



Job Description and Selection Criteria

Post	Associate Professorship or Professorship of Philosophy
Department/Faculty	Faculty of Philosophy
Division	Humanities
College	Merton College
Contract type	Permanent upon completion of a successful review. The review is conducted during the first 5 years.
Salary	Combined University and College salary: £56,535 - £75,915 per annum. An additional allowance (currently of £3,199 per annum) would be made upon award of the title of Professor. Merton College offers substantial additional benefits, including a Housing Allowance of £20,000 p.a. (or rent-free single accommodation in College, or a rent-free house or flat, both with a Residence Allowance and subject to availability); a Tutorial Allowance of £6,000 p.a.; and an allowance of up to £3,800 p.a. for research expenses.

Overview of the post

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

The Associate Professor/Professor will have a research specialism in Ethics and/or in Political Philosophy, with at least an area of competence in Feminist Philosophy. The successful candidate (henceforth 'postholder') will have a proven record of internationally recognised scholarship and research in philosophy (including research in Ethics or Political Philosophy), appropriate to their career stage, and will be able to provide a high standard of research-led teaching at both undergraduate and postgraduate levels.



For Merton College, the postholder will be expected to deliver 8 contact hours of teaching per week during term time, with associated duties, and to organise tutorials as needed to be given by others. They will also prepare and mark, or arrange marking, for collections (termly college progress tests). The postholder will be required to give tutorials in General Philosophy and Moral Philosophy for the “Introduction to Philosophy” course taken by first-year Philosophy, Politics and Economics (PPE) undergraduates. (See <https://www.philosophy.ox.ac.uk/course-descriptions-first-public-examination-fpe> for more detail of these courses.) It is also required that the postholder be able to teach advanced undergraduates (i.e. those in their second year and beyond) in Theory of Politics, in Ethics, and in Feminist Philosophy. Ability to give tutorials for other papers will be an advantage but is by no means required. (See <https://www.philosophy.ox.ac.uk/course-descriptions-finals> for more details of Final Honour School papers in philosophy.) As a Tutor (Tutorial Fellow) of the College, they will also share in the oversight of the provision of philosophy teaching to students at Merton, they will share in the admission and pastoral care of students studying for degrees involving philosophy, and they will contribute to the effective running and governance of the College as a member of the Governing Body.

For the Faculty, the postholder will deliver 16 lectures or classes per year. The postholder will be able to offer undergraduate lectures in Feminist Philosophy and both lectures and graduate classes in Ethics and/or in Political Philosophy. The postholder will supervise graduate students, participate in examining, and play a full and active role in Faculty administration. The postholder will pursue their research and enhance their international reputation.

Informal enquiries about the post should be directed in the first instance to the Chair of the Philosophy Faculty Board, Professor Ursula Coope (ursula.coope@philosophy.ox.ac.uk) or to the Senior Tutor at Merton College, Dr Jane Gover (senior.tutor@merton.ox.ac.uk). All enquiries will be treated in strict confidence and will not be taken into account in the selection decision.

The role of Associate Professor at Oxford

‘Associate Professor’ is the main academic career grade at Oxford with a focus on research and teaching. Associate Professors are appointed jointly by a University department/faculty and an Oxford college, and have a contract with both.

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

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

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

Appointments are confirmed as permanent on successful completion of a review during the first 5 years. The vast majority of Associate Professors successfully complete this initial review.

Philosophy teaching and examining in Oxford

There are over 1,400 students studying philosophy at the undergraduate level at Oxford. However, there is no undergraduate degree solely in philosophy at Oxford. Philosophy is a component of eight joint undergraduate degrees: Classics (Literae Humaniores); Philosophy, Politics and Economics (PPE); Philosophy and Modern Languages; Physics and Philosophy; Mathematics and Philosophy; Computer Science and Philosophy; Philosophy and Theology; and Psychology, Philosophy, and Linguistics. Philosophy postholders therefore work closely with colleagues in these allied fields at the undergraduate level.

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

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

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

There are around 150 graduate students in Philosophy at Oxford. About half are studying for one of the Master's degrees (the BPhil; the MSt in Ancient Philosophy; the MSt in Philosophy of Physics), and the rest for the doctorate (the DPhil). Master's students are taught via graduate classes, and via essay and thesis supervisions. Examining consists of marking BPhil and MSt essays and theses, and viva voce examinations of DPhil dissertations.

Duties of the post

The main duties of the post are as follows:

1. To undertake and to disseminate advanced research in philosophy, including in Ethics and/or Political Philosophy.
2. For the College, to provide 8 contact hours per week of undergraduate tutorial (small group) or class teaching averaged across the three 8-week teaching terms of the academic year. (See above for further details of the College teaching requirements.) To set, mark and provide feedback on students' tutorial work and termly internal College examinations (collections) and to monitor and report on their progress (including through termly written reports and attendance at progress meetings with the Head of the College).
3. To organise undergraduate teaching in philosophy at Merton College in collaboration with colleagues, in particular for Philosophy, Politics and Economics (PPE); Literae Humaniores (Classics); and Philosophy and Modern Languages. This includes arranging teaching by others in areas outside the expertise of the postholder.
4. To act as Director of Studies and to take responsibility for some pastoral care of undergraduates reading a joint Philosophy degree in the College, liaising with relevant welfare colleagues as appropriate.

5. To participate in the annual undergraduate admissions processes for degrees involving philosophy at Merton College (including Classics) in liaison with Fellows in cognate subjects and to assist in undergraduate access and outreach activity insofar as they are able.
6. Under the direction of the Philosophy Faculty Board, to design and deliver up to 16 lectures or classes over the year during term time to undergraduates and/or graduates; and to produce lecture notes, course materials, and reading lists as required.
7. To supervise and to teach graduate students for the Faculty (both at the masters and the doctoral level), to participate as requested in the annual Faculty and college graduate admissions processes, and to act as College Advisor to graduate students in philosophy at Merton College.
8. To participate in University examining, both undergraduate and graduate, as required.
9. To undertake an appropriate share of other Faculty administrative duties, dependent on career-stage, including service on committees or holding Faculty Offices.
10. To participate in the administration and governance of the College, which includes exercising the duties of a Trustee as a member of the Governing Body, attending meetings of the Governing Body (three per term), serving on College committees (including the Warden and Tutors' Committee), and on occasion taking on College offices (leadership roles). Tutors also attend and participate in college events and activities.

Selection criteria

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

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

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

Essential criteria:

1. A completed doctorate, or a completed doctoral dissertation submitted for examination by the advertised closing date for this position, in Philosophy or a closely related field.
2. A research record in Ethics and/or Political Philosophy of international standing appropriate to the candidate's career stage, with evidence of potential for producing further research distinguished in its originality, significance and rigour.
3. An area of competence in Feminist Philosophy, together with enthusiasm for playing an active role in developing this as a subject of study in the University.
4. Experience of teaching philosophy in a range of formats (e.g., lectures, seminars, and small groups) and evidence of being able to do so effectively, ideally at both the undergraduate and graduate level. Excellent communication skills and an understanding of the learning needs of highly able students.

5. Evidence of interest and ability in lecturing and small group teaching, to advanced (second-year or third-year) undergraduate students in Ethics, Political Philosophy, and Feminist Philosophy. Ability to provide small group teaching to first-year students in General Philosophy (i.e. introductory epistemology, metaphysics and philosophy of mind) and Moral Philosophy. Ability to teach graduate seminars in Ethics and/or in Political philosophy.
 - For information about the first-year courses, see <https://www.philosophy.ox.ac.uk/course-descriptions-first-public-examination-fpe>.
 - For information about the advanced undergraduate courses, see <https://www.philosophy.ox.ac.uk/course-descriptions-finals>.
6. The ability to provide graduate supervision of high quality and an understanding of the needs of graduate students and how to address them.
7. Evidence of the interpersonal skills and ability to undertake some pastoral responsibilities for both undergraduate and graduate students.
8. Evidence of the ability and willingness to work collaboratively with a range of colleagues from different disciplines and to promote the study of philosophy.
9. Ability and commitment to undertake a range of administrative duties both within the Faculty and the College.
10. Ability and willingness to participate in the governance, academic activities and intellectual life of the College.
11. A commitment to demonstrating respect, courtesy and consideration within interactions with members of the University community.

Desirable criteria:

1. Experience of supervising graduate students.
2. Ability to teach both Ethics and Political Philosophy at a graduate level.
3. An additional area of research specialism in Feminist Philosophy and the ability to teach this subject at a graduate level.
4. The ability to teach a wider range of the undergraduate subjects offered at the advanced level at Oxford (for which see the list of subjects at <http://www.philosophy.ox.ac.uk/course-descriptions-finals>).
5. A track record of successful research grant applications or evidence of the potential to make such applications successfully.

How to apply

Those wishing to apply for the post should complete the online application form at <https://www.merton.ox.ac.uk/vacancies> AND email the following items in the indicated order as a single PDF document to vacancies@merton.ox.ac.uk by the deadline of **12.00 noon (GMT) on the advertised closing date of Monday 3 November 2025**. The PDF should be named in the format '**Last Name First Name Philosophy**'. Please also put your last name and 'Philosophy AP' in the subject of the email.

- A curriculum vitae incorporating details of any publications.
- A covering letter or statement explaining how you meet the selection criteria set out above, and explicitly including a statement of which papers on the Oxford undergraduate philosophy syllabus you can teach, whether a) in lectures, or b) in tutorials.
- The names and contact details of three referees (for more on which see below).
- A sample or samples of written work, up to a maximum of 20,000 words, published or unpublished (with any co-authored pieces identified as such). In the case of pieces of written work exceeding 20,000 words, candidates should indicate which part or parts they wish to draw to the attention of the selection committee.

Referees

Candidates should ask their referees to write directly to vacancies@merton.ox.ac.uk and should supply each referee with a copy of these further particulars. It is the responsibility of the candidate to ensure that references are submitted promptly and by **12.00 noon (GMT) on the advertised closing date (Monday 3 November 2025)**. The College will not request references directly from the referees. For the preferred candidate, we will also take up a reference from their current or most recent former line manager, excepting those cases in which the line manager has already submitted a reference, or the candidate does not have a line manager in the relevant sense. Permission will be sought from the preferred candidate before taking up such an additional line manager reference.

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

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 support candidates with a disability: please see <https://edu.admin.ox.ac.uk/disability-support>. Candidates should please let us know if they need any adjustments to the recruitment process, including the provision of these documents in large print, audio or other formats. Those invited to interview will be asked whether they 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/>.

Candidates may complete an Equal Opportunities Monitoring Form, if they wish. The information collected on the Equal Opportunities Monitoring Form does **not** form part of the selection process and will **not** be circulated to the selection panel. It will be used solely to monitor the effectiveness of the College's Equality Policy which is published at <http://www.merton.ox.ac.uk/college-policies>.

The deadline for applications is **12.00 noon (GMT) on Monday 3 November 2025**. It is anticipated that interviews will take place in mid-January 2026. Further details about the interview process will be communicated to shortlisted candidates.

Should you have any queries about how to apply, please contact the HR team (vacancies@merton.ox.ac.uk).

Merton College

There are 39 self-governing and independent colleges within the University of 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.

Merton College was founded in 1264 by Walter de Merton and is one of the oldest colleges in Oxford. It was the first fully self-governing college in the University and was originally founded for 20 fellows, with undergraduates being formally admitted in the early 1380s. Over the centuries, many eminent scholars and cultural leaders have called Merton home including three Nobel Prize winners and an Abel Prize winner. Merton College has a strong commitment to excellence in research and teaching across a range of subjects in the Humanities, the Social Sciences and the Natural Sciences.

The College community currently comprises around 600 students (320 undergraduates and 280 postgraduates), some 70 Fellows, 50 other academic staff and over 100 members of support staff. A number of Merton Fellows and graduates take part in the College's interdisciplinary discussion groups, currently organised in three areas: the History of the Book, the Ockham Lectures, and Biomedical and Life Sciences. In addition, the College convenes a number of research talks throughout the year and fosters international collaboration through an active Visiting Researcher scheme that includes provision of accommodation for scholars.

The college strives to create a diverse, inclusive and supportive community in which its students can thrive. Merton is firmly committed to supporting its Fellows' research by means of research funding and generous Visiting Research Fellow and Visiting Scholar schemes. Merton is also a family-friendly employer.

Philosophy at Merton College

Merton College currently admits up to eight undergraduates each year to read for the Honours Degree in Philosophy, Politics and Economics (PPE), and four for Literae Humaniores (Classics). It also sometimes admits students for Philosophy and Modern Languages and each year aims to admit two students in Physics & Philosophy, two in Mathematics & Philosophy, and one in Computer Science & Philosophy.

Merton has a sizeable and lively graduate community, including between six and ten graduates reading for higher degrees in Philosophy. The College has a Philosophy Work in Progress Seminar that meets once or twice a term.

The postholder will be one of a team of two Tutors in Philosophy at Merton, joining Professor Sam Fletcher, who is Professor of Philosophy of Physics. The postholder will also work closely with colleagues in the joint degrees.

More information about the College can be found at <https://www.merton.ox.ac.uk/>, and information about its Philosophy Joint Schools can be found at <https://www.merton.ox.ac.uk/course/philosophy>.

The Faculty of Philosophy

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

Each year, many distinguished philosophers from around the world visit Oxford to give lectures and seminars. There are over 1,400 students studying Philosophy at the undergraduate level, always in combination with at least one other subject, and around 150 graduate students, about half of whom are studying for the BPhil or the specialist MSt courses in Ancient Philosophy and Philosophy of Physics, and the rest for the DPhil. A list of current Faculty members and their research interests can be found on the Philosophy Faculty website at <http://www.philosophy.ox.ac.uk/faculty-members>.

Further information about the Faculty can be found on its website at <http://www.philosophy.ox.ac.uk>.

Humanities Division

The Humanities Division is one of four academic divisions in the University of Oxford, bringing together the following faculties: Classics; English; History; Linguistics, Philology and Phonetics; Medieval and Modern Languages; Music; Oriental Studies; Philosophy; Theology and Religion; and the Ruskin School of Art. The Division has over 500 members of academic staff, approximately 4,100 undergraduates (more than a third of the total undergraduate population of the University), 1,000 postgraduate research students and 720 students on postgraduate taught courses.

The Division offers world-class teaching and research, backed by the superb resources of the University's libraries and museums, including the famous Bodleian Libraries, with their 11 million volumes and priceless early book and manuscript collections, and the Ashmolean Museum of Art and Archaeology. Such historic resources are linked to cutting-edge agendas in research and teaching, with an increasing emphasis on interdisciplinary study. Our faculties are among the largest in the world, enabling Oxford to offer an education in Arts and Humanities unparalleled in its range of subjects, from music and fine art to ancient and modern languages.

The Humanities Division has embarked on a major building project on the Radcliffe Observatory Quarter, following the recent announcement of the £150 million gift to create the Stephen A. Schwarzman Centre for the Humanities (<https://www.schwarzmancentre.ox.ac.uk/>).

The Schwarzman Centre will serve as a dynamic hub dedicated to the Humanities. The building will bring together seven Humanities faculties, the Humanities Divisional Office, a new library and significant cultural and public engagement spaces in a space designed to encourage experiential learning and bold experimentation through cross-disciplinary and collaborative study. The Faculty of Philosophy will be located in the Schwarzman Centre.

For more information, please visit www.humanities.ox.ac.uk.

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 interdisciplinary and multidisciplinary activities addressing a rich and diverse range of issues.

Oxford's strengths lie both in empowering individuals and teams to address fundamental questions of global significance and in providing all staff with a welcoming and inclusive workplace that supports everyone to develop and do their best work. Recognising that diversity is a great strength and vital for innovation and creativity, Oxford aspires to build a truly inclusive community which values and respects every individual's unique contribution.

While Oxford has long traditions of scholarship, it is also forward-looking, creative and cutting-edge. Oxford is one of Europe's most entrepreneurial universities. It consistently has the highest external research income of any university in the UK (with the most recent figures available at

<https://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.

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.

For more information, please visit www.ox.ac.uk/about/organisation.

University benefits, terms and conditions

Details of University policy in the following areas can be found at the links provided.

Salary

<https://hr.web.ox.ac.uk/academic-staff-pay>

Pension

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

Sabbatical leave

<https://governance.web.ox.ac.uk/legislation/council-regulations-4-of-2004>

Outside commitments

<https://hr.admin.ox.ac.uk/holding-outside-appointments>

Intellectual property

<https://governance.admin.ox.ac.uk/legislation/council-regulations-7-of-2002>

Managing conflicts of interest

<https://researchsupport.admin.ox.ac.uk/governance/integrity>

Membership of Congregation

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

<https://governance.admin.ox.ac.uk/legislation/statute-iv-congregation>

Family support

<https://hr.admin.ox.ac.uk/family-leave-for-academic-staff>

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

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

Welcome for international staff

<https://welcome.ox.ac.uk/>

<https://staffimmigration.admin.ox.ac.uk/>

Relocation

<https://finance.admin.ox.ac.uk/relocation-scheme>

Promoting diversity

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

Other benefits and discounts for University employees

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

Pre-employment screening

<https://jobs.ox.ac.uk/pre-employment-checks>

Length of appointment

Appointments to Associate Professorships at Oxford are confirmed as permanent on successful completion of a review during the first 5 years. See <https://hr.admin.ox.ac.uk/academic-posts-at-oxford#collapse1532056> for more details.

Retirement

The University operates an employer justified retirement age for academic posts of 30 September immediately preceding the 70th birthday. See <https://hr.admin.ox.ac.uk/the-ejra> for more details.

Data privacy

<https://compliance.admin.ox.ac.uk/job-applicant-privacy-policy>

<https://compliance.admin.ox.ac.uk/data-protection-policy>

Merton College terms and conditions

Salary and benefits

The College component of the salary will be on the scale for Associate Professors (£34,057 - £45,731 per annum). The combined College and University salary will be on a scale up to £75,915 per annum. Tutors appointed below the top of this range will receive annual increments to their College stipend until they reach the top point.

The Tutor will be entitled to the following benefits and allowances:

- (i) Every Fellow has the right to free meals at the Common Table of the College when the kitchens are open;
- (ii) Full Membership of the Senior Common Room (for which a small monthly subscription is payable);
- (iii) A Tutor who wishes to live in College may be provided with single accommodation in College free of rent, and will receive a Residence Allowance of £1,506 p.a. Rent-free provision of this type of accommodation attracts a modest benefit-in-kind tax charge;
- (iv) A Tutor who does not live in any accommodation provided by the College will receive a pensionable, taxable External Household Allowance of £20,000 p.a.;
- (v) The College has some houses of its own, which are designated as 'Tutors' Houses', but there is no guarantee that such a house will be available. However, the College will provide a flat or small house near the College on a temporary basis, i.e. for up to the first 5 years of appointment, if that is desired. Both categories of accommodation are provided rent-free and the Tutor will receive an Internal Household Allowance of £3,012 p.a. Rent-free provision of this type of accommodation attracts a modest benefit-in-kind tax charge;
- (vi) The College operates a joint equity scheme limited to 50% of the value of the property or £500,000, whichever is the smaller;

- (vii) A Tutor will be provided with a teaching room in College;
- (viii) The College insures Fellows, cohabiting partners, and dependent children under the age of 21, with a Medical Insurance Company free of charge (with the premium assessable as a taxable benefit);
- (ix) The Tutor may apply each year for reimbursement of up to £3,800 of qualifying research expenses;
- (x) A Tutor receives a pensionable, taxable Tutorial Allowance of £6,000 p.a.;
- (xi) A Tutor receives a taxable Entertainment Allowance of £450 p.a.;
- (xii) The College provides for sick leave on the same basis as the University;
- (xiii) The appointment is conditional on verification of the successful candidate's availability for employment in the United Kingdom.

Length of appointment

The appointment is subject to an initial probationary period of 5 years, with an interim review of performance held halfway through this period. At the expiration of the initial 5-year period, a Tutor may be appointed until retirement, having met the criteria for re-appointment in accordance with the College Bylaws. The procedure, which is complementary to, but separate from, that described in the University details, is that a Tutor shall submit to the Senior Tutor a report on their activities since appointment under the three headings of teaching; research and publication; and College and University administration. The College shall ask for a report from the Faculty concerned. Re-election to a Fellowship is subsequently reviewed by the College every 7 years in accordance with the College's Statutes and Bylaws.

Given the nature of Associate Professorships, with postholders having contracts with both the University and College, Merton College has been aligned with the University on the Employer Justified Retirement Age (EJRA) for academic positions.

A notice period of at least 3 months, to include one complete Full Term, is required. If the Fellow should vacate the Associate Professorship, or other University office on which the holding of this Fellowship is dependent, the Fellowship must thereupon be vacated.

Sabbatical leave

The Fellow will be eligible for sabbatical and other leave in accordance with the College Bylaws applying from time to time. The College's sabbatical leave scheme normally allows for leave of absence on full pay for one term in every seven terms of qualifying service provided that satisfactory alternative teaching arrangements are made, and also that, if the Tutor holds any office of profit during the period of their leave, the Governing Body shall have power to revise or discontinue their stipend as Tutor for that period.

Family support

The College provides maternity and paternity leave on the same basis as the University. Full details are at <https://hr.admin.ox.ac.uk/summary-of-maternity-leave-and-pay>.

Relocation expenses

Subject to HMRC regulations, the College pays relocation expenses on the same basis as the University, with any allowable relocation expenses shared between the University and the College in proportion to the stipend paid by each.

Travel assistance

The College offers free car parking, cycle-to-work and electric car schemes, and loans for the purchase of travel passes.

Equality of opportunity

The policy and practice of Merton College require that all staff are offered equal opportunities within employment. Entry into employment with the College and progression within employment will be determined only by personal merit and the application of criteria which are related to the duties of each particular post and the relevant salary structure. In all cases, ability to perform the job will be the primary consideration. Subject to statutory provisions, no applicant or member of staff will be treated less favourably than another because of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

Medical questionnaire and the right to work in the UK

The appointment will be subject to the satisfactory completion of a medical questionnaire and the provision of proof of the right to work in the UK. The procedure governing the right to work is described above.

Offer of employment

Applications for this post will be considered by a selection committee containing representatives from both Merton College and the Faculty of Philosophy. The selection committee is responsible for conducting all aspects of the recruitment and selection process; it does not, however, have the authority to make the final decision as to who should be appointed. The final decision will be made by the Governing Body of Merton College and the Humanities Divisional Board on the basis of a recommendation made by the selection committee. No offer of appointment will be valid, therefore, until and unless the recommendation has been approved by both the Governing Body and the Divisional Board, and a formal contractual offer has been made.