Job Description and Selection Criteria

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<th>Post</th>
<th>Associate Professorship (or Professorship) of American Literature</th>
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<td>Department/Faculty</td>
<td>Faculty of English</td>
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<td>Division</td>
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<td>College</td>
<td>Worcester</td>
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<tr>
<td>Contract type</td>
<td>Permanent upon completion of a successful review. The review is conducted during the first 5 years.</td>
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<tr>
<td>Salary</td>
<td>Salary on a scale from £52,815 to £70,918 per annum, increasing each year to the top of the scale, plus a college housing allowance of £10,952. A further allowance of £3,078 per annum would be payable by the University upon the award of Full Professor title.</td>
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Overview of the post

Worcester College, Oxford, and the Faculty of English Language and Literature at the University of Oxford are recruiting a Tutorial Fellow and Associate Professor or Professor of American Literature, with effect from 1 September 2024 or as soon as possible thereafter.

Applications are invited from well-qualified candidates with expertise in American literature from 1800 to the present day. The successful candidate will be required to enthuse and inspire students at both the undergraduate and the postgraduate levels through tutorials, classes, lectures and supervision.

The post combines a Fellowship at Worcester College with membership of the Faculty of English. The successful candidate will be responsible for teaching tutorials and seminars in literatures in English from 1800 to the present day to undergraduate students at Worcester. Within the Faculty of English, they will be expected to teach the methods seminar and topical seminars in American literature on the English and American Studies MSt, as well as supervise MSt dissertations and doctoral theses in American literature. They will also be expected to offer undergraduate lectures and seminars in American literature.

If you would like to discuss this post and find out more about joining the academic community at Oxford and the nature of teaching and research in Oxford, please contact Professor Laura Ashe (laura.ashe@ell.ox.ac.uk) at Worcester College and Professor Lloyd Pratt (lloyd.pratt@ell.ox.ac.uk) at the English Faculty. Practical queries about applications may be directed to senior.tutor@worc.ox.ac.uk. 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.
Duties of the post
The main duties of the post are as follows:

- To engage in scholarly research and publication at an internationally competitive level in American literature from 1800 to the present day.

For Worcester College:

- To provide eight contact hours’ tutorial (small group) and seminar/class teaching each week, averaged across the eight weeks of each term, to undergraduate students reading English Language and Literature and the joint degrees with English, and to visiting Junior Year Abroad students requiring teaching in the relevant area; teaching the papers referred to in the essential criteria below, setting and marking internal college exams and regularly monitoring and reporting on student progress;

- To direct, in collaboration with the other Tutorial Fellow in English and the Senior Tutor, the organisation of English teaching in the College;

- To take part in activities related to admissions, Open Days and the College’s access schemes, which may fall outside of full term;

- To provide pastoral support to undergraduates reading English and act as College Advisor for postgraduates in the College reading English or related disciplines;

- To take part in the administration of the College as a member of, and as directed by, the Governing Body, acting as a member of College committees when called upon to do so; and to participate in the activities of the College as an academic and research community.

For the English Faculty:

- To make an appropriate contribution to the supervision and/or teaching of undergraduate and postgraduate students in the University, including supervising master’s level and doctoral students in American literature;

- To give lectures or classes (including postgraduate classes) in American literature within the expectations of overall workload tariff in each academic year;

- To take part in University examining as requested to do so;
• To offer more advanced options, such as centrally-taught special option classes for final year undergraduates, and MSt courses for postgraduates, in American literature;

• To teach and supervise postgraduate students, including doctoral students in American literature and master’s students studying within the MSt in English and American Studies, as well as undergraduate students writing dissertations in the field of American literature. The postholder will work with other specialists in the area to ensure convening and teaching responsibilities are met for the MSt in English and American Studies.

• To contribute to the administration of the English Faculty, including acting as a member of Faculty committees when called upon to do so, and being willing to take on leadership roles in the Faculty from time to time.

The college teaching obligation will be 8 hours per week. No formal limitation is placed on examining or other work, but it is expected that associate professors will limit their total commitments, and college their demands on them, so that time will be available for research.

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.

The successful candidate will demonstrate the following essential criteria:

1. A record of, and potential to continue to produce, original, important, rigorous, and internationally significant publications in American literature, commensurate with the candidate’s career stage, that will enhance the profile of the English Faculty in American literature.

2. At the time of application, candidates should hold a doctorate in English or a closely-related subject, in a field of American literature.

3. Evidence of undergraduate teaching experience commensurate with the candidate’s career stage, and of a commitment to excellence in teaching, including encouraging a high level of achievement in undergraduate students, together with the ability to offer research-led undergraduate lectures and classes in American literature.

4. The ability to provide:
   a. Tutorial and seminar teaching to undergraduates in English and the joint degrees, in the following papers: the introductory first-year courses, ‘Literature in English 1830–1910’ and ‘Literature in English 1910–present day’; the latter portion (1800-1830) of the second- and third-year advanced course, ‘Literature in English 1760-1830’; Part B (Literature) of the first-year ‘Introduction to English Language and Literature’ course; and supervision of final-year dissertation projects 1800-present as appropriate. For further information about these courses and a full list of papers, see:

   https://www.english.ox.ac.uk/course-structure.

   b. Teaching in literature in English 1800-present for visiting Junior Year Abroad students, as required;

   
c. Study skills and bridging course teaching to first-year undergraduates in English and the joint degrees, as required.

5. Evidence of excellence, or the potential for excellence, in postgraduate teaching in American literature, along with a commitment to encouraging a high level of achievement in postgraduate students. This must include the ability to provide supervision for Masters and Doctoral level students in American literature, and the ability to conduct research-led postgraduate classes in American literature.

6. Evidence of the ability to undertake pastoral responsibilities for both undergraduate and postgraduate students.

7. Evidence of the ability to work collaboratively with a wide range of colleagues from different disciplines and to promote the study of English in Worcester College, including as part of a number of inter-disciplinary undergraduate degrees.

8. Evidence of administration and organisational skills, specifically the ability and willingness to participate effectively in the other work required by the College and Faculty, including acting as a trustee and member of the Governing Body of the College.

Desirable criteria:

1. Evidence of successful postgraduate teaching and/or supervision in American literature.

2. The ability to teach advanced papers in addition to those listed under the Essential criteria.

3. Evidence of the ability to attract external funding for research.

4. A track record of obtaining research grants.

5. Experience of research collaborations at national and international level.

How to apply

There is no separate application form for this post. Applications should be emailed in pdf format to academic.recruitment@worc.ox.ac.uk by 5pm on Monday 8 January 2024, and 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, including and especially the items listed as essential criteria. Letters can and should provide an account of the applicant’s research and its key arguments, as well as their teaching experience and approach to teaching. However, letters must also directly address the question of how the applicant fulfils the requirements of the position as stated in this Further Particulars document. Please do not send a standardised application letter that describes the candidate’s research and teaching experience but does not address the stated criteria.

- A full CV and publications list;

- A 2-3 page statement of current and future research plans, including summaries of the proposed outputs (book chapters, essays or articles);

- Details of three referees (see below).

Referees

You should contact your referees before applying, to ensure they are aware of your application and the requirements for the post, and 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. The college and the University will assume that they may approach your referees at any stage unless your application specifies otherwise. Therefore if you would prefer them to be approached only with your specific permission, then you must specify this in your application. You should name three referees in your application even if you do not wish them to be contacted yet.

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 HR office will be guided by the Faculty Occupational Health lead to ensure that an individual with a disability or long-term health condition is given appropriate support.

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 to be made. The University Access Guide gives details of physical access to University buildings https://www.accessguide.ox.ac.uk/

Applications should be sent to:
academic.recruitment@worc.ox.ac.uk

The deadline for applications is 5pm UK Time on Monday 8 January 2024.

Should you have any queries about how to apply, please contact senior.tutor@worc.ox.ac.uk.

All applications will be acknowledged after receipt and will be considered by the selection committee as soon as possible after the closing date. Shortlisted applicants will be invited (1) to submit a sample of written work; (2) to give a teaching presentation to current undergraduate students; (3) to give a presentation on their research, to which members of the English Faculty and Worcester College will be invited; and (4) to attend an interview with the selection panel. The presentations and interviews will take place in Worcester College on 4 and 5 March 2024.

Worcester College

Worcester is one of the 39 constituent colleges of the University of Oxford. It occupies the 26-acre site on the western side of the city where the Benedictines first founded Gloucester College in 1283. The College has c. 400 undergraduates and c. 200 graduate students; of these 260 students live within the boundaries of the College itself, and a further 200 live in College accommodation located within 300 metres of the College Lodge.

Like all Oxford Colleges, Worcester is an independent self-governing institution regulated by the Charity Commission. The Governing Body comprises the Provost (Head of the College), who chairs it, 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.
The College admits around 7 students a year into the B.A. in English Language and Literature, and a further small number to the joint degrees in English and Modern Languages and Classics and English. The tutors in English have direct responsibility for the pastoral care of around 25 undergraduates. The English fellows also teach visiting students of the College’s extremely successful Junior Year Abroad programme.

The successful candidate will share responsibility with the existing Tutorial Fellow in English, Professor Ashe, for the academic and personal welfare of undergraduates. For more information please visit: https://www.worc.ox.ac.uk/.

Additional benefits of the Tutorial Fellowship at Worcester College include Governing Body membership, a housing allowance of £10,952 p. a., a study room, a research allowance (£1,805 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).

The Faculty of English
The English Faculty is by far the largest English Department in the UK, and has a very distinguished research record (awarded the top grade in the last two research assessment exercises). We have been ranked top in the QS World Rankings in its subject for the last four years and our teaching has been graded ‘Excellent’ in every Quality Assurance review. The English Faculty’s teaching and research covers literature in English from works in Old English of the 7th century to the current period of what has been called global English.

The spread of historical expertise places the Faculty in a unique position to speak authoritatively about the long history of the literatures and languages of Britain and Ireland, as well as the diasporas and interchange of literatures and languages that emerged from them. Students have opportunities to trace the development of literature from early manuscripts to current digital and hybrid forms; they benefit from a distinctive experience of close personal supervision with leading academics, in turn developing their own communities and identities as critics and researchers.

The Faculty currently has 80 permanent members of academic staff, including 9 statutory Professors. This is in addition to a further 100 or so members teaching in the colleges and temporary members of staff. A list of Faculty members and their research interests is available on the website. For more information, please visit: www.english.ox.ac.uk.

There are currently approximately 900 undergraduate students (with roughly 260 admitted each year to the single honours school and a further 20 to joint honours school programmes). The Oxford English Faculty has the largest graduate school in the country, with approximately 90 Masters students, and a further 150 graduate research students.

The Faculty offers financial support for research expenses and conference attendance, together with research mentoring and teaching relief for particular research needs. In addition to the Faculty’s resources, research funding may be applied for from the Fell Fund for research and external funding sources. The Faculty has had significant success with individual and group project applications for funding from the UK’s Arts and Humanities Research Council, the Leverhulme Foundation, the British Academy, the Mellon Foundation and other major funding bodies.

The Faculty holds a bronze Athena Swan award to recognise advancement of gender equality: representation, progression and success for all.

Further information about the Faculty is available at www.english.ox.ac.uk.
The Rothermere American Institute
The RAI is Oxford’s centre for the study of the United States and its place in the world. Its mission is to support research in Oxford and beyond, to act as a catalyst for interdisciplinary work and research collaboration, and to engage non-university audiences, all with the aim of improving the scholarly and public understanding of America. The RAI’s activity falls into three broad areas: hosting/supporting academic and public events, hosting Visiting Fellows, and directly supporting research. Its public programmes include a podcast, online and in-person lectures, and an annual event for schools.

The RAI community includes a large number of graduate students; the academic post-holders in American Literature, American History, and US politics; two Junior Research Fellowships in US history; several Fellows-in-Residence; a group of Distinguished Fellows; and a wide group of early career researchers, retired colleagues and many others. The RAI collaborates widely with other research institutes in the University. The RAI’s Vere Harmsworth Library offers the strongest collection in US history in Europe, including a wide range of digital resources for the study of twentieth-century US history.

The current RAI Director is the Edward Orsborn Professor of US Politics and Political History, Adam Smith. The RAI has a small but dedicated staff including a part-time Administrator, Communications Officer and two Administration and Finance assistants. Opened by President Clinton in 2001, the RAI and its sister institution the Vere Harmsworth Library (VHL) are housed in a magnificent modern building in the centre of Oxford.

For more information please visit: www.rai.ox.ac.uk

The Humanities Division
The Humanities Division is one of four academic divisions in the University of Oxford, bringing together the following faculties: Classics; English; History; Linguistics, Philology and Phonetics; Medieval and Modern Languages; Music; Oriental Studies; Philosophy; Theology and Religion; the Ruskin School of Art. The Division has over 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 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, and the Ashmolean Museum of Art and Archaeology. Such historic resources are linked to cutting-edge 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 vehicle for promoting interdisciplinary collaboration, international networks, and public engagement with research. During 2018-19, TORCH hosted almost 400 events, with audiences of over 20,000 people. During 2019-20, TORCH hosted online events during COVID-restrictions, reaching audiences in person and then online of over 50,000 globally. Since 2013, TORCH has supported 400 researchers each year; 62 Knowledge Exchange Fellowships; over 50 seed-funded research networks and 10 research programmes. The current TORCH Director is Professor Christine Gerrard, who is a member of the English Faculty.

The Humanities Division has embarked on a major building project on the Radcliffe Observatory Quarter, following the recent announcement of the £150 million gift to create the Stephen A. Schwarzman Centre for the Humanities. The Schwarzman Centre will serve as a dynamic hub dedicated to the Humanities. The building will bring together seven Humanities faculties, the Humanities Divisional Office, a new library and significant cultural and public engagement spaces in a space
designed to encourage experiential learning and bold experimentation through cross-disciplinary and collaborative study.

For more information please visit: https://www.humanities.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 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

University Benefits, Terms and Conditions
The University component of the salary will be on the scale for Associate Professors, (£20,989 - £28,183). The combined College and University salary will be on a scale up to £70,918 per annum, with College allowances in addition as detailed below. A further allowance of £3,078 per annum would be payable by the University upon the award of Full Professor title.

Those appointed below the top of this salary range will receive annual increments until they reach the top point. There is also an annual ‘cost-of-living’ review. In exceptional cases, the Department/Faculty board may propose the awarding of additional increments within the substantive scale to an Associate Professor at any time during their appointment.
Associate professors who are awarded the title of full professor receive an additional allowance (unless they already receive additional recruitment or retention payments at that level or above) see Recognition of Distinction | HR Support (ox.ac.uk); and they will be eligible for consideration in subsequent regular exercises for professorial merit pay (unless they already receive additional recruitment or retention payments in excess of the level of award) see Professorial Merit Pay | HR Support (ox.ac.uk). These awards do not result in any change to the duties of the post-holder.

Additional remuneration may be paid for graduate supervision, examining and some tutorial teaching. Those holding administrative appointments within the department/faculty may be eligible for additional payments.

Pension
The college and University offer generous pension provision. Associate Professors are usually offered membership of the Universities Superannuation Scheme. Details are available at https://finance.web.ox.ac.uk/uss

Sabbatical leave/dispensation from lecturing obligations
You will be eligible to apply for dispensation from lecturing obligations in conjunction with sabbatical or other leave granted by the college. You may be dispensed from up to two courses of eight lectures or classes in any period of three years, up to a maximum of four courses in any period of fourteen years.

Intellectual property and conflicts of interest
Guidance is available on: ownership of intellectual property https://governance.admin.ox.ac.uk/legislation/council-regulations-7-of-2002 and managing conflicts of interest https://researchsupport.admin.ox.ac.uk/governance/integrity

Membership of Congregation
Oxford’s community of scholars governs itself through Congregation which is its “parliament”. You will be a voting member of Congregation.

See:
- https://www.ox.ac.uk/about/organisation/governance and
- https://governance.admin.ox.ac.uk/legislation/statute-iv-congregation for further details.

Family support
The University offers generous family leave arrangements, such as maternity, adoption, paternity and shared parental leave. Details are available at https://hr.admin.ox.ac.uk/family-leave-for-academic-staff. You will have considerable flexibility in the day-to-day organisation of duties in the Associate Professor role. Requests for flexible working patterns will be accommodated as far as possible.

You will be eligible to apply to use the University nurseries (subject to availability of places). For details of the nurseries and how to apply for places, please see https://childcare.admin.ox.ac.uk/home.

The University subscribes to Work and Family Space, a service that provides practical advice and support for employees who have caring responsibilities. The service offers a free telephone advice line, online support and informative webinars in addition to the ability to book emergency childcare through their online service Bubble. For more details, please see https://hr.admin.ox.ac.uk/my-family-care.

The Oxford University Newcomers’ Club is run by volunteers, whose aim is to help the newly-arrived partners of visiting scholars, of graduate students and of newly appointed academic and administrative members of the University to settle in and to give them opportunities to meet people in Oxford. Further information is available at https://www.newcomers.ox.ac.uk/.
Welcome for International Staff
One of Oxford’s great strengths is its truly international body of research and teaching staff from over 140 countries, and we welcome applications from academics across the world. We can help international staff and partners/families make the transition to Oxford. Information about relocation, living and working in the UK and Oxford is available at welcome.ox.ac.uk.

If you require a visa, we have a dedicated Staff Immigration Team to support successful applicants through the immigration process (for Global Talent and Skilled Worker visas) from job offer through to arrival in the UK. This is subject to the eligibility criteria being met for the respective visa routes.

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

Promoting diversity
The University is committed to recruiting and retaining the best people, whoever they are, to ensure equality of opportunity. The Vice Chancellor’s Diversity Fund provides resources for innovative projects to promote diversity.

The Equality and Diversity Unit promotes good practice across the University by developing policies and offering training, and runs a range of support networks for staff. It works closely with Colleges, the Oxford University Student Union and external campaign groups.

Please see https://edu.admin.ox.ac.uk/home for details.

Other benefits and discounts for University employees
The University has a range of facilities and benefits for its staff, including discounted health insurance, sustainable travel schemes, and discounts in local shops and restaurants. Details are available at:

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

Pre-employment screening
The appointment of the successful candidate will be subject to the University’s standard pre-employment screening. This will include right-to-work, proof of identity, references, a pre-employment health declaration, and any other checks as applicable to the post. We advise you to read the notes for applicants at 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.

The University operates an employer justified retirement age for academic posts of 30 September immediately preceding the 70th birthday. The justification for this may be found at https://hr.admin.ox.ac.uk/the-ejra

For existing employees, any employment beyond the retirement age is subject to approval through the EJRA procedures. Further details can be found at https://hr.admin.ox.ac.uk/the-ejra

Data Privacy
Please note that any personal data submitted to the University as part of the job application process will be processed in accordance with the GDPR and related UK data protection legislation. For further information, please see the University’s Privacy Notice for Job Applicants at: https://compliance.admin.ox.ac.uk/job-applicant-privacy-policy.
The University’s Policy on Data Protection is available at: https://compliance.admin.ox.ac.uk/data-protection-policy.

College Benefits, Terms and Conditions
The College component of the salary will be on the scale for Associate Professors, (£28,183 - £42,735). The combined College and University salary will be on a scale up to £70,918 per annum.

College benefits

1. To allow fellows to establish themselves in the challenging Oxford housing market, for the first five years of a fellowship (the probationary period), we offer the option, in return for sacrifice of the Housing Allowance (see [2] below), of residence, rent-free, in a 2- or 3-bedroom house within walking distance of the College, the aim being to give fellows time to build up a deposit for a house of their own. This is a taxable benefit.
2. A taxable and pensionable housing allowance (currently £10,952 per annum) for a Fellow not living in College accommodation.
3. 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).
4. Reimbursement of book or research expenses of up to £1,805 per year.
5. Sole use of an office in the College.
6. Computing equipment (or equivalent IT facilities).
7. Access to private healthcare. Membership is on a voluntary basis and is taxed as a benefit in kind. Premiums for cover for other family members are recovered through monthly salary.
8. Family leave arrangements similar to those offered by the University (see above).
9. One term of sabbatical leave for every six terms of qualifying service.

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