GLASSTONE RESEARCH FELLOW IN SCIENCE (Three Posts)

Division
Mathematical, Physical and Life Sciences Division

Departments
Chemistry, Computer Science, Engineering, Materials, Mathematical Institute, Physics, Plant Sciences, Statistics

Location
Central Oxford

Grade and salary
Grade 7: £32,817– £40,322 per annum, with a discretionary range to £44,045 per annum

Hours
Full time

Contract type
Fixed-term for 3 years

Vacancy reference
147304

Introduction
The prestigious Glasstone Research Fellowships in Science are supported by the Glasstone Bequest, which was set up to encourage scientists at an early stage of their career to follow their research interests at Oxford, one of the world’s leading science universities. Preference will be given to candidates who are at an early stage in their research career and who have not already held an independent fellowship.

Applications are invited for the Glasstone Research Fellowships, tenable at the University of Oxford in the fields of Chemistry (Inorganic, Organic or Physical and Theoretical), Engineering. The next fellowships to be awarded will normally start from 1 October 2021.

Eligibility
The fellowships allow successful applicants the opportunity to conduct original research in the scientific fields listed below. The terms of the bequest restrict the fellowships to ‘the fields of Botany, Chemistry (Inorganic, Organic or Physical), Engineering, Mathematics, Metallurgy, and Physics’. These will be broadly interpreted; for example Plant Sciences can generally be equated with Botany, Mathematics would include Computer Science and Statistics, Metallurgy can be
equated with Materials. The Medical sciences, Earth Sciences, Zoology and Biochemistry (unless related to Plant Sciences) are outside the scope of the scheme. The fellowships can, therefore, only be held at the departments of Chemistry, Computer Science, Engineering, Materials, Mathematics, Physics, Plant Sciences and Statistics. Interdisciplinary applications are welcome, but the main research approach(es) being proposed should fall within the scope of work of one or more of the eligible departments.

Applicants must hold a PhD/DPhil in one of the eligible fields above, awarded by the closing date for applications. Preference will be given to candidates at an early stage in their research career and who have not already held an independent fellowship.

Potential applicants who have any doubt as to the eligibility of their proposed research in terms of broad subject area or main research approach should contact Polly Bunce, Mathematical, Physical, and Life Sciences Divisional Office before applying (email: polly.bunce@mpls.ox.ac.uk). Potential applicants wishing to discuss research proposals or the availability of facilities should contact the relevant scientists in the appropriate department.

Applications are especially welcome from women and minority ethnic candidates, who are under-represented in academic posts at Oxford.

Please read the How to Apply section below carefully before submitting your application.

Main Duties and Responsibilities

The Glasstone Research Fellows are expected to:

(a) conduct an original programme of research in one of the following fields: Chemistry, Computer Science, Engineering, Materials, Mathematics, Physics, Plant Sciences and Statistics;

(b) disseminate their research through publication in scholarly journals, participation in international conferences and seminars, and through other media;

(c) contribute to the intellectual life of the department where their fellowship will be held;

(d) gain some experience of teaching (up to a maximum of six hours per week).

Hazard-specific / Safety-critical duties

Depending upon the specific research programme of the appointee, this job may include the following hazards or safety-critical activities which will require successful pre-employment health screening through our Occupational Health Service before the successful candidate will be allowed to start work:

- Working at heights
- Night working (11pm-6am)
- Lone Working
- Driving on University business
- Work in hot or cold environments
- Working with Ionising Radiation
- Working with category 3b or 4 lasers (laser safety class)
- Working with infectious pathogens (hazard group 2/3) - Hazard Group 3 pathogens
- Work with allergens, Eg laboratory animals, pollen, dust, fish or insects etc.
• Work with any substance which has any of the following pictograms on their MSDS:

![Pictograms]

• Travel outside of Europe or North America on University Business

Pre-employment screening
All offers of employment are made subject to 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 all applicants to read the candidate notes on the University’s pre-employment screening procedures, found at: [www.ox.ac.uk/about/jobs/preemploymentscreening/](http://www.ox.ac.uk/about/jobs/preemploymentscreening/).

Selection criteria
The following qualifications, qualities, and experience will be taken into consideration.

(a) Applicants must hold a PhD/DPhil in one of the eligible fields above. The PhD/DPhil must have been awarded by the closing date for applications to the Glasstone Fellowship.

(b) An aptitude for original scientific research in one of the fields specified above in the section on eligibility

(c) A publication record in scholarly journals consonant with experience and field of study

(d) The merit of the research proposal submitted with the application

(e) Research interests that align with the host department’s activities; this can cover bringing in expertise in a new field as well as fitting in with existing strengths

(f) Breadth of experience: candidates normally should have, or be seeking to obtain, experience in more than one academic institution

Please note that preference will be given to candidates at an early stage in their research career and who have not already held an independent fellowship.

About the University of Oxford
Welcome to the University of Oxford. We 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.

We believe our strengths lie both in empowering individuals and teams to address fundamental questions of global significance, while providing all our staff with a welcoming and inclusive workplace that enables everyone to develop and do their best work. Recognising that diversity is our strength, vital for innovation and creativity, we aspire to build a truly diverse community which values and respects every individual’s unique contribution.
While we have long traditions of scholarship, we are also forward-looking, creative and cutting-edge. Oxford is one of Europe's most entrepreneurial universities. Income from external research contracts in 2016/17 exceeded £564m and we rank first in the UK for university spinouts, with more than 130 companies created to date. We are also recognised as leaders in support for social enterprise.

Join us and you will find a unique, democratic and international community, a great range of staff benefits and access to a vibrant array of cultural activities in the beautiful city of Oxford.

For more information, please visit [www.ox.ac.uk/about/organisation](http://www.ox.ac.uk/about/organisation).

### The Mathematical, Physical, and Life Sciences Division

The Mathematical, Physical, and Life Sciences (MPLS) Division is one of the four academic divisions of the University. Oxford is widely recognised as one of the world's leading science universities. The disciplines within the MPLS Division regularly appear at the highest levels in world rankings and have been evaluated as conducting world-leading and internationally excellent research in UK research assessments, and Mathematical, physical and life sciences research at Oxford is the best in the country according to the 2014 Research Excellence Framework (REF) assessment exercise carried out by HEFCE.

The MPLS Division is home to the non-medical sciences at Oxford and its 10 academic departments span the full spectrum of the mathematical, computational, physical, engineering and life sciences, and undertake both fundamental research and cutting-edge applied work. Our research tackles major societal and technological challenges – whether developing new energy solutions or improved cancer treatments, understanding climate change processes, or helping to preserve biodiversity, and is increasingly focused on key interdisciplinary issues. We collaborate closely with colleagues in Oxford across the medical sciences, social sciences and humanities, and with other universities, research organisations and industrial partners across the globe in pursuit of innovative research geared to address critical and fundamental scientific questions.

MPLS is proud to be the home of some of the most creative and innovative scientific thinkers and leaders working in academe. Our senior researchers have been awarded some of the most significant scientific honours (including Nobel prizes and prestigious titles such as FRS and FREng) and we have a strong tradition of attracting and nurturing the very best early career researchers who regularly secure prestigious fellowships. The Division is also the proud holder of ten Athena Swan Awards (3 Silver and 7 Bronze) illustrating our commitment to ensure good practice and to encourage women in science at all levels in the division.

We have around 6,000 full and part-time students (including approximately 2000 graduate students) and play a major role in training the next generation of leading scientists. Oxford's international reputation for excellence in teaching is reflected in its position at the top of the major league tables and subject assessments. MPLS academics educate students of high academic merit and potential from all over the world. Through a mixture of lectures, practical work and the distinctive college tutorial system, students develop their ability to solve major mathematical, scientific and engineering problems.

MPLS is dedicated to bringing the wonder and potential of science to the attention of audiences far beyond the world of academia. We have a strong commitment to supporting public engagement in science through initiatives including the Oxford Sparks portal [www.oxfordsparks.ox.ac.uk](http://www.oxfordsparks.ox.ac.uk) and a large variety of outreach activities; these are crucial activities given so many societal and technological issues demand an understanding of the science that underpins them. We also endeavour to bring the potential of our scientific efforts forward for
practical and beneficial application to the real world and our desire is to link our best scientific minds with industry and public policy makers.

For more information about the MPLS division, please visit: www.mpls.ox.ac.uk

How to apply

To apply, click on the Apply Now button on the ‘Job Details’ page (to locate the post via the University’s jobs page go to https://my.corehr.com/pls/uxoxrecruit/erg_jobspec_version_4.display_form?p_company=10&p_internal_external=E&p_display_in_irish=N&p_process_type=&p_applicant_no=&p_form_profile_detail=&p_display_apply_ind=Y&p_refresh_search=Y&p_recruitment_id=147304 or search at https://www.jobs.ox.ac.uk/ using vacancy ID 147304 to locate and click on the relevant post). Having pressed Apply Now, follow the on-screen instructions to register as a new user or log-in if you have applied previously. You will then be required to complete a small number of screens with your details, and will be prompted to upload documents to support your application.

You should upload 3 documents in support of your application. They must be formatted as .PDF files with your name and the document type in the filename, for example Smith_Form.pdf, Smith_CV.pdf, Smith_Prop.pdf

1. A completed application form: the template is available online with this job description
2. A CV with publications list: please ensure that your CV contains any brief description needed to explain your research experience
3. A research proposal setting out what you aim to achieve during the fellowship: this must not exceed two sides of A4 in length (including any bibliography), and it should start with a short summary written for a non-specialist scientific reader

These 3 documents together constitute the ‘supporting statement’ for your application that the online system will refer to. In these documents you should explain how you meet 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). Your application will be judged solely on the basis of how you demonstrate that you meet the selection criteria stated in the job description.

Please ensure that you upload only the 3 documents above: extracts from previous work or other supporting material should not be sent at this stage. Applications must include an application form which specifies the department that an application is being made to. Applications submitted without a completed application form, or without a cv or research proposal will not be considered.

Applicants must hold a PhD/DPhil, awarded by the closing date for applications.

When prompted on-screen, please provide details of two referees. At least one of your referees should be from your current or most recent employing institution. Please do not seek more than two references.

Applicants must ask their two referees to write directly to the Academic Appointments and HR Officer at polly.bunce@mpls.ox.ac.uk so that references are received by the application deadline of 12.00 Midday on Monday 19 October 2020. It is the responsibility of the applicant to check with their referees to ensure that both references are received, otherwise the application may be considered without this information.
All applications must be received by 12.00 midday on Monday 19 October 2020, as stated in the online advertisement. 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 www.ox.ac.uk/about_the_university/jobs/support/. To return to the online application at any stage, please go to: www.recruit.ox.ac.uk. 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.

Information for priority candidates

A priority candidate is a University employee who is seeking redeployment because they have been advised that they are at risk of redundancy, or on grounds of ill-health/disability. Priority candidates are issued with a redeployment letter by their employing department(s).

If you are a priority candidate, please ensure that you attach your redeployment letter to your application.

Important information for candidates

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: www.admin.ox.ac.uk/councilsec/compliance/gdpr/privacynotices/job/. The University’s Policy on Data Protection is available at: www.admin.ox.ac.uk/councilsec/compliance/gdpr/universitypolicyondataprotection/.

The University’s policy on retirement

The University operates an Employer Justified Retirement Age (EJRA) for all academic posts and some academic-related posts. The University has adopted an EJRA of 30 September before the 69th birthday for all academic and academic-related staff in posts at grade 8 and above. The justification for this is explained at: www.admin.ox.ac.uk/personnel/end/retirement/acrelretire8+/. For existing employees, any employment beyond the retirement age is subject to approval through the procedures: www.admin.ox.ac.uk/personnel/end/retirement/acrelretire8+/. There is no normal or fixed age at which staff in posts at grades 1–7 have to retire. Staff at these grades may elect to retire in accordance with the rules of the applicable pension scheme, as may be amended from time to time.

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.
Benefits of working at the University

Employee benefits
University employees enjoy 38 days’ paid holiday, generous pension schemes, travel discounts, and a variety of professional development opportunities. Our range of other employee benefits and discounts also includes free entry to the Botanic Gardens and University colleges, and discounts at University museums. See www.admin.ox.ac.uk/personnel/staffinfo/benefits.

University Club and sports facilities
Membership of the University Club is free for all University staff. The University Club offers social, sporting, and hospitality facilities. Staff can also use the University Sports Centre on Iffley Road at discounted rates, including a fitness centre, powerlifting room, and swimming pool. See www.club.ox.ac.uk and www.sport.ox.ac.uk/oxford-university-sports-facilities.

Information for staff new to Oxford
If you are relocating to Oxfordshire from overseas or elsewhere in the UK, the University’s Welcome Service website includes practical information about settling in the area, including advice on relocation, accommodation, and local schools. See www.welcome.ox.ac.uk. There is also a visa loan scheme to cover the costs of UK visa applications for staff and their dependents. See www.admin.ox.ac.uk/personnel/permits/reimburse&loanscheme/.

Family-friendly benefits
With one of the most generous family leave schemes in the Higher Education sector, and a range of flexible working options, Oxford aims to be a family-friendly employer. We also subscribe to My Family Care, a service that provides practical advice and support for employees who have caring responsibilities. The service offers a free telephone advice line, and the ability to book emergency back-up care for children, adult dependents and elderly relatives. See www.admin.ox.ac.uk/personnel/staffinfo/benefits/family/mfc/.

Childcare
The University has excellent childcare services, including five University nurseries as well as University-supported places at many other private nurseries. For full details, including how to apply and the costs, see www.admin.ox.ac.uk/childcare/.

Disabled staff
We are committed to supporting members of staff with disabilities or long-term health conditions. For further details, including information about how to make contact, in confidence, with the University’s Staff Disability Advisor, see www.admin.ox.ac.uk/eop/disab/staff.

Staff networks
The University has a number of staff networks including the Oxford Research Staff Society, BME staff network, LGBT+ staff network and a disabled staff network. You can find more information at www.admin.ox.ac.uk/eop/inpractice/networks/.

The University of Oxford Newcomers’ Club
The University of Oxford Newcomers’ Club is an organisation run by volunteers that aims to assist the partners of new staff settle into Oxford, and provides them with an opportunity to meet people and make connections in the local area. See www.newcomers.ox.ac.uk.
Glasstone Research Fellowships – Terms and Conditions

These research fellowships are awarded in memory of Professor Samuel Glasstone and his first wife, Violette, and are made possible through a most generous benefaction to the University by Professor Glasstone.

Remuneration: The salary offered for a full-time appointment to this post will be in the range of £32,817 – £40,322 per annum, with a discretionary range to £44,045 per annum (University Grade 7). If you are appointed at a salary below the top of the normal range, your salary will increase through automatic annual increments until you reach the top point of the normal range. Salaries will reflect qualifications and experience.

Start date: The start date will normally be 1 October 2021, but it may be possible for this to be negotiated to some degree to suit individual and departmental preferences.

Probationary period: The appointment will be subject to the satisfactory completion of a probationary period of one year.

Tenure: The fellowships are tenable for three years (subject to satisfactory completion of the probationary period of appointment).

Support for Research and Travel: Annual research support grants are paid to the host department in respect of Glasstone Fellows. The Glasstone committee will also contribute to refunding reasonable expenses incurred by a fellow in conference attendance, fieldwork, etc. For 2021-22, the total which may be claimed for research and travel is £5,600 per annum in the theoretical sciences and £10,600 per annum in the experimental sciences. Fellows may claim up to £3,100 of this total allowance for the purpose of travel. Claims against these grants should be made in the respective financial year.

Teaching: Glasstone Fellows are encouraged to gain some experience of teaching in the department and also in a college– up to a maximum of six hours per week. Additional remuneration could be expected from a college for which the teaching is being done if this work falls under a college association held separately from the Glasstone Fellowship (see below). The split between department and college teaching is to be arranged by the fellow, in consultation with their head of department.

College Association: Since Oxford is a collegiate university much of its intellectual life takes place in a college environment. Those awarded a Glasstone Fellowship are encouraged to establish a college association: some help can be given with this, or successful candidates may apply for Junior Research Fellowships which are advertised. Please note that it is not possible to guarantee a college association, but it is usual for Glasstone Fellows to be successful in establishing one. Colleges offer different facilities but typically, these might include senior common room membership, entitlement to some meals in college, and the opportunity for undergraduate teaching in the college.

Review and renewal: at the end of their first probationary year of appointment, fellows are asked to submit a short report on their work. This report, together with the comments of the head of department will be examined by the committee and, if deemed satisfactory, the fellowship will be renewed for two further years. Fellows are also asked to provide a report at the end of their second year, in order to keep the Glasstone Committee informed of their progress.