

Job Description and Selection Criteria

Post	Associate Professorship (or Professorship) of Climate Physics & Earth Observations and Tutorial Fellowship in association with Trinity College
Department/Faculty	Department of Physics
Division	Mathematical, Physical and Life Sciences
College	Trinity College
Contract type	Permanent upon completion of a successful review. The review is conducted during the first 5 years.
Salary	Combined University and College salary in the range £57,986 - £77,366 p.a. plus substantial additional benefits (where qualifying) including a college housing allowance of £18,500 p.a., access to college research/teaching support funds of up to (currently) £1,856 p.a., plus a private health insurance scheme. An allowance of £3,199 p.a. would be payable upon award of Full Professor title.
Recruitment contacts	182684

Overview of the post

The Department of Physics and Trinity College are recruiting for an Associate Professorship (or Professorship) of Climate Physics & Earth Observations to be held in the Department of Physics together with a Tutorial Fellowship (Official Fellow and Tutor) in Physics at Trinity College.

This is an opportunity to join a vibrant community of scientists in Atmospheric, Oceanic and Planetary Physics and to develop a world-leading research programme in climate physics and Earth observations. The appointee will be expected to have the ability to teach effectively over a wide range of topics in the undergraduate physics syllabus at Oxford, in small group tutorials, classes and lectures.

The successful candidate will start in October 2026, or as soon as possible thereafter consistent with a smooth transition of their research group.

If you would like to discuss this post and find out more about joining the academic community at Oxford, please contact Prof. Myles Allen at myles.allen@physics.ox.ac.uk. Enquiries about the college side of the appointment should be addressed to Prof. Sam Vinko at sam.vinko@trinity.ox.ac.uk (academic queries) or Dr Rebecca Bullard rebecca.bullard@trinity.ox.ac.uk (non-academic queries). 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. Associate Professors have responsibility for developing the careers of people in their group, department, and the wider environment by leading a successful programme of research, being an enthusiastic and engaging teacher and by promoting collaborative and inclusive environments for people from different backgrounds. Associate Professors are appointed jointly by a University department/faculty and an Oxford college, and you will have a contract with both. Further information about the College Tutorial Fellowship is found [here](#).

Associate Professors are full members of University departments/faculties and college governing bodies playing a role in the democratic governance of the University and their college. You 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 8-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 stages in your career.

We would expect the post-holder to spend, on average, approximately 10-30% of their time on teaching, 50-70% on research and 10-20% on administrative and pastoral responsibilities, noting that the relative fraction may vary within these ranges during their time in Oxford.

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, you will also have 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 Associate Professor will develop a world-leading research program in climate physics and Earth observations, teach at undergraduate and graduate level, and participate in administration. The proposed research focus will complement and strengthen current world-leading climate research across the Sub-department of Atmospheric, Oceanic and Planetary Physics (AOPP). Potential target research areas include but are not limited to:

- Passive or active satellite remote sensing of clouds, aerosols and atmospheric composition
- Ground-based multi-sensor remote sensing of atmospheric composition and structure
- Data assimilation
- Applications of machine learning and artificial intelligence to climate-related Earth observation
- Application of remote sensing to constrain climate processes and their responses to perturbations
- Satellite remote sensing of the cryosphere
- Satellite remote sensing of surface and/or sub-surface ocean properties and behaviour
- Satellite remote sensing of carbon, trace-gases and biogeochemical cycles

Applications are particularly encouraged from candidates who would strengthen links between the sub-department's expertise in satellite instrumentation and data interpretation with its work on the theory, observations and modelling of Earth's atmosphere, oceans and cryosphere. Experience participating in Earth observation missions would be particularly welcome.

On behalf of the College, the Associate Professor will have responsibility for admission, teaching, and support of students reading degrees in Physics. They will play a role in the running of the College as a trustee and a member of its Governing Body.

The successful candidate will hold a doctorate in physics, atmospheric/oceanic/climate physics or a related subject and will have a proven record of internationally leading research and development in climate physics and Earth observation. They will be an excellent teacher at undergraduate and graduate level and have the interpersonal skills necessary to engage with students and colleagues at all levels.

The main duties of the post are as follows:

Research

1	Establish/maintain your own research group in the field of climate physics and Earth observations fostering a collaborative, inclusive and supportive research environment among all staff and students
2	Develop and submit competitive grant proposals to support your own research and contribute to the growth of distinctive areas of expertise in the Department and the wider University
3	Maintain a successful publication record (appropriate to the stage of career, and accounting for career breaks) and disseminate your group's research through participation in international conferences and seminars, and other media
4	Engage in activities to enable your research to have wider impact beyond academia, using innovative methods and collaborating with external stakeholders (which could include other educational organisations, governments, NGOs or civil society)

Teaching and Supervision

1	<p>At the College, the post-holder will be expected:</p> <ul style="list-style-type: none"> to engage in advanced study and research; to give six weighted¹ hours per week of tutorials in undergraduate Physics during the 24 weeks of full term (3 terms of 8 weeks), averaged over the year. <p>During the early years of the appointment, the postholder can expect some remission from their College teaching in order to assist them in making a successful transition into the APTF role.</p> <p>Whilst most teaching will be for Trinity students, undergraduates from other Colleges may be taught on an exchange basis, or other basis to the advantage of the College. The postholder will be expected to tutor a range of courses within the Physics degree, including some outside their immediate area of expertise, and candidates are asked to specify in their application which papers they would be willing to teach. In particular, the postholder should be willing to cover the Third Year B1 Option (Fluids). An ability to cover second year material (such as Statistical and Thermal Physics) that underpins both this and other 3rd year options would be useful.</p> <ul style="list-style-type: none"> to share responsibility for the organisation and administration of Physics degrees for undergraduates of Trinity College, for overseeing their academic programmes and for monitoring their progress including the setting and marking of college collections (termly examinations) and the coordination of students' curricula;
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	<ul style="list-style-type: none"> to share responsibility for the annual admissions exercise for the selection of new Physics undergraduates, and share responsibility of pastoral care for these undergraduate students during their course; to assist with College Open Days, and to play a role in access and outreach work; to share responsibility for College graduate admissions in physics and to act as college adviser for graduate students taking physics degrees and/or cognate subjects; to undertake a reasonable share of College administrative duties, including service on College Committees and Panels and, from time to time, holding college office; as a Trustee of the College, to attend Governing Body's regular meetings (3 per term) and such additional special or extraordinary meetings as may be summoned. <p>Please see the 'Trinity College' section below for further detail about the college duties.</p> <p>¹The College operates a 'weighted hours' scheme, under which a one-to-one tutorial counts as one stint hour, a two-person tutorial as 1.25 hours; a three-person as 1.5 hours. Tutorials consist of an hour of academic discussion between tutor and students, and tutors are expected to mark written work as part of each tutorial.</p>
2	Contribute to the ongoing development, improvement and diversification of the undergraduate curriculum within the department; deliver lectures, undertake laboratory demonstrating; supervise 4th-year undergraduate and doctoral students, and participate in examining, marking and assessment as appropriate.
3	Take responsibility for the pastoral care of students studying Physics within the department and College (alongside the College Welfare Team) and to act as College Advisor to a small number of graduate students at the College.

General duties

1	Demonstrate respect, courtesy and consideration within interactions with members of the University community; undertake training as and when asked to do so
2	Ensure all lab, field and office work is undertaken safely and that your team has a proactive approach to safety and to mental and physical health
3	Engage positively with the Department and play an active role in the administrative and governance of the Department
4	Serve as a Trustee of Trinity College (an educational charity), participate fully in the administrative work of the College, including attendance at Governing Body, service on College committees, and potentially taking on College offices.

Selection criteria

The University of Oxford is committed to equal opportunity, and to being a place where everyone belongs and is supported to succeed. We recognise how the diversity of our community enriches our ability to deliver on our academic mission.

We welcome applications from individuals from all backgrounds, including those under-represented within higher education. No applicant or members 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.

Employment with the University and progression within employment will be determined according to personal merit and the application of criteria related to the duties and conditions of the post. In all cases, the primary consideration will be the ability to perform the job.

As stated in the University's Equality Policy and Equality, Diversity and Inclusion Strategic Plan, our commitment to equality and diversity goes hand in hand with our commitment to academic freedom and free speech.

Your application will be judged only against the criteria which are set out below. You should ensure that your application shows clearly how your skills and experience meet these criteria. The University demonstrates its support for DORA (San Francisco Declaration on Research Assessment) to which the University became a signatory in 2018. Members of selection committees will be aware of the principles of equality of opportunity, fair selection and the risks of bias. There will be both female and male committee members.

If, for any reason, you have taken a career break, suffered with a long-term illness or debilitating condition (e.g. long-COVID), 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.

Applications will be judged only against the criteria which are set out below, so you should make sure that you show very clearly how your skills and experience meet these criteria.

Qualifications and Research	
Essential	A doctorate in the field of Physics, atmospheric/oceanic physics or a related subject
Essential	An internationally recognised academic and research record within the field of climate physics and Earth observations
Essential	A publication record that demonstrates impact within the field appropriate to your career stage, and accounting for career breaks or personal circumstances
Essential	The ability to develop an independent programme of research and attract and manage research funding
Desirable	Excellent track record of (or promise for) obtaining research grants
Desirable	Experience of research collaborations at national and international level
Desirable	Experience of supervising research students
Teaching	
Essential	Experience of and ability to teach effectively, both at undergraduate and graduate level, on a wide range of topics within the field of physics, including a commitment and ability to educate and inspire high-achieving students from all backgrounds and to help them reach their full potential
Desirable	A creative approach to teaching

Personal effectiveness	
Essential	The ability to support and guide a research group of post-doctoral staff and research students and help them to develop into successful independent researchers, and the commitment to provide pastoral and academic support for students and researchers at all stages in their University career
Essential	Communication and interpersonal skills enabling the formation of good working relationships with colleagues, students and collaborators with a commitment to demonstrating respect, courtesy and consideration within interactions with members of the University community and to ensuring the Department provides a positive, supportive and inclusive environment for all
Essential	Good citizenship and a willingness to undertake administrative duties (within reason) to support the smooth running of the Department and the College.
Desirable	Achievement of impact of research beyond academia and a readiness to communicate to a wider public the central interest and importance of the field
Desirable	Experience of creating and promoting collaborative and inclusive environments for people from different backgrounds
Desirable	Awareness of the University's obligations under the Equality Act 2010 and the Public Sector Equality Duty.

How to apply

To apply, visit https://my.corehr.com/pls/uoxrecruit/erq_jobspec_details_form.jobspec?p_id=182684, then click on the **Apply Now** button on the 'Job Details' page and follow the on-screen instructions to register as a new user or log-in if you have applied previously. Please refer to the "Terms of Use" in the left-hand menu bar for [information about privacy and data protection](#).

You will also be asked to upload a CV, a supporting statement and a research proposal. The supporting statement should explain how you meet the selection criteria for the post using examples of your skills and experience. This may include experience gained in education or employment, or during career breaks (such as time out to care for dependants). The research proposal should set out your plans and priorities for research over the next five years.

The University and colleges welcome applications from candidates who have a disability or long-term health condition and are committed to providing long-term support. The University's disability advisor can provide support to applicants with a disability, please see <https://edu.admin.ox.ac.uk/disability-support> for details. At Trinity College, the Domestic Bursar can provide applicants with support; please contact lynne.adam@trinity.ox.ac.uk for further 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 invite you for interviews, we will ask whether you require any particular arrangements at the interview. The University Access Guide gives details of physical access to University buildings <https://www.accessguide.ox.ac.uk/>. Teaching commitments are mainly concentrated into Oxford's three 8-week undergraduate teaching terms, making it easier to balance teaching and research. There is considerable flexibility in the organisation of duties, and generous sabbatical leave.

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

You should therefore upload, **within a single PDF document**, the following:

1. Your full CV including your teaching and research experience, career details to date, awards received and publications list, abbreviated to highest impact publications if necessary; (maximum 4 pages)
2. Your supporting statement as described above; (maximum 2 pages)
3. Your research proposal. (maximum 2 pages)

A teaching proposal is not required.

The name of the PDF attachment should be of the form 182684_Surname_Initials.pdf. **The total size of the attachment must not exceed 8 pages in a normal font and spacing.** Please do not attach additional material as your application will not be considered if it is overlength.

All applications must be received by **12.00 noon** on the closing date stated in the online advertisement.

Should you experience any difficulties using the online application system, please email recruitment.support@admin.ox.ac.uk. Further help and support is available from <https://hrsystems.admin.ox.ac.uk/recruitment-support>. To return to the online application at any stage, please log back in and click the "My applications" button on the left-hand side of the page

Please note that you will be notified of the progress of your application by automatic emails from our e-recruitment system. **Please check your spam/junk mail** regularly to ensure that you receive all emails.

All shortlisted candidates will be interviewed.

References

You should arrange for **three** reference letters to be sent to aopp-admin@physics.ox.ac.uk by the closing date.

The Department of Physics

We are a vibrant community of scientists who aim to be one of the best physics departments in the world. We pursue state-of-the-art research programmes across a broad front, educate the next generation of physicists to the highest standard, and strive to enhance the public's understanding of the achievements and potential of physics and science more broadly.

We are firmly of the view that the research role of a modern physics department is to address those foremost scientific problems of our age where the experience, skills and intuition of a physicist can make a difference. Our 125 permanent members of academic staff include experimentalists, observers, modellers and theoreticians working across our major themes of accelerator science, astrophysics, biophysics, physical climate science, fundamental particles, (exo-)planetary science, plasmas, quantum materials, quantum information, and semiconductor devices and photovoltaics. We work in close collaboration with colleagues in many other departments in Oxford University, and in many other institutions both nationally, including the nearby UK national laboratories at Culham and Harwell, and internationally: 75% of our papers have an international co-author. We work extensively with high-tech industry and a number of spin-out companies have been created to commercialise technology developed in the department. We have very substantial technical facilities, including mechanical and electronic workshops, nanofabrication, and materials preparation and characterization.

The post-holder will join a vibrant community of scientists in Atmospheric, Oceanic and Planetary Physics (AOPP), which is one of the six sub-departments that together make up the Department of Physics. AOPP members conduct fundamental research into atmospheres, oceans and surfaces and their interactions, of Earth, (exo)planets, moons and asteroids. AOPP's research can be broadly categorized into climate and planetary physics, with cross-cutting themes of planetary circulation & composition as well as cross-cutting methodologies (theory, observations, modelling) intrinsically linking these research areas. The issues addressed are among the most significant and pressing, ranging from the physics underpinning our understanding of climate change to the search for planetary conditions suitable to support life. Physical climate science is central for much of our research, including extreme weather risk and long-range climate forecasts (Myles Allen); space instrumentation and earth observation (Neil Bowles); model uncertainty and stochastic processes related to climate (Hannah Christensen); satellite retrievals of aerosols, clouds and trace gases (Don Grainger and Anu Dudhia); dynamics of planets and other bodies in our solar system (Carly Howett and Pat Irwin); climate, planetary evolution and habitability (Tad Komacek and Ray Pierrehumbert); physical oceanography, ocean circulation and theory (David Marshall); cloud and aerosol physics and radiative forcing (Philip Stier); dynamics and predictability of weather and climate (Antje Weisheimer and Tim Palmer); the physics of sea ice and the interaction of ice sheets and glaciers with the ocean (Andrew Wells); large-scale atmospheric dynamics and the weather and climate of the North Atlantic (Tim Woolings).

Physical climate research in Oxford is firmly rooted in AOPP and embedded in the broader climate research environment within the University, including the Oxford Climate Research Network (www.climate.ox.ac.uk), the Space Research Network, the Oxford Networks for the Environment (www.one.ox.ac.uk), as well as through strategic partnerships with external partners, including the National Centre for Atmospheric Science and the National Centre for Earth Observations. Oxford is also a member of the U.K. Met Office Academic Partnership scheme and AOPP also has a strong collaboration with the world-leading European Centre for Medium-Range Weather Forecasts, including joint appointments of researchers and a strong joint research programme on predictability of weather and climate. There is also a long-term strategic collaboration on Earth observations and satellite retrievals between AOPP and Rutherford Appleton Laboratory (RAL) Space. Oxford Physics is also strategically well placed to capitalise on the significant investments in the space sector as part of the development of the Harwell Campus, including the UK Space Agency and the Satellite Applications Catapult, providing opportunities in the field of Earth observations; as well as the ESA Earth Observation Climate Office, which manages the ESA Climate Change Initiative programme, with active AOPP involvement.

The department houses a wide range of facilities to support our research, ranging from dedicated IT facilities and shared clusters, access to Oxford Advanced Research Computing all the way to in-house laboratories and workshops, including dedicated facilities for the design, development, testing and qualification of space instrumentation and small spacecraft.

The Department of Physics admits about 190 undergraduates to our challenging degree programmes each year. They receive a rigorous education in modern physics from academic staff who are not only world leaders in research but dedicated and talented teachers of the next generation. Most of our undergraduates are studying for the four-year MPhys, which is the main physics degree, with small numbers taking the joint Physics and Philosophy degree (MPhysPhil) or transitioning in the fourth year to the Mathematical Physics degree (MMathPhys), which is taught jointly with the Mathematical Institute.

Overviews of the courses can be found at <https://www.physics.ox.ac.uk/study/undergraduates> and <https://mmathphys.physics.ox.ac.uk/>

We recruit graduate students from all over the world. Each year about 90 people with outstanding undergraduate records join our research groups to work for a doctorate with leading physicists and make the next step towards becoming a professional physicist themselves. The total doctoral student population is 400. The department is also a partner in the ILESLA - Interdisciplinary Life and Environmental Science Landscape Award (<https://www.ilesla.ox.ac.uk/>), an interdisciplinary graduate school with a dedicated Physical Climate Stream, offering fully funded studentships to work with our faculty.

The strong culture and clear focus of our Access and Inclusion programme has been recognised with a number of prizes and awards over the past few years. Over half of our staff at all career stages from graduate student to faculty are actively involved in delivering the programme which has a full-time coordinator. We work with local schools and run lecture series for the general public; and we invented the citizen science applications climateprediction.net and [Zooniverse](https://zooniverse.org).

The department holds the national Athena SWAN Gold and JUNO Champion awards. We have a very strong facilitation team who understand the UK science funding system in depth and have a great deal of experience in helping newcomers and seasoned academics prepare funding proposals.

We have embarked upon a major infrastructure renewal programme to support our science mission far into the 21st century. The Beecroft Building, the first of four phases of this program, was completed in 2018. This impressive building, in the centre of Oxford, uses the most advanced technologies to provide the stable conditions that enable the extreme precision required for atomic-level experiments.

For more information please visit: <https://www.physics.ox.ac.uk/>
and <https://www2.physics.ox.ac.uk/research/atmospheric-oceanic-and-planetary-physics>

The Mathematical, Physical and Life Sciences Division

Oxford is widely regarded as one of the world's leading science universities, and the University's Mathematical, Physical and Life Sciences (MPLS) Division sits at the heart of this reputation. It offers an outstanding environment for research, teaching, and innovation across the mathematical, computational, physical, engineering, and life sciences. As one of the four academic divisions of the University of Oxford, encompassing nine academic departments, a Doctoral Training Centre and Begbroke Science Park, it provides a collaborative, interdisciplinary community with a vibrant network of leading researchers and educators.

The division's research outputs, environment, and impact are consistently recognised at the highest levels, both nationally and internationally. MPLS departments regularly appear at the top of global league tables, including the Times Higher Education and QS World Rankings. Our strong performances in the UK Research Excellence Framework in both 2014 and 2021 also highlight the quality and impact of our work. These achievements reflect not only our academic excellence but also the strong networks we foster— with industrial partners, policymakers, and global research institutions.

Our vibrant research environment continues to evolve with major new investments in infrastructure. The Life and Mind Building, the University's largest-ever building project, is now close to completion/opened in 2025. It provides purpose-built facilities for the Departments of Experimental Psychology and Biology in inspiring spaces designed to foster collaboration and brings together researchers working on some of the most pressing questions in life sciences and human behaviour. The striking new Andrew Wiles Building houses our Mathematical Institute next to the Schwarzman Humanities Building, and the Beecroft on the edge of University Parks has provided a transformative home for our physicists. Current plans include significant investment to expand our interdisciplinary research and innovation support facilities at Begbroke Science Park and to transform Osney Mead, to the west of the city centre,

into a dynamic innovation district, further strengthening Oxford's position as a world leader in science, technology, and enterprise.

MPLS provides a supportive and inclusive environment for academics at every career stage, from all over the world. The Division has a strong tradition of securing prestigious fellowships and supporting researchers as they progress to leadership roles. We are proud of our diverse community and every department holds an Athena Swan Award.

For educators, Oxford's tutorial system offers an unparalleled opportunity to engage with talented students and contribute to one of the world's most respected teaching systems. The division plays a central role in shaping the future of science through its graduate programmes, with over 3,500 postgraduate students receiving rigorous training and mentorship across MPLS departments.

For more information about the MPLS Division and the dedicated professional support it provides to academics across the sciences, please visit: <http://www.mpls.ox.ac.uk>

Trinity College

There are over thirty 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.

Founded in 1555, Trinity College occupies a green and spacious site in the city centre. It currently admits approximately 90 undergraduates and 60 graduate students each year, with a balance between humanities, social science and science disciplines. The Governing Body of the College is comprised of Tutorial Fellows, Professorial Fellows, and College Officers. The broader academic community also includes Junior and Senior Research Fellows, Career Development Fellows, and some fifty College Lecturers, who offer specialist teaching to undergraduates. The College prides itself on combining the highest academic standards with a particularly friendly sense of community.

The College admits six students per year to read for the MPhys Physics, with up to 24 Physics undergraduates in residence at any one time. The College also admits for the MSc in Mathematical and Theoretical Physics and for a range of postgraduate research courses in the Department of Physics, including the DPhil Atmospheric, Oceanic and Planetary Physics.

The person appointed to this post will work closely on matters related to teaching with Trinity's Tutorial Fellows in Physics, Prof. Justin Wark and Prof. Sam Vinko. They will share overall responsibility for the college-based (tutorial) teaching of Physics at Trinity, supported by a well-established team of Lecturers (specialist, part-time college tutors).

Trinity has a proud history of supporting pioneering research in Physics, stretching back to the beginning of the twentieth century and the work of our alumnus, Henry Moseley. Justin Wark's research focuses on the use of ultra-high intensity lasers in atomic and plasma physics, as well as solid state physics. He also works in the area of Inertial Confinement Fusion, with an interest in this (and other types of fusion) as a potential future source of energy. Sam Vinko's research interests include experimental, theoretical and computational studies of matter under extreme conditions using the latest generation XUV and x-ray free electron laser (FEL) light sources. We are also proud to number among our Fellowship Dr Hannah Stern (Fellow and Tutor in Materials Science), who works on the electronic and optical properties of defects in two-dimensional materials and molecular semiconductors, and Prof. Susan Perkin (Fellow and Tutor in Chemistry) whose work focuses on the physics and physical chemistry of liquids and soft matter.

We look forward to welcoming a new colleague with research interests in climate physics and Earth observations. A number of our Fellows in different subjects have research interests that intersect with

the broad area of this appointment. They include Prof. Ian Hewitt, Fellow and Tutor in Mathematics, who develops mathematical models to investigate glaciers and ice sheets and their interaction with the climate system, and Prof. Steve Fisher, Fellow and Tutor in Politics, whose work explores public opinion on climate change.

For more information about Trinity College please visit: <https://www.trinity.ox.ac.uk/> and for more information about Tutorial Fellowships in Oxford Colleges, please visit:

<https://www.mpls.ox.ac.uk/divisional-support-and-services/administrative-services-and-resources/academic-appointments/academic-staff-in-post/duties-for-tutorial-fellows-in-oxford-colleges>

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 a large number of 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 regularly creates spinout companies based on academic research generated within and owned by the University. 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, who 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

University Benefits, Terms and Conditions

Details of University policy in the following areas can be found at the links provided.

Salary

[Academic staff pay | HR Support \(ox.ac.uk\)](#)

Pension

<https://finance.web.ox.ac.uk/uss>

Sabbatical leave

[Council Regulations 4 of 2004 | Governance and Planning \(ox.ac.uk\)](#)

Outside commitments

<https://hr.admin.ox.ac.uk/holding-outside-appointments>.

Intellectual Property

<https://governance.admin.ox.ac.uk/legislation/council-regulations-7-of-2002>

Managing conflicts of interest

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

Membership of Congregation

<https://www.ox.ac.uk/about/organisation/governance>

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

Family support

<https://hr.admin.ox.ac.uk/family-leave-for-academic-staff>.

<https://childcare.admin.ox.ac.uk/home>.

<https://www.newcomers.ox.ac.uk/>.

Welcome for International Staff

welcome.ox.ac.uk.

[Home | Staff Immigration \(ox.ac.uk\)](#)

Relocation

<https://finance.admin.ox.ac.uk/relocation-scheme-arrangements#collapse1094916>

Equality and diversity unit

<https://edu.admin.ox.ac.uk/home>

Other benefits and discounts for University employees

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

Pre-employment screening

<https://jobs.ox.ac.uk/pre-employment-checks>.

Length of appointment

[Academic posts at Oxford | HR Support](#)

Retirement

<https://hr.admin.ox.ac.uk/the-ejra>

Data Privacy

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

<https://compliance.admin.ox.ac.uk/data-protection-policy>.

College Benefits, Terms and Conditions

The following benefits are available to Tutorial Fellows at Trinity College:

- A Housing Allowance of £18,500 p.a. (current rates), which is taxable and pensionable; it is included in the gross salary for purposes of superannuation;
- The College sometimes has property available for Fellows to rent on a temporary basis (usually for the first year after appointment). The College recognises the importance of housing to applicants and that differences in individuals' personal circumstances require tailored responses. Applicants are welcome to discuss housing needs and preferences in confidence with the College at any point in the appointment process;
- A research allowance of £1,856 p.a. and an allowance of £807 p.a. for entertaining undergraduates and graduate students of Trinity College;
- A teaching room in College, which may be shared with another Fellow during the early years of the appointment.
- membership of the Senior Common Room and Common Table rights, with an entitlement to lunch and dinner free of charge when the kitchens are open. (There are occasional short closure periods, during the vacation);
- Eligibility to join the Universities Superannuation Scheme. The rules of the Scheme require that the decision in respect of the College employment must conform to that in respect of the University employment;
- The option to subscribe to the Oxford Colleges' Healthcare Plan. Further details are available from the College Accountant, Nasera Cummings (nasera.cummings@trinity.ox.ac.uk);
- Generous family leave arrangements; further details are available from the College Accountant, Nasera Cummings (nasera.cummings@trinity.ox.ac.uk).
- One term's sabbatical leave in every seven, in accordance with the College's By-laws, and subject to Governing Body approval;

The successful candidate will hold two contracts: one with Trinity College and one with the University of Oxford, each of which shall stipulate the duties, remuneration and terms of appointment specific to that element of the post. It is a condition of the appointment as Tutorial Fellow and Associate Professor that

the person appointed continues to hold both the associated posts as advertised. In the event of the termination, for whatever reason, of one of the posts, whether Tutorial Fellow or Associate Professor, the appointment to the other shall itself automatically terminate on the same date.

This is intended to be a permanent post, subject to review of the initial period of office undertaken, not later than the fifth year of appointment, by both College and University. Election to the Fellowship at Trinity will be for a probationary year in the first instance. The review process is constructive and non-competitive. Evidence of teaching competence, of satisfactory performance of College and University duties, and of substantial progress in research will be required for confirmation of appointment.

On completion of the initial period of office, a Tutorial Fellow and Associate Professor is eligible for reappointment to the retiring age. The Colleges and the University have adopted, for Fellowship appointments, a retirement date of 30th September before the 70th birthday (subject to legislation in place at the time). There is a procedure for requesting an extension of employment beyond that date.

The holding of any outside appointment must be approved by the Governing Body of the College. A maximum of 30 days per annum may be spent on such activities before any deduction of stipend is considered.

All Tutorial Fellows and Associate Professors— together with other holders of academic and some senior academic-related posts – are normally members of Congregation, which is the University’s ultimate Governing Body. Congregation’s approval is required for all University statutes or amendments to statutes, and for major policy decisions, and the members of Congregation constitute the electorate for ten of the members of the main executive body (the Council of the University) and for members of a number of other University committees.

Offer of employment

Applications for this post will be considered by a selection committee containing representatives from both the Department of Physics and Trinity College. 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 MPLS divisional board and the Governing Body of Trinity College 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 divisional board and the governing body, and a formal contractual offer has been made.

Benefits of working at the University

[Employee benefits | HR Support \(ox.ac.uk\)](#)

[Staff benefits | HR Support \(ox.ac.uk\)](#)

PAY SCALE FOR ASSOCIATE PROFESSORS WITH TUTORIAL FELLOWSHIPS (APTF-U)

(with effect from 1 August 2025) * includes Oxford University Weighting

Grade (30S)				
Scale point	National Pay spine	University Salary*	College Salary	Total Salary*
11	53	£65,121	£12,245	£77,366
10	52	£63,271	£11,889	£75,160
9	51	£61,473	£11,544	£73,017
8	50	£59,731	£11,208	£70,939
7	49	£58,036	£10,883	£68,919
6	48	£56,393	£10,567	£66,960
5	47	£54,797	£10,260	£65,057
4	46	£53,248	£9,962	£63,210
3	45	£51,744	£9,673	£61,417
2	44	£50,284	£9,392	£59,676
1	43	£48,867	£9,119	£57,986