



Job Description and Selection Criteria

Post	Associate Professorship (or Professorship) in Mathematical Physics with Tutorial Fellowship
Department/Faculty	Mathematical Institute
Division	Mathematical, Physical and Life Sciences
College	Hertford
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 p.a. plus substantial additional benefits including an annual college Housing Allowance of £12,433 at current rates if the Fellow does not occupy College residential accommodation. Other benefits are listed in the information below. An allowance of £3,199 p.a. would be payable upon award of Full Professor title.
Vacancy ID	187166

Overview of the post

Applications are invited for the post of Associate Professor (or Professor) in Mathematical Physics to be held in the Mathematical Institute (as the University's Department of Mathematics is known), from 1 October 2027 or as soon as possible thereafter.

This is a joint appointment between the University and Hertford College and the successful candidate will be appointed to a Tutorial Fellowship at Hertford College. Although there are separate employment contracts, they combine to make a single appointment with the duties split as described below. This level of appointment is the standard faculty position in the Mathematical Institute and in Hertford College; it is held by a large majority of the permanent staff, many of whom bear the title of full professor.

The successful candidate must hold a PhD in mathematics or physics and have a record of outstanding research in mathematical physics. They will complement, enhance and diversify existing strengths within the Mathematical Physics Research Group. <https://www.maths.ox.ac.uk/groups/mathematical-physics/>.

The appointee will be expected to teach effectively over a wide range of topics in the undergraduate mathematics syllabus and graduate mathematical physics syllabus at Oxford, in tutorials, classes and lectures.



If you would like to discuss this post and find out more about joining the academic community at Oxford, please contact Professor Jon Chapman (head-of-department@maths.ox.ac.uk). All enquiries will be treated in strict confidence and will not form part of the selection decision.

As part of Oxford's commitment to openness, inclusivity and transparency, we strongly encourage applications from all who consider they meet the requirements of the post, and particularly from women and minority ethnic candidates, who are under-represented in academic posts at Oxford. More information about our commitments to good practice and equality of opportunities can be found in the sections below.

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, department, 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 you 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.

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 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.

We would expect the post-holder to spend, on average, approximately 10-30% of their time on teaching, 50-70% on research and 10-20% on administrative and pastoral responsibilities, noting that the relative fraction may vary within these ranges during their time in Oxford.

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

For the **University**, the post-holder will be expected:

Research

- to engage in original research in mathematical physics;
- to secure research funding and engage in the management of research projects;
- to disseminate their research through publication in scholarly journals, participation in international conferences and seminars, and through other media;
- to build collaborations across the global research community;
- to engage in knowledge transfer activities.

Teaching

- To carry out teaching at undergraduate and graduate level including lectures, classes, and project supervision, under the direction of the Head of Department. The requirement will normally be:
 - to give not fewer than thirty-two lectures in each academic year;
 - to contribute not less than one set of classes per annum to the Inter-Collegiate Class Scheme (this scheme delivers the teaching in the third and fourth years of the undergraduate courses), or to make an equivalent contribution elsewhere;
- to supervise research students.

Examining

- to take part in University examining as and when requested to do so.

Administration

- to engage with activities to support the department in achieving its strategic aim to improve the diversity of its undergraduate and postgraduate student body, and in particular its gender diversity;
- to participate in the administration of the department as and when requested by the Head of Department.

The main duties of the **College** post are as follows:

- to engage in advanced study and research and to share responsibility for the selection, teaching and academic care of undergraduates in Mathematics;
- to give six weighted hours¹ per week of tutorials during the eight weeks of full term, averaged over the year. Teaching will focus on applied mathematics in the first two years of the Oxford undergraduate degree, including courses such as Introductory Calculus, Geometry, Multivariable Calculus, Fourier Series and PDEs, Complex Analysis, Integration and Integral Transforms;
- to undertake other teaching duties as appropriate, including termly collections (college exams) and reviews of student progress;

¹ Tutorials in College are usually held in groups of 2 or 3 students, with weightings of 1.25 and 1.5 respectively. So a tutor will typically have 4 to 5 contact hours with students each week of term.

- to submit termly reports for all students taught;
- to contribute to the College's outreach and widening participation activities, including Open Days;
- to take a role in the pastoral care of undergraduate Mathematics students;
- to act as College Adviser for graduate students;
- to act as a member of the College's Governing Body and a legal trustee of the College, to participate in the governance, intellectual life and academic activities of the College, including acting as a member of College committees or holding College Officer appointments as appropriate to career stage;
- to participate in the annual undergraduate and graduate student admissions processes (with undergraduate interviews in December each year).

Assessment of Applications

The University of Oxford is committed to equal opportunity, and to being an inclusive institution 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.

Recruitment, progression within employment and retention will be determined according to personal merit and the duties and requirements of the post. In all cases, the primary consideration will be the ability to perform the job.

Our commitment to equality and diversity goes hand in hand with our commitment to academic freedom and freedom of speech, as stated in the University's Equality Policy and Equality, Diversity and Inclusion Strategic Plan.

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.

Selection criteria

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:

Essential

- 1) A doctorate in mathematics or physics.
- 2) The ability and/or potential to carry out high-quality independent research at an international level in mathematical physics. This should be evidenced by publications in leading international journals and international research collaborations.
- 3) The ability and/or potential to attract research funding, with evidence (commensurate with career stage) of an excellent track record in obtaining research fellowships and grants.
- 4) The ability to communicate and disseminate research, as evidenced, for example, by invitations to and participation in conferences, seminars and research workshops.
- 5) A demonstrated ability to teach effectively, in particular:
 - a) in undergraduate and graduate lectures, not exclusively in the area of their research expertise;
 - b) in problem classes or small groups on a broad range of topics in the undergraduate mathematics syllabus.
- 6) The ability to supervise graduate students.
- 7) The interpersonal and teaching skills and experience necessary for tutorial teaching and the pastoral care of students.
- 8) The ability and willingness to undertake a full range of administrative duties both within the department and the College, and to work constructively with colleagues at all levels.
- 9) Communication and interpersonal skills that enable good working relationships with colleagues, students and collaborators with the ability to foster a collaborative and inclusive environment for people from different backgrounds and a commitment to demonstrating respect, courtesy and consideration in interactions with members of the University community.

How to apply

To apply, visit https://my.corehr.com/pls/uoxrecruit/erq_jobspec_details_form.jobspec?p_id=187166, 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 now.

You will also be asked to upload a full CV and publications list, a statement of research interests, and a covering letter or statement. The supporting statement must explain how you meet each of the selection criteria for the post using examples of your skills and experience. This may include experience gained in employment, education, or during career breaks (such as time out to care for dependents).

Please also give details of the names and contact details (postal, e-mail address and telephone number) of three referees (not more than two of whom should be from the same institution and at least one of whom should be from outside Oxford University).

Reference letters form an important part of your application and it is your responsibility to ask all three of your referees to send their reference to references@maths.ox.ac.uk by the closing date. The University will also assume that it is free to approach your referees at any stage unless your application specifies otherwise, but the onus is on you to have the letters sent.

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/>.

All applications must be received by **12.00 noon (UK time) on the advertised closing date for this post.**

Shortlisted candidates will be invited to a two-day selection process, which is anticipated to take place on 26th and 27th November 2026.

Your application will be judged solely based on how you demonstrate that you meet the selection criteria stated in the job description. You will be asked to upload a full CV with publications list, a supporting statement, and a statement of research interests.

- In your CV you should highlight the five most important publications with an asterisk and explain in each case (in not more than three sentences per publication) why that paper is particularly significant.
- The supporting statement should explain how you meet each of the selection criteria for the post using examples of your skills and experience. This may include experience gained in employment, education, or during career breaks (such as time out to care for dependants).
- The statement of research interests should set out your plans and priorities for research over the next five years, should you be appointed to this post.

You should therefore upload, **within a single PDF document**, the following:

1. Your full CV with publications list (including your teaching and research experience, career details to date, and awards received);
2. Your supporting statement as described above (maximum 2 pages);
3. Your statement of research interests (maximum 3 pages).

A teaching proposal is not required.

The name of the PDF attachment should be of the form 187166_Surname_Initials.pdf.

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://www.ox.ac.uk/about/jobs/explore-our-careers/applications-process/support-with-online-applications>. 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. Queries about the post should be addressed to the Recruitment Coordinator at recruitment@maths.ox.ac.uk.

The Mathematical Institute

The Mathematical Institute, as Oxford's Department of Mathematics is known, is one of the leading mathematics departments in the world. Our mathematical research, impact and environment have twice been ranked first in the UK, in the 2021 and 2014 Research Excellence Framework exercises, a government review of research in all UK universities. The Mathematical Institute is the focus of research into both fundamental mathematics and its applications, and our inclusive nature and overall size are key factors in the provision of an outstanding research environment for our members. The large number of faculty, postdocs and students in the Mathematical Institute, all supported by excellent facilities, allows us to maintain a critical mass in research groups encompassing a wide spectrum of mathematics, while our integrated nature fosters collaboration between fields. We also host a large number of academic visitors. Our web pages (www.maths.ox.ac.uk) provide comprehensive information about all of our activities.

The research activities of the Institute as a whole can be gauged from the web pages of the research groups and centres within the Institute (www.maths.ox.ac.uk/research). The range of our research interests is well reflected by the profile of our faculty as listed at www.maths.ox.ac.uk/people. Many members of the Institute have received prestigious prizes and other special recognition for their work; some recent examples can be found at www.maths.ox.ac.uk/news.

The Mathematical Institute moved into the purpose-built Andrew Wiles Building in the University's Radcliffe Observatory Quarter in September 2013. As well as providing offices for all staff and graduate students, it houses a range of other facilities available to members of the department, including the Whitehead Library, a large range of meeting rooms, teaching spaces, lecture rooms, and social spaces, and a small laboratory for carrying out table-top experiments. For more information, see www.maths.ox.ac.uk/about-us.

Teaching is central to the life of the Mathematical Institute and we have around 900 undergraduates on course, some on joint courses with other departments. We teach around 250 students each year across five taught master's degree courses, and have over 250 doctoral students in residence at any one time. Our doctoral programme always attracts the best research students from across the world, and we have a broad mentoring and training programme.

The Mathematical Institute strives to ensure that all staff and students are given the opportunities and support they need to achieve their potential. We are committed to equality of opportunities and to advancing women's careers. For more information, see www.maths.ox.ac.uk/about-us/equality-diversity-inclusion. We support staff returning from long-term absence with teaching relief, offer flexible working arrangements, and the department sponsors University nursery places to support the priority allocation of childcare to our staff. Further information about family support can be found below under University Benefits, Terms and Conditions. Our [Equality, Diversity & Inclusion Committee](#)² contributes to many aspects of our work.

²The Mathematical Institute was a founding supporter of the London Mathematical Society's Good Practice Scheme (www.lms.ac.uk/women/good-practice-scheme). We have held an Athena SWAN Silver Award since 2016.

We have a number of family-friendly policies, such as the right to apply for flexible working, hybrid working, and support for staff returning from periods of extended absence. We are committed to ensuring an inclusive interview process and will reimburse up to £250 towards any additional care costs (for a dependent child or adult) incurred as a result of attending an interview for this position, which may not be applicable if the interviews are held remotely.

For more information on the Mathematical Institute, please visit: www.maths.ox.ac.uk.

We proudly hold a departmental Athena SWAN Silver Award and an institutional Race Equality Charter Bronze Award.

The Mathematical, Physical and Life Sciences Division

Oxford is widely regarded as one of the world's leading science universities, and the University's Mathematical, Physical and Life Sciences (MPLS) Division sits at the heart of this reputation. It offers an outstanding environment for research, teaching, and innovation across the mathematical, computational, physical, engineering, and life sciences. As one of the four academic divisions of the University of Oxford, encompassing nine academic departments, a Doctoral Training Centre and Begbroke Science Park, it provides a collaborative, interdisciplinary community with a vibrant network of leading researchers and educators.

The division's research outputs, environment, and impact are consistently recognised at the highest levels, both nationally and internationally. MPLS departments regularly appear at the top of global league tables, including the Times Higher Education and QS World Rankings. Our strong performances in the UK Research Excellence Framework in both 2014 and 2021 also highlight the quality and impact of our work. These achievements reflect not only our academic excellence but also the strong networks we foster—with industrial partners, policymakers, and global research institutions.

Our vibrant research environment continues to evolve with major new investments in infrastructure. The Life and Mind Building, the University's largest-ever building project, opened in 2025. It provides purpose-built facilities for the Departments of Biology and Experimental Psychology in inspiring spaces designed to foster collaboration, and brings together researchers working on some of the most pressing questions in life sciences and human behaviour. The striking and modern Andrew Wiles Building houses our Mathematical Institute next to the Schwarzman Humanities Building, and the Beecroft Building on the edge of University Parks has provided a transformative home for our physicists. Current plans include significant investment to expand our interdisciplinary research and innovation support facilities at Begbroke Science Park and to transform Osney Mead, to the west of the city centre, into a dynamic innovation district, further strengthening Oxford's position as a world leader in science, technology, and enterprise.

MPLS shares the University's commitment to fostering an inclusive culture which promotes equality, values diversity and maintains a working, learning and social environment in which the rights and dignity of all its staff and students are respected. We provide a supportive and inclusive environment for academics at every career stage, from all over the world. The Division has a strong tradition of securing prestigious fellowships and supporting researchers as they progress in their careers and to leadership roles. We recognise the value of Oxford's diverse student and staff communities, and the range of experiences and perspectives that brings. Our diversity strengthens our research, enhances our teaching, and enables a deeper engagement with the world. Every MPLS academic department holds an Athena Swan Award which is an external accreditation scheme that recognises good practice in promoting gender equality in higher education.

For educators, Oxford's tutorial system offers an unparalleled opportunity to engage with talented students and contribute to one of the world's most respected teaching systems. The division plays a central role in shaping the future of science through its graduate programmes, with over 3,500 postgraduate students receiving rigorous training and mentorship across MPLS departments.

For more information about the MPLS Division and the dedicated professional support it provides to academics across the sciences, please visit: <http://www.mpls.ox.ac.uk>.

Hertford 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. The College is both a teaching and a research institution.

Hertford College is one of the constituent colleges of the University of Oxford, and a registered charity. Hertford is one of the larger Oxford colleges, with over 700 students, approximately two-thirds of whom are undergraduates. The main site lies in the heart of Oxford, with excellent access to the city centre and public transport routes.

The College was initially founded as Hart Hall in the late 13th century, and became the first Hertford College from 1740 to 1816, gradually falling into decline. The site was subsequently occupied by Magdalen Hall from 1822, before the re-founding of Hertford College in its current form in 1874. Former students of the college in past and current forms include William Tyndale, Thomas Hobbes, John Donne, Jonathan Swift, and Evelyn Waugh. The main College site consists of a mixture of buildings dating from the 16th to 20th centuries, and is complemented by more modern accommodation for students situated in other locations around Oxford.

The Fellowship, which has responsibility for the governance of the College, currently consists of around 50 Fellows. Like Fellows, both undergraduates and graduates are drawn from a range of disciplines across the Humanities, Sciences, and Social Sciences. Hertford College has a reputation for being progressive, inclusive, and friendly. It has championed access for students from schools that have not traditionally encouraged Oxford applications, and was one of the first men's colleges to admit women students in the mid-20th century. Many of the postgraduate scholarships it funds support students from traditionally underrepresented groups, including refugee and stateless students.

As a Fellow of Hertford College, the postholder will, in addition to their stipend on the salary scale, be granted full membership of the Hertford College Senior Common Room. They will be entitled to breakfast, lunch, and dinner in College at no extra charge when taken as Common Table with the Fellows throughout the year (when available). They will also be provided with a teaching room in College. Single living accommodation may also be available, but if the Fellow chooses not to live in College, they are entitled to a living-out (housing) allowance. There are also annual allowances to fund research, IT expenditure, and a range of other forms of support, which make the College an ideal environment within which to develop an academic career.

Mathematics at Hertford

Hertford typically admits 6 students each year to study for the four year Masters in Mathematics, some of whom leave after the third year with the BA. Almost all tutorials for students in their first two years are held within college, and given by the two Fellows in Mathematics and a number of College Lecturers.

Hertford has a long traditional of teaching Mathematical Physics, dating back to the first Lecturer in Experimental Philosophy John Keill at Hart Hall in the late 17th century, who gave lectures and performed experiments based on Newton's discoveries (the college retains a collection of rare early books on physics from this period).

For further information about the College, including Mathematics at Hertford College, please visit <https://www.hertford.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.

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>

Pension

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

Sabbatical leave

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

Outside commitments

<https://governance.admin.ox.ac.uk/legislation/council-regulations-5-of-2004>

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>

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

Family support

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

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

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

Welcome for International Staff

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

<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://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://unioxfordnexus.sharepoint.com/sites/OXINTRANET-working-here/SitePages/staff-benefits.aspx>

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.mpls.ox.ac.uk/divisional-support-and-services/administrative-services-and-resources/academic-appointments/academic-staff-in-post/mpls-division-review-and-reappointment-procedures-for-associate-professors>

Retirement

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

Data Privacy

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

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

Hertford College Benefits, Terms and Conditions

Fellowship appointments are subject to the Statutes and Bye-Laws of the College, as amended from time to time, and to such regulations, rules and agreements as may be made under the authority of those Statutes. The holding of any outside appointment must be approved by Governing Body. Official Fellows are required to reside in or near Oxford during Full Term.

Salary

The College component of the salary will be on the scale for Associate Professors, £9,119 - £12,245 per annum. The combined College and University salary will be on a scale up to £77,366 per annum. Salary is paid monthly. Tutorial Fellows appointed below the top of this range will receive annual increments to their College stipend until they reach the top point. There is also an annual 'cost of living' review.

Those holding administrative appointments within Hertford College or the University may be eligible for additional payments and/or remission of some other duties.

Pension

The postholder will be entitled to be a member of the Universities Superannuation Scheme (USS), or they may arrange their own pension, in which case the College will make no contribution. Details are available on the website at <https://staff.admin.ox.ac.uk/working-at-oxford/you-and-finance/uss-pension-hub>.

Length of appointment

The College appointment is for an initial period of five years (the first year being probationary) and then renewable until retirement age on the basis of the postholder successfully completing their Initial Period of Office review. The College's support in this review will be subject to satisfactory reports on the discharge of College and University responsibilities, especially as regards tutorial teaching, in accordance with College Bye-Laws.

If the Fellow should vacate the Associate Professorship, or other University office on which the holding of this Fellowship is dependent, the Fellowship must thereupon be vacated.

Benefits and Allowances

As a Fellow of Hertford College, the postholder will, in addition to their stipend, be entitled to full membership of the Hertford College Senior Common Room. You will be entitled to breakfast, lunch and dinner in College at no extra charge when taken as Common Table with the Fellows throughout the year (when available). You will be entitled to a teaching room in College. Single living accommodation may also be available, but if the Fellow chooses not to live in College, they are entitled to a living-out (housing) allowance which is currently £12,433 and access to a shared equity scheme (further details available on request). Fellows may also apply for research expenses (currently up to £2,055 p.a.), and there is also an IT allowance (currently up to £676 p.a.), and an entertainment allowance (currently up to £495 p.a.).

The College offers a range of other employee benefits, such as health and welfare support, access to discounted travel and cycle to work schemes, an onsite cycle repair service at discounted rates, and use of sports facilities.

Sabbatical leave/dispensation from lecturing obligations

The Fellow will be eligible to apply for sabbatical leave from College duties, without reduction of stipend, at a rate of one term of leave for every six terms of service. It is expected that sabbatical leave from College duties would normally be taken in conjunction with sabbatical leave granted by the University.

College policies

For information on College policies, including maternity, paternity, parental, and sick leave, please refer to the College Employee Handbook.

Equality of opportunity

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

Medical questionnaire and the right to work in the UK

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

Further information

The Hertford College website gives details of current Fellows and their research and teaching interests, as well as offering general information about the College: <http://www.hertford.ox.ac.uk>. For queries about the College and the post of Fellow and Tutor, please contact the Senior Tutor, Professor Alan Lauder (senior.tutor@hertford.ox.ac.uk).

Offer of employment

Applications for this post will be considered by a selection committee containing representatives from both the Mathematical Institute and Hertford College. 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 Hertford College 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.

Benefits of working at the University

<https://www.ox.ac.uk/about/jobs/working-here>

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

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

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