



CAREER DEVELOPMENT FELLOWSHIP IN PHILOSOPHY

FURTHER PARTICULARS

Location	The Queen's College, University of Oxford
Grade and salary	£41,242, plus discretionary Queen's weighting of £2,600 per annum
Hours	Full time (37.5 hours/week)
Contract type	Fixed-term for 5 years
Reporting to	The Governing Body of The Queen's College

The role

The College proposes to elect a fixed-term (non-renewable) Career Development Fellow (CDF) in Philosophy for five years with effect from 1st September 2025.

We are committed to fostering equality, diversity and inclusiveness. We particularly encourage applications from women, disabled people and people from Black, Asian and minority ethnic backgrounds, as these groups are currently under-represented in the College's academic staff.

The Fellowship is open to graduates of any University of postdoctoral or equivalent standing, who are engaged in research. The successful candidate will have a broad competence in Logic and Ethics. Eligible candidates must have completed their doctorate, or expect to complete their doctorate by 1st July 2025, and must not have accumulated, by 1st September 2025, more than two years' full-time research experience from the date of the doctoral award; however, these two years need not be continuous.

Responsibilities

The Fellow will be required:

- to pursue a programme of advanced research in Philosophy;
- to teach six weighted hours* per week for the College or, should the hours required by Queen's be less, for other colleges, either under an exchange arrangement or in return for tuition fees to be remitted to the College;
- to mark College examinations, play a full part in the admissions process, and to assist in the pastoral care of undergraduates reading the subject;
- to contribute to College Open Days and outreach activities; and
- to contribute to the administration of the subject within the College, and to undertake such other duties as the Governing Body may direct.

The successful candidate will be able to teach the following:

- Logic (Prelims)
- Moral Philosophy (Prelims)
- Ethics (Final Honours School)

An ability to teach the following is also desirable:

- General Philosophy (Prelims)

Applicants should also list in their covering letter what further Oxford undergraduate Philosophy courses they are able to teach.

Details of the Oxford undergraduate courses in Philosophy may be found at <https://www.philosophy.ox.ac.uk/undergraduate-study#/>

The Career Development Fellow will be involved in setting and marking college exams ('Collections') at the start of each term, will be responsible for report-writing at the end of each term, and will be expected to act as Personal Tutor to some of the students reading for Philosophy. They may also act as College Adviser to any graduates in Queen's reading for postgraduate degrees in Philosophy and related fields. They may also be nominated for membership of the Faculty of Philosophy.

*Weighted hours are calculated from contact hours according to the number of pupils in tutorials and classes, as the sum of one hour for a single pupil and one-quarter of an hour for each additional pupil up to a maximum of five (i.e. according to the formula $1 + 0.25(n-1)$, where n is the number of pupils in the tutorial or class up to a maximum of five). If a group size of three is taken as the average, then on average three weighted hours equates to two contact hours.

Selection criteria

The successful candidate will meet the following criteria. They will have:

- A doctorate in Philosophy (or a closely related field);
- A publication record consistent with early career status, and a with a clear plan of research to be conducted during the five years of the Career Development Fellowship;
- A record of successful undergraduate teaching in Philosophy;
- The ability and willingness to take part in pastoral and administrative activities, including the undergraduate admissions process;
- The ability and willingness to contribute to the development of Philosophy at Queen's;
- The ability to communicate well about the subject;
- A willingness to be a 'team player' in the College; in particular, willingness to participate fully in the organisational and administrative responsibility for the subject.

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.

Eligibility: The Fellowship is intended to support those at an early stage of their academic careers. Candidates must have completed their doctorate, or expect to complete their doctorate by 1st July 2025, and must not have accumulated, by 1st September 2025, more than two years' full-time research experience from the date of their doctoral award; however, these two years need not be continuous.

Salary: The annual salary for this post is £41,242, plus a discretionary pensionable £2,600 per annum Queen's Weighting payment, all of which will be paid in monthly instalments. The Career Development Fellow will be automatically enrolled in the USS pension scheme unless they opt out.

Research Allowance: A personal academic allowance of £1,959 per annum is provided by the College for academic activities such as conference attendance, research assistance, and the purchase of books, computer equipment and software.

Place of Work: The College will provide a non-residential study room on the main site in central Oxford.

The person appointed will be entitled to lunch and dine free of charge in the Senior Common Room and to bring a guest (upon payment) upon all occasions (other than Gaudies) when a Fellow may bring guests. The Fellow is entitled to sabbatical leave earned at the rate of one term for every two terms taught after the first two years in post.

The Queen's College

The Queen's College, founded in 1341, is one of the oldest Colleges in the University of Oxford and represents most aspects of the University community and its scientific and scholarly work. There are approximately 45 Fellows, about 160 graduate students and about 330 undergraduates.

Queen's usually admits approximately 8 students each year to study Philosophy and its joint schools. The successful candidate will share the teaching of Philosophy in the College with Prof Catharine Abell (Tutorial Fellow in Philosophy), whose interests lie in the Philosophy of Art and Aesthetics.

The College has one of the finest college libraries in Oxford, with around 50,000 volumes in the current lending collection—used extensively by students—and around 100,000 volumes in the antiquarian collection. The library's recent expansion provides new reading rooms, enhanced accommodation for its special collections, and more space for students and the working collection. The College organises a symposium that meets twice a term for graduate students and faculty to showcase their research and discuss their interests.

More information about the College can be found at www.queens.ox.ac.uk.

The Faculty/Department

The Oxford Philosophy Faculty has over 150 academic members, all of whom are undertaking teaching and/or research in Philosophy at Oxford. Of these, around 60 hold permanent posts within the Faculty or the colleges; many distinguished philosophers hold posts elsewhere in the

University. Oxford thus contains the largest group of philosophers in the UK, and one of the largest in the world. Each year, many distinguished philosophers from around the world visit Oxford to give lectures and seminars. A list of current Faculty members and their research interests can be found on the Philosophy Faculty website at: <http://www.philosophy.ox.ac.uk/faculty-members>.

For more information, please visit: <http://www.philosophy.ox.ac.uk>

The Humanities Division

The Humanities Division is one of four academic divisions in the University of Oxford, bringing together the faculties of Classics; English; History; Linguistics, Philology and Phonetics; Medieval and Modern Languages; Music; Oriental Studies; Philosophy; and Theology and Religion, as well as 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. In recent years, this has been facilitated by the Oxford Research Centre in the Humanities (TORCH) which has several interdisciplinary programmes strongly affiliated to the Faculty of History.

For more information, please visit: www.humanities.ox.ac.uk.

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 over 2,500 other 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 is ranked first in the UK for university spin-outs, with more than 130 spin-off companies created to date. 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 which now numbers over 10,000. Postgraduates 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.

How to apply

Applicants are invited to apply online via www.queens.ox.ac.uk/vacancies. Applicants are asked to upload three supporting documents as PDFs onto the online portal:

1. CV*;
2. A Covering letter *, which should speak specifically to the candidate's ability to fulfil the requisite teaching obligation;
3. A research plan of not more than 2000 words. *

** Please upload these documents to the 'Supporting documents' section of the portal.*

Applicants should name two referees at the end of their CV; however, referees will not be contacted at this stage.

All applications and references must be received no later than **midday on Monday 9th June 2025**.

Informal enquiries about eligibility, specific details of application materials, or other aspects of the post not covered in the present document may be made to Prof Catharine Abell (catharine.abell@queens.ox.ac.uk). Please direct any queries about the application process to academic.recruitment@queens.ox.ac.uk. Due to the high number of applications, we are unfortunately not able to offer advice about the presentation of an application, the suitability of a research project, or feedback on applications that are not shortlisted.

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

Applications will be considered by a selection committee containing representatives from at The Queen's College and the Faculty of Philosophy. The College is committed to fairness, consistency, and transparency in selection decisions. Members of the selection committees will be aware of the principles of equality of opportunity, fair selection, and the risks of bias.

Interviews

Interviews are expected to be held on Tuesday 8th or Friday 11th July 2025.

Shortlisted candidates will be asked to submit a sample of their research (up to a maximum of 8000 words) and will be asked to arrange for **two** letters of recommendation to be sent by their referees in pdf format to the Fellowship and Tutorial Administrator at academic.recruitment@queens.ox.ac.uk prior to the interview. **Applicants should be prepared to provide both the writing sample and reference letters within a week of notification of shortlisting.** Further details will be provided for short-listed candidates.

Note: Because of the number of applications received in such competitions, feedback will only be offered to shortlisted candidates.

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/.

Diversity and Equal Opportunity at Queen's

The Queen's College embraces diversity and equal opportunity. Applications are particularly welcome from women and black and minority ethnic candidates, who are under-represented in academic posts in Oxford. The more inclusive we are, the better our work will be. For more information, visit www.queens.ox.ac.uk/equality-information

The College invites all applicants to familiarise themselves with its equal opportunities policy, available on its Equality Information page: www.queens.ox.ac.uk/equality-information

The College also shares the university's commitment 'to fostering an inclusive culture which promotes equality, values diversity and maintains a working, learning and social environment in which the rights and dignity of all its staff and students are respected.' The university's full policy is available at: www.edu.admin.ox.ac.uk/equality-policy

We are committed to the principles of equal opportunities and respect for individuals in creating and maintaining an inclusive environment that represents a variety of backgrounds, perspectives, and skills. We value and celebrate diversity and feel that is critical to achieving our strategic aims and long-term success. We work to recruit employees and admit students from a wide range of backgrounds and promote an inclusive culture in which:

- everyone feels that they are valued and can work to achieve their potential;
- opportunities are open to everyone, and decisions are based on merit and are free from bias; and
- all of our current and prospective students, staff, and visitors are treated fairly and with

dignity and respect, and do not face discrimination.

All College meetings include consideration of its duties under the Equality Act 2010 as they pertain to the meeting's actions and decisions. In formal and informal settings alike, the College endeavours to make decisions that afford equal opportunities to, and foster good relationships between, different groups of people. This commitment, supported by data and routinely monitored, extends to all aspects of our activities: in our outreach activities, in admissions, and in financial support, for undergraduates and postgraduates alike; in the procedures related to hiring and retaining academic and non-academic staff members of the highest calibre; in student support; and in all aspects of fostering an inclusive community in which everyone feels respected, valued, and heard.

Visa Applications

If the successful candidate requires a visa, the College will cover the visa application fee, but not the immigration NHS surcharge. This is subject to the eligibility criteria being met for the required visa route. In particular, you must have sufficient English language skills (evidenced by having passed a secure English Language Test at CEFR B1 or above, or coming from a majority English-speaking country, or having taken a degree taught in English). You are also asked to note that the visa application process will require you to provide a copy of your doctoral award certificate or an academic reference confirming that your doctorate has been awarded.