



JUNIOR RESEARCH FELLOW IN PHILOSOPHY

Further Particulars

Location	The Queen's College, University of Oxford
Grade and salary	£37,694, plus discretionary Queen's weighting of £3,335 per annum
Hours	Full time (37.5 hours/week)
Contract type	Fixed-term for 3 years
Reporting to	The Governing Body of The Queen's College

The role

The Queen's College, University of Oxford, is offering a Junior Research Fellowship in Philosophy for candidates who hold a doctorate in Philosophy, or can confidently be expected to have been awarded such a doctorate by the expected starting date of 1st October 2026. The Fellowship offers researchers the opportunity to develop their research and so strengthen their future position in the academic job market. Many previous Junior Research Fellows have moved on to permanent faculty positions at leading world universities.

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.

Junior Research Fellowships are tenable for a fixed term of three years, and it is expected that the successful candidate will take up the post no later than 1st October 2026. Consideration will be given to any field of specialisation in Philosophy. Candidates must not have accumulated, by 1st October 2026, more than **two** years' full-time research experience from the date of doctoral award; however, these two years need not be continuous.

The Junior Research Fellow will be a member of the Senior Common Room at The Queen's College, and entitled to free meals. The appointee will be nominated for membership of the Faculty of Philosophy

There are no teaching responsibilities associated with the post. However, the Junior Research Fellow may, with the College's permission, engage in paid teaching up to a maximum of six hours weekly and, if teaching undergraduates, would normally be expected to give priority to the College's own undergraduate teaching needs.

Responsibilities

The postholder is required to perform the following duties to the satisfaction of the Governing Body:

- to engage in research of a quality commensurate with publication in leading refereed and international journals;
- to develop and manage their own programme of independent research.
- to present their research at international conferences and research workshops.
- to participate in the intellectual life of the College by attending, and where possible by organising, seminars, workshops, conferences, and other academic events.

Selection criteria

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

- hold a doctorate in Philosophy or be close to completing such a doctorate;
- have a well-developed and intellectually ambitious plan for post-doctoral research over the three-year period of the Fellowship.
- be able to present research findings effectively to fellow professionals and other informed members of the public.
- be willing to contribute more generally to the intellectual life of the College.
- have excellent oral and written communication skills.

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.

Salary: the annual salary for this post is £37,694 plus a discretionary pensionable £3,335 per annum Queen's Weighting payment which will be paid in monthly instalments. The Junior Research Fellow will be automatically enrolled in the USS pension scheme unless they opt out.

Research Allowance: a personal allowance of £4,059 per annum is provided by the College for research activities such as conference attendance, research assistance, and the purchase of books and software.

Place of Work: The College will provide a non-residential study room on the main site in central Oxford. It may also be possible to provide, as an alternative, single residential accommodation at a charge. The successful candidate is expected to reside in or near Oxford.

The person appointed will be entitled to lunch and dine free of charge at the Common Table and to bring a guest (upon payment) upon all occasions (other than Gaudies) when a Fellow may bring guests.

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.

Philosophy is represented in the College by tutorial Fellow, Prof Catharine Abell, and Career Development Fellow, Dr Jeremy Page. Prof Abell's research focuses on issues at the intersection of the philosophy of art, philosophy of language, and philosophy of mind. In her recent book, *Fiction* (Oxford University Press, 2020), she develops an account of fiction as a social practice, providing original explanations of the nature of fiction, the norms governing its understanding and interpretation, and the nature of fictional entities. Dr Page's research project focuses on philosophical aesthetics and draws on work in the history of philosophy, value theory, epistemology, and normative theory.

The College admits up to 11 students per year to read for the schools of Philosophy, Politics and Economics, Philosophy and Modern Languages, and Psychology, Philosophy and Linguistics.

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.

For more information about the College please visit www.queens.ox.ac.uk

The Faculty of Philosophy

Oxford is one of the great centres for philosophy; the Faculty is one of the largest departments of philosophy in the world and widely recognized to be amongst the best. There are around 60 full-time permanent Faculty postholders, most with a college Fellowship, together with a still larger number of members and associates, between them covering a vast range of philosophical subjects. Many are international leaders in their fields. The Faculty's reputation also draws many distinguished visiting philosophers each year to give lectures or seminars. Almost every major philosopher speaks in Oxford at some time.

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

About 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. The form will ask you to upload the following documents:

- Their C.V
- A supporting statement of no more than 1,500 words of the planned post-doctoral research
- Two confidential letters of recommendation

A cover letter is optional; if you wish to upload one as part of the four permitted documents, you may include it as page one of your supporting statement.

We recommend your referees have Chrome or Safari set as their default browser when submitting letters of recommendation.

Both confidential letters of recommendation should be requested through Interfolio. Further guidance on how this can be managed can be found at [this link](#). If your referee is unable to provide a reference letter via Interfolio, please email academic.recruitment@queens.ox.ac.uk for alternative instructions.

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

All applications must be received no later than **11:59pm (EDT) Monday 13 April 2026**.

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@philosophy.ox.ac.uk). All other queries, including queries about the application process, should be sent 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.

Applications will be considered by a selection committee containing representatives from Philosophy at The Queen's College and the University of Oxford. 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 in mid-May (a provisional date has been set for Monday 18 May 2026). Shortlisted candidates will be notified in early May and asked to submit a sample of written work not to exceed 8,000 words; during the interview they will be expected to deliver a research presentation to the selection committee.

Ideally candidates will have had their viva prior to the interview date.

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.

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 submit your doctoral thesis no later than three months prior to the start date of this post and to provide either a copy of your doctoral award certificate, or an academic reference confirming that your doctorate has been awarded, or an academic reference confirming that you have submitted your thesis, if you have not yet completed. The College also offers an [interest-free visa loan scheme](#) (in parallel to the University's scheme) to assist successful candidates with meeting the costs of the NHS surcharge and visa fees for themselves and their dependents.