



## Job Description and Selection Criteria

<b>Post</b>	Associate Professorship in Eighteenth Century History
<b>Department/Faculty</b>	Faculty of History
<b>Division</b>	Humanities Division
<b>College</b>	Worcester 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>	Combined University and College salary from £56,535 p.a. to £75,915 p.a. for joint appointments with the University, a pro-rata share of the £1,730 Oxford Weighting will be applied to the University salary .

### Overview of the post

The Faculty of History and Worcester College are seeking the appointment of an Associate Professor in History, with a preference for teaching and research expertise in the History of Britain and Ireland in the long Eighteenth Century. Preference may be given to applicants working on Scottish history post 1707 and/or social and cultural history. The post is available from 1st October 2026 or as soon as possible thereafter.

The appointee will attract and teach graduate students in History and will supervise graduate student theses within their field of expertise. They will be expected to engage in advanced study and research in areas relevant to the demands of the post, and to give high quality tutorials, seminars, lectures, and supervision at both undergraduate and graduate levels, as well as support and examine students at all levels. The appointee will also be expected to engage in the administrative work of the Faculty and the College, including examination and assessment, admissions processes, and Faculty administration.

Candidates will have, or be able to demonstrate the promise of, a distinguished record of scholarship and teaching at a level appropriate to the stage of the candidate's career, together with clear plans for research which demonstrate an ability and a willingness to maintain that record. They should also have an ability and willingness to obtain external funding for individual or larger research projects, and an awareness of the possibilities for seeking funding in the UK and abroad. They must have received the degree of PhD/DPhil by the advertised closing date for this position.



If you would like to discuss this post and find out more about joining the academic community at Oxford, please write to [academic.recruitment@worc.ox.ac.uk](mailto:academic.recruitment@worc.ox.ac.uk) or to the Faculty Board Chair Professor Martin Conway, ([martin.conway@history.ox.ac.uk](mailto:martin.conway@history.ox.ac.uk)), who will not be involved in the selection 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**

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.

## **British History at Oxford**

The candidate would be joining a large community of scholars working on the long eighteenth century including Christina de Bellaigue, Perry Gauci, Rob Iliffe, Sarah Knott, Avi Lifschitz, Ian McBride, Meleisa Ono-George, Alex Middleton, Katherine Paugh, Simon Skinner, Hannah Smith, William Whyte, Brian Young

More generally, the History Faculty has a rich and dynamic culture of research in British history, including a lively programme of research seminars, projects, and public engagement. The appointee would also have access to Oxford's museums and libraries which contain an extensive collection of objects and sources related to the history of Europe in the eighteenth and nineteenth centuries.

## **Duties of the post**

You will be expected to engage in advanced research in the field of eighteenth-century British and/or Irish history. You will also be expected to give high-quality lectures, seminar-style 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 need to engage with core areas of the Faculty's current offerings in history in the long eighteenth century, and you will have the opportunity to

develop new courses at the undergraduate and graduate levels, including those arising from your own research.

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**

Candidates should be able to contribute to teaching and developing the following undergraduate papers, including:

- The delivery of lectures, classes, and tutorials for first-year and second-year outline papers in the history of Britain and Ireland in the long eighteenth century
- Methodology papers, including 'Approaches to History'
- At least two of the more detailed primary source-based Optional, Further, or Special Subject papers aimed at first, second and third-year students; the appointee will have the opportunity to develop new specialised papers in their own field.
- The supervision of undergraduate dissertations in eighteenth-century History.
- At graduate level, they should be willing to:
- Contribute to MSt and MPhil teaching, especially the MSt and MPhil in British and European History (1700-1850). They may choose to develop their own specialist Option course for the M.St programme.
- Supervise Master's and Doctoral students in eighteenth-century history.
- Participate in convening research seminars

Candidates will also cooperate in the administrative work of the Faculty of History, including membership of committees or administrative offices, as and when requested by the Chair of the Faculty Board.

### **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 Worcester College:

**Prelims (Year 1)**

- The History of the British Isles, 1688-1848
- Classes on Gibbon for Historiography: Tacitus to Weber (a course taught between Worcester College and Jesus College)
- One or more Optional Subjects

**Final Honours School (Years 2 & 3)**

- History of the British Isles: Liberty, Commerce and Power, 1685-1830
- Disciplines of History
- Enlightenments and Revolutions: Europe, 1680-1815

The candidate will also help organise the teaching of History and share in the pastoral supervision of undergraduates reading History (and Joint Schools with History) at Worcester 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.

- They will assist with College Open Days, and play a role in access and outreach work.
- They will participate in the annual undergraduate admissions process for History and its joint schools at Worcester College, in liaison with other subject tutors and Fellows in related subjects.
- They will act as a College Adviser for graduate students in History and related areas, and be involved in college decisions about graduate admissions and graduate scholarships.
- They will contribute to the shared academic endeavours of the History school at Worcester College and its strong commitment to academic guidance and pastoral support for undergraduate students, as well as offering adviser support for some of the History graduate students at Worcester College.
- They will 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.

Further information about all papers (i.e. modules/ units/ courses) mentioned above as well as details of the structure of the undergraduate course in History may be found at <https://www.history.ox.ac.uk/ba-history>.

**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.

<b>Qualifications and competence</b>	
Essential	A doctorate and an internationally recognisable academic and research track record within the history of Britain and Ireland in the long eighteenth century, including significant published work, appropriate to career stage and individual
<b>Teaching</b>	
Essential	Ability to educate and inspire graduate and undergraduate students in the history of Britain and Ireland in the long eighteenth century, and a proven ability to foster a high level of achievement in students from all backgrounds
Essential	The ability to teach some or all of the papers specified above
Essential	Alertness and sensitivity to the welfare needs of students
Desirable	A track record of successful doctoral supervision
Desirable	Experience of curriculum and pedagogical design and development
<b>Research and public engagement</b>	
Essential	Clear plans for relevant 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, and 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 History of Britain and Ireland in the long 18 <sup>th</sup> Century beyond academia
<b>Personal effectiveness</b>	
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 collaborative research/academic/working and learning environments for people from different backgrounds
Desirable	Awareness of the University's obligations under the Equality Act 2010 and the Public Sector Equality Duty
<b>Technical skills</b>	
Essential	Computer literacy and ICT competence, including the ability to engage with bespoke University and College software (training will be provided)

## **Equal Opportunity Statement**

The University of Oxford is committed to equal opportunity, and to being a place 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.

Employment with the University and progression within employment will be determined according to personal merit and the application of criteria related to the duties and conditions of the post. In all cases, the primary consideration will be the ability to perform the job.

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

## **How to apply**

To apply, visit <https://www.worc.ox.ac.uk/about/work> then click on the 'Job Advert' page and follow the instructions mentioned below. Please provide details of **three referees** and indicate whether we may contact them now.

You will be need to email us your CV and a supporting statement to [academic.recruitment@worc.ox.ac.uk](mailto:academic.recruitment@worc.ox.ac.uk) before the end date if interested in the post. The supporting statement should explain how you meet the selection criteria for the post using examples of your skills and experience. This may include experience gained in education or employment.

Prior to interview shortlisted candidates will be asked to submit a sample of written work, being no longer than 12,000 words in length.

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. Worcester College is committed to equality of opportunity for all college members, including support for disability and long-term health conditions. The College fulfils its legal obligations under the terms of the Equality Act 2010, and will work with employees to make reasonable adjustments to the role or working conditions. 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 interview, 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 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 upload all documents **as PDF files** with your name and the document type in the filename.

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

Should you experience any difficulties using the online application system, please email [academic.recruitment@worc.ox.ac.uk](mailto:academic.recruitment@worc.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.

## **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](http://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 Drawing and Fine Art. The division has responsibility for over 500 members of academic staff, for over 4,000 undergraduates (more than a third of the total undergraduate population of the University), and for about 1,600 postgraduate students.

The Division offers world-class teaching and research, backed by the superb resources of the University's libraries and museums, including the famous Bodleian Library, with its 11 million volumes and priceless early book and manuscript collections, and the Ashmolean Museum of Art and Archaeology. These historic resources are linked to cutting-edge agenda in research and teaching, with an increasing emphasis on interdisciplinarity.

The Division's 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. For more information please visit: [www.humanities.ox.ac.uk/](http://www.humanities.ox.ac.uk/)

## **Worcester College**

There are 39 self-governing 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.

Worcester College occupies the site of Gloucester College, founded in 1283 for monks from the Abbey of St Peter, Gloucester. It was re-founded as Worcester College in 1714, following a benefaction by Sir Thomas Cookes, Bt., from Worcestershire. The original Benedictine site was large, and eighteenth- and nineteenth-century additions to it have resulted in the College occupying some twenty-six acres. The gardens were laid out to include a lake in the early nineteenth century, and the adjoining sports field was reclaimed from drained water meadows in the late nineteenth century. The mixture of architectural styles, set amongst landscaped, wooded gardens and grounds, make Worcester one of the most attractive colleges in Oxford.

Like all Oxford Colleges, Worcester is an independent self-governing institution regulated by the Charity Commission. Membership of Governing Body comprises the Provost (Head of the College and Chair), and 54 further Fellows; together they are responsible for the admission and tuition of students, for the welfare of all students and staff, and for the College's finances.

The College is also home to a thriving community of Research Fellows, Honorary and Emeritus Fellows. The recent appointment of two Heads of Research is part of a wider commitment to fostering a lively and supportive research environment, and the provision of support and mentoring to early career researchers. The College supports a range of research activities including seminars, workshops, public lectures, round-table discussions, and interdisciplinary approaches to research and publication that address a public audience.

The Library is one of Worcester College's finest assets. The modern reading rooms contain 65,000 volumes, while the magnificent Old Library houses collections of European importance. More information about the college may be found at: [www.worc.ox.ac.uk](http://www.worc.ox.ac.uk).

## **History and Joint Degrees at Worcester**

The College currently admits nine students per year for the undergraduate degrees of History, Ancient and Modern History, History and Economics, History and Modern Languages, and History and Politics. The College currently has two Tutorial Fellows in History, Dr Conrad Leyser and Professor Bob Harris, and a College lecturer, Dr Alexandra Gajda.

Applicants to read History need not have studied any particular period of history. We are seeking candidates who show an enthusiasm for their subject, who can analyse their material intelligently, argue cogently and clearly, and can write lucidly and succinctly. Although there is no language requirement, tutors are keen to encourage historians to acquire or maintain a good working knowledge of at least one modern or ancient language and every assistance will be given to those wishing to work up or improve their language abilities.

## **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 \(ox.ac.uk\)](https://hr.admin.ox.ac.uk/holding-outside-appointments)

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

### ***Sabbatical leave***

[Council Regulations 4 of 2004 | Governance and Planning \(ox.ac.uk\)](https://hr.admin.ox.ac.uk/holding-outside-appointments)

***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](https://welcome.ox.ac.uk).

[Home | Staff Immigration \(ox.ac.uk\)](https://hr.admin.ox.ac.uk/holding-outside-appointments#collapse1094916)

***Relocation*** <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 \(ox.ac.uk\)](https://hr.admin.ox.ac.uk/other-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 [Academic posts at Oxford | HR Support](https://hr.admin.ox.ac.uk/academic-posts)

### ***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**

Additional benefits of the Tutorial Fellowship at Worcester College (as at November 2025) include Governing Body membership, a housing allowance of £12,100 p. a., a study room, a research allowance (£2,000 p.a.) and full college dining rights: free lunches in the Senior Common Room (of which the Fellow will be a full member) and free dinners at the Common Table in term and vacation (except when the kitchens are closed).

## **Offer of employment**

Applications for this post will be considered by a selection committee containing representatives from both the Faculty of History and Worcester 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 Governing Body of Worcester 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 divisional board and the governing body, and a formal contractual offer has been made.