



CHRIST CHURCH
UNIVERSITY OF OXFORD

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JUNIOR RESEARCH FELLOWSHIPS 2025/26 (SCIENCES)

Post	Junior Research Fellowships (Sciences)
Location	Christ Church
Salary	National spine Point 30: £37,099 per annum (<i>current rates</i>)
Hours	Full Time, 37.5 hours per week
Contract type	Four-year fixed term, from 1 October 2025 or as soon as possible thereafter
Responsible to	Senior Censor
Application deadline	Noon on Monday 6 January 2025
Vacancy reference	MT24_008

Overview

Junior Research Fellowships are fellowships for full-time research offered by Oxford colleges to early career researchers and provide an unrivalled opportunity to establish a research profile as a member of a collegiate community.

Christ Church invites applications for up to two Junior Research Fellowships in the Sciences from the subjects listed below, with effect from 1 October 2025 or as soon as possible thereafter.

- Chemistry
- Engineering
- Biology

Christ Church

Christ Church, one of the largest colleges of Oxford University, is strongly committed to teaching and research. The College has around 420 undergraduates and 230 graduates, and around 200 senior members. Our academics teach their students in tutorials, a system which enables undergraduates to work with experienced tutors in small groups. The subjects offered at Christ Church cover the whole spectrum, including Arts, Social Sciences, Medical Sciences and Physical Sciences. Christ Church tutors strongly believe in the joint pursuit of teaching and research. For more information please visit: <https://www.chch.ox.ac.uk/>.

Christ Church provides all our staff with a welcoming and inclusive workplace that enables everyone to develop and to do their best work. Join us and you will find a friendly, vibrant, democratic, and international community, with a great range of staff benefits.

Duties of the post

The basic obligation of a Junior Research Fellow is to engage full-time in research and its dissemination in some branch of the Sciences or Social Sciences. The successful candidate will be expected to:

- propose, plan and manage a high-quality programme of original research



CHRIST CHURCH
UNIVERSITY OF OXFORD

- publicise the outcomes of that research through presentation of papers and publications
- engage in the life and activities of the College
- they may undertake teaching up to a maximum of six hours a week during full term. The understanding is that Christ Church will have first refusal of any teaching offered by a Junior Research Fellow
- on occasion undertake a limited amount of work associated with Christ Church's admissions process.

Selection Criteria

- Hold a doctorate or be close to completion. Applicants will have submitted their thesis no later than three months before the start date of this post. Those who formally submitted their doctoral thesis for viva voce examination prior to 1 October 2023 are not eligible, unless they have had a career break (e.g. a period of parental leave, family commitments, illness or other circumstances), or there are exceptional circumstances. Students (such as medical students) whose doctorate interrupted their professional training, should have completed their professional training by October 2023.
- Have research expertise in their chosen field as demonstrated by a completed (or close to being completed) doctoral thesis and/or published or forthcoming books, or articles in refereed journals, as relevant to the candidate's field; or promise of such achievement, as relevant to the candidate's field.
- Can present research findings effectively to fellow professionals at national and international conferences or in professional research seminars.
- Have a coherent plan of research for the duration of the appointment which can either be the further development of doctoral work or an entirely new area and which promises to make a valuable contribution to the candidate's field.
- Have not already held a comparable career development appointment at Oxford or another university. A comparable appointment is deemed to be a salaried research-only appointment for the purposes of self-directed research.
- Commitment to promoting awareness and understanding of equality, diversity and inclusion (EDI).
- Successful candidates will be expected to contribute fully to the life of the College.

If the research project is laboratory based, candidates will be required to provide a letter of support from the host department confirming that laboratory space can be provided without cost to the college. A copy of this letter must be submitted if candidates are called for an interview. Candidates should therefore initiate discussion with the relevant department at the time of application.

Terms and Benefits

Junior Research Fellowships are fixed-term posts, for four years. The start date of a Fellowship may, with the agreement of the college, be brought forward or delayed in exceptional cases, to accommodate personal circumstances; if so, the fixed term expiry date will be adjusted accordingly. The Fellowships cannot be extended.

- Salary £37,099 per annum: National Pay Spine 30 (current rates). The salary will normally be adjusted if the Fellow is in receipt of other remuneration:
- Membership of the Senior Common Room.



CHRIST CHURCH UNIVERSITY OF OXFORD

- Seven free lunches and dinners per week when the kitchens are open.
- Entertainment allowance up to a maximum of £391 per annum (current rates).
- Subject to eligibility Fellows may apply to the Governing Body for grants towards certain research expenses.
- Eligible staff may join or remain a member of the Universities Superannuation Scheme. Details are available on the website at [Universities Superannuation Scheme \(USS\) | Finance Division](#).
- Family leave provision comparable to the University of Oxford.
- A health care scheme at a substantial discount on normal rates paid.
- The opportunity to participate in tax-free bicycle hire/purchase salary sacrifice scheme.
- Season ticket loans.
- Employee Assistance Programme alongside access dedicated support both within the college and wider University for your personal and career development.

Pre-employment screening

Standard checks: If you are offered the post, the offer will be subject to standard pre-employment checks. You will be asked to provide proof of your right to work in the UK and proof of your identity. You will also be asked to complete a health declaration so that you can tell us about any health conditions or disabilities for which you may need us to make appropriate adjustments. For some posts, such as those involving 'regulated activities' with children and other vulnerable groups in the course of normal duties, a Disclosure and Barring Service (DBS) check will also be required.

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.

How to Apply

Please apply using the online application form available at: https://fas.chch.ox.ac.uk/fas_live/chchjrfsc/ no later than the deadline of **12:00 noon** on **Monday 6 January 2025**. Applications received after this time will not be considered.

Applicants are asked to indicate on their application form a single subject area, chosen from the list below, which best matches the area of research they would undertake should their application be successful.

- Chemistry
- Engineering
- Biology

Applicants whose subjects might be thought to fall into more than one of the subject areas listed (are asked to indicate this fact in their application and are invited to draw the attention of the College selection panel to factors which they consider relevant to the classification of their research project.



Applications should include:

- Covering letter or statement explaining how you meet the criteria set out above using examples of your skills and experience - this may include experience gained in education or employment - and also outlining your reasons for applying for this post at Oxford,
- Academic CV, including a list of publications.
- Research statement proposing the future direction of your research highlighting how your research has evolved and your key achievements for the selection panel to assess. - this should not exceed a total of 1,000 words (excluding references).
- The titles and a brief description (including the nature of the piece of work: article, chapter of thesis etc) of up to three pieces of written or published work you would be prepared to submit if shortlisted for the post. This summary should not exceed 500 words.
- The name and contact details of two referees. **Please note:** if you are shortlisted your nominated referees will be contacted prior to interview.

Applications will be judged only against the criteria which are set out in the job description, and applicants should ensure that their applications show clearly how their skills and experience meet these criteria.

Christ Church 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. Applications are particularly welcome from women, and black and minority ethnic candidates, who are under-represented in academic posts in Oxford.

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.

Christ Church welcomes applications from candidates who have a disability or long-term health condition and is committed to providing long term support. 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 an interview, we will ask whether you require any particular arrangements at the interview.

Interviews

Interviews for the position are expected to take place the week commencing **10 February 2025**.

If you need help

If you have any questions regarding the application process, please contact academic.recruitment@chch.ox.ac.uk. All enquiries will be treated in strict confidence and will not form part of the selection decision.

Please note that you will receive an automated email from our e-recruitment system to confirm receipt of your application. **Please check your spam/junk mail** if you do not receive this email.



CHRIST CHURCH
UNIVERSITY OF OXFORD

Important information for candidates

Data Privacy

Please note that any personal data submitted to Christ Church as part of the job application process will be used only for the purposes of determining suitability for the post and processed in accordance with the General Data Protection Regulations (GDPR) and related UK data protection legislation. For further information, please see the Christ Church Privacy Notice available at: <https://www.chch.ox.ac.uk/privacy-policy>.

Due to the large volume of recruitment that Christ Church administers we are unable to provide feedback to non-shortlisted applicants.

Equality of opportunity

Christ Church is committed to equality of opportunity. It is our policy and practice that entry into employment and progression within employment will be determined only by criteria which are related to the duties of a particular post and the relevant salary scale. No applicant or member of staff will be treated less favourably than another because of their age, disability, ethnicity, marital or civil partnership status, parental status, religion or belief, sex, or sexual orientation.

Offer of employment

Applications for this post will be considered by a selection committee. 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 Christ Church based on a recommendation made by the selection committee. No offer of appointment will be valid, therefore, until and unless the recommendation has been approved by the Governing Body, and a formal contractual offer has been made.