



**ORIEL COLLEGE, OXFORD, in association with THE FACULTY OF  
MEDIEVAL AND MODERN LANGUAGES, UNIVERSITY OF OXFORD**

**Job Description and Selection Criteria**

<b>Post</b>	<b>Official (Tutorial) Fellowship in French and Associate Professorship or Professorship of Francophone Post-Colonial Literatures and Cultures</b>
<b>College</b>	<b>Oriel</b>
<b>Department/Faculty</b>	<b>Faculty of Medieval and Modern Languages</b>
<b>Division</b>	<b>Humanities</b>
<b>Contract type</b>	<b>Permanent upon completion of a successful review. The review is conducted during the first five years.</b>
<b>Salary</b>	<b>Salary on a scale within the range £48,114 to £64,605 p.a. (plus £9,098 p.a. taxable and pensionable housing allowance or free College accommodation, and other benefits).</b>
<b>Deadline for receipt of applications and references</b>	<b>5pm on Friday 15<sup>th</sup> January 2021</b>

**Overview of the post**

Oriel College and the Faculty of Medieval and Modern Languages invite applications from suitably qualified candidates for an Official Fellowship and Tutorship in French and Associate Professorship or Professorship of French, with effect from 1<sup>st</sup> October 2021 or as soon as possible thereafter. The person appointed will be expected to engage in advanced study and research in French, and to give high-quality tutorials, classes, lectures, and supervision at both undergraduate and graduate level.

Applications are sought from applicants working on any aspects of Francophone Post-Colonial Literatures and Cultures in the 20<sup>th</sup> or 21<sup>st</sup> Century. Francophone Post-Colonial Studies is without doubt the largest growth area within the discipline of French Studies, which is increasingly recognizing itself as being in dialogue with 'World Literature' and 'Global Cultures', and as encompassing the many Francophone Literatures and Cultures that have grown out of France's colonial history.



This post in Francophone Post-Colonial Literatures and Cultures has at its centre a focus on material written in French, but this material could also be closely engaged with France's colonial literatures and cultures or Post-Colonial history, with immigrant as well as emigrant cultures. French-language cultures extend far beyond the metropole, in particular as a result of former colonial projects in areas such as North Africa, Sub-Saharan Africa, the Caribbean, and Indochina. While the history and cultural production of the colonial period, as well as the ever-growing creative work of the Post-Colonial period and of more recent forms of cultural encounter, are increasingly receiving the attention they deserve, this is an area that the French Sub-Faculty is looking to strengthen further. These literatures and other cultural activities raise crucial social and political questions, such as those of racial identity, social and political inequality, religious conflict, and cultural marginalization.

The post-holder will be able to work within many existing research and graduate teaching plans. The post-holder could participate, for instance, in current TORCH initiatives such as 'Post-Colonial Text, World Forms' and 'Race and Resistance across Borders', and in the Oxford Comparative Criticism and Translation network. There would also be obvious scope for contribution to Knowledge Exchange, and International Partnerships beyond Europe.

The successful candidate will have a broad range of academic interests within the field of modern French. She or he will have, or be on the way to establishing, a record of internationally recognised scholarship and research and will be required to provide a high standard of research-led teaching at both undergraduate and postgraduate levels, including the supervision of research students. The successful candidate will be required to give 16 hours of lectures or graduate classes per year, give individual graduate supervisions, participate in examining, and take part in Faculty administration as instructed by the Chair of the Faculty Board. For the College, the successful candidate will be required to give eight contact hours of tutorial teaching a week averaged over the three terms (twenty-four weeks) of the academic year; to take a lead in organising the tuition and pastoral care of students studying for degrees involving Modern Languages, and play a part in the annual admissions process for those courses; and to participate in the administrative work of the College.

In making this appointment, the College and the University share the goal of developing and strengthening the teaching and research capacities and capabilities of both the College and the Faculty of Medieval and Modern Languages, as well as contributing, more generally, to the goal of maintaining Oxford University as a leading centre for teaching and for research in the subject.

Informal enquiries about the post should be directed in the first instance to:

Senior Tutor of Oriel College, Professor Gonzalo Rodriguez-Pereyra: [gonzalo.rodriquez-pereyra@oriel.ox.ac.uk](mailto:gonzalo.rodriquez-pereyra@oriel.ox.ac.uk) or

Hayley Morris, Head of Administration and Finance, Faculty of Medieval and Modern Languages: [administrator@mod-langs.ox.ac.uk](mailto:administrator@mod-langs.ox.ac.uk)

Queries about the application process should be addressed to the HR Officer at Oriel College [academic.recruitment@oriel.ox.ac.uk](mailto:academic.recruitment@oriel.ox.ac.uk)

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

## **The role of Associate Professor at Oxford**

Associate Professor is the main academic career grade at Oxford with a focus on research and teaching, spanning the full range of professor grades in the USA (including Assistant Professor). Associate Professors are appointed jointly by a University department/faculty and an Oxford college, and have a contract with both.

Associate Professors are full members of University departments/faculties and of College Governing Bodies, playing a role in the democratic governance of the University and their college. The successful candidate will join a lively, intellectually stimulating, and multi-disciplinary community which performs to the highest international levels in research and teaching, with extraordinary levels of innovation, creativity, and entrepreneurship.

There is considerable flexibility in the organisation of duties, with three eight-week undergraduate teaching terms and generous sabbatical leave to balance teaching and research (please see the Benefits, Terms, and Conditions section for further details of sabbatical leave). There is the potential for temporary changes to the balance of duties between College and University to enable a focus on different aspects of work at different career stages.

Oxford offers many opportunities for professional development in research and teaching. Associate Professors may apply for the title of full Professor in annual exercises. If the title is conferred, there will also be access to professorial merit pay opportunities. In exceptional cases, the title of full Professor may be awarded on appointment.

Appointments are confirmed as permanent on successful completion of a review during the first five years. The vast majority of Associate Professors successfully complete this initial review.

## **Duties of the post**

The successful candidate will be a member of both the Faculty and the College communities. She or he will be part of a lively and intellectually stimulating research community which performs to the highest international levels in research and publication and will have access to the excellent research facilities which Oxford offers.

The main duties of the post are as follows:

### **College duties**

The Tutorial Fellow will be required to engage in advanced study and research, and to take a lead in organising the tuition and pastoral care of students studying for degree courses involving Modern Languages at Oriel. She or he will have a role to play in the running of the College as a member of its Governing Body, and as a Charity Trustee and will participate in the administrative work of the College. She or he will be required to give tutorials in the subjects specified below for eight contact hours each week during term-time, averaged over the three eight-week terms of the academic year. In addition, the Fellow will be required to undertake the following: to hold meetings with each student at the beginning and end of every term to discuss their programme of work and academic progress; to write termly reports on the students that he or she has taught; to arrange out-of-college tuition as required; to set and mark, or arrange to have marked, mock examination papers (Collections) at the beginning of each term; to assist with College Open Days and the widening participation agenda; and to participate in the annual undergraduate and graduate admissions exercise (with undergraduate interviews in December). The person appointed will be expected to attend Tutorial Committee (which meets up to three times a term, to discuss academic matters).

The successful candidate will be expected to have a broad range of academic interests. She or he should be willing and able to teach

- Texts specified for the first-year introductory French literature papers (Prelims 3 and 4): the tutor is not expected to be a specialist in all the texts, but rather to introduce the undergraduates to the study of literature across a wide historical range, and to the practice of writing literary commentaries and analytical essays (out-of-college teaching for the medieval text may be arranged if preferred);
- French and Francophone literature of the 20th and 21st centuries and possibly areas of the 19<sup>th</sup> century for the Final Honours School (second and fourth years), with a range of teaching within paper 8, paper 11 and some contribution to one or more paper 12s;
- Language work, including translation either French into English or English into French (or both), for all years.

She or he will also oversee the work of the French lectrice/lecteur (shared with Jesus College) and any lecturers in French associated with the College.

See appendix 1 for details of the syllabus.

## University duties

The duties of an Associate Professor are to engage in advanced study and research; to give, under the direction of the Faculty Board, no fewer than 16 lectures or classes a year; to take part in University examining and graduate teaching and supervision as and when requested; and to take an active and engaged part in the administrative, outreach, pastoral, and other aspects of the Faculty's work.

External work exceeding 30 days per annum requires the approval of the College. No formal limitation is placed on examining or other work, but it is expected that Associate Professors will limit their total commitments, and colleges their demands on them, so that time will be available for research.

Further information is given below under the two sets of 'Benefits, Terms, and Conditions'.

## Selection criteria

Applications will be judged only against the criteria which are set out below. Applicants should ensure that their application shows clearly how they believe that their skills and experience meet these criteria, and should ask their referees to address these criteria in their letters of recommendation.

The University and the College are committed to fairness, consistency, and transparency in selection decisions. Members of selection committees will be aware of the principles of equality of opportunity, fair selection, and the risks of bias.

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.

The objectives of Oriel College and the University in making this appointment are to develop and strengthen the research and teaching capacities of the College and the Faculty of Medieval and Modern Languages, and to maintain and improve the position of Oxford University as a world-leading centre for research and teaching in French. The successful candidate will have published, or will have the potential to publish, research in the field of Francophone Post-Colonial Literatures and Cultures that is original, important, and rigorous. Clear evidence of such achievement or potential will be crucial in the evaluation of candidates. The successful candidate will have the experience, skills, and commitment necessary for success both as a Tutor within the College and as an Associate Professor or Professor within the Faculty of Medieval and Modern Languages.

Below are the selection criteria for the post; **candidates should address these in their applications and ask their referees to do so in their letters of recommendation.**

- a. A record of original, important, and rigorous published research in the field of Francophone Post-Colonial Literatures and Cultures commensurate with the candidate's career stage. Candidates should have received a doctoral degree by the advertised closing date for this position, or, in exceptional circumstances, have submitted a completed doctoral dissertation for examination by this date.
- b. Evidence of excellence, or of the potential for excellence, in undergraduate teaching, along with the personal qualities needed to encourage a high level of achievement in undergraduate students. This must include the ability to provide tutorial teaching in the introductory and advanced French papers

listed under 'Duties of the Post' above, together with the ability to offer research-led undergraduate lectures and classes in the field of Francophone Post-Colonial Literatures and Cultures.

- c. Evidence of excellence, or of the potential for excellence, in graduate teaching, along with the personal qualities needed to encourage a high level of achievement in graduate students. This must include the ability to provide one-to-one supervision for MSt and MPhil (i.e. Master's-level) and DPhil (i.e. doctoral level) students in their chosen field, and the ability to conduct graduate classes.
- d. Native or near-native competence in both English and French, such that the candidate can publish research in both languages; teach tutorials in English; give lectures in either English or French (as she or he chooses); and teach high-level language classes operating between both languages.
- e. Evidence of the potential to attract external funding for research.
- f. Evidence of experience at, or potential for, participating effectively in the other work required by the College and Faculty, including administration and commitment to the College's charitable purpose. For further details of the fundamental aims of Oriel College as a community of education and research please see our website: [www.oriel.ox.ac.uk/who-we-are-and-what-we-do](http://www.oriel.ox.ac.uk/who-we-are-and-what-we-do).
- g. Evidence of experience of, or potential for, participating effectively in the future development of the subject.

The appointment committee recognises that candidates can contribute to these goals in many different ways and will use its professional judgement, based on the evidence available, to decide how successfully candidates could make such contributions, bearing in mind the specified needs of the College and the Faculty.

## How to apply

The closing date for the receipt of applications is 5pm GMT on Friday 15<sup>th</sup> January 2021. The application should be sent by email to: HR Officer, Oriel College, Oxford, OX1 4EW.

Email: [academic.recruitment@oriel.ox.ac.uk](mailto:academic.recruitment@oriel.ox.ac.uk)

Telephone: (+44) 0 1865 286539

Applications must include:

- The completed application cover sheet, attached at the end of this document, and available separately on the Oriel website at: [www.oriel.ox.ac.uk/people/vacancies/academic](http://www.oriel.ox.ac.uk/people/vacancies/academic) including the names and addresses of three referees.
- A detailed covering letter, which should include information about your research, and set out which subjects you could offer to teach for the College, and which for the Faculty.
- A full *curriculum vitae* including a list of publications.

**In addition**, each candidate should submit electronically in the same email **ONE item of written work** (about the length of a chapter or article but not exceeding 10,000 words), published or unpublished. Short-listed candidates may be asked to submit a second piece of written work. Candidates should note that (a) single-authored pieces are preferred whenever possible (co-authored pieces should be identified as such); (b) normally, the submitted piece(s) should be from the subject in which a major research interest is required.

**Candidates should supply each of their referees with a copy of these further particulars and ask them to write directly to the HR Officer at the above address by 5pm GMT on Friday 15<sup>th</sup> January 2021 without further prompting.** Referees should submit their references by email. The College and the Faculty of Medieval and Modern Languages wish to take this opportunity to thank in advance those referees who write on behalf of applicants. Candidates who wish to approach a referee or referees only if they are being called for interview or are in receipt of a conditional offer are asked to state this

explicitly alongside the details of the relevant referee(s) on the application cover sheet.

**The closing date for applications and the last date for receipt of references direct from referees is 5pm GMT on Friday 15<sup>th</sup> January 2021. It is the responsibility of each applicant to ensure that her or his application arrives by the deadline.**

Short-listing will take place on 29<sup>th</sup> January 2021. Interviews will be held on 12<sup>th</sup> March 2021. Short-listed candidates will be contacted in good time before the date of interview. All reasonable interview expenses will be reimbursed.

Candidates invited for interview will be asked to give a short teaching presentation (of up to 15 minutes in length), aimed at an undergraduate audience. The audience may include students, members of the selection committee, including an external assessor from another university, and members of the French Sub-Faculty. The presentation will be followed by an interview with the selection committee, which will include discussion of the candidate's current and future research. All presentations and interviews will take place virtually (Microsoft Teams).

Applications for this post will be considered by a selection committee containing members from Oriel College, members of the Faculty of Medieval and Modern Languages and an external assessor from another University. The selection committee is responsible for conducting all aspects of the recruitment and selection process; it does not, however, have the authority to make the final decision as to who should be appointed. The final decision will be made by the Governing Body of Oriel College and the Humanities Divisional Board, on the basis of a recommendation made by the selection committee. No offer of appointment will be valid therefore until and unless the recommendation has been approved by both the Governing Body of Oriel College and the Humanities Board, and a formal contractual offer has been made.

The University and College welcomes applications from candidates who have a disability or long-term health condition and are committed to providing long-term support. The University's disability adviser can provide support to applicants with a disability - see <https://edu.admin.ox.ac.uk/disability-support> for details. Please let us know if you need any adjustments to the recruitment process, including the provision of these documents in large print, audio, or other formats. If we short-list you, we will ask whether you require any particular arrangements at the interview. The University Access Guide gives details of physical access to University buildings: see <https://www.accessguide.ox.ac.uk/>

All applications will be acknowledged after receipt and will be considered by the selection committee as soon as possible after the closing date.

### **Recruitment Monitoring**

A Recruitment Monitoring Form will be found at the following page on the Oriel College website: [www.oriel.ox.ac.uk/people/vacancies/academic](http://www.oriel.ox.ac.uk/people/vacancies/academic)

Applicants are requested to complete the form and return it to Human Resources, Oriel College, Oxford OX1 4EW (or by email to [academic.recruitment@oriel.ox.ac.uk](mailto:academic.recruitment@oriel.ox.ac.uk)). Please note that the form is anonymous and is used only to monitor and ensure equality of opportunity for all candidates: it is not part of the selection process and will not be seen by any member of the selection committee.

## **Information for Applicants for the Official (Tutorial) Fellowship in French and Associate Professorship or Professorship of French (Francophone Post-Colonial Literatures and Cultures)**

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.

### **Oriel College**

Oriel is a friendly and attractive College located right in the heart of Oxford. Founded in 1326 by King Edward II, it is one of the oldest colleges in Oxford. Oriel College is an independent self-governing institution. The student body at Oriel is made up of undergraduates and postgraduates studying a wide variety of courses in a broad range of subjects. The students come from all kinds of schools, backgrounds and countries, and the College is committed to selecting the best applicants, based on academic achievement and potential, irrespective of educational background, gender or ethnicity. For further information about Oriel College see [www.oriel.ox.ac.uk](http://www.oriel.ox.ac.uk).

The College has a strong representation in the Humanities and the Social Sciences. In the Humanities, there are two Fellows in Modern Languages, Professor Annette Volting in German and Dr Víctor Acedo-Matellán in Spanish and Linguistics. We teach French, German, Spanish, Italian and Russian in various combinations.

The subject of Modern Languages has a strong tradition at Oriel at undergraduate, graduate, and Fellowship level, and is thriving in the present day. Each year the College admits between 9 and 10 undergraduate students for the seven degree courses involving Modern Languages (Modern Languages, Modern Languages & Linguistics, Classics & Modern Languages, English & Modern Languages, European & Middle Eastern Languages, History & Modern Languages, and Philosophy & Modern Languages), as well as offering at least three places for graduate students in Modern Languages (with Linguistics, Film Aesthetics, and Women's Studies included within this quota).

Information about all aspects of the College is available on the Oriel website at [www.oriel.ox.ac.uk](http://www.oriel.ox.ac.uk).

### **The Faculty of Medieval and Modern Languages**

The Faculty is one of the leading centres for the study of Modern languages, literatures, and cultures, offering expertise in the entire chronological range from the Middle Ages to the present day, and with specialists in film studies, cultural studies, history of the book, and cultural history as well as languages and literatures. The Faculty offers expertise in French, German, Italian, Modern Greek, Spanish, Portuguese, Russian, Polish, and Czech, as well as in a range of other languages spoken in Europe. Colleagues across the various languages work together in various interdisciplinary projects and research centres, which bring specialists in language and literature together with historians, philosophers, and social studies scholars.

The Faculty is partly College-based, and partly housed in University buildings in Wellington Square, where some academic staff and the Faculty's administrative staff have offices, and at the Taylor Institution in St Giles' where some teaching takes place and the main Faculty and research library is based. The Taylor Institution contains both the Taylorian Library, the largest and best resourced

Modern Languages library in the country, and the Faculty's largest teaching rooms. Modern Languages at Oxford has been ranked top in the world in three of the last four QS World University rankings.

The Faculty is divided into seven sub-faculties: French, German, Italian, Portuguese, Russian and other Slavonic Languages, Spanish, and Modern Greek. It includes nine established professorships and 82 permanent academic post-holders. The Colleges, which are responsible for undergraduate admissions and undergraduate tutorial teaching, admit a total of about 270 students a year to read for the Honour School of Modern Languages and its joint schools with Classics, English, History, Philosophy, Oriental Studies, and Linguistics. The Modern Languages Faculty Board is responsible for the admission and supervision of graduate students. There are about 60 graduates taking taught Master's degrees, and about 120 research students.

## **The Sub-Faculty of French**

The Sub-Faculty of French is the largest French department in the UK, and one of the largest in the world. It has one statutory professor, 30 associate and full professors, and a senior instructor. It also benefits from the presence of a number of colleagues who support the teaching of the permanent postholders, and enhance the research profile of the Sub-Faculty. These include some tutors employed solely by colleges, research fellows, college lectrices/lecteurs, and some academic librarians. The total membership of the Sub-Faculty is over 60.

The average annual intake of undergraduates to read French is 160. The Sub-Faculty teaches students a command of grammatically correct and idiomatic spoken and written French, the ability to write accurately and idiomatically in both French and English and to translate into and out of both languages with precision and sensitivity to a range of registers and styles. The curriculum allows students either to study a broad range of literary and other materials, to focus their studies on the medieval period, the early modern period, or the modern period up to the present day, or to concentrate on options in Linguistics. The emphasis in finals is very much on students' choice, and the main papers are supplemented by options ranging widely from Grail Romances and Anglo-Norman to European Cinema, Women's Writing, Literature and the Visual Arts, or Francophone Literature.

Graduates reading French can study either for a research degree (DPhil or MLitt) or follow a taught Master's course in Modern Languages of one or two years' duration (MSt and MPhil respectively). There are also a number of other taught courses in which French can form a component (for example, in Women's Studies, Medieval Studies, and General Linguistics and Comparative Philology). The Sub-Faculty has an excellent record in supplying graduates for university posts both in the UK and across the world.

Further information will be found on the Faculty's web site: [www.mod-langs.ox.ac.uk](http://www.mod-langs.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. Oxford's extraordinary resources facilitate research at the very

highest level. The Bodleian Library, one of the great libraries of the world, has a continuous history reaching back to the late sixteenth century. Its historical collections are outstanding, and as a legal deposit library it can claim a copy of every new title published in the UK. The Bodleian is now second in size only to the British Library. Every college has its own library, many of which have important holdings of their own. Such historic resources are linked to cutting-edge agendas in research and teaching, with an increasing emphasis on interdisciplinary study.

The Division's 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 Medieval and Modern Languages, notably Comparative Criticism and Translation.

Planned to open in 2024 the Schwarzman Centre will give Oxford's humanities a new home with state-of-the-art academic, exhibition and performance spaces. The building, made possible by a landmark £150 million gift from philanthropist and businessman Stephen A. Schwarzman, demonstrates the essential role of the humanities in helping society confront and answer fundamental questions of the 21st century. The Schwarzman Centre will be a dynamic hub dedicated to the humanities. For the first time in the University's history, humanities faculties will be housed together with a new humanities library in a space designed to encourage learning and experimentation.

The Schwarzman Centre will serve as a dynamic hub dedicated to the humanities – those fields which inform our understanding and appreciation of the human experience. Programmes in English, history, linguistics, philology & phonetics, medieval & modern languages, music, philosophy, and theology & religion will be housed together in a space designed to encourage experiential learning and bold experimentation through cross-disciplinary and collaborative study. The Schwarzman Centre will also be home to Oxford's new Institute for Ethics in AI which will build upon the University's world-class capabilities in the humanities to lead the study of the ethical implications of artificial intelligence and other new computing technologies.

The building will include performing arts and exhibition venues designed to engage the Oxford community and the public at large. Modern amenities and digital capabilities will allow Oxford to share the full breadth of its unparalleled collections and research in the humanities. Please see [www.schwarzmancentre.ox.ac.uk](http://www.schwarzmancentre.ox.ac.uk) for further details.

For more information on the Humanities Division, please visit: [www.humanities.ox.ac.uk](http://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 multidisciplinary 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](http://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](http://www.ox.ac.uk/about/organisation).

## Benefits, Terms, and Conditions of the Tutorial Fellowship at Oriel College

The person appointed will be a member of Governing Body of Oriel College (and therefore become a Charity Trustee). See [www.oriel.ox.ac.uk/how-we-make-decisions](http://www.oriel.ox.ac.uk/how-we-make-decisions) for further information.

The Fellow will be elected in the first instance for a period of five years, but may (and normally will) be re-elected for successive periods of not more than seven years until retirement. For its academic staff the College has adopted a retirement age of 30 September immediately preceding the 69th birthday. There is a procedure for requesting an extension of employment beyond that date. Evidence of a satisfactory performance in all the duties of the post is a prerequisite for re-election after the initial period of five years. In the event of the termination of the Associate Professorship, or other University office on which the holding of this Fellowship is dependent, for whatever reason, the Tutorial Fellowship in French shall itself terminate on the same date as the Associate Professorship.

External work exceeding 30 days per annum requires the approval of the College.

Each appointment (that by the College and that by the University) will be at an appropriate point on the following scale, with effect from 1 August 2019 (the figure in the 'Total Salary' column gives the total when the College and University salary are at the same point on the scale, which will normally be the case:

Scale Point	National Pay Spine Point	College Salary	University Salary	Total Salary
11	52	£38,931	£25,674	<b>£64,605</b>
10	52	£37,799	£24,928	<b>£62,727</b>
9	50	£36,701	£24,204	<b>£60,905</b>
8	49	£35,635	£23,500	<b>£59,135</b>
7	48	£34,600	£22,818	<b>£57,418</b>
6	47	£33,595	£22,155	<b>£55,750</b>
5	46	£32,619	£21,512	<b>£54,131</b>
4	45	£31,673	£20,887	<b>£52,560</b>
3	44	£30,753	£20,281	<b>£51,034</b>
2	43	£29,861	£19,692	<b>£49,553</b>
1	42	£28,993	£19,121	<b>£48,114</b>

Accommodation may be available in college on a single occupancy basis. Alternatively, a taxable and pensionable housing allowance (currently £9,098 per annum) will be paid. An office / teaching room will be provided in College. The Fellow will be entitled to lunch and dinner at the Common Table free of cost, and to a modest entertainment budget. In addition, Fellows' research costs (including travel, books and computer) may be reclaimed, up to a current maximum of £1,705 per annum.

The post carries an entitlement to join, or to remain a member of, the Universities Superannuation Scheme (USS).

The Fellow will be entitled to apply for sabbatical leave from College duties, without deduction of stipend, at the rate of one term's leave for every six terms of teaching.

The College has a Family Leave policy, which includes details of parental and paternity leave, and an enhanced maternity and adoption leave provision. Provided that they have at least 26 weeks' service with the College at the 15th week before the expected week of birth, women are eligible for 26 weeks' maternity leave on full pay, followed by 13 weeks of leave on Statutory Maternity Pay (SMP) and 13 weeks of unpaid maternity leave.

Following the offer of the position, appointment will be subject to provision of proof of the right to work in the UK. Applicants who would need a work visa if appointed to the post are asked to note that under the UK's points-based migration system they will need to demonstrate that they have sufficient points, and in particular that (i) they have sufficient English language skills (evidenced by (a) passing an approved English Language test with at least CEFR level B1 in reading, writing, speaking, and listening, or (b) having an academic qualification that was taught in English and is recognised by UK NARIC as being equivalent to a UK bachelor's degree, master's degree, or PhD, or (c) being a national of a majority English-speaking country); and (ii) that they have sufficient funds to maintain themselves and any dependants until they receive their first salary payment. Further information is available at: [www.gov.uk/tier-2-general/overview](http://www.gov.uk/tier-2-general/overview).

## **Equal Opportunities**

Oriel College is an Equal Opportunities Employer. Further information can be obtained from the College.

## **Further Information**

For details of how to apply for the post, see above. The Oriel College website, which contains details of current Fellows and Tutors as well as a variety of more general information, can be found at: [www.oriel.ox.ac.uk](http://www.oriel.ox.ac.uk).

## **Benefits, Terms, and Conditions of the Associate Professorship from the University**

### **Salary**

As detailed above, the combined College and University salary will be on a scale up to £64,605 per annum.

Those appointed below the top of this salary range will receive annual increments until they reach the top point. There is also an annual 'cost-of-living' review. In exceptional cases, the Department/Faculty Board may propose the awarding of additional increments within the substantive scale to an Associate Professor at any time during their appointment.

Additional remuneration may be paid for graduate supervision, examining and some tutorial teaching. Those holding administrative appointments within the department/faculty may be eligible for additional payments.

### **Pension**

The College and University offer generous pension provision. Associate Professors are usually offered membership of the Universities Superannuation Scheme.

Details are available at <https://finance.web.ox.ac.uk/uss>

### **Sabbatical leave/dispensation from lecturing obligations**

You will be eligible to apply for dispensation from lecturing obligations in conjunction with sabbatical or other leave granted by the College. You may be dispensed from up to two courses of eight lectures or classes in any period of three years, up to a maximum of four courses in any period of fourteen years.

## **Intellectual property and conflicts of interest**

Guidance is available on:

ownership of intellectual property <https://governance.admin.ox.ac.uk/legislation/council-regulations-7-of-2002> and managing conflicts of interest

<https://researchsupport.admin.ox.ac.uk/governance/integrity>

## **Membership of Congregation**

Oxford's community of scholars governs itself through Congregation which is its "parliament". You will be a voting member of Congregation.

See [www.ox.ac.uk/about/organisation/governance](http://www.ox.ac.uk/about/organisation/governance) and

<https://governance.admin.ox.ac.uk/legislation/statute-iv-congregation> for further details.

## **Family support**

The University offers generous family leave arrangements, such as maternity, adoption, paternity, and shared parental leave. Details are available at <https://hr.admin.ox.ac.uk/family-leave-for-academic-staff>. You will have considerable flexibility in the day-to-day organisation of duties in the Associate Professor role. Requests for flexible working patterns will be accommodated as far as possible.

You will be eligible to apply to use the University nurseries (subject to availability of places). For details of the nurseries and how to apply for places, please see [see https://childcare.admin.ox.ac.uk/home](https://childcare.admin.ox.ac.uk/home)

The University subscribes to My Family Care, a benefit which allows staff 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. For more details, please see <https://hr.admin.ox.ac.uk/my-family-care>.

The Oxford University Newcomers' Club is run by volunteers, whose aim is to help the newly-arrived partners of visiting scholars, of graduate students, and of newly appointed academic and administrative members of the University to settle in and to give them opportunities to meet people in Oxford. Further information is available at [www.newcomers.ox.ac.uk/](http://www.newcomers.ox.ac.uk/).

## **Welcome for International Staff**

One of Oxford's great strengths is its truly international body of research and teaching staff from over 140 countries, and we welcome applications from academics across the world. We can help international staff and partners/families make the transition to Oxford. Information about relocation, living and working in the UK, and Oxford is available at: <https://welcome.ox.ac.uk/>

If you require a visa, we have a dedicated Staff Immigration Team to support successful applicants through the immigration process (for Global Talent and Tier 2 visas) from job offer through to arrival in the UK. This is subject to the eligibility criteria being met for the respective visa routes

## **Relocation**

Subject to UK tax regulations and the availability of funding, a relocation allowance may be available.

## **Promoting diversity**

The University and its Colleges are committed to recruiting and retaining the best people, whoever they are, to ensure equality of opportunity. The Vice-Chancellor's Diversity Fund provides

resources for innovative projects to promote diversity.

The Equality and Diversity Unit promotes good practice across the University by developing policies and offering training, and runs a range of support networks for staff. It works closely with Colleges, Oxford SU (the Oxford University Student Union), and external campaign groups.

Please see <https://edu.admin.ox.ac.uk/home> for details.

### **Other benefits and discounts for University employees**

The University has a range of facilities and benefits for its staff, including discounted health insurance, sustainable travel schemes, and discounts in local shops and restaurants. Details are available at:

<https://hr.admin.ox.ac.uk/staff-benefits>

<https://hr.admin.ox.ac.uk/discounts>

### **Offer of employment**

See above under 'How to Apply' for information about the circumstances in which an offer of employment is valid.

### **Pre-employment screening**

The appointment of the successful candidate will be subject to appropriate pre-employment screening. This will include right-to-work, proof of identity, references, a pre-employment health declaration, and any other checks as applicable to the post. We advise you to read the notes for applicants at <https://jobs.ox.ac.uk/pre-employment-checks>.

### **Length of appointment**

Appointments to Associate Professorships at Oxford are confirmed as permanent on successful completion of a review during the first five years.

Like the College, the University operates an employer justified retirement age for all academic posts, for which the retirement date is the 30 September immediately preceding the 69th birthday.

The justification for this may be found at <https://hr.admin.ox.ac.uk/the-ejra>

For **existing** employees, any employment beyond the retirement age is subject to approval through the EJRA procedures. Further details can be found at <https://hr.admin.ox.ac.uk/the-ejra>

### **Data Protection**

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:

<https://compliance.admin.ox.ac.uk/job-applicant-privacy-policy>.

The University's Policy on Data Protection is available at: <https://compliance.admin.ox.ac.uk/data-protection-policy>.

## **Annex: Outline of French Undergraduate Course**

### **PRELIMS (1<sup>st</sup>-YEAR COURSE)**

#### ***LANGUAGE***

##### **Paper I: French Grammar and Summary**

###### **1. Grammar Test**

20 short sentences to translate into French, testing common, not exceptional, points of French grammar such as those explained in R. Hawkins and R. Towell, *French Grammar and Usage*, 2nd edn., 2001.

###### **2. Summary**

A passage of 500-700 words of French from a work of reflective, analytical, or critical writing. To be summarised in French, using 180-200 words and bringing out clearly the writer's argument. Candidates must not simply reproduce the expression of the original passage.

##### **Paper IIA and IIB**

###### **IIA Unprepared translation into English**

A passage of about 250 words of French, taken from a post-1900 creative or discursive text testing accuracy in negotiating common grammatical and syntactic structures and some appropriately challenging vocabulary, but also requiring imagination and fluency in English expression.

###### **IIB Prepared translation into English from Prescribed Texts**

A passage of about 300 words from one of the three novels set for Paper IV, i.e., excluding the medieval text.

#### ***LITERATURE***

##### **Paper III: Short Texts**

This paper will introduce you to the techniques of close reading through the study of six short works arranged in three complementary pairs:

- (i) Montaigne, *'Des Cannibales' from Essais I*  
Diderot, *Supplément au Voyage de Bougainville*
- (ii) Baudelaire, a selection of poems from the section 'Spleen et Idéal' of *Les Fleurs du Mal* Césaire, *Cahier d'un retour au pays natal*
- (iii) Racine, *Phèdre*  
Ndiaye, *Papa doit manger*

##### **Paper IV: French Narrative Fiction**

This paper introduces you to four narrative texts written between the Middle Ages and the twentieth century:

*La Chastelaine de Vergy*  
Laclos, *Les Liaisons Dangereuses*  
Sand, *Indiana*  
Proust, *Combray*

## **ADDITIONAL PAPERS FOR SOLE FRENCH STUDENTS**

### **(1<sup>st</sup>-YEAR COURSE FOR STUDENTS STUDYING FRENCH AS THEIR ONLY SUBJECT)**

#### **Paper XI Introduction to French Film Studies**

This paper will introduce you to four twentieth- and twenty-first-century film directors and to the formal study of film style. The prescribed films are:

- Henri-Georges Clouzot: *Le Corbeau* (1942)
- Jean-Luc Godard: *Vivre sa vie* (1962)
- Bertrand Blier: *Les Valseuses* (1974)
- Agnès Varda: *Les Glaneurs et la glaneuse* (2000)

#### **Paper XII Introduction to French Literary Theory**

This paper will introduce you to the work of four twentieth-century literary theorists. In your essay writing you will be able to engage with their ideas about literature and with their particular way of expressing them.

#### **Paper XIII Key Texts in French Thought**

This paper will introduce you to the work of four thinkers from the seventeenth to the twentieth centuries. In both essay and commentary writing you will be able to engage with their ideas and with their particular way of expressing them. The prescribed texts are:

- Descartes, *Discours de la méthode*
- Rousseau, *Discours sur l'inégalité*
- Bergson, *Essai sur les données immédiates de la conscience* [Chapters I and II only].
- Beauvoir, *Le Deuxième Sexe*, I, 'Introduction'; 'Mythes'; II, 'La femme mariée'; 'La mère'

## **FINAL HONOUR SCHOOL (2<sup>nd</sup>- to 4<sup>th</sup>-YEAR COURSE)**

Most of our students study two languages. Students studying two languages will take language papers I and IIA/IIB plus two or three literature papers in French (plus two or three papers in the other language).

Students studying sole French take language papers I, IIA/IIB, III and six papers covering aspects of French literature, cultures and linguistics literature papers.

### **LANGUAGE**

#### **Paper I**

An essay of between 1,000 and 1,500 words to be written in French from a range of questions on literary, linguistic and general cultural topics, including the topic prescribed for the FHS oral examination in French.

#### **Paper IIA Translation from modern French**

#### **Paper II B Translation into modern French**

#### **Paper III Translation from pre-modern French**

## **LINGUISTICS**

**Paper IV Linguistics: History of the French Language**

**Paper V French Linguistics**

## **LITERATURE & CULTURES**

**Paper VI Medieval Literature (to 1530)**

**Paper VII Early Modern Literature (1530-1800)**

**Paper VIII Modern Literature (1715 to the present)**

**Paper IX Medieval Prescribed texts**

**Paper X Modern Prescribed Authors I**

Two of: Rabelais, Montaigne, Pascal, Molière, Racine, Voltaire, Diderot

**Paper XI Modern Prescribed Authors II**

Two of: Stendhal, Baudelaire, Flaubert, Mallarmé, Beckett, Duras, Barthes, Djébar

**Paper XII Special subjects**

Topics can change but recent topics have included:

- Late-Medieval Responses to the *Roman de la rose*
- Old Occitan
- The Twelfth- and Thirteenth-Century Grail Romances
- Anglo-Norman Language and Literature
- French Poetry of the Mid-Sixteenth Century
- Dramatic Theory and Practice in France from 1605 to 1660
- French Satire from Rabelais to Beaumarchais
- Jean-Jacques Rousseau
- Honoré de Balzac
- French Poetry 1870 to 1918
- Marcel Proust
- French Poetry from Surrealism to the Present
- Literature and the Visual Arts in France
- French Women's Writing
- Twentieth-century French Autobiographical Writing
- Discourses of Race
- Travel, Exile, Migration
- Histories of Violence (1789 – present)
- Plants, Stones, Robots
- Advanced French translation
- Literary Theory
- European Cinema

*Please complete all sections of this form, in capitals, and send it by email together with a detailed covering letter, which sets out information about your research and the subjects you could offer to teach, a full curriculum vitae including a list of publications, and (in the same email) one samples of written work:*

SURNAME: ..... First Names: .....

TITLE: .....

Postal Address:	
Telephone No:	
Fax No:	
E-mail address:	
University/College attended: (with dates)	
Appointments held (with dates):	
<p>Referees (please give name, full address, and e-mail address):</p> <p>(If you wish to approach a referee or referees only if you are being called for interview or are in receipt of a conditional offer, please state this explicitly alongside the details of the relevant referee(s)).</p>	<p>1.</p> <p>2.</p> <p>3.</p>

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