NEW COLLEGE OXFORD

FACULTY OF PHILOSOPHY

UNIVERSITY OF OXFORD

Job Description and Selection Criteria

Post	**Associate Professorship of Philosophy**
Department/Faculty	Philosophy Faculty
Division	Humanities Division
College	New 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 in the range £57,666 to £77,433 per annum (26-27 scales) plus £1,730 p.a. Oxford University Weighting, plus benefits. *Upon award of Full Professor title an allowance of £3,263 would be payable and the holder would be eligible to apply for Professorial Merit Pay.*

Overview of the post

New College and the Faculty of Philosophy are recruiting an Associate Professor of Philosophy. The post is tenable from 1 September 2027, or as soon as possible thereafter. The post is attached to the Russell H. Carpenter Tutorial Fellowship at New College. The postholder will conduct research and teaching in post-Kantian European philosophy.

In New College, the successful candidate will join a strong Philosophy team at a College with a distinguished record in the subject, and be part of a vibrant and multidisciplinary intellectual community. The College's other Tutorial Fellows are Dr Paolo Fait, who works on ancient philosophy, and Prof. Volker Halbach, who is a logician. Undergraduate students pursue philosophy in 'joint schools' with a broad range of other subjects (described in the section on New College below). New College is also home to the Wykeham Chair in Logic, currently occupied by Richard Pettigrew, as well as the Directorship of the Voltaire Foundation, currently held by Thomas Wynn. Several colleagues in adjacent humanities disciplines also have interests in Philosophy.

The Philosophy Faculty is one of the largest and most distinguished philosophy departments in the world, with an internationally renowned group of scholars working across a wide range of philosophical traditions and areas of research. The Faculty has particular strengths in post-Kantian philosophy, and offers a stimulating and collaborative environment for research and teaching. The successful candidate will contribute to the Faculty's undergraduate and graduate teaching programmes and have opportunities to supervise graduate students, and participate in the Oxford Post-Kantian European Philosophy Seminar as well as a lively programme of other seminars, workshops, and conferences.

Athena Swan Silver Award · Race Equality Charter Bronze Award · Stonewall Silver Employer 2022 · Oxford Living Wage · We are a Living Wage Employer

If you would like any informal discussion of or information about this post and the academic community at Oxford, please contact the Senior Tutor of New College, Dr William Poole (william.poole@new.ox.ac.uk) on the College side, or the Chair of the Philosophy Faculty Board, Prof Mark Wrathall (mark.wrathall@philosophy.ox.ac.uk) on the Faculty side. All enquiries will be treated in strict confidence and will not form part of 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 you will 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, 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:

College Duties

1. To deliver eight weighted hours of high-quality undergraduate tutorial teaching per week in Philosophy, averaged over three eight-week terms, including a wide range topics across all years of the undergraduate course. The post-holder will be expected to offer teaching for the Prelims papers in Moral Philosophy (studied via Mill's *Utilitarianism*). For the Final Honour School the post-holder will be expected to teach Ethics (course number 103) and Post-Kantian Philosophy (113). The College has also teaching needs in Philosophy of Mind (104), Aesthetics (109), and the Philosophy of Wittgenstein (129). For descriptions of the papers see https://www.philosophy.ox.ac.uk/undergraduate-study. Tutorials consist of an hour of academic discussion between tutor and students, and tutors are expected to mark written work as part of each tutorial.
2. To engage in research.
3. To assist the other Tutors in Philosophy at New College in the administration of the course, including the admission of undergraduates to read for the joint schools with Philosophy.
4. To undertake the normal duties of a college Tutor, which include coordinating, setting and marking College termly exams (Collections), monitoring student progress, writing termly reports on students' work, and organising, where necessary, teaching by specialist colleagues in other colleges.
5. To act as College Adviser for graduate students.

6. To assist with access and outreach activities (including College Open Days).
7. To write academic and employment references for current and former students.
8. To serve as a Trustee of New College, an educational charity, and to participate fully in the administrative work of the College, including attendance at Governing Body, service on College committees, and taking on College Offices from time to time.

No formal limitation is placed on examining or other work, but it is expected that associate professors will limit their total commitments, and college their demands on them, so that time will be available for research.

Faculty Duties

9. To undertake and to disseminate advanced research in philosophy, including in post-Kantian Philosophy.
10. 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.
11. To offer, as needed, undergraduate and graduate lectures on either German Idealism or Husserlian Phenomenology.
12. To supervise and to teach graduate students for the Faculty, at both Masters and Doctoral level, and to participate as requested in the annual Faculty and college graduate admissions processes.
13. To participate in University examining, both undergraduate and graduate, as required.
14. To undertake an appropriate share of other Faculty administrative duties, dependent on career-stage, including service on committees or holding Faculty Offices.

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

The successful candidate will demonstrate the following, taking account of the particular stage reached in the candidate's career:

1. A completed doctorate in a relevant field of Philosophy.
2. Proven high standard of research in the field of post-Kantian philosophy - a record of peer-reviewed publication commensurate with post-doctoral academic experience, and evidence of continuing research activity. *The University of Oxford is a proud signatory to the San Francisco Declaration on Research Assessment (DORA), which means all hiring, tenure and promotion decisions will evaluate applicants on the quality of their work, not the impact factor of the journal where it is published.*
3. Ambitious plans for relevant future research and the ability to attract external funding.
4. Ability to contribute high-quality publications to the Faculty's future REF submissions (REF is the UK-based Research Excellence Framework)
5. Evidence of excellence, or of the potential for excellence, in undergraduate teaching, along with the personal qualities needed to encourage a high level of achievement in undergraduate students. This

must include the ability to provide tutorial teaching in the introductory and advanced Philosophy papers listed under 'Duties of the Post' above, together with the ability to offer research-led undergraduate lectures and classes in German Idealism or Husserlian Phenomenology, as well as post-Kantian philosophy more broadly. This must include the ability to provide one-to-one supervision for MSt, MPhil, and BPhil (i.e. Master's-level) and DPhil (i.e. doctoral level) students in their chosen field, and the ability to conduct graduate classes.

6. Fluency in English.
7. Ability to carry out student assessment, and to design and deliver degree programmes.
8. Ability to provide graduate supervision of high quality, and an understanding of the needs of graduate students and how to address them.
9. Demonstrated communication, interpersonal, time management and organizational skills necessary to fulfil pastoral responsibilities and undertake College and Faculty administration.
10. Good oral and written communication skills – ability to present research findings effectively to fellow professionals or other informed members of the public, and the ability to promote the subject beyond academia.
11. Good team-working – willingness to participate in and assist in College life and governance.
12. Ability to innovate and work effectively with colleagues to contribute effectively to the administration of the Faculty and the College.
13. Ability and commitment to undertake a range of administrative duties within both the Faculty and the College.
14. A commitment to demonstrating respect, courtesy and consideration within interactions with members of the University community.

How to apply

There is no separate application form for this post, applications should be submitted via the online portal. Applicants should please:

- Complete the online application form
- Upload a covering letter or statement explaining how you meet the selection criteria set out above
- Upload a full CV and publications list
- Provide an indication of where you first heard about this post
- Upload a sample or samples or written work, up to a maximum of 20,000 words, published or unpublished (co-authored pieces should be 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.
- Ask three referees to write directly to recruit@new.ox.ac.uk, ensuring that each referee is provided with a copy of these further particulars.

  References should be submitted with the following format in the email subject line:
  [Name of Applicant] – Reference – [APTF Philosophy].

  The College wishes to take this opportunity to thank in advance those referees who write on behalf of applicants. Please note that referees will not receive a prompt or reference request from the College.

The closing date for applications, and the final date for receipt of references, is **23:59 GMT on Monday 4 January 2027**. It is the responsibility of each applicant to ensure that all application materials are submitted in full by the deadline.

Should you have any queries about how to apply, please contact the Academic Registrar of New College, Mr Ashley Walters (academic.registrar@new.ox.ac.uk).

All applications will be acknowledged after receipt and will be considered by the selection committee as soon as possible after the closing date. The interview process will take the form of a teaching demonstration, a research presentation and an interview by the panel.

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 contact for the Staff Disability Advisor on staffdisability@admin.ox.ac.uk for details. New College is a Disability Confident Committed Employer.

Please let us know if you need any adjustments to the recruitment process, including the provision of these documents in large print, audio or other formats. If we invite you for interviews, we will ask whether you require any particular arrangements at the interview. The University Access Guide gives details of physical access to University buildings https://www.accessguide.ox.ac.uk/

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.

New College

There are 39 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.

Founded in 1379, New College is one of the oldest and largest of the colleges of the University of Oxford. It currently has approximately 430 undergraduate and 390 graduate students, studying most of the subject offered by the University.

Undergraduate teaching at New College is organised and provided by around 37 Tutorial Fellows (nearly all of whom also hold University posts), assisted by some 25 Stipendiary lecturers (college tutors employed on a fixed-term basis). There are also 12 Professorial Fellows and, at any one time, around 24 Junior Research Fellows. All these categories are members of the Senior Common Room, which provides dining and social benefits. Governing Body, which has overall responsibility for all aspects of the running of the College, comprise the Warden (the Head of the College) together with the Official Fellows (the Tutorial, Professorial and Supernumerary Fellows).

New College typically admits more than 20 undergraduates a year to read philosophy in one of a number of joint schools: Classics ('Literae Humaniores'), Computer Science and Philosophy, Mathematics and Philosophy, Philosophy and Modern Languages, Philosophy Politics and Economics ('PPE'), and Psychology and Philosophy. Pastoral and teaching responsibility for these students is shared with colleagues in the relevant other subjects. There are also around five students pursuing postgraduate studies in philosophy.

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

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: Asian and Middle Eastern Studies; Classics; English; History; Linguistics, Philology and Phonetics; Medieval and Modern Languages; Music; Philosophy; Theology and Religion; and the Ruskin School of Art. The Division has over 500 members of academic staff, over 4,000 undergraduates (more than a third of the total undergraduate population of the University), 1,100 postgraduate research students and 880 students on postgraduate taught courses.

Humanities in Oxford offers world-class teaching and research (second in the most recent QS world rankings), 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 and digital technologies. The Oxford Research Centre in the Humanities (TORCH) is the Division's vehicle for promoting interdisciplinary collaboration, international networks, and public engagement with research

In October 2025, the Humanities Division opened its new dedicated building, the Stephen A. Schwarzman Centre for the Humanities. This beautiful state-of-the-art facility co-locates seven of the Humanities faculties for the first time under a single roof, and also houses the Institute for Ethics in AI, the Oxford Internet Institute and the new Bodleian Humanities Library. The Centre provides a unique mix of academic teaching facilities for Oxford students and staff with industry-leading research and public spaces, including the 500-seat Sohmen Concert Hall, a 250-seat theatre, a black box immersive performance space, dance studio and cinema, and exhibition space. The performance spaces will host a new public cultural programme, opening in April 2026 and bringing together innovative artists, performers, writers and thinkers from around the world to co-create with Oxford researchers and our wider community.

The Faculty of Philosophy is housed in dedicated space in the Schwarzman Centre, with full access to exhibition and performance spaces.

For more information please visit: https://www.humanities.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 of University research staff. Research at Oxford combines disciplinary depth with an increasing focus on inter-disciplinary and multi-disciplinary activities addressing a rich and diverse range of issues.

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

University Benefits, Terms and Conditions

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

Salary

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

Sabbatical leave

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

Intellectual Property

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

Managing conflicts of interest

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

Membership of Congregation

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

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

Family support

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

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

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

Welcome for International Staff

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

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

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

Promoting diversity

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

Freedom of Speech

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

Other benefits and discounts for University employees

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

Pre-employment screening

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

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

Retirement

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

Data Privacy

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

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

College Benefits, Terms and Conditions

The postholder is entitled to the following annual allowances: a Fellows' allowance (currently £4,161 p.a.), a Tutorial Fellows' allowance (currently £12,111 p. a.), and a Housing Allowance (currently £13,360 p.a.) or to free accommodation in College if suitable rooms are available. If accommodation is taken, employer-provided residential accommodation is subject to taxation as a benefit in kind, and the college does not compensate employees for any tax incurred on benefits in kind. The College also does not pay the Oxford Weighting where accommodation is taken. These allowances are shown at current (2026-27) rates and, along with the salary and Oxford Weighting, are paid through payroll and are subject to tax, to National Insurance and pension.

In addition, Tutorial Fellows may, for College business purposes, use a Research, Book & Teaching Account of (at present) £4,310 per annum (which is doubled in the first year), and an Entertainment Account of (at present) £885 per annum.

Financial assistance is also available in the form of a Joint Equity purchase scheme (JES) for a Tutorial Fellow purchasing a home in Oxford or the immediate vicinity, where the College currently offers an input of up to £250k, although the college's share must be less than 50% of the value. Beneficiaries will also need to heed the Stamp Duty implications of a purchase over £500k. The College also offers private health insurance, the College paying the premiums and the beneficiary being liable for tax on the benefit.

Tutorial Fellows are entitled to free lunches and dinner at the common table when this is available, and a College teaching room.

Offer of employment

Applications for this post will be considered by a selection committee containing representatives from both New 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 New 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.