



UNIVERSITY OF
OXFORD

Bukhman Professorship of Type 1 Diabetes

Candidate Information

WittKieffer

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WELCOME LETTER - Professors David Ray & Keith Channon

We are delighted that you are interested in learning more about the Bukhman Professor of Type 1 Diabetes 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 Oxford Biomedical Research Centre (BRC). 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, recently renewed in 2024.

Following a generous philanthropic gift, we have recently established the [Bukhman Centre for Research Excellence in Type 1 Diabetes](#), which will drive major breakthroughs in type 1 diabetes by harnessing the scale and scope of cross-disciplinary research across the University. As part of our wider strategy in diabetes, we now wish to recruit an outstanding clinical or non-clinical scientist to the Bukhman Professorship of Type 1 Diabetes, given the crucial importance of delaying, preventing or curing type 1 diabetes in children and adults. The new Bukhman Professor of Type 1 Diabetes will contribute scientific strategic direction and senior academic leadership to Oxford Medicine, specifically to RDM as it operationalises its [2025-2030 research strategy](#), and is expected to become director of the new Bukhman Centre for Research Excellence in Type 1 Diabetes. 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,



David Ray, Head of Oxford Centre for Diabetes, Endocrinology and Metabolism

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, college tutors, senior and junior research fellows and over 2,500 other research staff across the University. 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 (see the University's [Finance and Funding figures](#)), and is ranked first in the UK for university spin-outs, with more than 130 spin-out companies created to date. 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, and are exposed to world class departments and facilities providing multi-disciplinary learning and transferable skills training.

Oxford has a strong postgraduate student body which now numbers over 10,000. Our students 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 Oxford Biomedical Research Centre](#). 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. Whilst RDM cannot deliver this alone, most areas of research within the department touch upon common 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 \(OxCMR\)](#), 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/>.



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 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 Oxford BRC, 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 Bukhman Professorship of Type 1 Diabetes is a highly prestigious appointment within the Radcliffe Department of Medicine (RDM), in the Medical Sciences Division (MSD) of the University of Oxford. As the Bukhman Professor of Type 1 Diabetes, you will contribute scientific strategic direction and senior academic leadership to RDM and more widely to Oxford Medicine. Funded by a generous donation from the Bukhman Foundation, as part of a wider centre for research excellence in type 1 diabetes, the Bukhman Professor of Type 1 Diabetes will perform world-leading research that will help people with type 1 diabetes live a normal healthy life free of the burden of managing their blood glucose levels.

This post is available as either a clinical or a non-clinical position. If appointed to a clinical post, you must be medically qualified, hold MRCP(UK) or an equivalent qualification, have a Certificate of Specialist Training (CCT) in a relevant clinical specialty and be registered with the GMC with a licence to practise and be on the Specialist Register. You will be expected to participate in clinical activities as an NHS honorary consultant.

The Bukhman Professor of Type 1 Diabetes will possess a research portfolio that maps on to one or more of the major themes of the [Bukhman Centre for Research Excellence](#) in Type 1 Diabetes. You will have an outstanding research record of international stature in an area of translational science or experimental medicine related to type 1 diabetes such as immunology, genetics, gene therapy, cell therapy or clinical trials. The research you lead will aim to understand how disease mechanisms can be rapidly translated into therapeutic opportunities for type 1 diabetes. If clinical, within your sub-specialty clinical area(s), you will contribute to clinical care and clinical research. You will be strongly committed to the recruitment, training and mentoring of the next generation of researchers in the area.

As the Bukhman Professor of Type 1 Diabetes, and the expected Director of the centre, you will be pivotal in leading the Bukhman Centre for Research Excellence. You will also connect discovery science in RDM (including the MRC Weatherall Institute of Molecular Medicine and other RDM sub-divisions) with related activities in other departments in the Medical Sciences Division (MSD) and the Mathematical, Physical and Life Sciences Division, and with translational activities in the NIHR Oxford Biomedical Research Centres and other related programmes. Maintaining and expanding partnerships with industry, and engaging with current and emerging trends, is also a priority.

The ideal candidate will possess a compelling vision for the advancement of type 1 diabetes research over the next 10-15 years and the strategic leadership skills to drive this vision forward. A demonstrated history of innovative, collaborative research with national and international impact, in partnership with the NHS and industry, is essential.





The Radcliffe Department of Medicine and Green Templeton College embrace diversity and inclusion in their recruitment campaigns and would welcome applications from candidates currently underrepresented in senior roles in the University, particularly women, ethnic minority groups, and those with diverse backgrounds that are underrepresented in academic posts in Oxford. The University of Oxford actively promotes and supports flexible working across sites. We can offer flexibility in the schedule and terms of the number of hours worked.

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://hr.admin.ox.ac.uk/academic-posts-at-oxford> for a description of the different types of academic posts at Oxford.

The University of Oxford is a member of the Athena SWAN Charter to promote women in Science, Technology, Engineering, Mathematics and Medicine (STEMM). The University holds an Athena SWAN Silver award at institutional level. The Radcliffe Department of Medicine holds a Departmental Silver Athena award in recognition of its efforts to introduce organisational and cultural practices that promote gender equality in STEMM and create a better working environment for both men and women. Feel free to contact equality@admin.ox.ac.uk for further information about Athena SWAN at the University of Oxford.



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.

The main duties of the post are as follows:

Leadership

- You will be expected to offer leadership in research and training, to sustain the environment of academic excellence within RDM and the wider University.
- You will offer senior academic leadership in RDM and may take on responsibility for an area of cross-cutting research in the department, and/or another senior academic leadership role.
- It is expected that you will contribute to the leadership of the Bukhman Centre for Research Excellence in Type 1 Diabetes by undertaking the position of Director.

Research

- You will be expected to lead a world-class translational research programme in any area relevant to type 1 diabetes, delivering work with the potential to transform outcomes for individuals living with the condition. This will include responsibility for all aspects of the appointment, supervision, and management of the staff in the team; deciding on skill mix and setting appropriate personal development and training plans. Applicants with a translational research programme with real prospects of impacting on patient care are particularly encouraged.

Research Income

- You will be expected to establish a substantial, externally funded research group and to secure significant long-term funding for research which will fully support the work of the group.

Teaching

- You will be required to 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.

Supervision

- You will be required to 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

- You may be required to take part in University examining as and when requested to do so by a committee for the nomination of examiners.

Fundraising

- You will be expected to support the department's fundraising activities, to increase the resources available to support the department's research and teaching (e.g. student scholarships).

Administrative duties and good 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 committees and/or working groups, and contribute to departmental and divisional planning and strategic development
 - accept headship of the department in which your post is held, if invited to do so by the divisional board (applies to every professor who is employed by the University, unless individually exempted)

College duties

- In addition to the duties relating to the University side of the post, the appointee will be eligible to serve as a Governing Body Fellow of Green Templeton College. Senior fellows who opt to take on the fiduciary responsibilities of Governing Body membership (Trusteeship) are expected to undertake an induction programme and attend Governing Body meetings six times a year as well as participating in the College Committee system during term-time. All fellows act as an adviser to typically 5 postgraduate students and medical fellows, where appropriate, participate in the Medical Teaching Programme for the College's clinical medicine students.



Clinical

- For those interested in undertaking this post as a clinical position, 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 OCDEM, OUH NHS Foundation Trust. An honorary contract with the relevant NHS Trust will be available to the successful candidate. The final job plan, which includes clinical duties, must be approved by the Head of Division or their nominee. The University will seek to advance its strategic agenda and develop its partnership with the OUH NHS Foundation Trust in furthering advances in research, teaching, and patient care. The job plan would be likely to ask that you:
 - Contribute to the OUH NHS Trust in the provision of clinical services. (general and sub-specialty area).
 - Undertake inpatient and/or outpatient clinical activities as agreed with your respective OUH Clinical Directorate Lead and NHS colleagues.
 - Provide up to 2 PAs of direct clinical care as a part of your clinical job plan, of which up to 0.5 PAs should be committed to administration, MDT meetings and other clinical review meetings.
 - Commit up to 1.5 SPA to activities including CPD, audit, revalidation, research, teaching/training, clinical governance or service development, University-required training/CPD.

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.

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.

Selection Criteria

Your application will be judged only against the criteria which are set out below. You should make sure that your application shows very 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.

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 it into account, recognising that the quantity of your research may be reduced as a result.



L–R: David Hodson, Robert Turner Professor of Diabetic Medicine, Radcliffe Department of Medicine; Anastasia Bukhman, Co-founder, Bukhman Foundation; Rachel Besser, Consultant Paediatric Endocrinologist and Principal Investigator, Nuffield Department of Medicine; John Todd, Professor of Precision Medicine, Nuffield Department of Medicine. Credit - Cyrus Mower

THE PERSON

You will demonstrate the following:

- Proven track record as a first-class internationally-recognised researcher, with a higher postgraduate degree (PhD or equivalent) and evidence of distinction in research in a subject area directly related to the post. 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;
- Substantial independent research funding;
- Established leadership of a major research group which includes responsibility for all aspects of the appointment, supervision, and management of the staff in the team; deciding on skill mix and setting appropriate personal development and training plans;
- Proven experience in a senior academic leadership position;
- Demonstrated potential to develop productive interactions with other scientists within a clinical and discovery science context, that illustrate a commitment to improving human health;
- Experience and commitment to teaching;
- Research interests that are synergistic with the existing strengths of the department, as described in the overview;
- Enthusiasm for college life, particularly in relation to the value of cross-disciplinary interactions and the interface of research and practice, as well as the support of postgraduate students;
- Understanding of the University's obligations under the Equality Act 2010 and the Public Sector Equality Duty;
- An established research programme with demonstrable impact on translational medicine and patient care.

For applicants for a clinical post only:

- If appointed to a clinical post it must be held in conjunction with an honorary (non-stipendiary) contract with the relevant NHS Trust. Applicants appointed to clinical posts must be medically qualified, GMC registered and a Member, or Fellow, of the relevant Royal College. (For applicants who currently practise outside the UK it is expected that GMC registration and entry on the Specialist Register can be established after the applicant has been offered the position). You should be willing to participate in the requirements for revalidation.



GREEN TEMPLETON COLLEGE

There are 36 self-governing and independent colleges at Oxford, along with four societies operating as colleges and five permanent private halls. These give 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.

Green Templeton College came into existence in October 2008 as the result of a merger between two graduate colleges, Green and Templeton. Green College was established in 1979 by Sir Richard Doll and named after its principal benefactors, Dr Cecil Green (a founder of Texas Instruments) and his wife Dr Ida Green. Templeton College was originally the Oxford Centre for Management Studies which in 1983 received a major endowment from Sir John Templeton and was renamed. For information about the College see [Green Templeton College](#).

The College has over 650 students from over 70 countries, mostly postgraduate but with medical students in their clinical training. Reflecting the special focus of the two merging colleges, Green Templeton has particular strengths in medical and management sciences, but also has a broader range of interests (including social policy, education, criminology, environmental science, and related social science disciplines). The College, therefore, attracts students, researchers and Fellows in these fields in a context which encourages interdisciplinarity through the cross-pollination of thinking and ideas.

The Green Templeton community is overseen by a Governing Body of around 40 Fellows among a total active fellowship of over 300 individuals. The College has an historical commitment to medical training and research. More than 80 Fellows work in the Medical Sciences, with many continuing an affiliation with the college through Emeritus Fellowship. The student body includes 90 clinical medicine students and a further 140 students conducting research or studying full or part-time courses in medical and life sciences. Since the inception of Green College under Sir Richard Doll, the College has boasted considerable strength in Epidemiology and Population Health and significant strength in other medical specialities such as Diabetes and Metabolism. Robert Turner was an active member of the college and a Chair named for him is associated with the college, currently filled by David Hodson. In addition to being the home of the Robert Turner Professorship of Diabetic Medicine, Green Templeton is honoured to host a scholarship in the memory of Robert Turner who was one of its founding fellows. This fellowship was created to host a post-graduate physician or scientist visiting from abroad working in the field of diabetes. In short, Green Templeton provides an outstanding college environment for the new Bukhman Professor of Type 1 Diabetes.

With the exception of Officers of the College, none of the Fellows are salaried employees of the College though some are paid stipends for taking on roles within the college. All fellows do, however, enjoy access to the social, cultural, sporting and academic facilities and activities of the College and enjoy full rights to common table (which includes lunches and regular formal dinners). All Fellows are expected to take part in the life of the College. Responsibilities vary, but the successful appointee would be expected to be willing to act as College Advisor to typically 5 postgraduate students, to participate, where appropriate, in the Medical Teaching Programme for the College's clinical medicine students and to serve on College committees. The appointed candidate would be elected to a Senior Research Fellowship and eligible to serve on the College's Governing Body. The College asks Senior Research Fellows to opt in or out of Governing Body membership and the fiduciary responsibilities of trusteeship on an annual basis.

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 Monday 22nd June 2026**.

It is expected that interviews for shortlisted candidates will be held in **September / October 2026**.

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.

Salary

Your salary will be determined after appropriate consultation. There is an annual ‘cost-of-living’ review. In addition, you will be eligible for consideration, in regular reviews, for Professorial Merit Pay (non-clinical staff only).

For a clinical post your salary will be based on your years of seniority, plus any applicable NHS merit awards. Please see: <https://hr.web.ox.ac.uk/clinical-staff-pay>

Pension

The University offers generous pension provision. You will be offered membership of the Universities Superannuation Scheme, <https://finance.web.ox.ac.uk/uss> or the National Health Service Pension Scheme (membership of NHSPS is only available under certain circumstances). Further details of NHSPS can be found at <https://finance.web.ox.ac.uk/nhsps>.

Sabbatical Leave

You will be eligible for sabbatical leave to allow you to focus on your research. In general, one term of leave is available for each six terms worked. This leave may either be taken as one term of leave after 6 terms of service, or accumulated and taken as one year of leave after 6 years of service. Further details may be found at <https://governance.web.ox.ac.uk/legislation/council-regulations-4-of-2004>

Outside Commitments

You may apply to spend up to 30 working days in each year on projects outside your employment duties, such as consultancy, spin-out activity and membership of research councils and other bodies. There is no limit to earnings from these activities without deduction from salary. Details of the approval process may be found at <https://hr.admin.ox.ac.uk/holding-outside-appointments>.

Guidance is also available on: ownership of 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

Oxford’s community of scholars governs itself through Congregation which is its “parliament”. You will be a voting member of Congregation. See <https://www.ox.ac.uk/about/organisation/governance> and <https://governance.admin.ox.ac.uk/legislation/statute-iv-congregation> for further details.

Medical Defence Society

You will be required to belong to a medical defence society if you are involved in private practice (see below), and it is strongly recommended that if you are not involved in private practice, you maintain at least the basic cover provided by such bodies.

Private Practice

You will be permitted to engage in private practice in the hospitals in Oxford on such terms as the Medical Sciences Board may from time to time determine, provided that such private practice:

- shall be undertaken only in your name;
- shall be subject to the same general arrangements as govern the holding of consultancies and outside appointments by university employees.

Residence

You will be required to reside within the University (i.e. within twenty-five miles of Carfax, the central point of Oxford) during forty weeks in each academic year.

Housing

You may be eligible for assistance with housing: some rental accommodation is available for statutory professors moving to Oxford for their first year, and there is a Joint Equity Scheme which new statutory professors may be entitled to join, to help with the purchase of a home in Oxford.

General information about home rental and purchase is available at welcome.ox.ac.uk/housing.

Relocation

Subject to UK tax regulations and the availability of funding, a relocation allowance may be available. More information can be found at <https://finance.admin.ox.ac.uk/relocation-scheme-arrangements#collapse1094916>.

Family Support

The University offers generous family leave arrangements, such as maternity, adoption, paternity and shared parental leave. Details are available at <https://hr.admin.ox.ac.uk/family-leave-for-academic-staff>. You will have considerable flexibility in the day-to-day organisation of your duties. Requests for flexible working patterns will be accommodated as far as possible.

You will be eligible to apply to use the University nurseries (subject to availability of places). For details of the nurseries and how to apply for places, please see <https://childcare.admin.ox.ac.uk/home>.

The University subscribes to Work and Family Space, a service that provides practical advice and support for employees who have caring responsibilities. The service offers a free telephone advice line, online support and informative webinars in addition to the ability to book emergency childcare through their online service Bubble. For more details, please see <https://hr.admin.ox.ac.uk/my-family-care>.

The Oxford University Newcomers' Club is run by volunteers, whose aim is to help the newly-arrived partners of visiting scholars, of graduate students and of newly appointed academic and administrative members of the University to settle in and to give them opportunities to meet people in Oxford. Further information is available at <https://www.newcomers.ox.ac.uk/>.

Welcome for International Staff

One of Oxford's great strengths is its truly international body of research and teaching staff from over 140 countries, and we welcome applications from academics across the world. We can help international staff and partners/families make the transition to Oxford. Information about relocation, living and working in the UK and Oxford is available at welcome.ox.ac.uk.

If you require a Global Talent visa, we have a dedicated Staff Immigration Team to support successful applicants through the process from job offer through to arrival in the UK, subject to the eligibility criteria being met. Further information is available at www.gov.uk/global-talent.

Promoting Diversity

The University is committed to recruiting and retaining the best people, whoever they are, to ensure equality of opportunity. The Vice Chancellor's Diversity Fund provides resources for innovative projects to promote diversity.

The Equality and Diversity Unit promotes good practice across the University by developing policies and offering training, and runs a range of support networks for staff. It works closely with Colleges, the Oxford University Student Union and external campaign groups. Please see <https://edu.admin.ox.ac.uk/home> for details.

Oxford Equal Opportunity Statement

The University of Oxford is committed to equal opportunity, and to being a place where everyone belongs and is supported to succeed. We recognize 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, Diversity and Inclusion Strategic Plan, our commitment to equality and diversity goes hand in hand with our commitment to academic freedom and free speech.

Other benefits and discounts for University employees

The University has a range of facilities and benefits for its staff, including discounted health insurance, sustainable travel schemes, and discounts in local shops and restaurants. Details are available at:

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

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

Pre-employment Screening

Your appointment would be subject to the University's standard pre-employment screening, as applicable to the post. If you are offered the post, you will be asked to provide proof of your right-to-work, your identity, and we will contact the referees you have nominated. You will also be asked to complete a health declaration (so that you can tell us about any health conditions or disabilities so that we can discuss appropriate adjustments with you), and a declaration of any unspent criminal convictions. We advise you to read the notes for applicants at <https://jobs.ox.ac.uk/pre-employment-checks>.

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. You would therefore be required to produce such documentary evidence.

Length of Appointment

The University operates an employer justified retirement age for academic posts. With effect from 1 October 2023 the retirement date will be 30 September immediately preceding the 70th birthday. The justification for this may be found at <https://hr.admin.ox.ac.uk/the-ejra>.

For existing employees, any employment beyond the retirement age is subject to approval through the EJRA procedures. Further details can be found at <https://hr.admin.ox.ac.uk/the-ejra>.

Data Privacy

Please note that any personal data submitted to the University as part of the job application process will be processed in accordance with the GDPR and related UK data protection legislation. For further information, please see the University's Privacy Notice for Job Applicants at: <https://compliance.admin.ox.ac.uk/job-applicant-privacy-policy>. The University's Policy on Data Protection is available at: <https://compliance.admin.ox.ac.uk/data-protection-policy>.