Job Description

<table>
<thead>
<tr>
<th><strong>Job title</strong></th>
<th>Professorial Research Fellow</th>
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<tr>
<td><strong>Division</strong></td>
<td>Mathematical, Physical and Life Sciences</td>
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<tr>
<td><strong>Department</strong></td>
<td>Statistics</td>
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<tr>
<td><strong>Location</strong></td>
<td>24-29 St Giles’, Oxford, OX1 3LB</td>
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<tr>
<td><strong>Grade and salary</strong></td>
<td>Grade RSIV: from £56,529 p.a.</td>
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<tr>
<td><strong>Hours</strong></td>
<td>Full time</td>
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<td><strong>Contract type</strong></td>
<td>Permanent</td>
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<tr>
<td><strong>Reporting to</strong></td>
<td>Professor Charlotte Deane, Head of Department</td>
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<tr>
<td><strong>Vacancy reference</strong></td>
<td>138279</td>
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</table>

**Additional information**
This post is funded jointly with Nuffield College. Additional College benefits include
- academic responsibility allowance of £22,734 p.a.
- research allowance of £13,243 p.a.
- start-up allowance of up to £5,514

**Overview of the post**

The post of Professorial Research Fellow is based at the Department of Statistics, 24-29 St Giles’, Oxford, OX1 3LB and is in association with Nuffield College.

This senior academic appointment represents an exciting opportunity for collaboration between Department and College in the field of Statistics in the Social Sciences. The post holder will be a statistician of international standing with some research interests in the social sciences who will provide intellectual leadership within the Department, the College and more broadly within Social Sciences at Oxford.
As part of the Oxford Mathematical Sciences submission, the Department was ranked first in the UK in the 2014 REF (Research Excellence Framework) exercise, and has its own newly refurbished building in central Oxford.

The post holder will be a world-leading academic who will provide outstanding research leadership, bringing with them a vision for the discipline within the University of Oxford and internationally. As a senior member of the Department of Statistics, the Professorial Research Fellow will have the opportunity to help shape and develop its research and overall strategy. A particular focus for leadership in this role will be to forge strong links with the Social Sciences Division. This interdisciplinary area has experienced extensive growth in recent times, and it is part of the Department’s research strategy to engage this area and align the strengths within the Department of Statistics and the Social Sciences departments. The post holder will join with other leading academics from the Department to develop and implement exciting new MSc and DPhil courses in Social Science Data.

The post holder will also undertake teaching within the Department, examining at undergraduate and postgraduate level, supervision of MSc, DPhil students and postdoctoral researchers, and research, in addition to other administrative duties within the Department to be allocated as necessary. In addition, the post holder will provide dedicated expertise and leadership in Statistics within the College and will act as College supervisor for graduate students and mentor for postdoctoral researchers working in a similar field.

The post holder will, in addition to the departmental appointment, be elected to a Professorial Fellowship at Nuffield College, and they will be a member of the College’s Governing Body.

Queries about the post should be addressed to Professor Charlotte Deane at deane@stats.ox.ac.uk (or telephone: +44 (0)1865 281301) or Professor Simon Myers myers@stats.ox.ac.uk (or telephone: +44 (0)1865 281240).

All enquiries will be treated in strict confidence; they will not form part of the selection decision.

The University holds an Athena SWAN bronze award at institutional level in recognition of its efforts to introduce organisational and cultural practices that promote gender equality in STEM and create a better working environment for both men and women. Contact equality@admin.ox.ac.uk for further information about Athena SWAN at the University of Oxford. Information about Athena Swan in Mathematical, Physical and Life Sciences Division (MPLS) can be found at www.mpls.ox.ac.uk/equality-and-diversity/athena-swan.

**Responsibilities**

The Professorial Research Fellow will be a member of both the University and the College community. They will be part of a lively and intellectually stimulating research community which performs to the highest international levels in research and publications, and will have access to the excellent research facilities which Oxford offers. They will be an internationally recognised research leader with a vision for the discipline and will be a key member of the Department’s leadership team. They will have a role to play in the running of the College as a member of the Governing Body and a trustee of the College.

- To engage in original research of the highest calibre in statistics with a focus within Social Science fields of enquiry and Social Data Science;

- To provide research leadership in the field of Statistics and Social Science

- To secure research funding and engage in the management of research projects
• To lead a research group in the Department that forges links, formal collaborations and other partnerships with social science disciplines;

• To engage with universities and other educational or research organisations, leading and supporting strategic collaborative relationships in interdisciplinary activities;

• To contribute to the life of the Department, in particular providing intellectual leadership and driving research and academic strategy;

• To disseminate research through publication in scholarly journals, participation in international conferences and seminars, and in other ways as appropriate;

• To contribute to the Department’s reputation in promulgating the impact of its research through patents, licences, and other commercial outputs as appropriate; and

• To supervise and mentor Doctoral and Masters students and postdoctoral research assistants

• To carry out teaching at undergraduate and graduate level, including lectures, classes and project supervision. The requirement will normally be to give not fewer than thirty-six lectures in each academic year (this is equivalent to approximately two courses at the University of Oxford). Particular focus will be given on programmes and initiatives that span the interests in social sciences (for example, the proposed DPhil in Social Data Science).

• To take part in University examining both for undergraduate and graduate students as and when requested to do so

• To participate in the administration of the Department as and when requested by the Head of the Department of Statistics

• To take on the role of Head of the Department of Statistics if requested to do so by the Divisional Board;

• To take on leadership roles within the Department, the University, and the wider research community

• To play an active part in the academic and research life of Nuffield College, for example by organising seminars, workshops and other academic activities and events;

• To contribute to the College recruitment, admission, and training of high calibre graduate students;

• To act as College supervisor for Nuffield students and mentor for postdocs and incoming academic staff as requested. College supervisors are expected to meet with their supervisees during the course of each term and to write progress reports at the end of each term;

• To be a member of and to take an active part in the work of one of the College’s subject groups (Economics, Politics or Sociology, depending on the appointee’s particular research focus).

• To contribute to the governance and academic strategy of the College by participation in
the College’s Governing Body (subject to appointment as a charity trustee) and in other committees, whether standing or ad hoc, as required.

Selection criteria

Essential

The successful candidate will:

- have a doctorate in statistics or related discipline;
- have an impressive record of research in Statistics, and will be able to demonstrate the potential to produce further work of high significance and impact during the tenure of the professorship, as evidenced by, amongst others, highly cited publications involving statistical innovation in leading journals;
- have demonstrated the ability to provide research leadership and direction across the broad field of Statistics;
- have a demonstrable track record of attracting substantial research funding;
- have the ability to lead and inspire academic colleagues, having taken on academic leadership roles at previous institutions and the wider research community;
- have experience of contributing to research strategy, leadership and direction outside the area of their speciality;
- be an excellent communicator and disseminator of research, as evidenced by, for example, invitation to and participation in conferences, seminars and research workshops;
- have a record of successful undergraduate and graduate teaching, and the ability and readiness to lecture at an appropriate level to undergraduate and graduate audiences in an interesting and engaging manner, and to foster a high level of achievement in students, not exclusively in the area of their research expertise;
- have the ability to supervise graduate and final year undergraduate students and postdoctoral researchers, as demonstrated by a record of successful Masters, Doctoral and postdoctoral supervision;
- undertake willingly the full range of administrative duties within the Department.

About the University of Oxford

Welcome to the University of Oxford. We 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.

We believe our strengths lie both in empowering individuals and teams to address fundamental questions of global significance, while providing all our staff with a welcoming and inclusive workplace that enables everyone to develop and do their best work. Recognising that diversity
is our strength, vital for innovation and creativity, we aspire to build a truly diverse community which values and respects every individual’s unique contribution.

While we have long traditions of scholarship, we are also forward-looking, creative and cutting-edge. Oxford is one of Europe's most entrepreneurial universities. Income from external research contracts in 2014/15 exceeded £522.9m and we rank first in the UK for university spinouts, with more than 130 companies created to date. We are also recognised as leaders in support for social enterprise.

Join us and you will find a unique, democratic and international community, a great range of staff benefits and access to a vibrant array of cultural activities in the beautiful city of Oxford.

For more information please visit www.ox.ac.uk/about/organisation

The Department of Statistics

The Department of Statistics at Oxford carries out world-leading research in computational statistics, machine learning, statistical and population genetics, bioinformatics, core theoretical statistics, and probability. As part of the Oxford Mathematical Sciences submission, the Department was ranked first in the UK in the 2014 REF exercise; this included having the highest proportion and highest volume of research judged to be world-leading or internationally excellent.

This is an exciting time for the Department, which relocated to new premises on St Giles' in the heart of the University of Oxford in 2015. Our newly-renovated building provides state-of-the-art teaching facilities and modern space to facilitate collaboration and integration, creating a highly visible centre for Statistics in Oxford.

The Department’s research grant portfolio is currently over £8.3m. Industrial partners from Pharma, Finance and the Information sector all also support research in the Department.

The Department’s research excellence has been recognised both collectively through success in REF 2014 and individually. Awards include Fellowships of the Royal Society to Professors Christl Donnelly, Peter Donnelly, Alison Etheridge, and Gilean McVean, FMedSci to Professors Christl Donnelly, Peter Donnelly, and Gilean McVean and the Weldon Memorial Prize to Professors Peter Donnelly and Gilean McVean, the Guy Medal in Bronze to Professor Chris Holmes, the Francis Crick Prize Lecture, and the Genetics Society Balfour Prize to Professor Simon Myers. Professor Gesine Reinert has been elected an Institute of Mathematical Statistics Fellow, and Professor Etheridge was awarded an OBE in the 2017 birthday honours for services to science, in addition to being President of the Institute of Mathematical Statistics 2017–2018. Professor Christl Donnelly was awarded a CBE in the 2018 New Year’s honours for services to epidemiology and the control of infectious diseases.

The Department recently launched Oxford University Statistical Consulting, which provides comprehensive statistical consultancy services to both internal departments and external businesses. It operates across a wide range of sectors and offers experience in all aspects of data-based research, allowing businesses and academics to access our world-leading statistical research in computational statistics, statistical methodology, applied probability, bioinformatics and mathematical genetics.

The Department of Statistics offers an undergraduate degree (BA or MMath) in Mathematics and Statistics and an MSc in Mathematical Science (OMMS), both joint with the Mathematical Institute, and an MSc in Statistical Science, as well as a lively and stimulating environment for postgraduate researchers (DPhil or MSc by Research). The Department leads two Centres for
Doctoral Training (CDTs): the EPSRC/MRC CDT in Systems Approaches to Biomedical Science and the EPSRC/MRC CDT in Next Generation Statistical Science, a joint programme in Statistics with the University of Warwick. The Department is also part of the National Academy for PhD Training in Statistics, which provides graduate training in fundamental areas of Statistics and Applied Probability. Our students go on to work in a wide range of occupational sectors throughout the world, including higher education.

The Department leads and participates in many interdisciplinary research centres, including the Big Data Institute, part of the Li Ka Shing Centre for Health Information and Discovery, where Professor McVean is Director, and the Wellcome Trust Centre for Human Genetics, where Professor Myers is a Researcher. We are a founding partner in the Alan Turing Institute (ATI), the UK’s national data science centre, which brings together world-leading expertise in the emerging field of data science. Professor Holmes has recently been appointed the Health Lead at the ATI and six other members of the Department currently hold Turing Fellowships.

The Department continues to grow and is now flourishing in its new home under the leadership of Professor Charlotte Deane, whose own research in structural bioinformatics links the Department to many pharmaceutical and other biotech partners.

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

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

**Nuffield College**

There are 38 self-governing and independent 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. As well as working in the Department of Statistics, the Professorial Research Fellow will also be a Fellow of Nuffield College.

Nuffield College is a graduate college within the University of Oxford which was founded in 1937 and specialises in the Social Sciences, particularly Economics, Politics and International Relations, and Sociology and Social Policy. It aims to be one of the world’s outstanding social science institutions, providing a stimulating research-orientated environment for postgraduate students, research fellows, and senior academics and promoting, according to its Charter, “the study by co-operation between academic and non-academic persons of social (including economic and political) problems”. About 30 students are admitted each year to undertake both taught masters courses and doctoral research for many of whom the College provides financial support in the form of studentships. In total there are about 100 students enrolled at any one time, many of whom either live in College or have offices in College.

The College has always enjoyed strong links with Statistics and has been traditionally associated with joint appointments in the field of statistics. Sir David Cox, former Warden and current Honorary Fellow, has been a very influential figure within the College and continues to be based at Nuffield and to work with College’s academics and students. Professor Tom Snijders held the Professorship in Social Statistics until his retirement and is currently an Emeritus Fellow. Given its current strengths in quantitative social science and the importance of statistics for the continued success of its research programme, the College is committed to ensuring that expertise in statistics is available within its fellowship.
The College currently has 36 permanent academic Fellows, of whom 6 are College-funded Official Fellows. In addition, there are 28 non-academic Visiting Fellows drawn from the world of business, industry, politics and administration. The College has a thriving community of postdoctoral researchers: in 2018-19 there are 42 Research Fellows in College, of whom 10 are College-funded Postdoctoral Prize Research Fellows with the remainder funded by external awards or by the Departments of Economics, Politics and International Relations; Sociology; and Social Policy and Intervention. There are also a number of Research Officers working on research projects run by the College’s Fellows. The College enjoys strong links with the University’s social science departments and works closely with the Social Sciences Division.

Nuffield College has been – and continues to be – the source of some of the major research developments in social science. These include the British Election Studies and the major programme of research on Social Mobility in Britain. It was the birthplace of the “Oxford School” of Industrial Relations; it pioneered the development of cost benefit analysis for developing countries; and it has made a major contribution to the methodology of econometrics. At the moment the College hosts five research centres: the Centre for Experimental Social Sciences (CESS); the Centre for Social Investigation (CSI); the Gwilym Gibbon Centre for Public Policy Research, the Nuffield Centre for Applied Macro Policy (NuCAMP), and the Climate Econometrics project (see further information below).

**Professorial Fellowships at Nuffield College**

The Professorial Research Fellow will be elected to a Professorial Fellowship at Nuffield College. Professorial Fellowships are typically linked with tenure-track academic positions within the University of Oxford (joint appointments), at the level of either associate or full professor. The post holders are expected to engage in advanced study and research in their field of expertise, falling within the research areas of the College; to provide supervision and academic support for graduate students; to participate actively in the intellectual life of the College; and to take part in College governance. Professorial Fellows are expected to be members of the College’s Governing Body (subject to appointment as a charity trustee). Governing Body Fellows are ex officio trustees of the charity which is “The Warden and Fellows of Nuffield College in the University of Oxford”.

**Research Facilities**

The size and specialised nature of the College enable its members to work closely with one another in a stimulating and research-orientated environment. A ‘critical mass’ of students and Fellows working in the social sciences is helpful both in terms of facilities and of intellectual activity, such as the active seminar and conference programme.

The College Library is one of the finest in the social sciences and functions as a research library, reflecting the academic interests of the Fellows. The Library is open shelf and accessible 24 hours a day. Fellows also have access to all the facilities of the Bodleian Library, including full-text access to nearly all journals in the social sciences.

The College has an Information Systems Department to serve the computing needs of Fellows and staff.

**Research Centres in Nuffield College**

The College currently hosts five research centres, focusing on different aspects of and approaches to the study of social sciences:

The **Centre for Experimental Social Sciences (CESS)** was established to promote and facilitate experimental research by social scientists in Oxford. The CESS offers an on-site laboratory with 25 computer stations, and maintains a large subject pool. The facilities are designed to support a wide range of experiments. The CESS also maintains an online panel of UK residents, and
provides support for fielding online survey experiments. Fellows are eligible to conduct lab and online experiments at a discounted rate subsidised by the College and the Social Science Division. The CESS has a regular seminar series that highlights the work of renowned scholars employing experimental methods. Periodic workshops held by the CESS provide training for researchers in experimental research design, experimental data analysis, and programming languages (including ztree and Qualtrics). More information on CESS is available at https://cess-web.nuff.ox.ac.uk.

The Centre for Social Investigation (CSI) is an interdisciplinary research programme; in keeping with the College’s Charter which emphasizes “the study by co-operation between academic and non-academic persons of social (including economic and political) problems”, the Centre aims to address contemporary social issues of public interest and to engage with policymakers and the public more generally, carrying out authoritative, non-partisan research on central social issues which draws upon expertise in economics, politics and sociology and related disciplines such as social policy. The Centre seeks to establish itself as an independent and rigorous source of information and analysis of contemporary social issues, communicated in an accessible way to nontechnical audiences, in addition to publishing technical work for academic audiences. Professor Anthony Heath serves as Director for the CSI, assisted by post-doctoral researchers. More information on CSI is available at http://csi.nuff.ox.ac.uk/

The Gwilym Gibbon Centre for Public Policy Research was established with the aim of bridging academia and public affairs through the provision of rigorous academic analysis of public policy issues (mainly in the UK). The Centre’s inaugural director was Professor Iain McLean who undertakes research in response to calls for evidence from parliamentary bodies and government or as part of externally funded research projects. From September 2018, Professor Jane Green has joined the College and has taken over the directorship of the Gwilym Gibbon Centre, with the aims of promoting innovative research in British politics and policy, and fostering partnerships between the academic and non-academic/policy world.

The Nuffield Centre for Applied Macro Policy (NuCAMP) was established in the Summer of 2017 to create a space in which academics and policymakers can freely and openly discuss current trends, insights and policies that influence how economies function. Through its convening power and activities focussed on holding conferences, workshops and visitor programmes, NuCamp fosters the development of fresh analytical and empirical approaches that promise to create better links and improved knowledge exchange between the academic and policy worlds of macroeconomic problems.

The Climate Econometrics project and network, under the leadership of Professor Sir David Hendry, is based at Nuffield College, in collaboration with the Department of Economics at the University of Victoria, and the Environmental Defense Fund. The research is funded by the Robertson Foundation. The project and network concentrate on developing econometric methods to augment climate-economic research by helping disentangle complex relationships between human actions and climate responses and their associated economic effects, masked by stochastic trends and breaks. The project team aims to improve our understanding of the impact of humanity on climate and vice versa, as well as on how econometrics can be used in climate-economic research, and bring together researchers in the field of Climate Econometrics through an international network.

The Mathematical, Physical and Life Sciences Division

The Mathematical, Physical, and Life Sciences (MPLS) Division is one of the four academic divisions of the University. Oxford is widely recognised as one of the world’s leading science universities and the MPLS Division is home to our non-medical sciences, with 10 academic departments that span the full spectrum of the mathematical, computational, physical, engineering and life sciences, and undertake both fundamental research and cutting-edge
applied work. Our research tackles major societal and technological challenges – whether
developing new energy solutions or improved cancer treatments, understanding climate change
processes, or helping to preserve biodiversity, and is increasingly focused on key interdisciplinary
issues. We collaborate closely with colleagues in Oxford across the medical sciences, social
sciences and humanities, and with other universities, research organisations and industrial
partners across the globe in pursuit of innovative research geared to address critical and
fundamental scientific questions.
The disciplines within the MPLS Division regularly appear at the highest levels in world rankings,
with Oxford’s Mathematical, physical and life sciences research judged best in the country
according to the 2014 REF assessment exercise carried out by the Higher Education Funding
Council for England (HEFCE).

MPLS is proud to be the home of some of the most creative and innovative scientific thinkers and
leaders working in academe. Our senior researchers have been awarded some of the most
significant scientific honours and we have a strong tradition of attracting and nurturing the very
best early career researchers who regularly secure prestigious fellowships and faculty positions.
MPLS continues in its work to support diversity in its staffing, seeing that it will bring benefits to
all, and we are pleased to note that all academic departments in the Division hold Athena Swan
Awards.

We have around 7,000 full and part-time students (including approximately 3,500 graduate
students) and play a major role in training the next generation of leading scientists. Oxford's
international reputation for excellence in teaching is reflected in its position at the top of the major
league tables and subject assessments. MPLS academics educate students of high academic
merit and potential from all over the world. Through a mixture of lectures, practical work and the
distinctive college tutorial system, students develop their ability to solve diverse mathematical,
scientific and engineering problems.

MPLS is dedicated to bringing the wonder and potential of science to the attention of audiences
far beyond the world of academia. We have a strong commitment to supporting public
engagement in science through initiatives including the Oxford Sparks portal
(www.oxfordsparks.ox.ac.uk) and a large variety of outreach activities; these are crucial activities
given so many societal and technological issues demand an understanding of the science that
underpins them. We also bring the potential of our scientific efforts forward for practical and
beneficial application to the real world and our desire, aided by the work of Oxford University
Innovation and Oxford Sciences Innovation, is to link our best scientific minds with industry and
public policy makers.

For more information about the MPLS division, please visit: www.mpls.ox.ac.uk

How to apply

Before submitting an application, you may find it helpful to read the ‘Tips on applying for a job at
the University of Oxford’ document, at https://www.ox.ac.uk/about/jobs/academic/.

If you would like to apply, click on the Apply Now button on the ‘Job Details’ page and follow
the on-screen instructions to register as a new user or log-in if you have applied previously.

You will also be asked to provide details of three referees and indicate whether the University
may contact them now. The University will assume that it is free to approach your referees at any
stage unless your application specifies otherwise. You should contact all three of your referees
to ensure they are aware of your application and of the requirements for the post, and to ensure
that they would be content to write a reference for you for this post, if they were asked to do so.
Referees should preferably not be from the same institution, and one should be the applicant’s
current, or most recent, supervisor.
You will also be asked to upload a CV, publications list, and supporting statement. 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 employment, education, or during career breaks (such as time out to care for dependants).

Your application will be judged solely on the basis of how you demonstrate that you meet the selection criteria stated in the job description.

Please upload all documents as PDF files with your name and the document type in the filename.

All applications must be received by midday on the closing date stated in the online advertisement. Interviews are planned for 11 March 2019.

### Information for priority candidates

A priority candidate is a University employee who is seeking redeployment because they have been advised that they are at risk of redundancy, or on grounds of ill-health/disability. Priority candidates are issued with a redeployment letter by their employing departments.

If you are a priority candidate, please ensure that you attach your redeployment letter to your application (or email it to the contact address on the advert if the application form used for the vacancy does not allow attachments).

Should you experience any difficulties using the online application system, please email recruitment.support@admin.ox.ac.uk. Further help and support is available from www.ox.ac.uk/about_the_university/jobs/support/. To return to the online application at any stage, please go to: www.recruit.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.

### Important information for candidates

#### Pre-employment screening

Please note that the appointment of the successful candidate will be subject to standard pre-employment screening, as applicable to the post. This will include right-to-work, proof of identity and references. We advise all applicants to read the candidate notes on the University’s pre-employment screening procedures, found at: www.ox.ac.uk/about/jobs/preemploymentscreening/.

#### 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: www.admin.ox.ac.uk/council/sec/compliance/gdpr/privacynotices/job/. The University’s Policy on Data Protection is available at: www.admin.ox.ac.uk/council/sec/compliance/gdpr/universitypolicyondataprotection/.
The University’s policy on retirement

The University operates an Employer Justified Retirement Age (EJRA) for all academic posts and some academic-related posts. From 1 October 2017, the University has adopted an EJRA of 30 September before the 69th birthday for all academic and academic-related staff in posts at grade 8 and above. The justification for this is explained at: www.admin.ox.ac.uk/personnel/end/retirement/acrelretire8+.

For existing employees, any employment beyond the retirement age is subject to approval through the procedures: www.admin.ox.ac.uk/personnel/end/retirement/acrelretire8+.

From 1 October 2017, there is no normal or fixed age at which staff in posts at grades 1–7 have to retire. Staff at these grades may elect to retire in accordance with the rules of the applicable pension scheme, as may be amended from time to time.

Equality of Opportunity

Entry into employment with the University and progression within employment will be determined only by personal merit and the application of criteria which are related to the duties of each particular post and the relevant salary structure. In all cases, ability to perform the job will be the primary consideration. No applicant or member of staff shall be discriminated against because of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

Offer of employment

Applications for this post will be considered by a selection committee containing representatives from both the Department of Statistics and Nuffield College which is responsible for conducting the recruitment and selection process. No offer of appointment will be valid, therefore, until and unless the recommendation has been approved by both the department and the governing body, and a formal contractual offer has been made.

College-specific benefits

The successful candidate will receive the following benefits that are normally associated with Professorial Fellowships at Nuffield College (2018/19 rates):

- Academic Responsibility Allowance: £22,734 per annum (taxable and pensionable, paid directly to the Fellow; the rate is reviewed each August);
- Research Allowance: Up to £13,243 per annum, refunded against specific, approved research-related expenditure.
- Entertainment Allowance: £628 per annum.
- Start-up allowance: Up to £5,514 available in the Fellow’s first year to assist with set-up costs, such as IT and other office equipment.
- Option to join the College’s private health insurance scheme (Family membership represents a taxable benefit to the value of around £1,780).
- Option to join the College’s Housing Scheme for Fellows to assist with the purchase of a dwelling in the Oxford area. Further details about the scheme are available on request.

Professorial Fellows are provided with a room in College and relevant IT equipment and software for the duration of the Fellowship; they are entitled to Common Table meals (i.e. free lunches and dinners in College, including High Table) and are members of the College’s Senior Common Room (subscription fees payable).
Benefits of working at the University

University Club and sports facilities

The University Club provides social, sporting and hospitality facilities. It incorporates a bar, café and sporting facilities, including a gym. Staff can also use the University Sports Centre on Iffley Road at discounted rates, including a fitness centre, powerlifting room, and swimming pool. See: www.club.ox.ac.uk and www.sport.ox.ac.uk/oxford-university-sports-facilities.

Information for international staff (or those relocating from another part of the UK)

If you are relocating to Oxfordshire from overseas, or elsewhere in the UK, the University's International Staff website includes practical information related to moving to and settling in Oxford such as advice on immigration, relocation, accommodation, or registering with a doctor. See: www.internationalstaffwelcome.admin.ox.ac.uk/

The University of Oxford Newcomers' Club

The University of Oxford Newcomers' Club is an organisation run by volunteers that aims to assist the partners of new staff to settle into Oxford and to provide them with an opportunity to meet people in the area. See www.newcomers.ox.ac.uk/

Childcare

The University has excellent childcare services with five University nurseries, as well as University-supported places at many other private nurseries. For full details including how to apply and the costs, see www.admin.ox.ac.uk/childcare.

Family-friendly benefits

The University subscribes to My Family Care (www.admin.ox.ac.uk/personnel/staffinfo/benefits/family/mfc/) and staff are eligible to register for emergency back-up childcare and adultcare services, a 'speak to an expert' phone line and a wide range of guides and webinars through a website called the Work + Family space.

Disabled staff

We are committed to supporting members of staff with disabilities or long-term health conditions. Please visit www.admin.ox.ac.uk/eop/disab/staff for further details including information about how to make contact, in confidence, with the University’s Staff Disability Advisor.

Staff networks

The University has a number of staff networks including the Oxford Research Staff Society, BME staff network, LGBT+ staff network and a disabled staff network. You can find more information at www.admin.ox.ac.uk/eop/inpractice/networks/

Other benefits

Staff can enjoy a range of other benefits such as free visitor access to the University's colleges and the Botanic Gardens as well as a range of discounts. See www.admin.ox.ac.uk/personnel/staffinfo/benefits