

**Job Description and Selection Criteria**

<b>Post</b>	<b>Regius Professor of Moral and Pastoral Theology</b>
<b>Department/Faculty</b>	<b>Faculty of Theology and Religion</b>
<b>Division</b>	<b>Humanities Division</b>
<b>College</b>	<b>Christ Church</b>

**Overview of the post**

The Faculty of Theology and Religion, and Christ Church, would like to appoint a new Regius Professor of Moral and Pastoral Theology with effect from 1 October 2024 or as soon as possible thereafter.

The Regius Professor of Moral and Pastoral Theology is appointed to research, teach, and supervise in the area of Christian Ethics. The Faculty understands Christian ethics as a broad field that includes both historical and systematic or constructive reflection on the long tradition of Christian moral thought, as well as how that tradition bears on contemporary issues and debates. As such, we welcome applications from candidates who will deepen our Faculty’s historic strengths in traditional areas of Christian ethics, and also from those who can help us develop new strengths in more recently thriving areas like, for example, environmental ethics, Ethics and Artificial Intelligence, bioethics, or disability studies. This professorial position is likely to be especially attractive to candidates who enjoy working in an interdisciplinary way and who value reflection on the place of their work within the larger field of Theology and Religion.

The Regius Professor will also hold a Cathedral canonry at Christ Church. The person appointed must be ordained either in the Church of England, or in an Episcopal Church in communion with the Church of England. See further below under ‘The Canonries of Christ Church’ for requirements.

This Chair has been held by a number of distinguished academics over many centuries, including, most recently, Nigel Biggar and Oliver O’Donovan. This post is a statutory professorship, which is the most senior academic grade at Oxford. Statutory professors have a world-leading research reputation and exercise broad academic leadership across their department or faculty and college, and more widely in their subject at national and international level. Please see <https://hr.admin.ox.ac.uk/academic-posts-at-oxford> for a description of the different types of academic posts at Oxford.

The appointment of a Regius Professor at the University of Oxford is made by the exercise of the Royal Prerogative, following His Majesty the King’s consideration of a recommendation from the Prime Minister. By agreement with the Prime Minister’s Office, the selection process for Regius chairs follows in most of its essentials the processes used for filling other statutory professorships at the University.



If you would like to discuss this post, please contact the Faculty Board Chair for Theology & Religion, Professor William Wood ([william.wood@theology.ox.ac.uk](mailto:william.wood@theology.ox.ac.uk)). Questions about the canonry and Cathedral duties associated with the post should be directed to the Very Reverend Professor Sarah Foot, Dean of Christ Church ([sarah.foot@chch.ox.ac.uk](mailto:sarah.foot@chch.ox.ac.uk)). All enquiries will be treated in strict confidence and will not form part of the selection decision.

### **Duties of the post**

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

The main duties of the post are as follows:

#### **Research**

You will conduct and publish research of an international calibre, and provide research leadership in the broad area of Christian Ethics, which may also include practical or pastoral theology. You will be expected to take an active role in promoting the Faculty's distinguished research achievement, especially in Christian Ethics, and in nurturing a research culture in the Faculty.

#### **Teaching**

Under the direction of the Faculty Board, you will provide at least 36 hours of undergraduate and postgraduate lectures or classes per year, and provide supervision for Masters and doctoral students.

#### **Academic leadership and administration**

The Regius Professor of Moral and Pastoral Theology serves as Subject Coordinator for the Faculty's Christian Ethics subject area. As Subject Coordinator, the Regius Professor assumes overall responsibility for the Faculty's undergraduate lectures and classes in Christian Ethics, and for the Christian Ethics stream of the MSt and MPhil in Theology.

The Regius Professor of Moral and Pastoral Theology will also be invited to serve as the Director of the McDonald Centre for Theology, Ethics, and Public Life. The McDonald Centre is a research institute of the University of Oxford hosted by the Faculty of Theology and Religion. It aims to foster conversation both between Christian theology and other academic disciplines, on the one hand, and between academia and those who shape public policy, on the other. The Regius Professor will have considerable latitude to shape the McDonald Centre's future priorities and projects.

You will be expected to create and maintain links with other Theology and Religious Studies departments in the UK and overseas as well as cognate faculties in Oxford and elsewhere. This may include, for example, organising visits and lectures by leading scholars, fostering individual and collaborative research and teaching projects, and obtaining appropriate funding to support such activities.

You will co-operate in the administrative work of the Faculty of Theology and Religion, in both term and vacation, under the direction of the Faculty Board Chair. All professors are expected to serve often as members of the Faculty Board and of a selection of the Board's sub-committees. Statutory Professors are normally expected, at some point in their term, to serve a three-year stint as Director of Graduate Studies.

You will be expected to serve as an Examiner and to act, when asked, as Chair of Examiners for degree programmes at all levels.

### **Faculty Board Chair**

Every professor who is employed by the University, unless individually exempted, has an obligation to accept headship of the department or faculty in which their post is held, if invited to do so by the divisional board.

### **Cathedral canonry**

In addition to the duties for the Faculty of Theology and Religion, you will undertake duties in association with holding a Cathedral canonry, please see the 'Canonries of Christ Church' section below for further details.

### **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 is committed to fairness, consistency and transparency in selection decisions. Members of Advisory Committee (selection committees) will be aware of the principles of equality of opportunity, fair selection and the risks of bias. There will be both female and male board members 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 Advisory Committee will take this into account, recognising that the quantity of your research may be reduced as a result.

You will demonstrate the following:

#### *Essential*

- Doctorate in a relevant field and a track record of published research of an outstanding international quality in Christian Ethics or Moral Theology, together with an international reputation which will contribute to and enhance the profile of the subject and of the Faculty of Theology and Religion
- Candidates must be ordained in the Church of England, or in an Episcopal Church in communion with the Church of England, upon appointment and, in order fully to take part in the life of the Cathedral, candidates must be ordained in Priest's Orders in the Church of England or in an Episcopal Church in communion with the Church of England within a year of taking up the appointment.
- Demonstrable plans for an on-going research agenda covering the next five to ten years which will result in further substantial publications of recognised international quality during the tenure of the chair
- Proven track-record of academic leadership, including good citizenship within a department/faculty, along with a commitment to contributing actively to the intellectual life and governance of the Faculty of Theology and Religion
- A record of successful graduate supervision and a proven ability to attract international graduate students of the highest calibre
- Commitment to providing excellent teaching and to fostering a high level of achievement at undergraduate and postgraduate level
- Commitment to applying to external grant awarding bodies and to identifying opportunities for successful grant capture
- Excellent communication and inter-personal skills

#### *Desirable*

- Willingness to serve as the Director of the McDonald Centre for Theology, Ethics, and Public Life

- Active record of, or commitment to, effective public engagement
- Evidence of fundraising success
- Evidence of expertise in practical or applied theology, along with willingness to assume overall responsibility for the Faculty's MTh in Applied Theology
- Ability to create and maintain links with Theology and Religious Studies departments outside of Oxford, and with cognate faculties in Oxford.
- Experience of university governance and management, and of academic administration

### How to apply

To apply, visit [https://my.corehr.com/pls/uoxrecruit/erq\\_jobspec\\_details\\_form.jobspec?p\\_id=170542](https://my.corehr.com/pls/uoxrecruit/erq_jobspec_details_form.jobspec?p_id=170542), 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. Please refer to the "Terms of Use" in the left hand menu bar for information about privacy and data protection. Please provide details of three referees and indicate whether the University may contact them without seeking your permission. Referees should not write directly to the University, but may be contacted at any stage in the recruitment process if the Advisory Committee requests your references.

You will also be asked to upload a CV and a supporting statement. 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 or employment, or during career breaks (such as time out to care for dependants).

The University and colleges welcome applications from candidates who have a disability or long-term health condition and is committed to providing long term support. The University's disability advisor can provide support to applicants with a disability, please see <https://edu.admin.ox.ac.uk/disability-support> for details. Please let us know if you need any adjustments to the recruitment process, including the provision of these documents in large print, audio or other formats. If we invite you for interviews, we will ask whether you require any particular arrangements at the interview. The University Access Guide gives details of physical access to University buildings <https://www.accessguide.ox.ac.uk/>.

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

All applications must be received by **12:00 UK time on Monday 19 February 2024**.

#### Joint advertisement with the Regius Professorship of Divinity

This post is being advertised at the same time as the Regius Professorship of Divinity (vacancy ID 170541), also in the Faculty of Theology and Religion and associated with a Cathedral canonry at Christ Church. You may apply for both posts if you wish: you will need to submit a separate application for each vacancy. Applications will be considered by the same Advisory Committee, so you may upload the same CV and supporting statement if applying for both posts.

Please email [recruitment.support@admin.ox.ac.uk](mailto:recruitment.support@admin.ox.ac.uk) should you experience difficulties using the online application system. 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.

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 applications will be considered by the Advisory Committee as soon as possible after the closing date. The Advisory Committee is free to search for other candidates at this or any subsequent stage in its proceedings. You will be kept informed of the progress of your application at each stage, but in some cases there may be a delay while deliberations are ongoing. All shortlisted candidates will be interviewed and will be asked to give a short presentation to the Advisory Committee as part of the interview. The composition of the Advisory Committee will be published in the University Gazette (<https://gazette.web.ox.ac.uk/>) when it is finalised.

## **The Faculty of Theology and Religion**

The University is organised into about 140 different departments, each of which recruits its own staff. This post is in the Faculty of Theology and Religion, the oldest faculty in Oxford, and one of the oldest academic faculties in the entire world: as early as 1193, Alexander Neckham from St Albans is recorded as giving lectures in biblical and moral theology in Oxford. The modern Faculty now includes approximately 200 students on three different undergraduate courses, and around 240 graduates pursuing both taught and research degrees across many different aspects of Theology and Religion.

At the heart of the modern Faculty are the 21 postholders who hold full-time, permanent positions with the University. They have a particular responsibility for the Faculty's teaching, research and academic leadership. Each is also a fellow and trustee of one of Oxford's constituent colleges; some have greater responsibilities to undergraduates, and others to graduates. Their academic research interests span biblical studies, ethics, Christian doctrine and Church history, as well as science and religion, philosophy, the anthropology of religion, Islam, Buddhism, Judaism, and Hinduism. Many Faculty postholders are leaders in their field, with international reputations.

The Faculty is also enriched by an additional 27 departmental lecturers, researchers and language teachers, plus around 100 other Faculty members, who hold positions in colleges and halls of the University. The particular subject areas and research interests of the University postholders and other Faculty members may be seen on the Faculty webpage.

For more information, please visit: [www.theology.ox.ac.uk](http://www.theology.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; 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 Oxford Research Centre in the Humanities](#) (TORCH) is the Division's vehicle for promoting interdisciplinary collaboration, international networks, and public engagement with research, with a highly active programme of events, fellowships, and research networks. The current TORCH Director is Professor Christine Gerrard (Professor of English Literature).

The Humanities Division has embarked on a major building project on the Radcliffe Observatory Quarter, following the recent announcement of the £175 million gift to create the [Stephen A. Schwarzman Centre for the Humanities](#). 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 Schwarzman Centre's public and performance spaces will also host the new [Cultural Programme](#), working with outstanding artists, writers and thinkers from around the world to create and present world-class arts and culture in collaboration with university, local, national and international partners. The Faculty of Theology and Religion will move to the Schwarzman Centre upon the completion of the project.

For more information on the Humanities Division please visit: [www.ox.ac.uk/divisions/humanities.html](http://www.ox.ac.uk/divisions/humanities.html)

## **Christ Church**

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.

Christ Church is a unique institution founded by Henry VIII in 1546: one of the largest colleges in the University and, at the same time, the cathedral for the Diocese of Oxford. Its junior members, both undergraduate (460) and graduate students (270), cover almost all the major academic disciplines in the Humanities, Social Sciences and Sciences, as do its senior academic staff (60). It aims at high academic achievement and individual fulfilment in a friendly, tolerant and mutually supportive environment.

More general information about the College may be obtained at <https://www.chch.ox.ac.uk/>. Information about undergraduate and graduate study are available from the front page of the 'College' section of the website, and college teaching staff can be found listed under People/Academic and Research Staff, in the 'About' section of the College part of the website.

Christ Church provides a college base for several senior University Professors including the Canon Professors. It also sponsors research by the appointment, at any one time, of three fixed-term Career Development Fellows and approximately 18 Junior Research Fellows. This number includes two Junior Research Fellows in the Humanities and Social Sciences and two in the Sciences (for a period of four years), chosen in open competition each year.

The College has one permanent tutorial fellow in Theology and Religion: Professor Mark Edwards, FBA as well as the four Canon Professors. The college also hosts a McDonald post-doctoral fellow in Christian Ethics and Public Life, currently Dr Edward David. There are about six undergraduate students in Theology and Religion or Philosophy/Theology at any one time, with a further nine graduate students. It is hoped that the new professor will maintain an interest in the Theology community in Christ Church at all levels.

The College has an excellent library. There are a number of well-appointed guest rooms which are available for short-term academic visitors, and a number of seminar rooms, including a lecture theatre in the Blue Boar building, and the Research Centre in the Thatched Barn, on the edge of Christ Church Meadow.

The Canon Professors are members 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 government of Christ Church and the management of its assets; it normally meets three times in each of the three terms of the academical year. New members of Governing Body are offered training in charity governance and the roles and responsibilities of trustees.

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

## The Canonries of Christ Church

1. Christ Church was originally founded by Cardinal Wolsey. When he fell from power, Henry VIII made a new Cathedral out of the former priory church of St Frideswide which still stood next to Wolsey's hall and quadrangle, and set its Dean and Canons over the students - meaning the entire educational population of the college, tutors and taught. This arrangement lasted from 1546 until 1867 when the tutors secured the right to be members of the Governing Body of the College, like their colleagues in other Oxford colleges. The Canons were members of the Governing Body too, while also being on the Cathedral Chapter, whose rights remained. This is the situation which, with minor changes, is in place today. The Canon Professors thus have a dual role within Christ Church, belonging to both the Governing Body and the Cathedral Chapter, with a part to play both in a college of the University and in the diocesan cathedral. A review of Christ Church's governance, following a report by the Rt Hon Dominic Grieve published in May 2023, is likely to lead to changes to the current governance arrangements, which will necessitate a change in statutes.

2. A canonry at Christ Church is annexed to this professorship. Candidates must be ordained in the Church of England, or in an Episcopal Church in communion with the Church of England, upon appointment and, in order fully to take part in the life of the Cathedral, candidates must be ordained in Priest's Orders in the Church of England or in an Episcopal Church in communion with the Church of England within a year of taking up the appointment. All Cathedral clergy are expected to hold a licence to officiate from the Bishop of Oxford on appointment.

3. Christ Church has seven canonries, four annexed to professorships, one annexed to the Archdeacons of Oxford, one assigned to the Sub Dean, and one which is also a diocesan post. As a member of the Governing Body of Christ Church, the Regius Professor of Divinity may be invited to serve on college committees.

4. Currently, the Dean and canons meet as a Chapter three times each term to discharge the business of the Cathedral Church, which is exclusively their responsibility. The Organist, Precentor, Cathedral Registrar, Cathedral Administrator, Cathedral Operations Manager, and College Chaplain are usually present to advise them.

5. The duties of a canon include governance of the cathedral school, cathedral residence and preaching. The canons share residence so that each, on average (and on the assumption of six canons in post at any one time) is in residence for eight or nine weeks of the year. The canon-in-residence is present at the morning and evening services each day and writes intercessions for Evensong. Canons take their turn in preaching at the sung Eucharist on Sundays, in celebrating Holy Communion on Sundays and weekdays, and in assisting at the sung Eucharist on Sundays.

6. The contribution of Christ Church to a canon professor's total stipend is equal to the stipend fixed annually by the Church Commissioners for a residentiary canon. The rest of the professorial salary is paid by the University.

7. A canon professor is required to live in one of the canonical houses within Christ Church (or in a suitable property close to the college); these are provided free of rent, council tax, and the cost of structural maintenance.

8. In their role as canons, canon professors are subject to the disciplinary and grievance procedures of Christ Church; these are currently being revised as part of the wider governance review.

Further information on Christ Church or on the canonries may be obtained on a confidential basis from The Dean, The Very Reverend Professor Sarah Foot, Christ Church, Oxford OX1 1DP. Telephone: 01865-276245 (after hours: 286078); email: [sarah.foot@chch.ox.ac.uk](mailto:sarah.foot@chch.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 over 2,500 other 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. The current strategic plan can be found at <http://www.ox.ac.uk/about/organisation/strategic-plan-2018-23>.

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](http://www.ox.ac.uk/about/organisation/finance-and-funding)), and is ranked first in the UK for university spin-outs, with more than 130 spin-off companies created to date. Oxford is also recognised as a leading supporter of social enterprise.

Oxford admits undergraduate students with the intellectual potential to benefit fully from the small group learning to which Oxford is deeply committed. Meeting in small groups with their tutor, undergraduates are exposed to rigorous scholarly challenge and learn to develop their critical thinking, their ability to articulate their views with clarity, and their personal and intellectual confidence. They receive a high level of personal attention from leading academics.

Oxford has a strong postgraduate student body which now numbers over 10,000. Postgraduates 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](http://www.ox.ac.uk/about/organisation).

## **University Benefits, Terms and Conditions**

### ***Standard duties***

The Regius Professor of Moral and Pastoral Theology shall undertake research in the study of Christian Ethics and shall lecture and give instruction in that subject.

It is expected that professors will generally participate in the business and affairs of the relevant faculty or department.

### ***Salary***

Your salary will be determined after appropriate consultation. There is an annual 'cost-of-living' review. In addition, you will be eligible for consideration, in regular reviews, for Professorial Merit Pay.

An additional pensionable allowance will be payable in respect of any period during which you are Head of Department/Faculty Board Chair. (Any allowance payable for a period of less than three years will not, however, be pensionable.)

### ***Pension***

The University offers generous pension provision. You will be offered membership of the Universities Superannuation Scheme.

Details are available at <https://finance.web.ox.ac.uk/uss>.

### ***Sabbatical leave***

You will be eligible for sabbatical leave to allow you to focus on your research. In general, one term of leave is available for each six terms worked. This leave may either be taken as one term of leave after 6 terms of service, or accumulated and taken as one year of leave after 6 years of service.

### ***Outside commitments***

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

Guidance is also available on:

ownership of intellectual property

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

managing conflicts of interest

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

### ***Membership of Congregation***

Oxford's community of scholars governs itself through Congregation which is its "parliament". You will be a voting member of Congregation.

See <https://www.ox.ac.uk/about/organisation/governance> and <https://governance.admin.ox.ac.uk/legislation/statute-iv-congregation> for further details.

## ***Residence***

You will be required to reside within the University (i.e. within twenty-five miles of Carfax, the central point of Oxford) during at least six months in each academic year, between 1 October and 1 August, and in particular during not less than six weeks of each term.

## ***Relocation***

Subject to UK tax regulations and the availability of funding, a relocation allowance may be available.

## ***Family support***

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

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

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

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

## ***Welcome for International Staff***

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

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

## ***Promoting diversity***

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

The Equality and Diversity Unit promotes good practice across the University by developing policies and offering training, and runs a range of support networks for staff. It works closely with Colleges, the Oxford University Student Union and external campaign groups.

Please see <https://edu.admin.ox.ac.uk/home> for details.

### ***Other benefits and discounts for University employees***

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

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

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

### ***Pre-employment screening***

Your appointment would be subject to the University's standard pre-employment screening, as applicable to the post. If you are offered the post, you will be asked to provide proof of your right-to-work, your identity, and we will contact the referees you have nominated. You will also be asked to complete a health declaration (so that you can tell us about any health conditions or disabilities so that we can discuss appropriate adjustments with you), and a declaration of any unspent criminal convictions.

We advise you to read the notes for applicants at <https://jobs.ox.ac.uk/pre-employment-check>.

### ***Length of appointment***

The University operates an employer justified retirement age for academic posts. The retirement date is the 30 September immediately preceding the 70th birthday.

The justification for this may be found at <https://hr.admin.ox.ac.uk/the-ejra>

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

### ***Equality of Opportunity***

Entry into employment with the University 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. No applicant or member of staff shall be discriminated against because of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

### ***Data Privacy***

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

The University's Policy on Data Protection is available at: <https://compliance.admin.ox.ac.uk/data-protection-policy>.

## **College Benefits**

Canon Professors at Christ Church are entitled to apply for research grants for equipment and conferences up to an annual maximum of £2,794 (applications for the funding of small academic research projects can also be made separately to the Christ Church Research Centre), and to reimbursement for academic entertainment up to annual maximum of £782 p.a. They are also entitled to free High Table dinners and lunches whenever the kitchens are open.