



**WORCESTER COLLEGE
UNIVERSITY OF OXFORD**

Fixed-term Lectureship in English

Worcester College proposes to appoint a one-year fixed-term Lecturer in English from 1 October 2025. The vacancy is to replace the current postholder who will be taking leave during this period. The successful applicant will be required to teach papers in the periods 1550-1660 and 1660-1760, and the earlier half of 1760-1830; and to share the teaching of the Shakespeare paper. They will also be required to assist with the administration of English studies at Worcester College, including organising tuition, offering pastoral care to students, and participating in the undergraduate admissions process.

I THE COLLEGE

Worcester College admits up to 7 undergraduate students each year to read for degrees in English, and a small number of students for the joint degrees with Classics and Modern Languages. A small number of Visiting Students at Worcester may also be studying English. Undergraduates reading English may expect to be taught for the greater part of their course by the College's Tutors and Fellows, with some options taught by specialists outside the College. The syllabus for the Final Honour School can be viewed on the Faculty website: <https://www.english.ox.ac.uk/about-the-course-undergraduate>.

In addition, the college admits postgraduate students undertaking research degrees in English.

Worcester College has two tutorial fellows in English, Prof Laura Ashe and Dr Morgan Day Frank; and a permanent College Lecturer Dr Tess Somervell, whose period of leave this lectureship will cover. 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, and from other minority groups.

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

II COLLEGE DUTIES

The appointee will be required:

- (i) to undertake for Worcester College up to 8 weighted¹ hours of teaching in English literature 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;

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 |

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- (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 English teaching at Worcester College, and to share in the pastoral responsibility for English undergraduates, including those studying for the joint degrees;
- (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 English 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).

III ASSESSMENT CRITERIA: ESSENTIAL

The successful candidate will have a Bachelor of Arts single or joint honours degree in English and be close to completing, or have completed, a doctoral degree in the field of English literature. Applications will be assessed against the following criteria:

- (i) the ability or potential to be an effective teacher of a wide range of topics in English literature from 1550 to c. 1800 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 English 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.

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1 Terms and Conditions

The combined salary scale (2024-5) is set out below

| Point | Salary (£) |
|-------|------------|
| 1 | 22,091 |
| 2 | 22,697 |
| 3 | 23,321 |
| 4 | 23,755 |
| 5 | 24,411 |

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 their 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 £26,2000 New Entrant and £38,700 Skilled Worker thresholds. Further information is available at [Skilled Worker visa: Your job - GOV.UK](#)
[Skilled Worker visa: When you can be paid less - GOV.UK](#)

2 Additional entitlements

The Lecturer will have the following entitlements at Worcester College:

- (i) access to teaching rooms in College;
- (ii) four free dinners at the Common Table in term and during admissions weeks (when the kitchens are open);
- (iii) four free lunches in the Senior Common Room (of which the appointee will be a full member) in term and during admissions weeks (when the kitchens are open).



V APPLICATION AND APPOINTMENT PROCEDURE

Applicants should attach a covering letter and send it with a *curriculum vitae*, and a summary of teaching experience and research record, together with the names and addresses of two referees, to reach the Academic Office via email:

academic.recruitment@worc.ox.ac.uk by **9.00 am on Friday 23 May**. **Applicants should contact their referees and arrange for references to be sent to the Academic Office by the closing date.** Informal enquiries may be made to the Academic Administrator Ms Phillipa Tarver (academic.administrator@worc.ox.ac.uk)

Interviews for the post will be held in the week commencing 9 June. Shortlisted candidates will be asked to send a sample of their written work.

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.