness of society through anthropology, economics, politics, history, sociology and culture. Its teaching and research seek to take into account both the insights provided by the separate disciplines and the contextualisation provided by in-depth knowledge of specific regions and countries. Interdisciplinary collaboration to study specific social processes is encouraged, and a distinctive feature of the School is the number of its academic staff who hold joint appointments in the School and a disciplinary department in the Social Sciences or Humanities Divisions. In the most recent national research quality assessment exercise (REF2021), Area Studies at Oxford – comprising staff in the School and the Faculty of Oriental Studies in the Humanities Division - was judged to account for more world-leading (4\*) research than any other Area Studies department in the UK.

The School admits around 160 graduate students a year on Masters and DPhil programmes, across the African Studies Centre, Latin American Centre, the Nissan Institute of Japanese Studies, Russian and East European Studies, Contemporary South Asia, Contemporary Chinese Studies, Middle East Studies, and the comparative master's programme in Global and Area Studies. Additionally, the School's academic staff supervise doctoral students and teach on a range of undergraduate programmes in other parts of the University.

The School holds a bronze Athena Swan award to recognise advancement of gender equality: representation, progression and success for all.

## Contemporary South Asian Studies Programme



From Governor Generals to Freedom Fighters to Rhodes Scholars and everything in between, Oxford University has a rich history of engaging with the states and societies of South Asia, and with scholars and peoples from across the region.

The Contemporary South Asian Studies Programme (CSASP) comprises various permanent academic members of staff, as well as teaching assistants, research associates and a permanent administrator.

CSASP now administers the 9-month **MSc in Modern South Asian Studies** and 21-month **MPhil in Modern South Asian Studies** courses (both of which are run in conjunction with the Faculty of Asian and Middle Eastern Studies). Students on each of these courses will have the opportunity to engage with and be taught by scholars from both the Humanities and Social Science Divisions.

CSASP also participates in the new Area Studies DPhil programme. We are delighted that the first two South Asianists to study on this programme arrived in Michaelmas term 2018 with another in 2020.

CSASP has a growing post-doctoral community. We also host occasional visiting scholars; recent research projects have included Masculinity in Indian Cinema, Gender in South Asia and Sports as Soft Power Diplomacy in South Asia. In 2020 we welcomed the inaugural cohort of Rangoonwala Visiting Fellows.

We collaborate with the Faculties of Asian and Middle Eastern Studies and History, the Ashmolean Museum and the Oxford Department of International Development on the Modern South Asian Studies seminar series which is hosted by St Antony's College and administered by the Asian Studies Centre. Recent Conferences organised by CSASP include: Who governs the Indian Ocean?, Counting Caste: Breaking the Caste Census deadlock, Rethinking Education in Post-Pandemic South Asia, South Asia from Afar, Workshops on Indian elections, roundtables on the future of Area Studies, as well as collaborative events with South Asia students groups and series on political thought, the climate crisis, as well as intellectual history. We run occasional Chatham House style events with closed invitation lists that enable students to ask more penetrating/revealing questions. Recent events have included discussions with a senior Pakistani military officer, a well-known BBC investigative journalist, a former Chief Minister of Kashmir, and a senior member of the Indian Prime Minister's Office. In conjunction with Wolfson College, CSASP organised the inaugural Foreign and Commonwealth Office Oxford day in 2017. We hosted 50 members of the FCO, Ministry of Defence and Department for International Development for a day of lectures and discussion organised by the CSASP staff. Another such event was organised in 2019.

Other events we organise include tours of the Oxford Ashmolean Museum with a South Asia theme, termly Documentary Discussion evenings, with presentations by the director and, in conjunction with Wolfson College, the Annual Sarfraz Pakistan Lecture. We have been actively involved with hosting India-Oxford (IndOx) initiatives as well as those in the Environmental Humanities with TORCH.





## The MPhil in Global and Area Studies



The MPhil in Global and Area Studies (GAS) was launched in 2021 as a new addition to the OSGA area-specific programmes. We offer a 21-month programme and draw on the multidisciplinary and regional expertise of the seven regional centres of OSGA to deliver an innovative comparative area studies programme that addresses contemporary global challenges through the development of innovative multidisciplinary approaches. In addition to the core GAS faculty, other OSGA academics contribute to GAS teaching and supervision. We work closely with OSGA academics and administrators.

## The 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.

The Division is a world-leading centre of research and education in the social sciences. The Times Higher Education (THE) University Rankings returned the University of Oxford to the number one spot in the world for Social Sciences in 2024. We have placed first in four of the last five years (2019, 2021, 2022 & 2023).

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, thirteen 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 holds an Athena Swan Silver award. In February 2023, for the first time, the University as a whole was awarded an institutional Athena Swan Silver award, acknowledging the progress that has been made in addressing a number of gender gaps across the University over the last 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](http://www.socsci.ox.ac.uk).

## Wolfson College

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

Founded in 1966, Wolfson is one of the University's largest graduate colleges and distinctive in its academic scope and international reach. Wolfson has grown and evolved over the past 50 years, retaining its founding President Sir Isaiah Berlin's egalitarian ethos of being 'new, untrammelled and unpyramided'. The College provides academic, living, social and pastoral support for over 600 students, studying for both master's degrees and doctorates, and around 110 research fellows, and is renowned internationally for its high standards of support. The College motto is 'Humani nil alienum' – nothing human is foreign to me'; it is international, interdisciplinary, and secular.

Wolfson is housed in architecturally outstanding buildings, which are set in beautiful gardens beside the River Cherwell in North Oxford. A new and impressive academic wing and auditorium were added in recent years. It has a strong egalitarian and democratic ethos and is increasingly known as one of the most energetic, innovative, and welcoming scholarly communities in Oxford. There is a single Common Room for all members of College, with shared dining facilities and an extremely family-friendly environment and an on-site nursery. Total membership of the College is around 1800. The Governing Body (GB) consists of around 60 Fellows. The College is the most biodiverse in Oxford and a leader in decarbonisation, having become zero carbon across the whole estate in 2023.

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

[Academic staff pay | HR Support \(ox.ac.uk\)](#)

### ***Pension***

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

### ***Sabbatical leave***

[Council Regulations 4 of 2004 | Governance and Planning \(ox.ac.uk\)](#)

### ***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://hr.admin.ox.ac.uk/my-family-care>.

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

### **Welcome for International Staff**

<welcome.ox.ac.uk>.

[Home | Staff Immigration \(ox.ac.uk\)](#)

### **Relocation**

Subject to UK tax regulations and the availability of funding, a relocation allowance may be available.

### **Promoting diversity**

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

### **Other benefits and discounts for University employees**

<https://hr.admin.ox.ac.uk/discounts>

### **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 [Academic posts at Oxford | HR Support](#)

### **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**

Governing Body Fellows are paid an annual stipend of £ 3,202.00. They are entitled to a common table allowance (meals in College) up to £58.00 per week, plus an entertainment allowance of £777.00 per year. Each Fellow may apply for an Academic Grant up to £851.00 per financial year. The College also supports Fellows wishing to purchase homes in the Oxford area, and is willing to invest up to £250,000 or 45% of the house price (whichever is lower).

### **Offer of employment**

Applications for this post will be considered by a selection committee containing representatives from both the School and Wolfson 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 Wolfson 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.