



**WORCESTER COLLEGE
UNIVERSITY OF OXFORD**

Fixed-term Stipendiary Lectureship in Physical Geography

Worcester College proposes to appoint a one-year fixed-term Stipendiary Lecturer in Physical Geography from 1 October 2025. The vacancy is to replace the current postholder who will be taking sabbatical leave during this period. This position offers an excellent opportunity for early career-stage researchers to gain valuable teaching experience while continuing their research. This is a part-time, fixed-term appointment. The College is willing to make two appointments of three hours each to cover the requirements of this post. Candidates should indicate in their application whether they wish to be considered for the full six-hour post, a three-hour position, or both.

Responsibilities will include conducting small-group teaching (tutorials) in physical geography to 8 undergraduate Geography students in each year group (4 Worcester, 4 St Hilda's). The successful applicant will be required to teach the first-year students on Earth Systems Processes and second-year students on Environmental Geography and Earth System Dynamics. The successful candidate or candidates will be expected to provide six weighted hours of tutorial teaching per week (averaged over the three terms) for undergraduates in Geography. In addition, the person appointed will be required to set and mark college examinations on courses they have taught, submit progress reports on undergraduates they have taught at the end of each term,

The Lecturer will be under the direction of Dr Lorraine Wild, who is a Stipendiary Lecturer at Worcester College and a Tutorial Fellow at St Hilda's College.

I THE COLLEGE

Worcester College admits approximately 4 students each year to Geography. In addition, the College normally has a number of students undertaking taught postgraduate and research degrees in related subjects. Information about the course syllabus can be found on the Departmental website: <https://www.geog.ox.ac.uk/study/undergraduate/why-oxford-geography.html>

Worcester College has one tutorial fellow in Geography, Dr Lisa Wedding, whose period of sabbatical leave this lectureship will cover. In addition, the College employs Dr Lorraine Wild as a Stipendiary Lecturer. Dr Wild is a Tutorial Fellow at St Hilda's College, Oxford.

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. 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.

Our vision for Worcester is to excel as an Oxford college that is forward-looking, outward facing, and contributes to society; a college that balances tradition and innovation, and in which our academic provision is enhanced by fostering an enriching and rewarding research environment. Worcester is home to approximately 150 academics, 400 undergraduate students, 200 graduate students and hosts around 35 visiting students each year. The College supports 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 Governing Body of Worcester College is committed to building a more socially and culturally diverse academic community. We encourage applications from women, people with disabilities, and Black, Asian and minority ethnic candidates, all of whom are historically under-represented in Oxford.

More information about the College may be found at: www.worc.ox.ac.uk.

II COLLEGE DUTIES

The appointee will be required to:

(i) to undertake for Worcester College up to 3 or 6 weighted¹ hours of teaching in Geography 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 Geography teaching at Worcester College, and to share in the pastoral responsibility for Geography undergraduates;

(iv) to be a member of the Worcester College Tutors' Group, which normally meets twice a term;

(v) to take part in the annual admissions procedure for the selection of Geography undergraduates at Worcester College, which includes reading application material, marking and interviewing, and which falls outside the teaching term (normally in early December in week 9 and 10).

(vi) to participate in start and end of term meetings, undergraduate admissions, open days and liaise with other tutors to ensure the smooth running of the subject in College.

III ASSESSMENT CRITERIA

The successful candidate will have a Bachelor of Arts single or joint honours degree in Geography and be close to completing, or have completed, a doctoral degree in the field of Physical Geography. Examples of evidence a candidate might wish to draw to the attention of the committee include the following:

- (i) the ability or potential to be an effective teacher of a wide range of topics in Physical Geography to students of high ability in a tutorial system, along with 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 Geography studies in Worcester College;
- (iv) a willingness to participate in access initiatives with a view to encouraging applications from a wide range of educational backgrounds.

Experience of teaching undergraduates, preferably in a tutorial environment, would be an advantage.

Although this is not a research appointment, the colleges believe research ability and teaching ability to be related. Account will therefore be taken of a candidate's research record commensurate with the stage of their career.

IV TERMS AND CONDITIONS

The appointment will be for one year from 1 October 2025. There is the potential for extension for an additional year from 1 October 2026.

1 Terms and Conditions

The salary scales (2024-5) for a 3-hour appointment and a 6-hour appointment are set out below:

For 3 hours:		For 6 hours:	
Point	Salary (£)	Point	Salary (£)
1	8,284	1	16,569
2	8,512	2	17,023
3	8,746	3	17,491
4	8,908	4	17,816
5	9,154	5	18,308

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. 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 the provision of proof of the right to work in the UK. To comply with UK employment legislation successful candidates will be required to provide documentary evidence of his or her eligibility for employment before starting work with the College. Applications are welcome from all nationalities, but candidates applying to work in the UK through the Tier 2 Points Based System should note that the salary for this post is less than the £25,000 New entrant and £30,000 Experienced worker thresholds. Further information is available at <https://www.gov.uk/browse/visas-immigration>.

2 Additional entitlements

The Lecturer will have the following entitlements at Worcester College:

One or three free lunches and one or three free dinners in the Senior Common Table in term and admissions (when the kitchens are open)

V APPLICATION AND APPOINTMENT PROCEDURE

Applicants should submit *their curriculum vitae, a cover letter, and a summary of teaching experience and research record, together with the names, addresses and email addresses of two referees in the body of the email*, to reach the Academic Assistant, Miss Poppy Moulis, to poppy.moulis@worc.ox.ac.uk, by **9.00 am on Wednesday 19 March 2025**. **Applicants should contact their referees and arrange for references to be sent to the Academic**

Office Assistant by the closing date. Informal enquiries may be made to the Academic Office Assistant.

Interviews for the post will be held on Wednesday 26 March 2025.

Candidates are encouraged to complete a Diversity Declaration form which will assist the College with monitoring equal opportunities in recruitment. (<https://forms.office.com/e/AhFaJsBYFU>) 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.

In 2017 the Governing Body of Worcester College 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: Black and minority ethnic candidates, and women of all ethnicities.