

UNIVERSITY OF OXFORD

# Anne T. and Robert M. Bass Professorship of Developmental & Stem Cell Biology as Applied to Medicine

Candidate Information

WittKieffer

# CONTENTS


| | |
|---|---|
| EXECUTIVE SUMMARY | 3 |
| UNIVERSITY OF OXFORD | 4 |
| THE MEDICAL SCIENCES DIVISION | 5 |
| RADCLIFFE DEPARTMENT OF MEDICINE | 6 |
| MRC WEATHERALL INSTITUTE OF MOLECULAR MEDICINE | 7 |
| OXFORD UNIVERISITY HOSPITALS NHS FOUNDATION TRUST | 8 |
| THE POSITION | 9 |
| DUTIES OF THE POST | 10 |
| THE PERSON | 13 |
| ST CROSS COLLEGE | 14 |
| THE LOCATION | 15 |
| ENQUIRIES AND APPLICATIONS | 16 |
| UNIVERSITY BENEFITS, TERMS AND CONDITIONS | 17 |

# EXECUTIVE SUMMARY

### Welcome letter from Professor Keith Channon, Head of Radcliffe Department of Medicine



We are delighted that you are interested in learning more about the Bass Professor of Developmental and Stem Cell Biology at the University of Oxford's Radcliffe Department of Medicine (RDM). This is a highly prestigious appointment both within our department, and in the wider Medical Sciences Division of the University.

RDM is a large, cross-disciplinary department with a vision to use science to support a healthier longer life for all. Most areas of research within the department focus on common diseases such as cardiovascular disease and stroke, diabetes and metabolism, immunology and inflammation, cancer and cellular ageing. These therapeutic areas are complemented by cross-cutting research themes. Discovery and translational research in these areas all have the potential to substantially impact healthy lifespans across the population.

This impact is supported by RDM's mission to improve health through cross-disciplinary research to understand shared mechanisms of disease and to accelerate the transition from scientific discovery to clinical care. The department's objectives build on RDM's close links with the Oxford University Hospitals NHS Foundation Trust and the NIHR Biomedical Research Centre: Oxford. We celebrate the scientific capabilities, outstanding people and excellent research in all areas of RDM.

In the 2021 Research Excellence Framework (REF), RDM returned 109 full-time-equivalent (FTE) staff as part of Unit of Assessment 1 (UoA1). Oxford's return was the largest overall and had the largest volume of 4* research, which is the highest score for research quality that is world-leading in terms of originality, significance, and rigour. Our UoA1 submission received a 3* or 4* rating for 93% of its outputs, and the highest possible score (100% 4*) for our environment, reflecting our outstanding people, and the facilities in which we work. We place a special emphasis on helping staff to establish their careers in health research, through training and development. We have a successful DPhil (PhD) programme, and we hold an Athena Swan Silver Award, renewed in 2024.

Following a generous philanthropic gift, and as part of our wider strategy in molecular medicine, we now wish to recruit an outstanding clinical or non-clinical scientist to the Anne T. and Robert M. Bass Professorship of Developmental and Stem Cell Biology as Applied to Medicine. The successful candidate will provide scientific vision, strategic leadership and senior academic direction to Oxford Medicine, specifically to RDM as we implement our 2025–2030 research strategy. The postholder will be expected to lead a world-class programme of research in developmental and stem cell biology, with relevance to blood and immune diseases, cellular ageing, haematology, cancer biology, genetics, gene therapy and stem cell therapy. We will provide significant infrastructure support to the successful candidate, so their research can flourish here at Oxford.

We very much hope that you will wish to consider joining us; we would be very happy to speak with you to discuss this exciting and prestigious opportunity in more detail.

Very best wishes,



**Professor Keith Channon**
Head of Radcliffe Department of Medicine



# 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. More information can be found in the current strategic plan.

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.

# THE MEDICAL SCIENCES DIVISION

**Medical sciences have been taught at Oxford for more than seven centuries. Over this period, the institution has educated researchers and clinicians who have made revolutionary contributions to the medical sciences.**

The Medical Sciences Division (MSD) is an internationally recognised centre of excellence for biomedical and clinical research and teaching. World-leading programmes, housed in state-of-the-art facilities, cover the full range of scientific endeavour from the molecule to the population. Close collaboration with our NHS partners helps to foster the highest possible standards in patient care, underpinned by world leading research, often delivered by jointly appointed academic clinicians in co-founded and co-managed specialist units.

With over 6,300 academic and professional services staff, 4,500 undergraduate and postgraduate students, and over £500m in research income, MSD is the largest academic division in the University. Oxford has placed number 1 in the world for Clinical, Pre-Clinical and Health for 14 consecutive years, according to the Times Higher Education World University Rankings. The Division is also expanding its footprint through major investment in its estate, including the £43m Global Health Building due to be completed in 2026.

There are 16 academic departments within the division containing many world-leading centres and institutes such as the Big Data Institute, the Jenner Institute, and the Kennedy Institute of Rheumatology. The departments comprise:

- Department of Biochemistry
- Nuffield Department of Clinical Medicine
- Nuffield Department of Clinical Neurosciences
- Department of Experimental Psychology
- Radcliffe Department of Medicine
- Nuffield Department of Women's & Reproductive Health
- Department of Oncology
- Nuffield Department of Orthopaedics, Rheumatology and Musculoskeletal Sciences
- Department of Paediatrics
- Sir William Dunn School of Pathology
- Department of Pharmacology
- Department of Physiology, Anatomy and Genetics
- Nuffield Department of Population Health
- Nuffield Department of Primary Care Health Sciences
- Department of Psychiatry
- Nuffield Department of Surgical Sciences

For more information please visit the Medical Sciences Division website.





# RADCLIFFE DEPARTMENT OF MEDICINE

Led by Professor Keith Channon, RDM is one of the largest departments in the University, with over 530 staff, 140 doctoral students and an annual turnover of approximately £67m. It is a multi-disciplinary department, aiming to tackle some of the world's biggest health challenges by integrating innovative basic biology with cutting edge clinical research. The department runs internationally renowned programmes in a range of areas including cardiovascular sciences, diabetes and endocrinology, tissue immunology and inflammation, haematology and pathology and experimental therapeutics. Translational research is strongly embedded in the Oxford University Hospital Trust, with RDM researchers leading five of the research themes in the NIHR Biomedical Research Centre: Oxford. This ensures a close dialogue between basic and clinical research. RDM's work is underpinned by excellence in molecular medicine, stem cell biology, metabolism, genomics, imaging and clinical laboratory science.

The Department's long-term vision is to use science to support a healthier longer life for all. Research within the department impacts on major diseases such as heart disease, stroke, diabetes, and cancer as well as the impacts of ageing. Discovery and translational research on these areas all have the potential to substantially impact healthy lifespans across the population. Accordingly, RDM's mission is to improve health through cross-disciplinary research to understand shared mechanisms of disease and to accelerate the transition from scientific discovery to clinical care.

Within the Department there are currently four sub-divisions and one research institute:

- The Division of Cardiovascular Medicine (CVM) including the Cardiovascular Clinical Research Facility (CCRF), Oxford Centre for Clinical Magnetic Resonance Research (OCMR), and the Acute Multidisciplinary Imaging and Interventional Centre (AMIIC)
- The Nuffield Division of Clinical Laboratory Sciences (NDCLS) including the MRC Molecular Haematology Unit (MHU)
- The Investigative Medicine Division (IMD) including the MRC Translational Immune Discovery Unit (TIDU)
- The Oxford Centre for Diabetes, Endocrinology and Metabolism (OCDEM)
- The majority of research groups within the MRC Weatherall Institute of Molecular Medicine (WIMM)

RDM delivers the teaching for a significant part of the clinical student curriculum and has approximately 140 postgraduate research students.

RDM fosters a positive culture that is inclusive and supportive of all staff and students, enabling them to reach their full potential. The department holds a Silver Athena Swan award, renewed in September 2024, recognising the focus on developing organisational and cultural practices that promote gender equality and create an inclusive and diverse working environment. For more information please visit: https://www.rdm.ox.ac.uk/.

# MRC WEATHERALL INSTITUTE OF MOLECULAR MEDICINE

The MRC Weatherall Institute of Molecular Medicine (MRC WIMM) is a research institute within the Radcliffe Department of Medicine. Founded in 1989 by Sir David Weatherall to foster research in molecular and cell biology with the aim of improving human health, the MRC WIMM has developed internationally recognised strengths in translational medicine. The institute's research has contributed to improved understanding, diagnosis and treatment of a wide range of human diseases, and many of its discoveries have led to spinout companies. The MRC WIMM brings together more than 500 researchers, staff and students working in the areas of haematology, immunology and inflammatory diseases, ageing and cancer biology. Its researchers work closely with clinical colleagues at Oxford University Hospitals NHS Foundation Trust, with just under half of its faculty clinically qualified, as well as with academic, biotech and pharmaceutical partners. It provides state-of-the-art core facilities and technologies that support researchers across its programmes and enable the development and application of new approaches to scientific and clinical problems.






# OXFORD UNIVERSITY HOSPITALS NHS FOUNDATION TRUST (OUHFT)

Oxford University Hospitals (OUH) is a world-renowned centre of clinical excellence and one of the largest NHS teaching hospital trusts in the UK. Clinical care is delivered by experienced specialists at the pinnacle of their profession. The Trust is made up of four hospitals – the John Radcliffe Hospital (which also includes the Children's Hospital and West Wing), Churchill Hospital and the Nuffield Orthopaedic Centre, all located in Oxford, and the Horton General Hospital in the north of Oxfordshire. It provides a wide range of clinical services, specialist services medical education, training and research.

The collaboration with the University of Oxford underpins the quality of the care that is provided to patients, by incorporating the delivery of high-quality research bringing innovation from the laboratory bench to the bedside, and the delivery of high-quality education and training of doctors.

Existing collaborations include the ambitious research programmes established through the NIHR Biomedical Research Centre: Oxford, funded by the National Institute for Health Research (NIHR). It also hosts the Thames Valley and Oxford Health Innovation Network (HIN) with the aim of improving patient care by putting innovation at the heart of the NHS, linking healthcare with academia, research and business.

For more information on the Trust and its services visit http://www.ouh.nhs.uk/.



# THE POSITION

The Anne T. and Robert M. Bass Professorship of Developmental and Stem Cell Biology as Applied to Medicine is a prestigious statutory professorship within the Radcliffe Department of Medicine (RDM), based principally in the MRC Weatherall Institute of Molecular Medicine (WIMM) and associated with St Cross College.

This appointment is a key part of RDM's long-term research strategy and provides a rare opportunity for an internationally outstanding scientist to shape the future direction of developmental and stem cell biology at Oxford and beyond. The postholder will catalyse cross-disciplinary research, connect existing strengths across the University and advance the translation of fundamental research into improvements in human health.

The successful candidate will provide scientific vision and senior academic leadership across RDM and the wider University, shaping the future direction of developmental and stem cell biology, while leading a world-class programme of research.

The postholder will be an internationally outstanding scientist, or clinician scientist, whose research advances developmental and stem cell biology in areas of major relevance to human disease. They will bring a compelling vision for the field, foster collaborations across disciplines, and accelerate the translation of fundamental discoveries into improvements in human health.

The Professorship will strengthen RDM's and WIMM's leadership in molecular medicine by advancing world-class developmental and stem cell biology, with relevance to areas such as blood and immune disease, cancer, cellular aging, regenerative medicine and cell therapies. We welcome candidates whose work spans fundamental discovery, translational science or experimental medicine and with a compelling vision for the field over the next 10–15 years.

The post may be held by either a clinical or non-clinical academic. If appointed on a clinical basis, the postholder will be expected to hold an honorary consultant contract with the relevant NHS Trust, subject to the usual approvals, registration and job-planning requirements. This post is a statutory professorship. Statutory professors have a world-leading research reputation and exercise broad academic leadership across their department or faculty and college, and more widely in their subject at national and international level. Please see https://www.ox.ac.uk/about/jobs/working-here/pay-and-reward/pay-structures/academic-staff-pay for a description of the different types of academic posts at Oxford.

The successful candidate will connect discovery science in RDM with related activity across the Medical Sciences Division, relevant University departments, the NIHR Biomedical Research Centre: Oxford and other translational programmes. They will build collaborative partnerships, including with clinical, academic and industry partners, and lead or contribute to major strategic funding initiatives. They will be strongly committed to the recruitment, training and mentoring of the next generation of researchers.

# DUTIES OF THE POST

You will be a member of both the University and the College community. You will be part of a lively and intellectually stimulating research community which performs to the highest international levels in research and publications and will have access to the excellent research facilities which Oxford offers.

### Leadership

- Contribute to the senior academic leadership of RDM, including participation in relevant management and strategic planning structures.
- Provide leadership in research and training, sustaining an ambitious, collaborative and inclusive environment of academic excellence within RDM and the wider University.
- Play a senior role in strengthening RDM's research strategy, including through leadership of cross-cutting research themes
- Foster an inclusive research culture and support the recruitment, development and progression of researchers from diverse backgrounds

### Research

- Lead a world-class programme of research in developmental and stem cell biology, delivering internationally outstanding science that advances understanding of human biology and disease.
- Complement and strengthen the existing scientific excellence in RDM, with clear potential to contribute to the translation of fundamental discoveries into improvements in human health.
- Establish and sustain an internationally recognised programme of research, providing scientific leadership and creating an environment in which outstanding researchers can thrive.
- Oversee all aspects of appointing, supervising and management of the staff team.
- Achieve research impact through novel discoveries, new research capabilities, or benefits for patient care.

### Research Income and Partnerships

- Secure substantial external research funding from major national and international funders, charities, industry and/or philanthropic sources.
- Develop a sustainable funding strategy for the research group and, where appropriate, contribute to larger collaborative or institutional funding opportunities.
- Support departmental and institutional fundraising activity where this aligns with the objectives of the Professorship.
- Build partnerships that enhance Oxford's scientific, clinical and translational impact, including across the University of Oxford, with other academic partners, or with commercial or other external partners.

### Teaching and Supervision

- Undertake original work and the general supervision of research and advanced work in your subject and department, and to assist students in their studies by advice or informal instruction.
- Act as the supervisor of a graduate student as and when requested to do so by a faculty board or other competent body, unless you can show reasonable cause, to the satisfaction of the body concerned, why on a particular occasion you should not do so.



## Examining

- Take part in University examining as and when requested to do so by a committee for the nomination of examiners.

## Administrative Duties and Academic Citizenship

As a Statutory Professor within the University, you may be asked to perform senior administrative and/or leadership duties within the department including:

- Chair or contribute to committees, working groups and strategic planning processes within RDM or the wider University, as appropriate.
- Contribute to departmental governance and academic citizenship at a level expected of a statutory professor.
- Support the University's commitments to equality, diversity and inclusion, and contribute to an environment in which staff and students can thrive.
- Accept headship or other senior leadership responsibilities if invited to do so by the relevant University body, subject to the usual provisions.

## College Duties

In addition to their University duties, the successful candidate will be eligible to hold an Official Fellowship at St Cross College.

Official Fellows are members of the College's Governing Body and contribute to the academic life and governance of the College through attendance at meetings where possible and participation in committee work. Fellows play an important role in supporting the graduate community by serving as College Advisors to a small number of students each academic year, providing advice and support and conducting an annual Graduate Consultation meeting with each advisee. Fellows are encouraged to participate fully in the academic and social life of the College.



## Clinical Duties, where applicable

For candidates appointed on a clinical basis, the post will be held in conjunction with an honorary consultant contract with the relevant NHS Trust. The University is committed to working in partnership with Oxford University Hospitals NHS Foundation Trust to advance excellence in research, teaching and patient care. Clinical, administrative and other duties may be undertaken under arrangements agreed between the Medical Sciences Division and the appropriate NHS bodies. The final job plan, including clinical duties, will be agreed with the NHS Trust and approved by the Head of Division (or their nominee).

The clinical component should normally be configured to support the academic objectives of the Professorship. The precise clinical commitment will be agreed with the successful candidate at the time of appointment and reflected in an agreed job plan. Clinical responsibilities may include:

- Provision of specialist clinical services in an agreed area relevant to the candidate's expertise.
- Participation in clinical governance, audit, CPD, appraisal and revalidation
- Teaching and training of clinical and academic trainees, where appropriate.
- Delivery of an appropriate level of direct clinical care, together with associated administrative, multidisciplinary team (MDT) and other professional responsibilities, as agreed within the clinical job plan. Clinical Supervision

For those interested in undertaking this post as a clinical position:

- All new consultants are required to access mentorship. The Clinical Director/AMD will approve the mentorship arrangements and will make recommendations of a mentor if necessary. NHS Trusts expect all honorary consultants to engage in Continuing Professional Development (CPD), clinical audit, and quality assurance activities such as reviews of clinical outcomes, and/or morbidity and mortality. Each honorary consultant has a duty to remain in good standing with the relevant Royal College for CPD, to undertake an annual consultant appraisal and ensure that they are able to fulfil the GMC's requirements for revalidation.
- Please note this post does not have any general medicine component of on call work requiring any time off in lieu.
- For applicants who currently practise outside the UK it is anticipated that GMC registration and entry on the Specialist Register can be established after the applicant has been offered the position.

## Hazard Specific/ Safety-critical Duties

- This post includes hazards or safety-critical activities. If you are offered the post, you will be asked to complete a health questionnaire which will be assessed our Occupational Health Service (OHS), and the offer of employment will be subject to a successful outcome of this assessment.
- For clinical posts, NHS Trusts will not allow honorary contract holders to commence clinical contact with patients unless documentary evidence is produced of Hepatitis B status, BCG vaccination/TB immunity, and Rubella immunity. For more information see the Terms and Conditions section of this job description. You may be required to work in clinical areas with direct contact with patients.





# THE PERSON

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 electoral boards (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 board 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 electoral board will take this into account, recognising that the quantity of your research may be reduced as a result.

**Essential Criteria:**

- Proven track record as an internationally leading researcher, with a higher postgraduate degree (PhD or equivalent), deep expertise in a subject area directly related to the post, and evidence of distinction in research[1].
- Substantial independent research funding.
- Established ability to lead an independent, internationally competitive research programme and to recruit, manage, develop and mentor a high-performing research team.
- Proven experience in senior academic leadership, including contribution to research strategy and academic governance.
- Demonstrated ability to build productive collaborations across disciplines and organisational boundaries, including academic, NHS, industry and international partners.
- Experience of, and enthusiastic commitment to, teaching, graduate supervision and the recruitment, training and mentoring of the next generation of researchers.
- Research interests that complement and extend existing strengths in RDM and the wider University.
- A compelling scientific vision for the advancement of stem cell biology and its application to medicine, with the leadership capability to deliver strategic academic impact.
- A commitment to ensuring the Department provides a positive, supportive and inclusive environment for all.
- Enthusiasm for contributing to the life of St Cross College, including support for graduate students and interdisciplinary academic exchange.

**Additional essential criteria for clinical candidates only**

If appointed to a clinical post, the post must be held in conjunction with an honorary contract with the relevant NHS Trust. Applicants appointed to clinical posts must be medically qualified, eligible for GMC registration with a licence to practise, and eligible for entry on the Specialist Register in the relevant specialty. They should also be willing to participate in the requirements for appraisal, CPD, clinical governance and revalidation.

[1] The University of Oxford is a proud signatory to the San Francisco Declaration on Research Assessment (DORA), which means all hiring, tenure and promotion decisions will evaluate applicants on the quality of their work, not the impact factor of the journal where it is published.



# ST CROSS COLLEGE

St Cross College is one of the University of Oxford's graduate-only colleges. Founded in 1965, it occupies a distinctive place within the collegiate University, bringing together outstanding graduate students and Fellows from across the full breadth of academic disciplines. The College provides an intellectually rich setting in which scholarship, research and interdisciplinary exchange flourish, while offering the close-knit community and collegiate support that are central to the Oxford experience.

Located in the heart of Oxford, St Cross is home to around 650 graduate students and approximately 100 Fellows. Around two thirds of the student body come from outside the UK, creating a diverse, international community that reflects the global reach of the University. A defining feature of the College is the equal membership of Fellows and students within the Common Room, fostering an open culture in which established academics and emerging researchers engage as peers. This distinctive model encourages conversations across disciplines, generations and cultures, often leading to new ideas, collaborations and lifelong professional relationships.

The strength of St Cross lies in the distinction and diversity of its Fellowship. Bringing together leading scholars from the sciences, medicine, social sciences and humanities, the College encourages the exchange of ideas beyond traditional disciplinary boundaries. Fellows have led life-saving vaccine research, transformed understanding of global health, made internationally recognised contributions to archaeology, and received major international honours for excellence in research and innovation. Together, they create a stimulating academic community defined by curiosity, collaboration and intellectual ambition.

As one of Oxford's 39 self-governing colleges, St Cross complements departmental life by providing opportunities for intellectual engagement beyond individual disciplines. A varied programme of lectures, seminars, formal dinners and social events brings together scholars from across the University and beyond, creating opportunities to exchange ideas, build collaborations and broaden academic perspectives. Official Fellows play a full part in the life and governance of the College. All are members of the Governing Body and contribute to the strategic direction of the College through committee membership and decision-making. Fellows also support the graduate community by acting as College Advisors to a small number of students, providing guidance and mentorship, and conducting an annual Graduate Consultation with each advisee

Although an Official Fellowship carries no additional stipend, Fellows enjoy a range of benefits including complimentary weekday lunches during term, access to College meeting and entertaining spaces, preferential rates for guest accommodation, eligibility to apply for College travel and research funding, and invitations to the College's programme of formal dinners and other academic and social events.

Further information is available at www.stx.ox.ac.uk.

# THE LOCATION – **OXFORD**

The University has been part of the city for at least 800 years and is both an integral part of its fabric and the beneficiary of its support. While spires and towers, libraries and laboratories, and museums and gardens shape the look and life of the city, they could not exist in isolation from Oxford itself. The University of Oxford contributes around £5.8 billion to the UK economy and supports more than 50,000 full time jobs. Globally, the impact is £7.1 billion. The University is also an important regional contributor, adding £2.3bn a year to the Oxfordshire economy and supporting 33,700 jobs in the county.

## Events and Festivals

The city hosts a series of events and festivals throughout the year including:

- IF Oxford: a science and ideas Festival is packed with inspiring, entertaining and immersive events for people all ages.
- Oxford Literary Festival, a week-long literary festival held in venues across Oxford in late March or early April.
- Artweeks, a visual arts festival where artists and crafts people open their homes and studios to the public.
- Oxford Pride, a one-week festival in June, which brings together LGBTQ+ communities.

## Museums

Oxford's museums, including the Ashmolean, Pitt Rivers, Museum of Natural History and the Museum of the History of Science, contain collections of international importance. Each of the University's museums has its own education service to develop programmes to increase public access to the collections.

## Culture

The University has a long and distinguished reputation in music. Some college choirs, such as the Christ Church, Magdalen and New College choirs, can be traced back centuries. The Oxford Philharmonic Orchestra is the University's professional orchestra in residence, while the Oxford University Orchestra is a student orchestra of professional calibre. Green Templeton is a more recent hub of musical activity with practice facilities, regular performances and a Big Band.

The city also has a thriving music scene. Jazz venues include The Spin at the Tap Social, while the Oxford O2 Academy (Cowley Road) hosts both local and international bands. Oxford Contemporary Music promotes a wide range of new music, from contemporary classical music to experimental rock and world music.

## Parks and Gardens

Oxford boasts a large amount of green space, including beautiful riverside walks, the University Parks, the oldest botanic garden in the country, as well as college gardens including around the eighteenth-century Radcliffe Observatory at Green Templeton. Six miles south-east of the city, you can enjoy Harcourt Arboretum, which contains one of the finest collections of mature trees in the country. Wytham Woods, a 400-hectare expanse of woodland and grassland, lies three miles north-west of Oxford.





# ENQUIRIES AND APPLICATIONS

Applications must include:

- Your full contact details including email and full postal addresses, and a telephone number.
- A covering letter or supporting statement explaining how you meet the criteria set out above, using examples of your skills and experience.
- A full CV and publications list.
- The name, institution and contact details (e-mail address and telephone number) of precisely three referees. You will be advised in advance of when referees will be contacted.

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.

The University and colleges welcome applications from candidates who have a disability or long-term health condition and is committed to providing long term support. The University's disability advisor can provide support to applicants with a disability, please see https://edu.admin.ox.ac.uk/disability-support for details. Please let us know if you need any adjustments to the recruitment process, including the provision of these documents in large print, audio or other formats. If we invite you for interviews, we will ask whether you require any particular arrangements at the interview. The University Access Guide gives details of physical access to University buildings https://www.accessguide.ox.ac.uk/.

Please submit applications through the WittKieffer Candidate Portal here. Candidates can also find this portal via the WittKieffer website.

To enquire about a confidential conversation please contact:

**Natalie Derry**, nderry@wittkieffer.com Tel: +44 (0) 740 885 1596, or

**Sarah Sayer**, ssayer@wittkieffer.com Tel: +44 (0) 740 880 3678

Applications close at **12 noon on Wednesday 6th January 2027**.

It is expected that interviews for shortlisted candidates will be held in **April 2027.**

## Electoral Board

All applications will be considered by the electoral board as soon as possible after the closing date. You will be kept informed of the progress of your application at each stage, but in some cases there may be a delay while deliberations are ongoing. All shortlisted candidates will be interviewed and will be asked to give a short presentation to the advisory committee as part of the interview. The composition of the Electoral Board will be published in the University Gazette (https://gazette.web.ox.ac.uk/) when it is finalised.

# UNIVERSITY BENEFITS, TERMS AND CONDITIONS

### Standard Duties

- to engage in teaching and research and in clinical and administrative work under the direction of the head of division.
- under conditions agreed upon between the Board of the Medical Sciences Division and appropriate agents of the NHS, you will perform such clinical, administrative and other duties in the hospitals or general practices associated with the University, as the divisional board may determine or approve.

It is expected that professors will generally participate in the business and affairs of the relevant department.

**University Benefits, Terms and Conditions**
Details of University policy in the following areas can be found at the links provided.

***Salary***

https://www.ox.ac.uk/about/jobs/working-here/pay-and-reward/pay-structures/academic-staff-pay

***Pension***

https://www.uss.co.uk/

***Sabbatical leave***

https://www.ox.ac.uk/about/how-we-are-run/governance-finance/legislation/council-regulations-4-of-2004

***Outside commitments***

https://www.ox.ac.uk/about/how-we-are-run/governance-finance/legislation/council-regulations-5-of-2004

***Intellectual Property***

https://www.ox.ac.uk/about/how-we-are-run/governance-finance/legislation/council-regulations-7-of-2002

***Managing conflicts of interest***

https://www.ox.ac.uk/research/support/governance-and-committees/research-policies/conflict-of-interest-policy

***Membership of Congregation***

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

https://www.ox.ac.uk/about/how-we-are-run/governance-finance/legislation/statutes#statute-iv

***Family support***

https://www.ox.ac.uk/about/jobs/explore-our-careers/applications-process/terms-and-conditions-of-employment

https://www.ox.ac.uk/about/jobs/life-in-oxford/childcare-and-schooling/childcare

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

***Welcome for International Staff***

https://www.ox.ac.uk/about/jobs/life-in-oxford

https://www.ox.ac.uk/about/jobs/explore-our-careers/applications-process/visas-and-immigration

***Relocation***

https://www.ox.ac.uk/about/jobs/working-here/pay-and-reward/relocation-scheme-arrangements-guide-for-new-starters

***Promoting diversity***

https://www.ox.ac.uk/about/how-we-are-run/equality-diversity

***Freedom of Speech***

https://www.ox.ac.uk/about/how-we-are-run/policies-and-statements/policy-hub/freedom-of-speech

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

https://www.ox.ac.uk/about/jobs/explore-our-careers/applications-process/terms-and-conditions-of-employment

***Pre-employment screening***

https://www.ox.ac.uk/about/jobs/explore-our-careers/applications-process/pre-employment-screening

***Retirement***

The University operates an employer justified retirement age for academic posts of 30 September immediately preceding the 70th birthday. See https://www.ox.ac.uk/about/jobs/explore-our-careers/applications-process/terms-and-conditions-of-employment

***Data Privacy***

https://www.ox.ac.uk/about/how-we-are-run/policies-and-statements/policy-hub/job-applicant-privacy-policy

https://www.ox.ac.uk/about/how-we-are-run/policies-and-statements/policy-hub/data-protection-policy