



**WORCESTER COLLEGE
UNIVERSITY OF OXFORD**

Fixed-Term Stipendiary Lectureships in Philosophy

Applications are invited for a fixed-term Stipendiary Lectureship in Theoretical Philosophy at Worcester College, tenable from 1 April 2024 to 31st March 2025. The lecturer will be required to give tutorials and classes for a number of first- and second-year courses, and should be able to offer teaching in Knowledge & Reality and / or Philosophy of Mind. In particular, the person appointed will be expected to teach one of first year papers (Logic, Moral Philosophy, General Philosophy.) The ability to teach The Philosophy of Logic and Language, The Philosophy of Wittgenstein, and /or Feminist Theory is desirable. The teaching stint is eight (weighted) hours per week, averaged across the three terms. Other duties of the post include setting and marking college exams ('collections'); working with colleagues in contributing to the administration of Philosophy Joint Schools in the college, the academic oversight of Philosophy undergraduate students, and the undergraduate admissions round.

I THE COLLEGE

Worcester College admits approximately 17 students each year to read for degrees related to Philosophy. In addition, the college normally has a number of students undertaking taught postgraduate and research degrees in Philosophy and related subjects. The course syllabus and teaching materials can be found on the Faculty's website: <https://www.philosophy.ox.ac.uk/undergraduate/courses>

Worcester College employs two Fellows in Philosophy (Dr Michail Peramatzis and Dr Natalia Waights Hickman) and a Stipendiary Lecturer, Dr Janine Gühler.

II COLLEGE DUTIES

The appointee will be required:

- (i) to undertake for Worcester College 8 weighted¹ hours of teaching per week, averaged over the three eight-week terms which constitute the academic teaching year;
- (ii) to engage in:
 - (a) tutorial preparation;
 - (b) the setting and marking of written work;
 - (c) the setting, marking and returning of scripts for collections (internal college examinations);
 - (d) writing and submitting student reports;
 - (e) liaison with other staff on teaching and pastoral matters, as appropriate;
- (iii) to help with the organisation of Philosophy teaching at Worcester College, and to share in the academic responsibility for Philosophy and joint-degree undergraduates.

¹ Hours are weighted according to group size as shown below.

Group size	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Weight	1	1.25	1.5	1.59	1.68	1.77	1.86	1.96	2.05	2.14	2.23	2.32	2.41	2.5	2.59

III ASSESSMENT CRITERIA

The successful candidate will have a Bachelor of Arts degree (or equivalent) and be close to completing, or have completed, a doctoral degree in Philosophy or another relevant subject.

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

- (i) the ability or potential to be an effective teacher of Philosophy, and the personal qualities needed to foster a high level of achievement in undergraduate students;
- (ii) achievement or potential (commensurate with the applicant's career) in a field of research relevant to the subjects being taught;
- (iii) the ability to participate effectively in the administration and development of Philosophy in Worcester College;
- (iv) a willingness to participate in access initiatives with a view to encouraging applications from a wide range of educational backgrounds;
- (v) a collegial, enthusiastic, knowledgeable and motivational teaching style, and good communication skills;
- (vii) sensitivity in dealing effectively with any pastoral matters that may arise.

Experience of teaching undergraduates, preferably in a tutorial environment, and experience working with, teaching, or mentoring diverse students or student groups would be an advantage.

Although this is not a research appointment, the college believes that research ability and teaching ability are related. Account will therefore be taken of a candidate's research record, commensurate with the stage and conditions of their career. Our Heads of Research provide mentoring and support to early career researchers engaged in College teaching.

IV TERMS AND CONDITIONS

The appointment will be from 1 April 2024 to 31st March 2025.

1 Terms and Conditions

The lecturer will be appointed on the scale for full-time stipendiary lecturers, in the range £20,325-£22,624 p.a (or equivalent pro rata.)

Stipend is determined according to qualifications and experience (but we would expect to appoint on Point 1 of the scale) and includes payment for any leave taken outside the academic term and for any bank holiday worked during term time (pro rata entitlement of 38 days inclusive of Bank Holidays). Holiday cannot normally be taken during term and the period of undergraduate admissions when lecturers are expected to be available in Oxford. In exceptional circumstances, where it is necessary to give notice before the end of the contract period, one month's notice should be given by either party. On completion of the term of appointment all documents, student information/papers, and other property of the colleges must be returned. The colleges conform to the University policy over parental and adoptive leave arrangements.

The appointment will be subject to satisfactory pre-employment checks, which include proof of identity, references, and the provision of proof of the right to work in the UK. To comply with UK employment legislation, the successful candidate will be required to provide documentary evidence of eligibility for employment before

starting work with the college. Further information is available at <https://www.gov.uk/browse/visas-immigration>.

The College's Senior Tutor (and other officers of the College as appropriate) will advise on and support the appointee's career progression. Mentoring arrangements will be put in place after discussion.

2 *Additional entitlements*

The Lecturer will have the following entitlements at Worcester College:

- (i) Five lunches and three dinners per week at the Common Table during term and the admissions period (when the kitchens are open)

V **APPLICATION AND APPOINTMENT PROCEDURE**

Applicants should complete and email the following documents in a PDF single file format, with the candidate's surname as the first word of the document title, to the Academic Office Assistant, Ms Poppy Moulis, (poppy.moulis@worc.ox.ac.uk) by **noon on Friday 1st March 2024**. Late applications will not be accepted.

- a completed application form, available from www.worc.ox.ac.uk/jobs
- a *curriculum vitae*;
- a summary (1-2 page) statement of teaching experience;
- a summary (1-2 page) statement of research record, with a brief account of future research plans;

Informal enquiries may be made to Dr Natalia Waights Hickman (natalia.waights@philosophy.ox.ac.uk)

It is anticipated that interviews for the post will be held during the week commencing 11th March 2024.

Diversity and Equal Opportunity at Worcester

The Governing Body of Worcester College has made a formal commitment to building a more socially and culturally diverse academic community. As part of our diversity strategy, we are actively seeking excellent candidates from groups which are under-represented on our academic staff: disabled candidates, black and minority ethnic candidates, and women of all ethnicities.

Candidates are encouraged to complete a Diversity Declaration form, which will assist the College with monitoring equal opportunities in recruitment. We can assure you that the information given is kept separately from the information used in recruitment decisions; that all information is strictly confidential, used purely for statistical purposes and to ensure that policies are being applied fairly.

Please e-mail your Diversity Declaration form to poppy.moulis@worc.ox.ac.uk