

**CHRIST CHURCH, MERTON COLLEGE AND ST. JOHN'S COLLEGE  
UNIVERSITY OF OXFORD**

**Junior Research Fellowships (JRFs) 2021**

Junior Research Fellowships are full-time fellowships offered by the Oxford colleges to early career researchers who are close to completion of a doctorate or who have recently been awarded a doctorate. They provide an unrivalled opportunity to establish a research profile as a member of a collegiate community.

Christ Church, Merton College, and St John's College Oxford propose, provided that suitable candidates present themselves, to elect in cooperation up to thirteen Junior Research Fellows, four at each College, with effect from 1 October 2021.

The colleges each propose to elect up to two JRFs in the Arts and two in the Sciences. Christ Church proposes to appoint an additional JRF in Computer Science in 2021. There is no separate application process to be considered for this position, and Computer Science applicants will also be considered for the other two positions in the Sciences. Applications will be allocated amongst the Colleges this year by subject as specified in lists A, B and C below. Interdisciplinary applications and applications in subjects not listed will be allocated at the discretion of the Colleges. No subject is considered ineligible. Candidates must choose one subject and may submit **only one** application across all three Colleges.

**Duties**

The basic obligation of a Junior Research Fellow is to engage full-time in research and its dissemination in some branch of the Humanities, Sciences or Social Sciences. The successful candidate will be expected to propose, plan and manage a high quality programme of original research; publicise the outcomes of that research through presentation of papers and publications; and engage in the life and activities of the College. Fellows may be asked to undertake a limited amount of teaching.

**Terms and Benefits**

Junior Research Fellowships are fixed-term posts, tenable for three years. The start date of a Fellowship may, with the agreement of the relevant college, be brought forward to 1 September 2021 in exceptional cases, to accommodate personal circumstances; if so, the terminal date will be adjusted accordingly.

At Christ Church and St John's the Fellowships may be extended for a further year. The purpose of the extension is to enable the Fellow to get the full benefit of the opportunity, which the Fellowship offers to develop his or her early career by completing a research project, without embarking upon a medium-term or permanent appointment. Having taken account of the Fixed-term Employees (Prevention of Less Favourable Treatment) Regulations 2002, the colleges would not regard such an extension as entitling the Fellow to permanent employment on the following objective grounds:

- (a) It is the colleges' policy that Junior Research Fellowships should provide opportunities for academics at the beginning of their careers;

- (b) In order to achieve a turnover of appointments in a wide range of subjects so that this policy can continue into the future for a succession of academics at this stage of their careers, it is an essential feature of these Fellowships that they are limited in duration.

The annual salary is currently as follows:

- Christ Church: Salary £25,941 p.a. plus accommodation allowance of £7813 per annum
- Merton: Salary £23,754 plus £10,000 accommodation allowance per annum
- St John's: Salary £23,754 plus 10,560 accommodation allowance per annum

Please note that the Colleges are reviewing the stipends for this post and may also need to adjust the balance of salary and housing allowance to be paid, but the new combined total will be no less than the total advertised.

The salary will normally be adjusted if the Fellow is in receipt of other remuneration and may be subject to annual increase.

A Junior Research Fellow is entitled to College accommodation (subject to availability) which will incur a modest tax charge, or to a housing allowance (as outlined above). Partnered accommodation may be available (for details contact the relevant College). Successful applicants will normally be required to spend most of their time in Oxford during the tenure of their Fellowship.

Fellows are entitled to free lunches and dinners at High Table. Other allowances (including University fees) and facilities are offered at the discretion of the Governing Bodies. A Junior Research Fellow may be permitted to undertake teaching up to a maximum of six hours a week during full term. The understanding is that Christ Church, St John's and Merton will have first refusal of any teaching offered by a Junior Research Fellow.

All three Colleges offer parental leave provision comparable to the University's. Further details are available on request. The Colleges have access to the University nursery facilities. St John's College has a purpose-built college nursery which provides places for children of College and University staff and students. Further information is available at <http://www.baintonroadnursery.co.uk/>

## **Selection Criteria**

Candidates should:

- have an excellent educational record; the successful candidate must have a good Honours degree (either First or 2:1), or for EU/international applicants a qualification equivalent to a good Honours degree;
- hold, or be close to completion of, a doctorate. Those who formally submitted their doctoral thesis for viva voce examination prior to 1 October 2019 are not eligible, unless they have had a career break (e.g. a period of parental leave, family commitments, illness or other circumstances), or there are exceptional circumstances. Students (such as medical students) whose doctorate interrupted their professional training, should have completed their professional training since 1 October 2019;
- have research expertise in their chosen field as demonstrated by a completed doctoral thesis and/or published or forthcoming books, or articles in refereed

journals, as relevant to the candidate's field; or promise of such achievement, as relevant to the candidate's field;

- have the ability to present research findings effectively to fellow professionals at national and international conferences or in professional research seminars;
- have a coherent plan of research for the duration of the Fellowship which can either be the further development of the doctoral work or an entirely new area and which promises to make a valuable contribution to the candidate's field.
- have not already held a comparable career development appointment at Oxford or another university. A comparable appointment is deemed to be a salaried research-only appointment for the purposes of self-directed research.

If the research project is laboratory based, or if studio space is required for a candidate applying for Fine Art, candidates will be required to provide a letter of support from the host department confirming that laboratory or studio space can be provided without cost to the college. A copy of this letter must be submitted if candidates are called for interview. Candidates should therefore initiate discussion with the relevant department at the time of application.

Fine Art candidates should note that the colleges interpret "research" in that subject as corresponding to the "dissertation" element of a doctorate rather than the artwork elements and should frame their applications and reports accordingly. These research fellowships are not intended as residences. These requirements allow Fine Art candidates to be judged in the same competition as candidates from other subjects.

Successful candidates will be expected to contribute fully to the life of the College.

### **How to Apply**

Applicants are asked to indicate on their application form a single subject area, chosen from those in Lists A, B & C below, which best matches the area of research they would undertake should their application be successful. Applicants whose subjects might be thought to fall into more than one of the subject areas listed (e.g. Economics/Mathematics, Philosophy/Theology) are asked to indicate this fact in their application and are invited to draw the attention of the College authorities to factors which they consider relevant to the classification of their research project.

Allocation of applications to the Colleges will be made by the College authorities in consultation. Applicants should not attempt to indicate any preference for a College. No subject of study is considered to be ineligible and all applications will be given careful consideration.

Applications will be accepted only if made according to the following instructions:

- **Only one application per candidate will be considered. Please do not apply to more than one college.**
- Hard copy applications are not necessary and late applications will not be accepted.
- Candidates applying more than one year since submitting their doctoral thesis or since completing their professional training should bring to the College's attention any special factors to be considered.

- Candidates requiring laboratory or studio space must communicate with the relevant department at the time of application and will be required to submit a letter of support from the host department if they are called for interview.
- **Merton College** requires applications to be made using their online application form, which can be found at [www.merton.ox.ac.uk/vacancies](http://www.merton.ox.ac.uk/vacancies). The equal opportunities monitoring form can also be completed online.
- **Christ Church** requires applications to be submitted using their online application form which can be found at: [www.chch.ox.ac.uk/vacancies/](http://www.chch.ox.ac.uk/vacancies/). The equal opportunities monitoring form can also be completed there.
- **St John's College** requires applications to be submitted electronically to [academic.vacancies@sjc.ox.ac.uk](mailto:academic.vacancies@sjc.ox.ac.uk), as outlined below. Applications should be sent as a single PDF file. Applications written on a Mac MUST be 'exported as PDF' before submission. The equal opportunities monitoring form should be emailed as a separate PDF document.

**The closing date for receipt of applications is 12:00 noon on Friday 20 November 2020. Late applications will not be accepted.**

## References

Every candidate is asked to name two referees and to ask them to provide references using the instructions for the relevant college as listed below. Hard copy references should NOT be sent. References should be received by the College by **12:00 noon on Friday 20 November 2020**.

Candidates are responsible for requesting references from their referees and for ensuring that references arrive on time; they should therefore give referees enough time to write in their support. **The Colleges will not request references directly from the referees.**

The Colleges are grateful to referees for their assistance; they hope that they will understand the impracticability of acknowledging receipt of referees' letters.

Referees for Fine Art candidates should note that the colleges interpret "research" in that subject as corresponding to the "dissertation" element of a doctorate rather than the artwork elements and are invited to frame their references accordingly. These research fellowships are not intended as residences. These requirements allow Fine Art candidates to be judged in the same competition as candidates from other subjects.

## Selection Process

Shortlisting, interviewing and appointing procedures will be conducted separately by each college:

- late January and early February 2021 at Christ Church
- late January to late February 2021 at Merton College
- late February and early March 2021 at St John's College.

Christ Church, Merton and St John's are committed to equality of opportunity. It is the policy and practice of each College that entry into employment and progression within employment will be determined only by criteria which are related to the duties of a particular post and the relevant salary scale. No applicant or member of staff will be treated less favourably than another because of their age, disability, ethnicity, marital or civil partnership status, parental status, religion or belief, sex or sexual orientation.

The appointment will be subject to the provision of proof of the right to work in the UK.

Applicants who would need a work visa if appointed to the post are asked to note that under the UK's points-based migration system they will need to demonstrate that they have sufficient points, and in particular that:

- (i) They have sufficient English language skills (evidenced by having passed a secure English Language Test at CEFR B1 or above, *or* coming from a majority English-speaking country, *or* having taken a degree taught in English)

*and*

- (ii) that they have sufficient funds to maintain themselves and any dependents until they receive their first salary payment.

They are also asked to note that the visa application process will require them to submit no later than summer 2021 either a copy of their doctoral award certificate, or an academic reference confirming that their doctorate has been awarded, or an academic reference confirming that they have submitted their thesis, if they have not yet completed.

It is the responsibility of the successful applicant to apply for the appropriate work visa. Further information on the current immigration system is available at: [www.ind.homeoffice.gov.uk/visas-immigration/working/tier2/general/](http://www.ind.homeoffice.gov.uk/visas-immigration/working/tier2/general/)

Applicants should note that there will be changes to the UK immigration system with effect from 1<sup>st</sup> January 2021. We will be able to provide more information on changes to visa requirements once details have been published by the UK Home Office.

**List A St John's College: The HR Officer, St John's College, Oxford, OX1 3JP. Tel: 01865 277335 Email address for applications and references: [academic.vacancies@sjc.ox.ac.uk](mailto:academic.vacancies@sjc.ox.ac.uk)**

History  
Archaeology  
Music  
Geography  
Anthropology

Chemistry  
Engineering  
Biology

**List B Christ Church: The JRF Administrator, Censors' Office, Christ Church, Oxford, OX1 1DP.**

**Tel: 07743 622572 (Thursday and Fridays each week only).**

**Email address for enquiries: [jrf.administrator@chch.ox.ac.uk](mailto:jrf.administrator@chch.ox.ac.uk)**

**Applications to be made online at [www.chch.ox.ac.uk/vacancies](http://www.chch.ox.ac.uk/vacancies)**

**Referees should submit references online by the closing date of the competition. Once applicants have provided their details in their online application, referees will be sent an email containing a link to do this.**

Philosophy

Politics

Economics

Classics (including

Ancient History)

Theology

Oriental Studies

Physics

Computer Science

Biochemistry

Materials Science

Geology, including Earth

& Environmental Sciences

**List C MERTON: The JRF Administrator, Merton College, Oxford, OX1 4JD.**

**Tel: 01865 276296**

**Email address for references: [jrfadmin@merton.ox.ac.uk](mailto:jrfadmin@merton.ox.ac.uk)**

**Applications to be made online at**

**[www.merton.ox.ac.uk/vacancies](http://www.merton.ox.ac.uk/vacancies)**

English

Modern Languages

Art History

Fine Art

Law

Sociology

Mathematics

Physiology & Medicine

Psychology

## **About the colleges**

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

**Christ Church** is a unique institution founded by Henry VIII in 1546: one of the largest colleges in the University and, at the same time, the cathedral for the Diocese of Oxford. Its junior members, both undergraduate (430) and graduate students (250), cover almost all the major academic disciplines in the Sciences, Humanities and Social Sciences, as do its senior academic staff. It aims at high academic achievement and individual fulfilment in a friendly, tolerant and mutually supportive environment. More information about the College may be obtained at [www.chch.ox.ac.uk](http://www.chch.ox.ac.uk).

## **St John's College.**

Established in 1555, St John's College fosters excellence in education and research. It is one of the largest among Oxford Colleges and nearly every subject studied at the University has its representation. Today, St John's is home to approximately 390 undergraduates, 250 graduate students, 100 fellows and 25 College lecturers. A vibrant international community, it fosters intellectual rigour, creativity, and independence in its students, teachers, and researchers. The College supports a range of research activities including discussions, seminars, workshops, public lectures and visiting scholar schemes, as well as the Research Centre, which particularly emphasizes interdisciplinary approaches. While scholarly publication is naturally at the heart of our research endeavours, the fellowship is also committed to informing policy and public debate, and to teaching that is informed by research findings. Further information about the College is available at <http://www.sjc.ox.ac.uk>

**Merton College's** community of scholars, founded in 1264, formed the model for all subsequent Oxford and Cambridge colleges. Since then we have fostered generations of academic and cultural leaders in many fields. Today we still aspire to excellence in our teaching and research as a vibrant and diverse intellectual community. The talent and dedication of college fellows, students, staff and alumni combine with our historic architecture, beautiful gardens, delicious food, fine accommodation, and generous support for students and researchers to make Merton an extraordinary place in which to learn and to teach. At present, for example, we number among our Governing Body and Emeritus Fellows eleven Fellows of the Royal Society and six Fellows of the British Academy. Further information on the College can be found at [www.merton.ox.ac.uk](http://www.merton.ox.ac.uk).