



### Job Description and Selection Criteria

Post	Associate Professorship and Tutorial Fellowship in History
College	Mansfield College
Department/Faculty	Faculty of History
Division	Humanities
Contract type	Permanent upon completion of a successful review. The review is conducted during the first 5 years.
Salary	Salary on scale within the range £52,815 to £70,918 p.a., plus a College housing allowance of £11,600 p.a. An additional allowance of £3,078 is payable upon award of Recognition of Distinction (i.e. the title of Professor).

#### Overview of the post

Mansfield College and the Faculty of History at the University of Oxford are seeking to recruit a Tutorial Fellow in History and Associate Professor of History effective from 1 October 2024 (or as soon as possible thereafter). Applications for this post are warmly invited from well-qualified candidates with research and teaching expertise in gender and/or women's history of the eighteenth and nineteenth centuries.

For the College: a capacity to teach British history courses of the eighteenth and nineteenth centuries and the methodology courses *Approaches to History* and *Disciplines of History*.

For the Faculty: research and teaching interests in women's and gender history and, more generally, British / European cultural and social history of the eighteenth and nineteenth centuries

Mansfield College seeks to appoint a candidate who can provide excellent tutorial teaching in the following papers. First year courses: The British Isles, 1688–1848; The British Isles, 1830–1951; Approaches to History (such as options on 'Gender', 'Sociology', 'Art History' and 'Race'). Second and Third year courses: Disciplines of History; British History, Liberty, Commerce and Power, 1685–1830; Power, Politics and the People, 1815–1924.

The History Faculty particularly welcomes candidates with research and teaching specialism in British and European cultural and social history of the eighteenth and nineteenth centuries. The successful candidate will be expected to engage and inspire undergraduate and postgraduate students through tutorials, classes, lectures and supervision. This could include contributions to Undergraduate Optional, Theme, Further and Special papers and MSt papers in the field of gender and women's history (see <https://www.history.ox.ac.uk/ba-history> and <https://www.history.ox.ac.uk/masters-courses> for the list).

Both Mansfield College and the History Faculty are committed to an inclusive approach to teaching and research. With regard to this post, we are open to areas of expertise that embrace decolonizing



approaches to the study of Britishness and that address intersectional questions of gender, race, and religion.

This is a joint appointment: the successful candidate will be both a Tutorial Fellow of Mansfield College and an Associate Professor of History in the Faculty of History.

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

If you would like to discuss this post or find out more about joining the academic community at Oxford generally, please contact Dr Hannah Smith in the Faculty of History: [hannah.smith@st-hil-das.ox.ac.uk](mailto:hannah.smith@st-hil-das.ox.ac.uk).

Questions about the application process should be addressed to Mansfield Vice-Principal, Professor Ros Ballaster: [ros.ballaster@mansfield.ox.ac.uk](mailto:ros.ballaster@mansfield.ox.ac.uk). For questions about History at Mansfield College, please contact Dr Helen Lacey: [helen.lacey@mansfield.ox.ac.uk](mailto:helen.lacey@mansfield.ox.ac.uk). All enquiries will be treated in strict confidence and will not form part of the selection decision.

Mansfield College and the History Faculty particularly welcome applications from women and black and ethnic minority candidates, who are under-represented in senior academic positions in Oxford.

#### 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/faculty and an Oxford college, and you will have a contract with both.

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. University and College teaching and meetings are scheduled within the regular working week. There are evening talks and social events which the successful candidate would be welcome to take part in.

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:

For both Mansfield College and the Faculty of History the postholder will be expected to engage in scholarly research and publish at an internationally competitive level in the field of History outlined above.

The main duties of the College post are as follows:

- a) To provide an average of 8 contact hours of tutorial and class teaching per week for undergraduates in History, during each term (Oxford's three terms are each eight weeks long) within the fields of History outlined above;
- b) To take responsibility (shared with other Mansfield tutors) for the selection, teaching, and academic care of History undergraduates at the College;
- c) To act as College Adviser to a small number of postgraduate students in relevant subjects;
- d) To support the outreach and access activities of the College;
- e) To undertake a reasonable share of College administrative duties, including serving as a trustee of Mansfield College, a member of its Governing Body and associated sub-committees, and after successful completion of probation from time-to-time holding one of the smaller College offices;
- f) Promoting awareness and understanding of equality, diversity, and inclusion and embedding these principles among staff and students.

The main duties of the University post are as follows:

- a) To engage in intellectually exciting research and publication in gender and/or women's history in the field of eighteenth- and nineteenth-century history, and seek to obtain external peer-reviewed research grant funding to contribute to research in the field;
- b) To contribute to the Faculty of History's wider research community, for example by participating in the organisation of seminars and events in the field;
- c) To give, under the direction of the Faculty of History, not fewer than sixteen lectures or classes in each academic year;
- d) To assess undergraduates through formal written examinations, including participation in the examination process;
- e) To supervise and train graduate students, especially graduate students studying gender and women's history including at Master's level. This includes playing a role in selection of graduates and in assessing and examining graduate work;

To undertake a reasonable share of Faculty administrative and outreach duties;

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 and the colleges 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. There will be both female and male committee members.

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.

Essential:

i.a doctorate in a relevant subject;

ii. a record of high-quality research and publication commensurate with career experience in gender and/or women's history of the eighteenth and nineteenth century and potential to produce further significant output of a recognised international quality during the tenure of the post;

iii. evidence of excellence, or the potential for excellence, in undergraduate tutorial and small-group teaching in areas specified in the 'Overview of the post' above, along with the personal qualities needed to encourage the academic progress of high-achieving and academically able students at undergraduate and graduate level;

iv. evidence of the ability to provide academic care for students, to undertake the administrative duties that support academic provision, and to work cooperatively with College and Faculty administrative staff;

v. evidence of the ability to work collaboratively with a wide range of colleagues from different disciplines and to promote the study of History in Mansfield College;

vi. evidence of the ability and willingness to participate effectively in other duties required by the College and the Faculty, including acting as a trustee and member of the Governing Body of Mansfield College;

vi. willingness to participate in access initiatives, to promote widening access to the study of History at Oxford and study at Mansfield College.

#### Desirable criteria

The selection 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 needs of the College and the Faculty as outlined above. It will take a particular interest in the likelihood that the candidate will produce research and provide teaching of the highest standards.

#### How to apply

- There is no separate application form for this post. Applications should be emailed to [vacancies@mansfield.ox.ac.uk](mailto:vacancies@mansfield.ox.ac.uk) by the stated deadline as a single pdf and should include:
- Your full contact details including, email address, full postal address and at least one contact telephone number
- A covering letter or statement explaining how you meet the selection criteria set out above. Particular reference should be made to your past research work and research plans, as well as your teaching experience and evaluations to date.
- A full CV and publications list
- Details of three referees (see below)
- An indication of where you first heard about this post

All applications will be acknowledged after receipt and will be considered by the selection committee as soon as possible after the closing date. References will be requested for shortlisted candidate before interview. Shortlisted candidates will be asked to supply a sample or samples of written work up to 12,000 words in length.

Should you have any queries about how to apply, please contact [human.resources@mansfield.ox.ac.uk](mailto:human.resources@mansfield.ox.ac.uk).

Candidates seeking Recognition of Distinction (i.e. the title of Professor) upon appointment must make this clear in their application.

Deadline for receipt of applications: 12:00 (GMT) on 15 May 2024

## Referees

You should contact your referees before applying, to ensure they are aware of your application and the requirements for the post, and that they would be content to write a reference for you for this post, if asked to do so. In your application, please include for each referee their name, position, relationship to you, postal address, email address and contact telephone number, and whether you give permission for us to contact them. References will only be requested for those shortlisted and called for interview.

The College and the Faculty wish to take this opportunity to thank in advance referees who write on behalf of applicants. We are aware that this is a time-consuming process and the selection committee values referees' input very highly.

Referees should be aware that under the Data Protection act 2018, the references they provide will be regarded as disclosable to the subject of the reference unless marked "strictly confidential" at the top of the letter itself. Referees should also be asked to note that even where a reference is marked "strictly confidential" it could still be disclosed to the subject of the reference if that subject so requested and the College's Data Protection Officer deemed it appropriate.

## Interviews

Shortlisted candidates will be invited for interview. It is anticipated that interviews will be held in person at Mansfield College on 13 and 14 June 2024. Further information will be sent to shortlisted candidates in advance of the interview.

Candidates invited for interview will be asked to give a short teaching presentation, aimed at an undergraduate audience, which will be followed by questions. This is designed to test candidates' skills at undergraduate teaching. The audience may include undergraduate students and members of the selection committee. They will also be asked to give a research presentation attended by members of the History Faculty. There will also be an interview with the selection committee.

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 <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 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/>

## Mansfield College

At Oxford, the collegiate university comprises the colleges collectively associated with the academic departments and central offices. However, in legal, financial, and organizational terms each college is an independent corporation, self-governing and self-contained. There are 39 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.

Throughout its history, Mansfield has worked hard to make an Oxford education available to previously excluded groups, most recently in its successful access work, promoting application to Oxford from students from backgrounds of educational and financial disadvantage, and supporting them to success in their degrees and future careers. Mansfield is proud to be the Oxford college with

the most diverse undergraduate body and the highest proportion of state sector students. Mansfield is one of the smaller Oxford colleges, with approximately 40 academic staff, 240 undergraduates and 180 graduates. The current Principal is Helen Mountfield KC. The College hosts the Bonavero Institute of Human Rights. In 2021 Mansfield was recognised as one of the UK's first Colleges of Sanctuary.

History is a longstanding and thriving core subject in the College at both undergraduate and postgraduate level. Mansfield takes an average of eight students in each year to study for a degree in Modern History. The College currently has one fellow in History, Professor Helen Lacey, who plays a lead role in the organisation and academic care of History students at Mansfield, and is supported by a College Stipendiary Lecturer in History. This post is advertised following the retirement of the previous holder of the fellowship, Professor Kathryn Gleadle.

The Jonathan Cooper Chair of the History of Sexualities was recently established at Mansfield College and the History Faculty in 2023. The first holder of the Chair is Professor Matt Cook <https://www.humanities.ox.ac.uk/article/uks-first-professor-of-lgbtq-history-appointed>

Mansfield prides itself not only on the academic support it provides for its students, but care for student welfare. Mansfield has a dedicated Academic Support Tutor, A Head of Welfare, and staff who support the needs of students with disabilities.

Further information about the College and its members can be found at: [www.mansfield.ox.ac.uk](http://www.mansfield.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; Asian and Middle Eastern Studies; Philosophy; and Theology and Religion, as well as the Ruskin School of Art. The Division has more than 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 Master's courses.

The Division offers world-class teaching and research, backed by the superb resources of the University's libraries and museums, including the famous Bodleian Libraries, with their 11 million volumes and priceless early book and manuscript collections, the Ashmolean Museum of Art and Archaeology, the History of Science Museum, and the Pitt Rivers Museum. Such historic resources are linked to innovative agendas in research and teaching, with an increasing emphasis on interdisciplinary study. Our faculties are among the largest in the world, enabling Oxford to offer an education in Arts and Humanities unparalleled in its range of subjects, from music and fine art to ancient and modern languages.

The Oxford Research Centre in the Humanities (TORCH) is the Division's hub for multi-disciplinary research: <https://www.torch.ox.ac.uk>

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

#### The Faculty of History

The Faculty of History in Oxford is the largest in the United Kingdom and one of the largest in the world. It has a very strong international reputation for its scholarship and its teaching of undergraduate and graduate students, with particular strengths in the history of the British Isles, continental Europe, imperial and global history, the United States, economic and social history, intellectual history and the history of science, medicine and technology. Within the Faculty there is also a Department of History of Art and a number of dedicated research centres. The Faculty holds a bronze Athena Swan award to recognise advancement of gender equality: representation, progression and success for all.

The Faculty is located in the Old Boys' High School, George Street. This is a very central location, less than 10 minutes' walk from the rail station, and very close to bus station, shops and other University locations. The premises house a community of around 20 administrative staff and up to 30 other users, comprising doctoral students, researchers, and academics and professors. The building is also used for teaching and seminars. In 2025, the Faculty, including the Department of History of Art, will move to the new, purpose-built Schwarzman Centre for the Humanities, which is also centrally-located.

With the size of its History Faculty, its lively and varied research seminars and the major resources for research, which include, among others, the outstanding collections of the Bodleian Libraries and the University museums, Oxford offers a uniquely attractive research environment.

The Faculty provides a robust and supportive framework for research, including:

- Financial support for research travel, research assistance, and editorial help
- A standard sabbatical leave system, with the possibility of additional special leave
- Peer mentoring and career development review of research plans and progress
- Research collaborations with other institutions
- Energetic encouragement and support of externally-funded research projects, and for internal and interdisciplinary collaborations, through research centres
- Support of, and engagement with, interdisciplinary teaching
- Assistance in the formulation of research plans and funding bids

The Faculty enables all its postholders to request up to £800 per year for research expenses, and makes additional funds available for organising conferences in Oxford. Biennial career development reviews identify those staff who may need extra support in achieving their research objectives, e.g. through relief from teaching or administrative burdens. Postholders can apply for seed-corn funding for specific research projects from the University's John Fell Fund, which can then help applicants to secure major external funding. In addition, to assist newly-appointed postholders in the development and publication of their research, Faculty funds are available for each new postholder to hold a workshop at which colleagues can discuss drafts of their next monograph.

More information about the Faculty can be found at: [www.history.ox.ac.uk](http://www.history.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 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](http://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](http://www.ox.ac.uk/about/organisation)

University Benefits, Terms and Conditions

### *Salary*

The University component of the salary will be on the scale for Associate Professors (£31,826–£42,735 per annum). The combined College and University salary will be on a scale up to £70,918 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.

Associate professors who are awarded the title of full professor receive an additional allowance (unless they already receive additional recruitment or retention payments at that level or above) see [Recognition of Distinction | HR Support \(ox.ac.uk\)](http://www.ox.ac.uk/hr-support/recognition-of-distinction); and they will be eligible for consideration in subsequent regular exercises for professorial merit pay (unless they already receive additional recruitment or retention payments in excess of the level of award) see [Professorial Merit Pay | HR Support \(ox.ac.uk\)](http://www.ox.ac.uk/hr-support/professorial-merit-pay). These awards do not result in any change to the duties of the post-holder.

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

The University subscribes to Work and Family Space, a service that provides practical advice and support for employees who have caring responsibilities. The service offers a free telephone advice line, online support and informative webinars in addition to the ability to book emergency childcare through their online service Bubble. 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 <https://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](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 Skilled Worker 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.

[If appropriate, set out further details of relocation scheme for joint appointees.

See: <https://finance.admin.ox.ac.uk/relocation-scheme-arrangements#collapse1094916> for further information.]

### *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 <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>

#### *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:

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

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 academic posts of 30 September immediately preceding the 70th 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 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: <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>.

#### *Mansfield College Benefits, Terms and Conditions*

College benefits include Housing Allowance, College Research Allowance, free meals in college when the kitchens are open, Salary sacrifice scheme for childcare, Eye Care subsidy for DSE users, Employee assistance programme (EAP), professional Subscription, Subsidised bus pass loan, season ticket rail loan, free gym membership.

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

- (i) The right to free meals in College when the kitchens are open;
- (ii) Full Membership of the Senior Common Room;
- (iii) Housing allowance of £11,600
- (iv) A teaching room in College;
- (v) The Tutor may apply each year for reimbursement of up to £1,814 research expenses;
- (vi) The College provides for sick leave on the same basis as the University;
- (vii) The appointment is conditional on verification of the successful candidate's availability for employment in the United Kingdom.

## Offer of employment

Applications for this post will be considered by a selection committee containing representatives from both Mansfield College and the Faculty of History. 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 Mansfield College and the History Faculty 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 and the divisional board, and a formal contractual offer has been made.