University of Oxford Department of Computer Science

Job Description and Selection Criteria

Post	**Associate Professorship (or Professorship) of Computer Science**
Department/Faculty	Computer Science, Wolfson Building, Parks Road, Oxford
Division	**Mathematical, Physical and Life Sciences**
College	Christ Church
Contract type	**Permanent upon completion of a successful review. The review is conducted during the first 5 years.**
Salary	Combined University and College salary from £57,986 to £77,366 per annum plus additional benefits and allowances as detailed in the College Benefits, Terms and Conditions section below, including an Oxford Living Subsidy of £21,938. An additional allowance of £3,199 per annum would be made upon award of the title of Professor. *These figures will be amended once the updated salary scale is confirmed by the University.*
Recruitment contacts	recruitment@cs.ox.ac.uk , academic.recruitment@chch.ox.ac.uk

Overview of the post

Applications are invited for the post of Associate Professor or Professor of Computer Science to be held in the Department of Computer Science with effect from 1 September 2027 or as soon as possible thereafter. The successful candidate will be appointed to a Tutorial Fellowship at Christ Church .

The successful candidate will join the vibrant and rapidly growing Department of Computer Science. This candidate will have a first-rate research track record in Computer Science. At Oxford, this candidate will benefit from a rich academic environment and a diverse computer science research community.

The person who is appointed will be expected to engage in independent and original research, to secure funding, to engage in the management of research projects, and to disseminate research of the highest international standard through publications and conferences. This person will also contribute to teaching on the Department's highly successful undergraduate and graduate programmes. The successful candidate will be encouraged to participate in the academic life of the College, and will be responsible for the organisation, supervision and teaching of Computer Science in the College.

The University of Oxford is a member of the Athena SWAN Charter and holds an institutional Silver Athena SWAN award.

The role of Associate Professor at Oxford

Associate Professor is the main academic career grade at Oxford. Associate Professors have responsibility for developing the careers of people in their group, departments, and the wider environment by leading a successful programme of research, being an enthusiastic and engaging teacher, and by fostering a collaborative and inclusive environment for people from different backgrounds. Associate Professors are appointed jointly by a University department/faculty and an Oxford college, and and the successful candidate will have a contract with both. Further information about the College Tutorial Fellowship is found here.

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).

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

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

Duties of the post

The main duties of the post are as follows:

The Associate Professor will be a member of both University and College communities. You will be part of a lively and intellectually stimulating research community which performs at the highest international levels in research and publications and you will have access to the excellent research facilities which Oxford offers. You will have a role to play in the running of the College as a member of its Governing Body.

For the University the post-holder will be expected:

Research

1	To engage in original research in Computer Science.
2	To secure research funding and engage in the management of research projects.
3	To disseminate your research through publication in high-quality scholarly journals and conferences.

Teaching and Supervision.

1	To carry out teaching at undergraduate and graduate level including lectures, classes, demonstrations, and project supervision, under the direction of the Head of Department.
2	To supervise research students.

Examining.

1	To take part in University examining and marking as and when requested to do so.

Administration.

1	To participate in the administration of the department as and when requested by the Head of department.

General duties

1	Demonstrate respect, courtesy and consideration within interactions with members of the University community; undertake training as and when asked to do so.
2	Ensure all lab, field and office work is undertaken safely and that your team has a proactive approach to safety and to mental and physical health

For Christ Church the post-holder will be expected to take a shared lead in organising and teaching Christ Church's undergraduate Computer Science students throughout the course. The college currently makes eleven offers to undergraduate students each year to read Computer Science and its joint degrees.

The duties of a college Tutor are as follows:

a) To take responsibility for the organisation, supervision, and teaching of undergraduate studies in Computer Science at Christ Church, which will include monitoring students' progress, coordinating, setting, and marking collections (termly college assessments), attending student progress meetings with the Head of House, and organising tutorial teaching by specialist colleagues in other colleges;

b) To undertake for the college up to 6 hours (weighted[1]) of tutorial and small group teaching per week averaged over the three terms (twenty-four weeks) of the academic year, and to provide timely feedback on students' work and produce termly progress reports. The successful candidate would be expected to teach compulsory papers in theoretical Computer Science, specifically those related to Algorithms and Complexity Theory. This would include, among others, Discrete Mathematics, Design and Analysis of Algorithms, and Algorithms and Data Structures. The postholder will also be expected to advise and guide on the formulation of undergraduate research projects and supervise such projects, where appropriate;

c) To take responsibility for all student admissions to the subject (undergraduate and postgraduate). For undergraduates this will include reading written work, assessing auditions, and interviewing in the December admissions period (training is required and will be provided), and involvement in outreach and recruitment activities including College Open Days;

d) To act as a Director of Studies and to take responsibility for the provision of pastoral care for Christ Church undergraduates reading Computer Science, liaising with other members of the college community with responsibility for student welfare;

e) To act as a College Adviser to some of the college's postgraduate students in Computer Science and related subjects (note that advising postgraduate students is a pastoral role distinct from the supervision of postgraduates, which is organised separately by the Faculty);

f) To serve as a member of the Governing Body (i.e. the Trustees) of Christ Church, which like other Oxford colleges is a registered charity. The Governing Body is responsible for the governance of Christ Church and the management of its assets; it normally meets three times in each of the three terms of the academic year. New members of Governing Body are offered training in charity governance and the roles and responsibilities of Trustees;

g) To participate fully in the administrative work of the College, including service on College committees, and taking on College offices;

h) To participate in the governance, intellectual life and academic activities of Christ Church;

i) To engage in advanced study and research.

Selection criteria

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.

[1] Tutorial hours for this post operate on a weighting system, whereby one contact hour with one student counts as one hour, one contact hour with a pair of students as 1.25 hours, one contact hour with a group of 3 counts as 1.5 hours and so on. Thus the 6 hours will usually be accomplished in 4 or 5 hours of tutorials with a mix of pairs and singletons, for example.

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.

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 demonstrates its support for DORA (San Francisco Declaration on Research Assessment) to which the University became a signatory in 2018. 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.

If, for any reason, you have taken a career break, suffered with a long-term illness or debilitating condition (e.g. long-COVID), 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.

Applications will be judged only against the criteria which are set out below, so you should make sure that you show very clearly how your skills and experience meet these criteria.

The successful candidate will demonstrate the following.

Qualifications and Research	
Essential	A doctorate in the field of Computer Science or a closely related discipline.
Essential	A proven research track record of internationally high quality in Computer Science.
Essential	A research programme that enhances and is coherent with the research profile of the Department of Computer Science.
Essential	The ability to attract research funding and develop an independent programme of research.
Desirable	As part of our expansion, we are looking for outstanding candidates in all areas of Computer Science. For this post, a specialisation in one of the following areas is desirable (but is not at all essential): Algorithms and Complexity Theory; Human Centred Computing; Data, Knowledge, and Action; Quantum; and Systems.
Teaching	
Essential	Experience teaching Computer Science (or closely related subjects).
Essential	The ability and willingness to teach effectively, both at undergraduate and graduate level, a wide range of Computer Science topics, as indicated above.
Essential	The ability to supervise graduate students.
Desirable	Evidence of excellence in teaching.
Personal Effectiveness	

Essential	Communication and interpersonal skills enabling the formation of good working relationships with colleagues, students and collaborators with a commitment to demonstrating respect, courtesy and consideration within interactions with members of the University community and to ensuring the Department provides a positive, supportive and inclusive environment for all.
Essential	Ability and willingness to undertake the full range of administrative duties both within the department and the college.
Desirable	Experience of creating and promoting collaborative and inclusive environments for people from different backgrounds.

Related Posts

The Department is advertising two Associate Professor or Professor positions in Computer Science during this academic year. All applications will automatically be considered for both posts. See our faculty hiring page for details.

How to apply

To apply, visit https://www.cs.ox.ac.uk/aboutus/vacancies/vacancy-faculty-hiring.html then click on the **Apply Now** button on the 'Job Details' page and follow the on-screen instructions to register as a new user or log-in if you have applied previously. Since all applications will automatically be considered for both posts, please do not mention a particular college in your application (if you do, this will be ignored). Please refer to the "Terms of Use" in the left hand menu bar for information about privacy and data protection.

Please provide the names and addresses of three referees. It is not necessary to name a referee from your current institution. **Candidates should also ask their referees to send their references directly to references@cs.ox.ac.uk by the closing date and time given below**. Candidates should supply each referee with a copy of this job description. *The Department of Computer Science wishes to take this opportunity to thank in advance those referees who write on behalf of applicants.*

You will also be asked to only upload a CV and a supporting statement *and both a teaching and a research statement (the teaching and research statements should each be at most 3 pages).* The supporting statement should explain how you meet the selection criteria for the post using examples of your skills and experience. This may include experience gained in education, employment or during career breaks (such as time out to care for dependants).

Your application will be judged solely on the basis of how you demonstrate that you meet the selection criteria stated in the job description.

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 Disability support | Equality and Diversity Unit for details. Enquiries regarding College support for disability and long term health conditions can be directed to the Senior Censor, senior.censor@chch.ox.ac.uk]. 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 Home | Access Guide

Teaching commitments are mainly concentrated into Oxford's three 8-week undergraduate teaching terms, making it easier to balance teaching and research. There is considerable flexibility in the organisation of duties, and generous sabbatical leave.

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

All applications must be received by **12.00 noon** on **16th December 2026** as detailed in the online advertisement. Please note that late applications will not be considered.

Should you experience any difficulties using the online application system, please email recruitment.support@admin.ox.ac.uk. Further help and support is available from https://hrsystems.admin.ox.ac.uk/recruitment-support. To return to the online application at any stage, please log back in and click the "My applications" button on the left hand side of the page.

Please note that you will be notified of the progress of your application by automatic emails from our e-recruitment system. **Please check your spam/junk mail** regularly to ensure that you receive all emails.

All shortlisted candidates will give online research presentations on the afternoon of **16 or 17 Feb 2027** and will give online teaching presentations on the afternoon of **23 or 24 Feb 2027**. These will be followed by interviews in Oxford on **16 March 2027**. The post will be offered as soon as possible after the interviews. The successful candidate will be expected to start no later than 1 September 2027.

Department of Computer Science

The Department of Computer Science is consistently recognised as the internationally leading centre of research and teaching across a broad spectrum of computer science. We are proud of our history as one of the longest-established computer science departments in the country, as we continue to provide first-rate undergraduate and postgraduate teaching to some of the world's brightest minds.

Our world-class research is conducted across our research themes, which span the broad spectrum of computer science, ranging from foundational discoveries to interdisciplinary work with significant real-world impact. A significant majority of our staff are active in externally sponsored research, with both government and industrial funding. Our 2021 Research Excellence Framework submission saw 81% of our research activity ranked as world-leading (4*), with the rest ranked as internationally excellent (3*). We have had 19 ERC Fellowships in the last decade (including 7 Advanced) and we have 6 Fellows of the Royal Society, 4 Turing/Turing AI Fellows, a Fellow of the Royal Academy of Engineering and a Fellow of the Institute of Electrical and Electronics Engineers.

We enjoy close links with other Oxford University departments (Mathematics, Engineering, Physics, Statistics and Life sciences) and work collaboratively with Oxford research groups and institutes (including the Oxford Internet Institute and the Oxford e-Research Centre). At present, the department has 71 faculty members and 98 researchers housed across multiple sites within the University's South Parks Road Science Area and the neighbouring area. Through a programme of continuous improvement, the department is committed to promoting and nurturing a diverse, inclusive and equal culture, with a particular focus on growth in gender equality (from our students to our staff).

The department holds over £75m of external funding of which £58m is research.

Research in the department is currently managed in ten themes:

- *Algorithms & Complexity Theory, led by Professor Leslie Ann Goldberg,* focusses on determining the inherent difficulty of computational problems, classifying problems according to this inherent difficulty, and designing and analysing algorithms that use computational resources as efficiently as possible;
- *Artificial Intelligence & Machine Learning, led by Professor Michael Wooldridge,* focuses on theoretical foundations of AI, multi-agent systems, deep learning, reinforcement learning ,and computational linguistics;
- *Automated Verification, led by Professor Marta Kwiatkowska, investigates* theory and practice of formal verification and correct-by-construction synthesis for software and hardware systems;
- *Computational Biology & Health Informatics, led by Professor Blanca Rodriquez,* is concerned with computational approaches for biomedical research and healthcare innovation;
- *Human-Centred Computing, led by Professor Nigel Shadbolt, includes* human-computer interaction, social computing, and the worldwide web;
- *Data and Knowledge & Action, led by Professor Ian Horrocks, includes* databases, knowledge representation and reasoning;
- *Programming Languages, led by Professor Nobuko Yoshida,* includes functional programming, program analysis, and programming language foundations;
- *Quantum, led by Professor Jonathan Barrett,* focusses on quantum computing including quantum software, causality in quantum theory, quantum cryptography and foundations of quantum computing;
- *Security, led by Professor Ivan Martinovic,* specialises in cybersecurity, protocol analysis, systems security, trusted computing, and networking.
- *Systems, led by Professor Niki Trigoni,* focusses especially on cyber physical systems. We plan to substantially broaden our research in systems to complement our existing research areas.

Our greatest asset is our people. We consistently attract the best staff and students, and thanks to them, we have been ranked as the world's leading university for Computer Sciences for eight years in a row by the *Times Higher Education*. We have held an Athena Swan Bronze Award since 2014, reflecting our longstanding commitment to promoting and supporting gender equality.

Find out more information on our website https://www.cs.ox.ac.uk/

Christ Church

Christ Church, first founded in 1525 and given its present name by Henry VIII in 1546, is a unique institution: it is both one of the largest colleges in the University and, at the same time, the cathedral for the Diocese of Oxford. Its Governing Body is comprised both of academics and members of Chapter. Postholders who are tutorial fellows are known as Official Students.

Christ Church's junior members, both undergraduate (470) 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. Christ Church tutors strongly believe in the joint pursuit of teaching and research. Christ Church is renowned for its architecture and the importance of the collections in its Library and Picture Gallery

Postholders benefit from Christ Church's Oxford Living Subsidy as well as generous book grants and research grants (see below), and they are able to apply to the Christ Church Research Centre for additional sums, for example to assist with hosting conferences or workshops, or other research-related costs not covered by the research grant

For more information please visit: https://www.chch.ox.ac.uk/

Computer Science at Christ Church

Christ Church has one Official Student in Computer Science, Professor Yarin Gal, and a College Lecturer, Dr Irwin Zaid. Sir Tim Berners-Lee is an Honorary Student.

Christ Church began taking undergraduates in Computer Science in 2017 and the subject has grown rapidly. We admit undergraduates in core Computer Science as well as its joint schools, Computer Science and Philosophy, and Mathematics and Computer Science. There is a cohort of about 40 undergraduates in total. The College also admits a small number of MSc and DPhil candidates each year.

At Christ Church, Computer Science is a large and lively subject, with many academic and social events taking place throughout the year. Examples are the third-year talks in Michaelmas term, "ask anything" chats with special guests from industry, and the annual Christ Church Computer Science lecture and formal dinner.

The Mathematical, Physical and Life Sciences Division

The Mathematical, Physical, and Life Sciences (MPLS) Division is one of the four academic divisions of the University. Oxford is widely recognised as one of the world's leading science universities and the MPLS Division is home to our non-medical sciences, with 9 academic departments that span the full spectrum of the mathematical, computational, physical, engineering and life sciences, and undertake both fundamental research and cutting-edge applied work.
For more information about the MPLS division, please visit: www.mpls.ox.ac.uk

About the University of Oxford

Oxford's departments and colleges aim to lead the world in research and education for the benefit of society both in the UK and globally. Oxford's researchers engage with academic, commercial and cultural partners across the world to stimulate high-quality research and enable innovation through a broad range of social, policy and economic impacts.

Oxford's self-governing community of international scholars includes Professors, Associate Professors, other college tutors, senior and junior research fellows and a large number University research staff. Research at Oxford combines disciplinary depth with an increasing focus on inter-disciplinary and multi-disciplinary activities addressing a rich and diverse range of issues.

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

While Oxford has long traditions of scholarship, it is also forward-looking, creative and cutting-edge. Oxford is one of Europe's most entrepreneurial universities. It consistently has the highest external research income of any university in the UK (the most recent figures are available at www.ox.ac.uk/about/organisation/finance-and-funding), and regularly creates spinout companies based on academic research generated within and owned by the University. Oxford is also recognised as a leading supporter of social enterprise.

Oxford admits undergraduate students with the intellectual potential to benefit fully from the small group learning to which Oxford is deeply committed. Meeting in small groups with their tutor, undergraduates are exposed to rigorous scholarly challenge and learn to develop their critical thinking,

their ability to articulate their views with clarity, and their personal and intellectual confidence. They receive a high level of personal attention from leading academics.

Oxford has a strong postgraduate student body, who are attracted to Oxford by the international standing of the faculty, by the rigorous intellectual training on offer, by the excellent research and laboratory facilities available, and by the resources of the museums and libraries, including one of the world's greatest libraries, the Bodleian.

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

Equal Opportunity

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 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.

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://compliance.admin.ox.ac.uk/governance/integrity/conflict

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

Freedom of Speech

Code of practice on Freedom of Speech | Compliance

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 five years. See https://hr.admin.ox.ac.uk/academic-posts-at-oxford#collapse1532056

Retirement

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

Data Privacy

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

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

College Benefits, Terms and Conditions

The Official Studentship will be held under Christ Church's Statutes and By-Laws, which may be varied from time to time.

The following conditions apply to Tutorial Fellows (known as 'Official Students') at Christ Church:

The following figures will be amended once they are updated and confirmed by the University.

- Every Official Student has the right to free meals (lunch and dinner) at the Common Table of the College when the College Kitchen is open.
- An Official Student who wishes to live in College may be provided with single accommodation in College at an appropriate rent.
- Official Students receive a taxable and non-pensionable Oxford Living Subsidy allowance of £21,567 p.a. (current rates).
- Official Students also receive a taxable and pensionable Official Studentship allowance of £4,439 p.a. (current rates).
- Christ Church offers a shared equity scheme for the purchase of property. It also has a small stock of off-site houses and flats in or near Oxford city centre which newly appointed Official Students can apply to occupy, at the college's discretion and subject to availability. Occupants pay for utilities and rent, and benefit from the Oxford Living Subsidy mentioned above. Occupation of such properties is time-limited, normally to the first six-and-a-half years of the Studentship. Details are available from the Treasurer.
- An Official Student will be provided with a room in College to study and teach.
- An Official Student will be enrolled as a member of the Universities Superannuation Scheme but may opt out.
- Official Students are eligible to participate in Christ Church's private medical scheme (this is a taxable benefit) and cover currently extends to the Student's immediate family (defined within the terms of the scheme as up to two adults and two children).
- The Official Student may apply for Governing Body grants up to £2,794p.a. (current rates) for the cover of research-related IT equipment, travel and conference expenses.
- An Official Student receives a book allowance of £1,311 p.a and an entertainment allowance of £817 p.a. (current rates).
- An Official Student will be entitled to take one term's sabbatical leave for every six completed terms of teaching in Christ Church. Such leave may be taken as soon as it is due or may be postponed or accumulated, except that whenever an Official Student is entitled to three terms of leave no subsequent term before he or she has taken the first term of such leave shall count towards any further entitlement. The postholder is eligible to apply for dispensation from

University lecturing obligations in conjunction with sabbatical or other leave granted by the college.

- The College makes provision for family in line with the University's provision.
- Subject to UK tax regulations and the availability of funding, a relocation allowance *may* be available.
- The appointment will be for five years initially. This first five-year period is probationary. The Student will be re-elected until retirement on successful completion of a review during the first five years, and subject to the completion of the Faculty review. The college procedure is complementary to, but separate from, that described in the University's Further Particulars.

Christ Church currently operates an EJRA of 30th September immediately preceding the 70th birthday.

Offer of employment

Applications for this post will be considered by a selection committee containing representatives from both the Department of Computer Science and Christ Church . 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 MPLS divisional board and the Governing Body of Christ Church on the basis of a recommendation made by the selection committee. No offer of appointment will be valid, therefore, until and unless the recommendation has been approved by both the divisional board and the governing body, and a formal contractual offer has been made.

Appendix: The Tutorial Fellowship

General Template of Duties for Tutorial Fellows in Oxford Colleges

1: Introduction

A Tutorial Fellowship represents the College side of a joint appointment, i.e. an appointment which involves a College component and a University component. The University side is represented by an Associate Professorship. The appointee is selected and funded jointly by the College(s) concerned and by the relevant division of the University. The joint appointment system is an unusual arrangement in research-intensive universities. Its central feature is that academics of major research reputation are attached to particular Colleges as Tutorial Fellows, where they are members of an interdisciplinary community of moderate size. In those Colleges they teach, and arrange teaching for, a small cohort of very able undergraduates in tutorials (teaching sessions with one, two, or three students) and small classes, monitoring their progress individually over the whole of their course. They also have responsibility for advising a certain number of graduate students in their subject area within their College. Tutorial Fellowships thus hold a key place in the intellectual culture of the collegiate University of Oxford.

This document, adopted by the Conference of Colleges, aims to set out the main features of Tutorial Fellowships, and the expectations that Colleges will generally have of Tutorial Fellows.

The duties of a Tutorial Fellow are not confined to the College. All have an obligation as members of a department or faculty to contribute to research and teaching, and this will usually include lecturing, class teaching, supervision of graduate students and University examining alongside contributing to an internationally excellent research environment. As Associate Professors, the holders of joint appointments will also be expected to contribute to discussion and governance in their faculty or department, serving on committees, revising teaching syllabus materials and reading lists, and taking on

administrative roles as needed. All Tutorial Fellows are also members of Congregation, the sovereign legislative body within the University, and have a right to vote on matters before Congregation.

2: Research

The Colleges have the same interest as departments and faculties in seeking to appoint to Tutorial Fellowships academic staff whose research is or has the potential to be of international standing, and a Tutorial Fellow will be required by the College to engage in research and publication at the highest level. The Colleges and the University work together to appoint outstanding researchers who are willing and able to engage in undergraduate and graduate teaching, student support and pastoral work, and administrative duties. Colleges offer extensive support for research, funding regular sabbatical leave and providing a system of allowances, together with rooms and library facilities, all within a welcoming, interdisciplinary community.

3: Teaching and support

Those appointed to Tutorial Fellowships are required to perform for the College or for the benefit of the College the stint of undergraduate tutorial teaching specified in their contract or job description, under the general oversight of each College's Senior Tutor. The timing of tutorials and the exact numbers of students in each tutorial group are usually matters for the individual tutor, though each College will have established conventions, and the Senior Tutor and subject colleagues will provide advice and examples of past good practice including arrangements such as intercollegiate teaching exchanges which are commonly used to provide expert coverage of different aspects of (or subjects within) a discipline. Tutorial teaching is not the same as lecturing: the intention is to engage the students in small groups in intellectual interaction and creative dialogue so as to help them develop an independent, critical, and well-informed approach to their discipline. This approach is underpinned by regularly setting written work, typically weekly essays or problem sheets supported as necessary with recommended reading. Assessment and feedback on that written work is given by the tutors orally during the tutorials as well as by more conventional written comments or marking. Appointees should have the qualities required to relate effectively to students and their academic and personal needs.

Tutorial Fellows are generally assigned sole or joint tutorial responsibility for a defined group of students in their subject area within their College. This work typically involves the following tasks to support the students' education:

(a) arranging tutorial and/or class teaching for each student in each term, whether the teaching is done by the tutor or another, and ensuring that teaching is of an appropriate standard;

(b) monitoring students' progress through termly written reports, and by means of collections (regular tests of performance) and/or assessment of vacation work;

(c) pastoral support of undergraduates reading the subject in question;

(d) interviewing candidates who apply to read the subject at the College, including arranging for help from other suitable interviewers and making the final selection of who should be admitted;

(e) writing references for students, and directing them to appropriate careers advice;

(f) recommending and selecting books and online materials for their subject area in the College Library;

(g) delegating responsibilities (a)-(f) above when on sabbatical leave, in consultation with the Senior Tutor and subject colleagues.

Tutorial Fellows are supported in these tasks by the administrative staff of the College and by the College Officers.

Tutorial Fellows normally do their tutorial teaching in rooms provided for them in Colleges or in their Departments or Faculties and should be easily contactable through their Colleges during Term (although it is recognised that conferences and other commitments may mean that Tutorial Fellows are sometimes away from Oxford for short periods in Term).

Oxford Colleges offer strong pastoral support to all their students. Here Tutorial Fellows play a key role, not only for their own undergraduates as indicated above, but also by acting as 'College Adviser' in College for a number of graduate students in their disciplinary area (this being additional to the formal academic supervision of research students arranged by the University with a suitable expert very possibly from another College). While Tutorial Fellows are often the first point of contact for students who are having difficulties, there are, of course, experts available when professional help is needed. Tutorial Fellows work closely with College Officers and with staff with appropriate medical and welfare training to ensure that students are supported appropriately and referred to professional services if that is necessary.

4: College Governance

Oxford Colleges are self-governing communities with wide responsibilities. Tutorial Fellows are normally members of College Governing Bodies, the sovereign bodies of Colleges. They are usually Charity Trustees as well as employees. In many Colleges, major College Officerships (Senior Tutor, Tutor for Admissions, Tutor for Graduates, Dean) are held by Fellows specially appointed to undertake those roles on a full-time basis. However, in some Colleges, such officerships are taken on by Tutorial Fellows on a full-time or part-time basis for agreed limited periods in return for additional stipend and/or a specified remission of tutorial teaching duties. In these various ways, Tutorial Fellows are expected to contribute to the governance and running of their Colleges, though Tutorial Fellows will not normally be asked to take on significant administrative duties in their probationary period (or in the first five years, if their probationary period is shorter than that).

ANNEXE

PAY SCALE FOR ASSOCIATE PROFESSORS WITH TUTORIAL FELLOWSHIPS (APTF-U)

(with effect from 1 August 2025) * includes Oxford University Weighting

The figures will be amended once the updated salary scale is confirmed by the University.

Grade (30S)				
Scale point	National Pay spine	University Salary*	College Salary	Total Salary*
11	53	£65,121	£12,245	£77,366
10	52	£63,271	£11,889	£75,160
9	51	£61,473	£11,544	£73,017
8	50	£59,731	£11,208	£70,939
7	49	£58,036	£10,883	£68,919
6	48	£56,393	£10,567	£66,960
5	47	£54,797	£10,260	£65,057
4	46	£53,248	£9,962	£63,210
3	45	£51,744	£9,673	£61,417
2	44	£50,284	£9,392	£59,676
1	43	£48,867	£9,119	£57,986