

Associate Professorship (or Professorship) and Tutorial Fellowship in Modern Middle Eastern History 1830-1970

Job Description and Selection Criteria

Post	Associate Professorship (or Professorship) and Tutorial Fellowship in Modern Middle Eastern History 1830-1970
Department/Faculty	Faculty of History
Division	Humanities Division
College	Trinity College
Contract type	Permanent upon completion of a successful review. The review is conducted during the first 5 years.
Salary	Combined University and College salary from £56,535 - £75,915 p.a. plus additional benefits as detailed below including a Housing Allowance of £18,500 per annum. An additional allowance of £3,199 p.a. would be payable upon award of Full Professor title.

Overview of the role

Trinity College and the Faculty of History are seeking to appoint an outstanding historian as a Tutorial Fellow and Associate Professor of History, with teaching and research interests in the modern history of the Middle East and North Africa between c.1830 and c.1970. This post is available from 1st October 2026, or as soon as possible thereafter.

On appointment, the successful candidate will become a Tutorial Fellow at Trinity College and an Associate Professor in the Faculty of History. They will conduct advanced research in their specialist field and will contribute to Oxford's vibrant research culture. They will inspire and enthuse students through research-led teaching and will supervise, support and examine students at the undergraduate and graduate levels. They will play a full and active role in the academic and administrative life of both the Faculty and the College.

If you would like to discuss this post and find out more about joining the academic community at Oxford, please contact Professor Martin Conway (martin.conway@history.ox.ac.uk) for queries relating to the Faculty aspects of the post, and Dr Fanny Bessard (fanny.bessard@trinity.ox.ac.uk) for queries relating to the College. The Senior Tutor at Trinity College, Dr Rebecca Bullard (rebecca.bullard@trinity.ox.ac.uk) would be happy to discuss any non-academic aspects of the post, and the Academic Administrator, Ashley Maguire (academic.administrator@trinity.ox.ac.uk), can advise about practical and procedural questions related to the application process. All enquiries will be treated in strict confidence and will not form part of the selection decision.

The role of Associate Professor at Oxford

The University of Oxford uses the grade of Associate Professor for most of its senior academic appointments; Associate Professors are eligible for consideration through regular recognition of distinction exercises for award of the title of full Professor.

Associate Professors are appointed jointly by a University department/faculty and an Oxford college, and they have a contract of employment with both. Associate Professors are full members of University departments/faculties and college governing bodies, playing a significant 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).

Oxford offers many opportunities for professional development in research and teaching. Associate Professors may apply for the title of full Professor in regular exercises. If the title is conferred, they 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.

Middle Eastern History at Oxford

The successful candidate will join a large community of scholars working on the Middle East across all periods within the History Faculty (notably Natalya Benkhaled-Vince, Fanny Bessard, Phil Booth, John-Paul Ghobrial, and Lucy Parker), as well as an extended community of specialists working across Global History (including Patricia Clavin, Faisal Devji, Tehila Sasson, Alan Strathern, and Andrew Thompson). The Oxford Centre for Global History and the Oxford Centre for European History Faculty serve as hubs for specialists working across the Faculty, including post-doctoral researchers and a thriving community of visiting scholars.

The History Faculty has a rich and dynamic culture of research in Middle Eastern history, and it has hosted several major externally-funded projects in Middle Eastern and Global History, including the current ERC-funded project directed by John-Paul Ghobrial on a Global History of the Middle East: <https://movingstories.history.ox.ac.uk>. Scholars of the Middle East also work closely with colleagues working on contiguous areas of African History, notably Richard Reid and Michael Odijie, and South Asian History, including Faisal Devji and Maria Misra.

Beyond the Faculty, the candidate will join the large and thriving community of scholars working on the Middle East at other faculties, notably the Faculty of Asian and Middle Eastern Studies, where Eugene Rogan holds the Professorship in Modern Middle Eastern History first established for Albert Hourani in 1958. The Oxford School of Global and Area Studies hosts a Middle East programme led by Yaacov Yadgar in Israel Studies and Maryam Alemzadeh in the Politics and History of Iran. The Middle East Centre at St Antony's College is the University's interdisciplinary community in modern Middle Eastern studies, with Walter Armbrust (anthropology), Michael Willis (Maghreb studies), Laurent Mignon

(Turkish), Neil Ketchley (political science), Raihan Ismail (contemporary Islam) and Pascal Menoret (contemporary Arab studies).

Duties of the post

You will be expected to engage in advanced, internationally-competitive research in the field of modern Middle Eastern History, broadly defined. You will also be expected to give high-quality lectures, classes and tutorials in History at both undergraduate and graduate level, and contribute to the teaching, research, and academic administration of the Faculty and the College. Your teaching will engage with core areas of the Faculty's offerings in the history of the Middle East (particularly the region of present-day Iran, Iraq, Israel, Jordan, Palestine, Syria, and Turkey) and North Africa (Egypt as well as the Maghreb) between c. 1830 and c. 1970, and you will have the opportunity to develop new courses at the undergraduate and graduate levels.

The main duties of the post are as follows:

1. Research

- to engage in intellectually exciting historical research and publication, working with students and colleagues to develop the field in new directions, encourage research achievement, and nurture a research culture among junior colleagues and research students;
- to maintain a successful publication record (appropriate to the stage of career, and accounting for career breaks) and contribute to the Faculty's Research Excellence Framework (REF) submission;
- 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.

2. Faculty teaching, administration and citizenship

- to give lectures and classes on papers on Modern Middle Eastern History, notably the Further Subject on The Middle East in the Age of Empire 1830-1971 and the Optional Subject Violence, Community, and Identity in Late Ottoman Syria;
- to collaborate in the delivery of the EWF papers Imperial and Global History 1750-1930 and The Global Twentieth Century 1930-2003;
- to develop new papers as required, including a first-year Global History paper;
- to supervise and train graduate students, including establishing a Masters Option paper in Middle Eastern History, and participate in the teaching of the theories and methods papers at Masters level as required;
- to supervise the theses of Masters and Doctoral students, as required, and playing a role in selection of graduates and in assessing and examining graduate work;
- to undertake a reasonable share of Faculty administrative and outreach duties;

3. Wider initiatives

to enhance the development of teaching of Middle Eastern history at Oxford through engaging with colleagues across Oxford, for example in the Faculty of Asian and Middle Eastern Studies (AMES), and to engage students with the use of materials in the archives, collections, and museums across Oxford including the Middle East Centre, the Ashmolean, and the Bodleian libraries

4. College teaching, administration and citizenship

- to provide eight hours of tutorial teaching per week during Full Term, averaged over a full academic year.

A tutorial is an hour-long teaching session with a very small group of students, which usually involves providing feedback on a piece of submitted work from each student as well as a broader discussion of the topic under consideration. Each of Oxford's three terms is eight weeks long, and the teaching required may be distributed slightly unevenly across the three terms.

The person appointed will teach some or all of the following for Trinity College:

Prelims (Year 1)

- o Approaches to History (one or two out of the seven 'approaches' specified)
- o European and World History 4 (1815-1914 – Society, Nation, and Empire)
- o One or more Optional Subjects

Final Honours School (Years 2 & 3)

- o European and World History 11 (Imperial and Global History, 1750-1930)
- o European and World History 14 (The Global Twentieth Century, 1930-2003)
- o European and World History 13 (Europe Divided, 1914-1989)
- o Disciplines of History

Further information about these papers (i.e. modules/ units/ courses) may be found at <https://www.history.ox.ac.uk/ba-history>.

- to help organise the teaching of History and share in the pastoral supervision of undergraduates reading History (and Joint Schools with History) at Trinity College. This includes holding meetings with each student at the beginning and end of every term to discuss their programme of work and academic progress; arranging tuition by colleagues in other colleges, as required; writing brief termly reports on students' academic progress; and setting, marking, or arranging to have marked mock examination papers ('collections') at the beginning of each term.
- to help appoint and oversee the work of College Lecturers in History at Trinity.
- to assist with College Open Days, and to play a role in access and outreach work.
- to take a lead role in the annual undergraduate admissions process for History and its joint schools at Trinity College, in liaison with Fellows in related subjects.
- To act as a College Graduate Advisor for graduate students in History and related areas at Trinity, and to be involved in college decisions about graduate admissions and graduate scholarships.
- To undertake a reasonable share of College administrative duties, including by acting as a Trustee of the College (as a member of the Governing Body), for which training will be provided.
- to contribute to the intellectual, academic and social life of the College.

Selection criteria

Your application will be judged only against the criteria which are set out below. You should ensure that your application shows clearly how your skills and experience meet these criteria.

The University and the colleges are committed to fairness, consistency and transparency in selection decisions. Members of selection committees will be aware of the principles of equality of opportunity, fair selection and the risks of bias. There will be both female and male committee members wherever possible.

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

Qualifications and experience	
Essential	A doctorate and an internationally recognisable academic and research track record within Modern and Contemporary History, appropriate to the career stage and individual circumstances
Essential	Research and teaching specialisms in the broad field of the modern history of the Middle East and North Africa with a core area of research using archives and sources in the region's languages
Teaching	
Essential	Ability to educate and inspire graduate and undergraduate students in Modern Middle Eastern History, and a proven ability to foster a high level of achievement in students
Essential	The ability to teach some or all of the European and World History papers specified above.
Essential	Alertness and sensitivity to the welfare needs of students
Desirable	A successful track record of doctoral supervision
Desirable	Experience of curriculum and pedagogical design and development
Research and public engagement	
Essential	Clear plans for future research and the ability to attract funding
Essential	Ability to contribute high-quality publications to the Faculty's future REF submissions (REF : the UK-based Research Excellence Framework)
Essential	Broad vision and sufficiently wide historical interests to effectively contribute to the long-term development of the subject at Oxford, to the maintenance and further development of interest in the subject.
Desirable	Evidence of active contribution to academic communities at national and international conferences
Desirable	Evidence of effective public engagement with research, and of promoting the subject beyond academia
Personal effectiveness	
Essential	Outstanding interpersonal and communication skills, including excellent spoken and written English
Essential	Ability to build and develop internal and external networks and act as an ambassador to and for the University and the College
Essential	Professionalism as a colleague and proven track record of excellent 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 the ability to engage with bespoke University and College software (training will be provided)
Desirable	Ability to utilise technological innovations to improve teaching and research

How to apply

There is no separate application form for this post. Applications should include:

- Your full contact details including, email address, full postal address and at least one contact telephone number
- A covering letter or statement explaining how you meet the selection criteria set out above
- A full CV and publications list
- Details of **three** referees (see below)
- An equal opportunities monitoring form (optional)

Applications should be sent by email to academic.recruitment@trinity.ox.ac.uk. Please use the subject line: **APTF-C in History**.

The deadline for applications is **12pm (midday) UK time on Wednesday 7th January 2026**.

References

You should contact your referees before applying to ensure they are aware of your application and the requirements for the post, and to check that they would be content to write a reference for you for this post, if asked to do so. In your application, please include for each referee their name, position, relationship to you, postal address, email address and contact telephone number, and whether you give permission for us to contact them. References will only be requested for those shortlisted and called for interview.

Disabilities and adjustments

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. The College welcomes discussion with candidates about disability-related support needs at any stage of the appointment process and beyond. Please feel free to contact the College Senior Tutor (Rebecca.bullard@trinity.ox.ac.uk) or Domestic Bursar (lynne.adam@trinity.ox.ac.uk) for a confidential conversation.

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/>

Shortlisting and interviews

Candidates who are shortlisted for the post will be notified by email and will be invited to interview at Oxford on 11th March 2026. Please state clearly in your application if you would not be available for an interview on this day.

Shortlisted applicants will be required to submit a sample or samples of written work to a maximum of 12,000 words. This may be an article or chapter, published or unpublished, and should be chosen to best showcase your work.

There will be two elements to the interview process. Shortlisted applicants will be asked to prepare and deliver a teaching presentation (full details will be provided) and they will also have a panel interview for the post which will cover the main selection criteria.

Further information for applicants

Trinity College

Oxford has more than thirty self-governing and independent colleges, which offer academics and students the opportunity to belong to a small, interdisciplinary community as well as a large, internationally renowned University. Founded in 1555, Trinity College occupies a green and spacious site in the city centre. It currently admits approximately 90 undergraduates and 60 graduate students each year, with a balance between humanities, social science and science disciplines. The Governing Body of the College is comprised of Tutorial Fellows, Professorial Fellows, and College Officers. The broader academic community also includes Junior and Senior Research Fellows, Career Development Fellows, and some fifty College Lecturers, who offer specialist teaching to undergraduates. The College prides itself on combining the highest academic standards with a particularly friendly sense of community.

Trinity normally admits eight undergraduates each year to read for History, including for the Joint Schools in History and Politics, Ancient and Modern History, and History and Modern Languages. There are approximately 24 undergraduates reading History at Trinity at any one time. The College also admits graduate students for the MSt, MPhil and DPhil in History.

On matters relating to teaching, the postholder will work closely with Dr Fanny Bessard (Tutorial Fellow in History at Trinity and Associate Professor of Medieval Eurasian History in the Faculty of History) and two College Lecturers: Dr Aurelia Annat, who teaches modern British and Irish history, and Prof. Hannah Smith, Lecturer in Early Modern British and European History and Fellow of St Hilda's College. All Tutorial Fellows at Trinity are allocated an individual teaching room in College.

All Fellows of Trinity are members of the Senior Common Room and enjoy generous dining rights, as well as a convivial and intellectually stimulating academic community. A number of Fellows of Trinity have research interests that may intersect with those of the new postholder, including Prof. Katherine Ibbett (French), Prof. María del Pilar Blanco (Spanish), Prof. Steve Fisher (Politics), Prof. Geoffrey Batchen (History of Art), Prof. Janina Dill (Global Security) and Prof. Nick Barber (Law).

Trinity College is committed 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.

For more information about Trinity College, please visit: www.trinity.ox.ac.uk

The Faculty of History

The Faculty of History in Oxford is the largest in the UK, 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 that reach from late Roman times to the contemporary world, in the

history of the British Isles, the history of continental Europe, imperial and global history, the history of 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 for the History of Art. 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 Library and the University museums, Oxford offers a uniquely attractive research environment.

Since September 2025, the Faculty has been based at the Schwarzman Centre for the Humanities, a state-of-the-art cultural centre, which is the location of seven of the constituent units of the Humanities Division.

The Faculty of History 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. Annual career conversations 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 monograph in gestation.

The Faculty has recently successfully received renewal of its Athena SWAN bronze award (first awarded in 2019), and we seek to provide a fully equal, inclusive and diverse environment for staff and students alike. There are working groups on gender equality, race equality and equality for people with disabilities, and an Equality and Diversity Committee which considers and implements policy. The Faculty has measured its performance against the recommendations of recent Royal Historical Society reports on gender and race equality and we regularly and actively implement policy to address inequalities.

For more information about the Faculty please see www.history.ox.ac.uk.

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

The University of Oxford

Oxford's departments and colleges aim to lead the world in research and education for the benefit of society both in the UK and globally. Oxford's researchers engage with academic, commercial and cultural partners across the world to stimulate high-quality research and enable innovation through a broad range of social, policy and economic impacts.

Oxford's self-governing community of international scholars includes Professors, Associate Professors, other college tutors, senior and junior research fellows and a large number of University research staff. Research at Oxford combines disciplinary depth with an increasing focus on inter-disciplinary and multi-disciplinary activities addressing a rich and diverse range of issues.

Oxford's strengths lie both in empowering individuals and teams to address fundamental questions of global significance, and in providing all staff with a welcoming and inclusive workplace that supports everyone to develop and do their best work. Recognising that diversity is a great strength, and vital for innovation and creativity, Oxford aspires to build a truly inclusive community which values and respects every individual's unique contribution.

While Oxford has long traditions of scholarship, it is also forward-looking, creative and cutting-edge. Oxford is one of Europe's most entrepreneurial universities. It consistently has the highest external research income of any university in the UK (the most recent figures are available at www.ox.ac.uk/about/organisation/finance-and-funding), and regularly creates spinout companies based on academic research generated within and owned by the University. Oxford is also recognised as a leading supporter of social enterprise.

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

Oxford has a strong postgraduate student body who are attracted to Oxford by the international standing of the faculty, by the rigorous intellectual training on offer, by the excellent research and laboratory facilities available, and by the resources of the museums and libraries, including one of the world's greatest libraries, the Bodleian.

For more information please visit www.ox.ac.uk/about/organisation

Benefits, Terms and Conditions

University Benefits, Terms and Conditions

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

Salary

<https://hr.web.ox.ac.uk/academic-staff-pay>

Pension

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

Sabbatical leave

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

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

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

<https://staffimmigration.admin.ox.ac.uk/>

Relocation

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

Promoting diversity

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

Other benefits and discounts for University employees

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

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 <https://hr.admin.ox.ac.uk/academic-posts-at-oxford#collapse1532056>

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

The following benefits are available to Tutorial Fellows at Trinity College:

- A Housing Allowance of £18,500 p.a. (current rates), which is taxable and pensionable; it is included in the gross salary for purposes of superannuation;
- The College sometimes has property available for Fellows to rent on a temporary basis (usually for the first year after appointment). The College recognises the importance of housing to applicants and that differences in individuals' personal circumstances require tailored responses. Applicants are welcome to discuss housing needs and preferences in confidence with the College at any point in the appointment process;
- A research allowance of £1,856 p.a. and an allowance of £807 p.a. for entertaining undergraduates and graduate students of Trinity College;
- A teaching room in College, membership of the Senior Common Room and Common Table rights, with an entitlement to lunch and dinner free of charge when the kitchens are open. (There are occasional short closure periods, during the vacation);
- Eligibility to join the Universities Superannuation Scheme. The rules of the Scheme require that the decision in respect of the College employment must conform to that in respect of the University employment;
- The option to subscribe to the Oxford Colleges' Healthcare Plan. Further details are available from the College Accountant, Nasera Cummings (nasera.cummings@trinity.ox.ac.uk);
- Generous family leave arrangements; further details are available from the College Accountant, Nasera Cummings (nasera.cummings@trinity.ox.ac.uk).
- One term's sabbatical leave in every seven, in accordance with the College's By-laws, and subject to Governing Body approval;

Candidates should note that this appointment involves two separate contracts, one with the College and one with the University. As a Fellow of Trinity College, the successful candidate will be a member of the Governing Body and will hold the Fellowship under the terms of the Statutes and By-laws in force from time to time. The election of the successful candidate to the Fellowship will be subject to the conferment and continued holding of the post of Associate Professor. If, for whatever reason, the appointee should cease to hold this University post, the associated College Fellowship will also cease. Election to the Fellowship will be for a probationary year in the first instance.

Like the University, Trinity College currently operates an EJRA of 30th September immediately preceding the 70th birthday.

The appointment is conditional on verification of the successful candidate's availability for employment within the UK.

Offer of employment

Applications for this post will be considered by a selection committee containing representatives from both Trinity College and the Faculty of History. The selection committee is responsible for conducting all aspects of the recruitment and selection process; it does not, however, have the authority to make the final decision as to who should be appointed. The final decision will be made by the Governing Body of Trinity College and the Humanities divisional board on the basis of a recommendation made by the selection committee. No offer of appointment will be valid, therefore, until and unless the recommendation has been approved by both the governing body and the divisional board, and a formal contractual offer has been made.