

## ***Job Description and Selection Criteria***

<b>Post</b>	<b>Associate Professorship (or Professorship) in Economic and Social History with a Non-Tutorial Fellowship at All Souls College</b>
<b>Department/Faculty</b>	Faculty of History
<b>Division</b>	Humanities
<b>College</b>	All Souls College
<b>Contract type</b>	<b>Permanent upon completion of a successful review. The review is conducted during the first 5 years.</b>
<b>Salary</b>	Associate Professor Grade 36S: Salary from £55,755 to £74,867 per annum plus additional benefits and allowances as detailed in the College Benefits, Terms and Conditions section below. An additional allowance of £3,155 p.a. would be payable upon award of Full Professor title.
<b>Vacancy Number</b>	177506
<b>Application deadline</b>	12 noon (UK time) on Wednesday 23 <sup>rd</sup> April 2025

## **Overview of the post**

We are seeking a highly motivated, inspirational person to join our thriving academic community of historians and social scientists, and bring exciting perspectives to the teaching and study of Economic and Social History. Economic History is a flourishing area of study in Oxford, with a team of six colleagues spread across History and Economics, headed by three Statutory Professors: in History, Sheilagh Ogilvie, Chichele Professor of Economic History, and Catherine Schenk, Professor of Economic and Social History; and in Economics, Stephen Broadberry, Professor of Economic History. Social-science-oriented history is a major focus for this group and also for many other scholars in the History Faculty, the Department of Economics, the Faculty of Asian and Middle Eastern Studies, and the Oxford School of Global and Area Studies. As part of the Economic and Social History team, you will have the opportunity to develop courses for both undergraduate and graduate students and the freedom to develop your own research ideas and projects, working with colleagues across the University and beyond. You will take part in the running and teaching of our highly successful MSc and MPhil in Economic and Social History, and will also be a member of the Oxford Centre for Economic and Social History: <https://ocesweb.ox.ac.uk/>.

We are looking for someone who will make a distinctive contribution to our Economic and Social History team, and help develop a strategic vision for the future of Economic and Social History in Oxford. We seek a person with expertise in any aspect of Economic or Social History that is underpinned by social science methodologies and a grasp of economic processes. We would particularly welcome applicants whose work explores gender, migration, poverty, inequality, political economy, finance, and/or economic growth, but applicants with any research specialism in the Economic and Social History of any period are



welcome. We would especially like to encourage applications from women and people of colour, who have been historically under-represented in Oxford.

The appointee will be a member of the Faculty of History, and a fellow of All Souls College. The post is tenable from 1 October 2025 or as soon as possible thereafter. The deadline for applications is 12 noon (UK time) on Wednesday 23<sup>rd</sup> April. Interviews are expected to take place, in May/June 2025, either remotely or in person.

This post is an exciting and demanding one in which you will engage actively in all of the following: conduct world-class research; give lectures, classes and tutorials; supervise, support and examine students at undergraduate and graduate levels; and contribute to the administrative work of the History Faculty and All Souls College. The University of Oxford uses the grade of Associate Professor for most of its permanent academic appointments. Associate Professors are eligible, through regular 'recognition of distinction' exercises, for consideration for award of the title of full professor.

Enquiries about the post should be addressed to the Chair of the History Faculty Board, Professor Martin Conway ([martin.conway@history.ox.ac.uk](mailto:martin.conway@history.ox.ac.uk)). If you would like to learn more about All Souls College, please contact [Sheilagh.Ogilvie@all-souls.ox.ac.uk](mailto:Sheilagh.Ogilvie@all-souls.ox.ac.uk). All enquiries will be treated in strict confidence; they will not form part of the selection decision.

## **The role of Associate Professor at Oxford**

Associate Professor is the main academic career grade at Oxford with a focus on research and teaching, spanning the full range of professor grades in the USA. Associate Professors are appointed jointly by a University department/faculty and an Oxford college, and you will have a contract with both.

Associate Professors are full members of university departments/faculties and college governing bodies playing a role in the democratic governance of the University and their college. You will join a lively, intellectually stimulating and multi-disciplinary community which performs to the highest international levels in research and teaching, with extraordinary levels of innovation, creativity and entrepreneurship.

There is considerable flexibility in the organisation of duties, with three 8-week undergraduate teaching terms and generous sabbatical leave to balance teaching and research (please see the Benefits, Terms and Conditions section for further details of sabbatical leave). There is the potential for temporary changes to the balance of duties between College and University to enable a focus on different aspects of work at different stages in your career.

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

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

## **Economic and Social History at Oxford**

### **Teaching and Supervision**

Oxford's Economic and Social History Group spans two departments, incorporating members of both the History Faculty (in the Humanities Division) and the Economics Department (in the Division of Social Sciences). Our research and teaching extend from the medieval to the modern period, and covers global history as well as the history of Europe, East Asia, and the Middle East. The Chichele Professor of

Economic History is Sheilagh Ogilvie, who analyzes the role of institutions (guilds, serfdom, communities, the family, the state) in long-term economic development; she is a Fellow of All Souls College. The Professor of Economic and Social History is Catherine Schenk, who works on the history of international money and banking and is a Fellow of St Hilda's College. The economic historians in the Department of Economics include the Professor of Economic History, Steve Broadberry, who is particularly interested in long-run economic growth and divergence, and Eric Chaney, who researches the economic role of religion, human capital, and political institutions in medieval and early modern Europe and the Middle East. Brian A'Hearn, a Fellow of Pembroke College, focuses on European (especially Italian) economic growth, human capital, and anthropometric history. Noam Yuchtman is Drummond Professor of Political Economy and researches a broad range of topics in historical political economy and labour economics. Various Oxford Colleges appoint early career researchers to post-doctoral positions in Economic and Social History. A number of distinguished former postholders in Economic and Social History, including Robert Allen, Jane Humphries, John Landers, and Avner Offer, are still active in Oxford, and up to 70 economic and social historians attend the weekly research seminar. The team of economic and social historians distributes teaching and administrative responsibilities among its members on an annual basis by agreement. It meets formally every term, but all members typically meet twice weekly at the Tuesday Research Seminar and the Wednesday Graduate Seminar, along with a vibrant group of affiliated scholars, post-docs, doctoral students, and master's students.

The Faculty offers a very successful Master's programme in Economic and Social History, featuring an 11-month MSc and a 21-month MPhil, typically recruiting around 12 and 5 students a year respectively from an applicant pool of 80-100 (<https://www.history.ox.ac.uk/msc-mphil-economic-and-social-history>). You will contribute to this programme by offering sessions in the Core Papers, providing one or more 'Advanced Option' papers in your specialist fields, and supervising students for their master's dissertations.

The History Faculty aims to recruit 5 DPhil students in Economic and Social History each year and typically receives more than 30 applications from across the world; in most years, we are able to secure two or three full fees awards from ESRC, AHRC, and Clarendon (Oxford) funding. There are currently 24 students in the DPhil programme, who contribute to the very lively culture of research and seminars in economic and social history.

Our Economic and Social Historians also contribute to the highly selective undergraduate programme in History and Economics (<https://www.history.ox.ac.uk/ba-history-and-economics>), and to teaching for the History main school, including first-year papers on 'Quantification in History' and 'Approaches to History: Economics' (<https://www.history.ox.ac.uk/historical-methods>). You will contribute to this programme by teaching either 'Quantification in History' or 'Approaches to History (Economics)', supervising undergraduate dissertations in History and Economics, and, depending on demand, offering a Further Historical Studies paper (either solely or in cooperation with others).

## Research

The Economic and Social History group organizes the activities of the Oxford Centre for Economic History, which brings together economic and social historians from across the university, as well as affiliated researchers from other organisations, to hold two weekly seminars, publish a working-paper series, record podcasts, engage in social media activities, organize regular and ad hoc events, and host the annual Hicks Lecture. The Tuesday Research Seminar is held weekly throughout the three terms of the academic year, and hosts distinguished international scholars who present their work to an audience of up to 70 economic and social historians from across the University and further afield. The Centre supports DPhil students in organizing the Wednesday Graduate Seminar, also held weekly across all three terms,

at which students from Oxford and other universities present their work and receive feedback from other students and senior academics. The Hicks Memorial Lecture is delivered annually by a distinguished international scholar at the culmination of the Annual Graduate Workshop, at which master's students present their dissertation projects to a large audience. The Centre also supports Colleges in electing post-doctoral research fellows in economic and social history, who make a stimulating contribution to the research and teaching environment. The Economic and Social History group has raised £3.5 million in research grants over the past 5 years, notably Catherine Schenk's ERC-funded project on 'Global Correspondent Banking in the 20th Century' and Sheilagh Ogilvie's Leverhulme Major Research Fellowship on 'Serfdom and Economic Growth, c. 1000 – 1861'. All Souls College, where you will hold a Fellowship, includes a number of researchers in various fields of history, economics, and other social science and humanities disciplines. It provides a stimulating scholarly environment with substantial material support for research activities, including prestigious Visiting Fellowships that attract prominent and highly regarded international scholars. Oxford provides unrivalled research facilities through the Bodleian Library, The Oxford Research Centre in the Humanities (TORCH) [torch.ox.ac.uk], as well as by offering generous competitive internal funding for innovative research projects and events (e.g. the Fell Fund, the Sanderson Fund). Each week, the History Faculty hosts approximately 30 seminars across an exceptional range of fields, as well as special lecture series such as the James Ford Lectures and the Carlyle Lectures.

## **Duties of the post**

You will be expected to engage in world-class research in the field of Economic and Social-Science History. You will also be expected to give high-quality lectures and classes in History at both undergraduate and graduate level, and contribute to the teaching, research, and academic administration of the Faculty and the College.

The main duties of the post are as follows:

### **Research and public engagement**

1. to engage in intellectually exciting historical research and publication, working with students and colleagues to develop economic and social-science history in new directions, encourage research achievement, and nurture a lively research culture among junior colleagues and research students;
2. to maintain a successful publication record (appropriate to the stage of career, and accounting for career breaks) and contribute to the Faculty's REF (Research Excellence Framework) submission;
3. to develop and submit grant proposals to support your own research portfolio and contribute to the growth of the Faculty's distinctive areas of expertise;
4. to disseminate research through participation in international conferences and seminars, and through other media;
5. to contribute to the impact of research in policy and/or practice and the development of impact cases for future research assessment exercises as appropriate, and to promote awareness of the subject within and beyond academia (e.g. in museums, schools, and the media);

## Teaching and supervision

6. to engage in the teaching of undergraduates and graduates by delivering no fewer than 36 lectures or classes as organised by the Faculty, and to participate in undergraduate dissertation supervision and marking as appropriate;
7. to participate in the teaching, development, and delivery of taught Master's and doctoral degree programmes, including supervising and examining students;
8. to contribute to the development and delivery of the Faculty's curriculum, including teaching, assessment, and quality enhancement in interdisciplinary and/or specialist modules;
9. to take part in University examining for undergraduates and graduates as and when requested to do so;

## General duties

10. to engage positively with the academic community in the History Faculty and the Economics Department, and to play an active role in the administrative work of the History Faculty when requested to do so;
11. to engage with colleagues in developing a strategic vision for the future of Economic and Social History in Oxford.

As a Fellow of All Souls, you will also be expected to participate in the academic life of the College, and to contribute to its governance and administration as a member of its Governing Body, a role with trustee responsibilities, and of College committees.

## 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 selection committees will be aware of the principles of equality of opportunity, fair selection and the risks of bias. There will be both female and male committee members wherever possible.

If, for any reason, you have taken a career break or have had an atypical career and wish to disclose this in your application, the selection committee will take this into account, recognising that the quantity of your research may be reduced as a result.

## Selection criteria

Qualifications and experience	
Essential	A doctorate and an internationally-recognised track record of research and academic activity within the field of Economic and Social History, informed by social-science methodologies and demonstrating a grasp of economic processes, at a level appropriate to the career stage and individual circumstances
Teaching	
Essential	Ability to educate and inspire graduate and undergraduate students in Economic and Social History, and a proven ability to foster a high level of achievement in students, including in quantitative methods in history
Essential	Alertness and sensitivity to the welfare needs of students
Desirable	A successful track record of master's and doctoral supervision
Desirable	Experience of curriculum and pedagogical development, including new course design
Research and public engagement	
Essential	Ambitious plans for future research and the ability to attract external funding to support research projects
Essential	Ability to contribute high-quality publications to the Faculty's future REF submissions (REF is the UK-based Research Excellence Framework)
Essential	Broad vision and sufficiently wide historical interests to contribute effectively to the long-term development of the subject at Oxford
Desirable	Evidence of active contribution to academic communities, for instance by delivering invited keynote lectures and / or chairing sessions and symposiums at national and international academic conferences
Desirable	Evidence of effective public engagement with research, and of promoting the subject beyond academia
Personal effectiveness	
Essential	Outstanding communication and interpersonal skills
Essential	Ability to engage with the strategic development of Economic and Social History in Oxford
Essential	Ability to build and develop internal and external networks and act as an ambassador to and for the University
Essential	Professionalism as a colleague and proven track record of good collegial working relationships with others
Desirable	Experience of promoting equality and diversity within an academic environment
Technical skills	
Essential	Computer literacy and ICT competence, including social sciences statistical software, and the ability to engage with bespoke University and College software (for which training will be provided)
Desirable	Ability to utilise technological innovations to improve teaching and research

## How to apply

To apply, visit [https://my.corehr.com/pls/uoxrecruit/erq\\_jobspec\\_details\\_form.jobspec?p\\_id=177506](https://my.corehr.com/pls/uoxrecruit/erq_jobspec_details_form.jobspec?p_id=177506), 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:

1. A full CV and publications list;
2. A supporting statement explaining 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 taken to care for dependants).

We do not require any other uploads, so please do not send us certificates, testimonials, etc.

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

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/>.

Teaching commitments are mainly concentrated in 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.

All applications must be received by **12.00 noon** on the closing date stated in the online advertisement.

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

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

## The Humanities Division

The Humanities Division is one of four academic divisions in the University of Oxford, bringing together the faculties of Classics; English; History; Linguistics, Philology and Phonetics; Medieval and Modern Languages; Music; Asian and Middle Eastern Studies; Philosophy; and Theology and Religion, as well as the Ruskin School of Art. The Division has more than 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 master's 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, the Ashmolean Museum of Art and Archaeology, the History of Science Museum, and the Pitt Rivers Museum. Such historic resources are linked to innovative 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 hub for multi-disciplinary research: <https://www.torch.ox.ac.uk>

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

## **The Faculty of History**

The Faculty of History in Oxford is the largest in the United Kingdom and one of the largest in the world. It has a very strong international reputation for its scholarship and its teaching of undergraduate and graduate students, with particular strengths in the history of the British Isles, continental Europe, imperial and global history, the United States, economic and social history, intellectual history and the history of science, medicine and technology. Within the Faculty there is also a Department of History of Art and a number of dedicated research centres. The Faculty holds a bronze Athena Swan award to recognise advancement of gender equality: representation, progression and success for all.

The Faculty is located in the Old Boys' High School, George Street. This is a very central location, less than 10 minutes' walk from the rail station, and very close to bus station, shops and other University locations. The premises house a community of around 20 administrative staff and up to 30 other users, comprising doctoral students, researchers, and academics and professors. The building is also used for teaching and seminars. In 2025, the Faculty, including the Department of History of Art, will move to the new, purpose-built Schwarzman Centre for the Humanities, which is also centrally-located.

With the size of its History Faculty, its lively and varied research seminars and the major resources for research, which include, among others, the outstanding collections of the Bodleian Libraries and the University museums, Oxford offers a uniquely attractive research environment.

The Faculty provides a robust and supportive framework for research, including:

- Financial support for research travel, research assistance, and editorial help
- A standard sabbatical leave system, with the possibility of additional special leave
- Peer mentoring and career development review of research plans and progress
- Research collaborations with other institutions
- Energetic encouragement and support of externally-funded research projects, and for internal and interdisciplinary collaborations, through research centres
- Support of, and engagement with, interdisciplinary teaching
- Assistance in the formulation of research plans and funding bids

The Faculty enables all its postholders to request up to £800 per year for research expenses, and makes additional funds available for organising conferences in Oxford. Biennial career development reviews identify those staff who may need extra support in achieving their research objectives, e.g. through relief from teaching or administrative burdens. Postholders can apply for seed-corn funding for specific research projects from the University's John Fell Fund, which can then help applicants to secure major



external funding. In addition, to assist newly-appointed postholders in the development and publication of their research, Faculty funds are available for each new postholder to hold a workshop at which colleagues can discuss drafts of their next monograph.

More information about the Faculty can be found at: [www.history.ox.ac.uk](http://www.history.ox.ac.uk)

## **All Souls College**

There are 39 self-governing and independent colleges at Oxford, which give 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.

All Souls was founded in 1438 and is primarily a research institution, especially in the Humanities and Social and Theoretical Sciences, and with strong connections to public life. The College has particular strengths in History and related disciplines, including Classics and Politics.

The College, which occupies a prime central Oxford site, has fine buildings dating largely from the fifteenth and eighteenth centuries. The College has 80 or so Fellows, some of whom are studying for graduate degrees, and a well-established Visiting Fellows scheme. There are no undergraduate members. The Professor will be expected to participate in the intellectual life and work of the College.

More information about the College may be found at: <http://www.asc.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](http://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](http://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***

[Academic staff pay | HR Support \(ox.ac.uk\)](#)

### ***Pension***

<https://finance.web.ox.ac.uk/uss>

### ***Sabbatical leave***

[Council Regulations 4 of 2004 | Governance and Planning \(ox.ac.uk\)](#)

### ***Outside commitments***

<https://hr.admin.ox.ac.uk/holding-outside-appointments>.

### ***Intellectual Property***

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

### ***Managing conflicts of interest***

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

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

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

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

### ***Family support***

<https://hr.admin.ox.ac.uk/family-leave-for-academic-staff>.

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

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

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

[welcome.ox.ac.uk](http://welcome.ox.ac.uk).

[Home](#) | [Staff Immigration \(ox.ac.uk\)](#)

## ***Relocation***

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

<https://finance.admin.ox.ac.uk/relocation-scheme-arrangements#collapse1094916>

## ***Promoting diversity***

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

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

[Staff benefits](#) | [HR Support \(ox.ac.uk\)](#) ***Pre-employment screening***

<https://jobs.ox.ac.uk/pre-employment-checks>.

## ***Length of appointment***

Appointments to Associate Professorships at Oxford are confirmed as permanent on successful completion of a review during the first five years. See [Academic posts at Oxford | HR Support](#)

## ***Retirement***

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

## ***Data Privacy***

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

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

## **College Benefits, Terms and Conditions**

You will be a member of the governing body of All Souls College, provided with an office in College-owned premises in central Oxford, and may take lunch and dinner without charge at the Common Table.

Academic Fellows are entitled to claim research expenses up to £4,489 per annum plus support towards computer costs. Fellows may also apply for additional grants for research.

The College offers health insurance for the Fellow and dependants and in some circumstances may be able to help with partial housing finance or the provision of single residential accommodation in College (these are taxable benefits).

## **Offer of employment**

Applications for this post will be considered by a selection committee containing representatives from the History Faculty, the Department of Economics, and All Souls 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 Humanities Divisional Board and the Governing Body of All Souls 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.