Job Description and Selection Criteria

Post	Associate Professorship or Professorship of Quantum Computing
Department	Department of Computer Science
Division	Mathematical, Physical and Life Sciences
College	St Hilda's College
Contract type	Permanent upon completion of a successful review. The review is conducted during the first 5 years. Full-time, with flexible options considered (e.g. part-time, job share)
Salary	Salary on a scale from £47,263 p.a. plus additional benefits including £1,300 research allowance, and £235 entertainment allowance. An allowance of £2,754 p.a. would be payable upon award of Full Professor title.
Vacancy number	137787

Overview of the post

Applications are invited for the post of Associate Professor (or Professor) of Quantum Computing to be held in the Department of Computer Science to start on 1 October 2019. The successful candidate will also be appointed to a Supernumerary (Non-Tutorial) Fellowship at St Hilda's College.

The successful appointee will join the thriving activity in the Quantum Group in the Department of Computer Science. The group has Professor Samson Abramsky, Professor Jonathan Barrett, Professor Bob Coecke and Professor Samuel Staton as permanent faculty, plus around 40 research students and post-doctoral researchers. The group has a strong focus on foundational and structural aspects of quantum research. The successful applicant will be able to relate their work to the existing quantum research within the group, and will engage with some of the wide spectrum of existing activities. Areas of interest that lie within the scope of this post include high-level methods for quantum algorithms, protocols and software, fundamental resources for quantum technologies (e.g. non-locality, contextuality and formal resource theories), and quantum AI (including automated reasoning in the quantum domain).

The successful candidate will hold a doctorate in Computer Science, Mathematics, Physics or a closely related discipline.

The appointee will be expected to play their part in the administration of St Hilda's College and will be encouraged to join in its academic life of, for example by taking part in events for MPLS students or acting as a College Adviser for graduate students.

Queries about the post should be addressed to Professor Samson Abramsky (samson.abramsky@cs.ox.ac.uk) or Professor Bob Coecke (bob.coecke@cs.ox.ac.uk). All enquiries will be treated in strict confidence; they 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. Associate Professors are appointed jointly by a University department or faculty and an Oxford college, and you will have a contract with both.

Associate Professors are full members of University departments 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.

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 post-holder will be expected:

Research

- to engage in original research in the field of Computer Science, with an emphasis on Quantum Computing;
- to secure research funding and engage in the management of research projects;
- to disseminate their research through publication in scholarly journals, participation in international conferences and seminars, and through other media;
- to engage in knowledge transfer activities.

Teaching

- to carry out teaching at undergraduate and graduate level including lectures, classes, demonstrations, and project supervision, under the direction of the Head of Department;
- to supervise research students;
- to undertake additional duties which are broadly equivalent to the teaching stint of six hours per week during full term undertaken by those Associate Professors who are Tutorial Fellows of colleges. These duties which may, for example, be undergraduate or graduate teaching, will be under the direction of the Head of Department, who may in some cases assign some or all of them to one or more colleges.

Examining

- to take part in University examining as and when requested to do so.

Administration

- to participate in the administration of the department as and when requested by the Head of Department.
- to take part in the administration and governance of the College by participation in the Governing Body and other committees.

This Supernumerary Fellowship at St Hilda's carries no teaching duties for the College; but the Fellow will be encouraged to participate in the academic life of the College, for example by taking part in events for MPLS students or by acting as a College Adviser for graduate students working in her or his research area.

The successful appointee will also be expected to play a part in the administration of St Hilda's College, including for example, taking part in appropriate events that support the development of the College's activities.

In due course the Fellow may serve as a member of the committees of the Governing Body and to carry out the duties of College Offices, which are held for three years and rotate among members of the Governing Body. (The College does not normally expect new Fellows to undertake more onerous College Offices in the first 5 years of their appointment.)

Selection criteria

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 is 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. There will be both female and male committee members wherever possible.

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 successful candidate will demonstrate the following:

Essential

(a) A doctorate in the field of Computer Science, Mathematics, Physics or closely related discipline

(b) Proven research record of high quality at international level in an area related to Quantum Computing

(c) Evidence of commitment to be strongly engaged with the existing activities of the Quantum Group, and evidence of willingness to engage with the wider Computer Science research community in Oxford

(d) Ability to attract research funding and develop an independent programme of research

(e) Experience of and ability to teach effectively, both at undergraduate and graduate level, a wide range of topics within the field of Computer Science

(f) Ability to supervise graduate students

(g) Excellent interpersonal skills necessary for undertaking teaching and the pastoral care of students

(h) Ability and willingness to undertake the full range of administrative duties both within the department and the College

(i) Ability to supervise research students

(j) Experience of research collaborations at national and international level

Desirable

(k) Ability to interact productively with colleagues in other disciplines, and other areas of Computer Science

(l) Ability to present research effectively to a variety of audiences with different backgrounds

(m) Willingness to engage in scientific outreach

How to apply

To apply, visit www.ox.ac.uk/about/jobs/academic/index/, click on the relevant post title, 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 be asked to upload a full CV with publications list, a supporting statement, a research proposal, and teaching statement. The research proposal should set out your plans and priorities for research over the next five years. 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. The teaching statement should describe your approach to teaching, and your ideas for courses you would like to teach including any new courses you would like to develop. For each of the research, teaching and supporting statements, please limit your statement to 3 pages maximum.

You will also be asked to provide details of three referees and indicate whether the University may contact them now. The University will assume that it is free to approach your referees at any stage unless your application specifies otherwise. You should contact all three of your referees to ensure they are aware of your application and of the requirements for the post, and to ensure that they would be content to write a reference for you for this post, if they were asked to do so.

The University and colleges welcome applications from candidates who have a disability or long-term health condition and is committed to providing long term support. The University's disability advisor can provide support to applicants with a disability, please see http://www.admin.ox.ac.uk/eop/disab/ 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 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 www.admin.ox.ac.uk/access/.

Please upload all documents as PDF files with your name and the document type in the filename, for example Smith_CV.pdf. Please limit your documents to the following:

1. Your full CV including publications, teaching experience, career details to date, and awards received; (please do not include PhD thesis)

2. Your supporting statement as described above;

3. Your research and teaching statements.

Teaching commitments at Oxford 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.

All applications must be received by **12.00 noon** on **13 February 2019.** Interviews are expected to be held on 3 April 2019.

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 www.ox.ac.uk/about_the_university/jobs/support/. To return to the online application at any stage, please go to: www.recruit.ox.ac.uk.

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 applications will be acknowledged after receipt and will be considered by the selection committee as soon as possible after the closing date. All shortlisted candidates will be asked to deliver a research

lecture and teaching demonstration to the committee as part of the interview process. The research lecture will be observed by a broader audience, including other Computer Science faculty members.

The Department of Computer Science

The Department of Computer Science was established in 1957, making it one of the longest-established Computer Science departments in the country. It is one of the UK's leading Computer Science Departments (ranked first in a number of international rankings). The UK Research Excellence Framework (REF) in December 2014 resulted in 74 members of the Department having 53% of their research activity ranked in the top category of 4* (world-leading). Overall, we received an average of 3.34 across the Department (3* being internationally excellent). A significant majority of the Department are active in externally sponsored research, with both government and industrial funding. At present, there are 69 members of academic staff and almost 100 research staff.

The Department has close links with government, industry, and other departments within the University. Among the latter are Mathematics, Engineering, Physics, Statistics and a number of life sciences departments. The Department is housed across multiple sites within the University's South Parks Road Science Area, facilitating strong collaborative links with research groups and institutes in closely allied areas (including the Oxford Internet Institute and the Oxford e-Research Centre). This is an essentially inter-disciplinary activity which is at present attracting major funding from a number of sources. At present, the Department holds over £50m in external research contracts.

Research in the Department is currently managed in ten themes:

- *Algorithms & Complexity Theory* focusses on determining the inherent difficulty of computational problems, classifying problems according to this inherent difficulty, and designing and analysing algorithms that use computational resources as efficiently as possible;
- *Artificial Intelligence & Machine Learning* focuses on theoretical foundations, multiagent systems, deep learning and computational linguistics;
- *Automated Verification* investigates theory and practice of formal verification and correct-by-construction synthesis for software and hardware systems;
- *Computational Biology & Health Informatics* is concerned with computational approaches for biomedical research and healthcare innovation;
- *Cyber-Physical Systems* is focusing on intelligent and autonomous sensor systems with applications in positioning, healthcare, environmental monitoring and smart cities;
- *Foundations, Structures and Quantum* embraces interdisciplinary research, and has a particular interest in structural foundations of quantum computation;
- *Human-Centred Computing* covers human-computer interaction, social computing and world-wide web;
- *Information Systems* covers databases, knowledge representation and reasoning;
- *Programming Languages* covers functional programming, program analysis, and programming language foundations;
- *Security* specialises in cybersecurity, protocol analysis, systems security, trusted computing, human-centred security, and networking.

Our staff and students come from all over the world and we proudly promote a friendly and inclusive culture. Diversity is positively encouraged, through diversity groups and champions, as well as a number of family-friendly policies, such as the right to apply for flexible working and support for staff returning from periods of extended absence, for example maternity leave.

The department is committed achieving the principles of the Athena SWAN Charter which promotes gender equality in Science, Technology, Engineering, Mathematics and Medicine. The department currently holds a Bronze Award. The University holds an Athena SWAN bronze award at institutional level. Information about Athena Swan in MPLS can be found at http://www.mpls.ox.ac.uk/equality-and-diversity/athena-swan.

The Mathematical, Physical and Life Sciences Division

The Mathematical, Physical, and Life Sciences (MPLS) Division is one of the four academic divisions of the University. Oxford is widely recognised as one of the world's leading science universities and the MPLS Division is home to our non-medical sciences, with 10 academic departments that span the full spectrum of the mathematical, computational, physical, engineering and life sciences, and undertake both fundamental research and cutting-edge applied work. Our research tackles major societal and technological challenges – whether developing new energy solutions or improved cancer treatments, understanding climate change processes, or helping to preserve biodiversity, and is increasingly focused on key interdisciplinary issues. We collaborate closely with colleagues in Oxford across the medical sciences, social sciences and humanities, and with other universities, research organisations and industrial partners across the globe in pursuit of innovative research geared to address critical and fundamental scientific questions.

The disciplines within the MPLS Division regularly appear at the highest levels in world rankings, with Oxford's Mathematical, physical and life sciences research judged best in the country according to the 2014 REF assessment exercise carried out by the Higher Education Funding Council for England (HEFCE).

MPLS is proud to be the home of some of the most creative and innovative scientific thinkers and leaders working in academe. Our senior researchers have been awarded some of the most significant scientific honours and we have a strong tradition of attracting and nurturing the very best early career researchers who regularly secure prestigious fellowships and faculty positions. All academic departments in the Division also hold Athena Swan Awards, illustrating our commitment to ensure good practice and to encourage women in science at all levels in the division.

We have around 7,000 full and part-time students (including approximately 3,500 graduate students) and play a major role in training the next generation of leading scientists. Oxford's international reputation for excellence in teaching is reflected in its position at the top of the major league tables and subject assessments. MPLS academics educate students of high academic merit and potential from all over the world. Through a mixture of lectures, practical work and the distinctive college tutorial system, students develop their ability to solve diverse mathematical, scientific and engineering problems.

MPLS is dedicated to bringing the wonder and potential of science to the attention of audiences far beyond the world of academia. We have a strong commitment to supporting public engagement in science through initiatives including the Oxford Sparks portal (www.oxfordsparks.ox.ac.uk) and a large variety of outreach activities; these are crucial activities given so many societal and technological issues demand an understanding of the science that underpins them. We also bring the potential of our scientific efforts forward for practical and beneficial application to the real world and our desire, aided by the work of Oxford University Innovation and Oxford Sciences Innovation, is to link our best scientific minds with industry and public policy makers.

For more information about the MPLS division, please visit: www.mpls.ox.ac.uk

St Hilda's College

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.

Founded in 1893, St. Hilda's is one of the constituent Colleges of Oxford University, and is spectacularly set in four acres of gardens on the banks of the Cherwell at Magdalen Bridge. The College has an academic staff of over 80 Fellows and Lecturers. There are at present approximately 400 undergraduates and 200 graduate students, who study most of the subjects offered by the University. The College promotes a thriving culture of research and intellectual engagement. The Fellows of the College form a lively multi-disciplinary and international community. Weekday lunches provide a popular time for Fellows to talk to colleagues in their own and other disciplines. During term-time, College Guest Nights are pleasant occasions to which Fellows may bring guests, and at which they may meet a wide range of interesting people. They may also enjoy the amenities of the Jacqueline du Pré Music Building, and the musical events that take place there, including free term-time concerts organised by the Director of College Music.

The College has a very generous group of alumnae who are donors to development projects within the College. Many of them attend various College Societies and other events, and have funded studentships and similar initiatives for students and the College. Research clusters are supported by the College's new Research Support Scheme which provides seed funding for innovative interdisciplinary research and research events held by Fellows.

The College Library has extensive holdings in the sciences, which boasts seven reading rooms over three floors, with seating for 158 readers. The galleried main reading room, dating from 1935, looks out over the River Cherwell and the 'dreaming spires' of central Oxford. The Library also has an unusually large collection of autobiographies, diaries and memoirs, and excellent holdings in related disciplines.

The Principal of St Hilda's is Professor Sir Gordon Duff, MA PhD MD FRCP FFPM FRCPE FMedSci FRSE. The College has a Vice Principal, and a full-time Senior Tutor, who is also Tutor for Admissions (Undergraduate and Postgraduate). The Tutor for Graduates is responsible for postgraduates already on course, with the help of the College Advisors assigned to each student. Additional material about the College, including the research interests of Fellows and Lecturers, can be found at the St. Hilda's web site: www.st-hildas.ox.ac.uk.

Computer Science and related fields at St Hilda's College

Mathematics, Physics, Chemistry and Engineering are large and successful subject areas at St Hilda's. Within its Fellowship, the College has Tutorial Fellows in these and related fields. St Hilda's Fellows see Quantum Computing as providing areas of interdisciplinary synergy with their research areas. The successful candidate will build upon the existing strengths that St Hilda's has a long and proud history of developing.

The College does not routinely admit students for Computer Science undergraduate courses, and thus has no other Tutorial Fellow in Computer Science. However, a number of our students have chosen to undertake joint schools that combine Computer Science with other subjects. A Computer Science fellow can provide undergraduates with important engagement with faculty in the Department of Computer Science, and would enable the opportunity, should the Fellow wish, to provide limited teaching at the undergraduate level. The Fellow would also be encouraged to engage in graduate admissions within College, and act as a College Advisor to graduate students in relevant research areas.

About the University of Oxford

Oxford's departments and colleges aim to lead the world in research and education for the benefit of society both in the UK and globally. Oxford's researchers engage with academic, commercial and cultural partners across the world to stimulate high-quality research and enable innovation through a broad range of social, policy and economic impacts.

Oxford's self-governing community of international scholars includes Professors, Associate Professors, other college tutors, senior and junior research fellows and over 2,500 other University research staff. Research at Oxford combines disciplinary depth with an increasing focus on inter-disciplinary and multi-disciplinary activities addressing a rich and diverse range of issues.

Oxford's strengths lie both in empowering individuals and teams to address fundamental questions of global significance, and in providing all staff with a welcoming and inclusive workplace that supports everyone to develop and do their best work. Recognising that diversity is a great strength, and vital for innovation and creativity, Oxford aspires to build a truly inclusive community which values and respects every individual's unique contribution.

While Oxford has long traditions of scholarship, it is also forward-looking, creative and cutting-edge. Oxford is one of Europe's most entrepreneurial universities. It consistently has the highest external research income of any university in the UK (the most recent figures are available at www.ox.ac.uk/about/organisation/finance-and-funding), and is ranked first in the UK for university spin-outs, with more than 130 spin-off companies created to date. Oxford is also recognised as a leading supporter of social enterprise.

Oxford admits undergraduate students with the intellectual potential to benefit fully from the small group learning to which Oxford is deeply committed. Meeting in small groups with their tutor, undergraduates are exposed to rigorous scholarly challenge and learn to develop their critical thinking, their ability to articulate their views with clarity, and their personal and intellectual confidence. They receive a high level of personal attention from leading academics.

Oxford has a strong postgraduate student body which now numbers over 10,000. Postgraduates are attracted to Oxford by the international standing of the faculty, by the rigorous intellectual training on offer, by the excellent research and laboratory facilities available, and by the resources of the museums and libraries, including one of the world's greatest libraries, the Bodleian.

For more information please visit www.ox.ac.uk/about/organisation

University Benefits, Terms and Conditions

Salary

The successful candidate will be appointed on the Oxford scale for associate professors, as shown in the table in the annexe.

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 Departmental 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 may be eligible for additional payments.

Pension

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

Details are available at www.admin.ox.ac.uk/finance/epp/pensions/schemes/uss/.

Sabbatical leave

You will be eligible for sabbatical leave to allow you to focus on your research. In general, one term of leave is available for each six terms worked. This leave may either be taken as one term of leave after 6 terms of service, or accumulated and taken as one year of leave after 6 years of service.

Outside commitments

You may apply to spend up to 30 working days in each year on projects outside your employment duties, such as consultancy, spin-out activity and membership of research councils and other bodies. There is no limit to earnings from these activities without deduction from salary. Details of the approval process may be found at www.admin.ox.ac.uk/personnel/staffinfo/academic/approvaltoholdoutsideappointments/.

Guidance is also available on:
ownership of intellectual property www.admin.ox.ac.uk/statutes/regulations/182-052.shtml and managing conflicts of interest www.admin.ox.ac.uk/researchsupport/integrity/conflict/policy/

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 and www.admin.ox.ac.uk/statutes/781-121.shtml 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 www.admin.ox.ac.uk/personnel/during/family/. 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 www.admin.ox.ac.uk/childcare/.

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 www.admin.ox.ac.uk/personnel/staffinfo/benefits/family/mfc/

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/.

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 welcome.ox.ac.uk.

If you require a visa, we have a dedicated team to support successful applicants through the immigration process (for Tier 1 and Tier 2 visas) from job offer through to arrival in the UK.

Relocation

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

Promoting diversity

The University is 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, the Oxford University Student Union and external campaign groups.

Please see www.admin.ox.ac.uk/eop/ 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:

www.admin.ox.ac.uk/personnel/staffinfo/benefits/
www.admin.ox.ac.uk/personnel/staffinfo/discountsforstaff/services/

Pre-employment screening

The appointment of the successful candidate will be subject to the University's standard 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 www.ox.ac.uk/about/jobs/preemploymentscreening/.

Length of appointment

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

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

The justification for this may be found at
www.admin.ox.ac.uk/personnel/end/retirement/acrelretire8+/

For **existing** employees, any employment beyond the retirement age is subject to approval through the EJRA procedures. Further details can be found at
www.admin.ox.ac.uk/personnel/end/retirement/acrelretire8+/

Data Privacy

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:
www.admin.ox.ac.uk/councilsec/compliance/gdpr/privacynotices/job/.

The University's Policy on Data Protection is available at:
www.admin.ox.ac.uk/councilsec/compliance/gdpr/universitypolicyondataprotection/.

College Benefits, Terms and Conditions

The Associate Professorship is associated with a non-stipendiary Supernumerary Fellowship at the College. The Fellow appointed will hold the Fellowship under the terms of the College Statutes and By-Laws in force at any time during the appointment.

The Supernumerary Fellow will be expected to play a part in the administration of the College, including for example, taking part in appropriate events that support the development of the College's activities. In due course the Fellow may serve as a member of the committees of the Governing Body and to carry out the duties of College Offices, which are held for three years and rotate among members of the Governing Body. The College does not normally expect new Fellows to undertake more onerous College Offices in the first 5 years of their appointment.

This Supernumerary Fellowship carries no teaching duties for the College; but the Supernumerary Fellow will be encouraged to participate in the academic life of the College, for example by taking part in the events for MPLS students or being willing to act as a College Adviser for graduate students working in her or his research area.

The Fellow will be entitled to the following benefits and allowances:

- Membership of the Senior Common Room and would be entitled to lunch and dinner in College without charge when the kitchens are open;
- Research allowance: up to £1300 per annum;
- Entertainment allowance: up to £235 per annum for being College Adviser to a small number of graduate students in relevant research areas which may involve hosting small events for advisees during the academic year;
- Access to shared academic support facilities such as post, fax, and photocopying facilities for their academic work without charge;
- The holder of a Supernumerary Fellowship is welcome to use the College's lecture and teaching rooms for teaching and for academic conferences, and to use the College's facilities for informal or social events, and private dinners. Fellows are eligible to book College guest-rooms for academic visitors.

For further details about the college side of the post please contact the Senior Tutor, Dr Sarah Norman, St Hilda's College, Oxford OX4 1DY; sarah.norman@st-hildas.ox.ac.uk; tel. +44(0)1865 276811. All enquiries will be treated in strict confidence, and will not form part of the selection decision.

Offer of employment

Applications for this post will be considered by a selection committee containing representatives from both the Department of Computer Science and St Hilda's 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 Mathematical, Physical and Life Sciences Divisional Board and the governing body of St Hilda's 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.

ANNEXE

PAY SCALE FOR ASSOCIATE PROFESSORS WITH NON-TUTORIAL FELLOWSHIP (AP-NTF)

(with effect from 1 August 2018)

Grade (30S)		
Scale point	National Pay spine	University Salary (Grade 36S)
11	52	£63,463
10	51	£61,618
9	50	£59,828
8	49	£58,089
7	48	£56,403
6	47	£54,765
5	46	£53,174
4	45	£51,630
3	44	£50,132
2	43	£48,677
1	42	£47,263