



LAMING JUNIOR RESEARCH FELLOWSHIPS IN LIVING FOREIGN LANGUAGES

Further Particulars

Location	The Queen's College, University of Oxford
Grade and salary	£38,488, 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 is offering two Junior Research Fellowships in Living Foreign Languages for candidates who hold a doctorate in the languages, literatures, and cultures represented in the Faculties of Medieval and Modern Languages and Asian and Middle Eastern Studies, or are close to completing such a doctorate. The Fellowship offers early career researchers the opportunity to develop their research within one of the world's leading universities and so strengthen their future position in the academic job market. Many previous Laming 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 2027. Consideration will be given to any field of specialisation in Living Foreign Languages. Eligible candidates should have no more than two years of post-doctoral research experience at the anticipated start date of the appointment; further information about eligibility is below.

There are no teaching responsibilities associated with the post. However, the Junior Research Fellow may 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 international journals;

- to develop and manage their own programme of independent research;
- to propose and undertake a programme of research which requires a period of residence, of normally no less than three terms, in a foreign country, provided always that English is not the official language of the country selected (occasional exceptions to the latter conditions may be made). The requirement to reside abroad does not extend to countries which are subject to comprehensive sanctions or where travel is otherwise inadvisable (e.g., where FCDO advises against travel, or where the traveller would struggle to obtain insurance on standard terms), and a waiver or partial waiver of the requirement to reside abroad would be granted in such cases, provided the candidate proposes an alternative programme of research in their language of study;
- to present their research at international conferences and research workshops; and
- 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, or be close to completion of, a PhD/DPhil in the languages, literatures, and cultures represented in the Faculties of Medieval and Modern Languages and Asian and Middle Eastern Studies at the University of Oxford;
- 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; and
- have excellent oral and written communication skills in English and at least one other language.

While the postholder will be able to pursue their research in any language, the College's day-to-day activities are conducted in English. The successful candidate need not be a native English speaker (the College has a number of colleagues for whom English is not their native language), but they should be comfortable joining our academic community fully: in formal and informal conversations, including during meals and symposia.

Eligibility: The Fellowship is intended to support those at an early stage of their academic careers. Candidates must have had their doctorate conferred (i.e. degree in hand) or have received official confirmation of successful completion of the doctorate/submission of their thesis normally by no later than 1st July 2027, and must not have accumulated, by 1st October 2027, more than two years' full-time research experience from the date of their doctoral award; however, these two years need not be continuous.

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 £38,448 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 research allowance of £4,165 per annum is provided by the College for research activities such as conference attendance, research assistance, and the purchase of books and IT equipment.

Travel expenses: The Laming Junior Research Fellow may request reimbursement of reasonable travelling expenses incurred at the beginning and end of their period of residence in a foreign country.

Place of Work: Subject to availability, 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. When not abroad, the successful candidate is expected to reside in or near Oxford.

Entitlements: The Junior Research Fellow will be a member of the Senior Common Room at The Queen's College, and entitled to free meals at the Common Table. The appointee will be nominated for membership of the Faculty of Medieval and Modern Languages and/or Asian and Middle Eastern Studies.

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 75 fellows, about 160 graduate students and about 330 undergraduates. The College is home to a large and vibrant community of early career postdoctoral researchers from across the disciplines who account for approximately 20 of the College's 75 fellows.

Living Foreign Languages are represented in the College by Dr David Ewing (Career Development Fellow in French), Dr Jennifer Guest (Fellow in Japanese), Prof. Karen Leeder (Schwarz-Taylor Chair of German), Dr Laura Lonsdale (Fellow in Spanish), Prof. Charlie Louth (Fellow in German), Prof. Dirk Meyer (Fellow in Chinese), Dr Marina Perkins (Career Development Fellow in French), and Prof. Seth Whidden (Fellow in French). The College is also the home of the Queen's Translation Exchange, directed by Dr Charlotte Ryland (Supernumerary Fellow) and the Centre for Manuscript and Text Cultures. Information about interests of the fellowship is available on the College website: www.queens.ox.ac.uk/people.

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.

About the Faculties

For more information about the Faculty of Medieval and Modern Languages, visit www.mod-langs.ox.ac.uk. For more information about the Faculty of Asian and Middle Eastern Studies, visit www.ames.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:

- CV
- Supporting statement of around 1,500 words of the planned post-doctoral research
- Two confidential letters of recommendation (all references must be written in English)

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 (EST) Tuesday 12th January 2027.

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 the Secretary of the Laming Committee Prof. Seth Whidden (seth.whidden@queens.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 Fellows in living foreign languages at The Queen's College. 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 the week beginning Monday 15th February 2027. Shortlisted candidates will be asked to submit a sample of written work not to exceed 6,000 words, including notes; during the interview they will be expected to deliver a research presentation to the selection committee.

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/.

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. Candidates are asked to note that the visa application process will require the submission of the doctoral thesis no later than three months prior to the start date of this post and to the provision of either a copy of the doctoral award certificate, or an academic reference confirming that the doctorate has been awarded, or an academic reference confirming the submission of the thesis, if 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.

Diversity and Equal Opportunity

The Queen's College is committed to equal opportunity and to fostering an inclusive community. We recognise how the diversity of our community strengthens our ability to achieve excellence in teaching, research, and scholarship.

We welcome applications from individuals from all backgrounds, including those under-represented within higher education. No applicant or member of staff shall be unlawfully discriminated against on the basis of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

Recruitment, progression within employment, and retention will be determined according to personal merit and the duties and requirements of the post.

The College invites all applicants to familiarise themselves with its equal opportunities policy, also available on its Equality Information page: www.queens.ox.ac.uk/equality-information The College also shares the university's commitment 'to equal opportunity, and to being an inclusive institution where everyone belongs and is supported to succeed'. The university's full policy is available at: [Equality Policy](#) | [Equality and Diversity Unit](#)

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. Our commitment to equality and diversity goes hand in hand with our commitment to academic freedom and freedom of speech. We work to increase the diversity of the backgrounds from which our employees and students come by removing barriers to access and by promoting 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;
- all our current and prospective students, staff, and visitors are treated fairly and with dignity and respect, and do not face discrimination; and
- academic freedom and freedom of speech are valued and upheld.

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.

October 2026