



## Job Description and Selection Criteria

<b>Post</b>	<b>Associate Professorship or Professorship of Ancient Philosophy</b>
<b>Department/Faculty</b>	Faculty of Philosophy
<b>Division</b>	Humanities Division
<b>College</b>	Christ Church
<b>Contract type</b>	<b>Permanent upon completion of a successful review. The review is conducted during the first five years.</b>
<b>Salary</b>	Combined University and College salary: £55,755 - £74,867 per annum. An additional allowance (currently £3,155 per annum) would be made upon award of the title of Professor. A college housing allowance of £19,152 is also available.
<b>Closing Date</b>	Noon Monday 24 March 2025

### Overview of the post

Christ Church and the Faculty of Philosophy are seeking to recruit an Associate Professor or Professor of Ancient Philosophy, with a Tutorial Fellowship to start from 1 September 2025, or as soon as possible thereafter.

The Associate Professor/Professor will have an area of specialisation in Ancient Greek and/or Roman Philosophy. The successful candidate (henceforth 'postholder') will have a proven record of internationally recognised scholarship and research in Ancient Greek/Roman Philosophy appropriate to their career stage, and will be expected to provide a high standard of research-led teaching (both undergraduate and graduate) for the Faculty and for the College.

For the Faculty, the postholder will deliver 16 lectures or classes per year, and will be able to offer lectures and graduate classes on a range of areas within Ancient Greek/Roman Philosophy. The postholder will supervise graduate students (masters and doctoral students), participate in examining, and play a full and active role in Faculty administration. The postholder will pursue research in Ancient Greek/Roman Philosophy and enhance their international reputation.

For Christ Church, the postholder will be expected to deliver eight hours of tutorial (small group) teaching per week during term with associated duties, and organise tutorials as needed to be given by others. They will also prepare and mark, or arrange marking, for collections (termly college progress tests). They will need to be able to teach a range of introductory and advanced philosophy subjects, (see selection criteria below).



The postholder will be a Tutorial Fellow at Christ Church. As a Tutorial Fellow, they will share in the oversight of the provision of philosophy teaching to students at Christ Church, they will share in the admission and pastoral care of students studying for degrees involving philosophy, and they will contribute to the effective running and governance of Christ Church as a member of the Governing Body.

If you would like to discuss this post and find out more about joining the academic community at Oxford, please contact Professor Jennifer Yee, the Senior Censor at Christ Church ([senior.censor@chch.ox.ac.uk](mailto:senior.censor@chch.ox.ac.uk)) or Professor Ursula Coope, Chair of the Philosophy Faculty Board ([ursula.coope@philosophy.ox.ac.uk](mailto:ursula.coope@philosophy.ox.ac.uk)). All enquiries will be treated in strict confidence and will not form part of the selection decision.

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

Associate Professor is the main academic career grade at Oxford with a focus on research and teaching, spanning the full range of professor grades, including the 'Assistant Professor', 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 and creativity.

There is considerable flexibility in the organisation of duties, with three eight-week undergraduate teaching terms and generous sabbatical leave to balance teaching and research (please see the Benefits and 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.

### **Philosophy Teaching and Examining in Oxford**

There is no undergraduate degree solely in Philosophy at Oxford. Philosophy is a component of Classics (Literae Humaniores) and of other joint undergraduate degrees, namely Philosophy, Politics and Economics (PPE); Philosophy and Theology; Philosophy and Modern Languages; Psychology, Philosophy, and Linguistics; and the three science joint schools: Computer Science and Philosophy; Mathematics and Philosophy; and Physics and Philosophy. Philosophy postholders therefore work closely with colleagues in these allied fields at the undergraduate level. (See below for more detail on graduate teaching.)

Details of current introductory undergraduate courses in Philosophy may be found here: <https://www.philosophy.ox.ac.uk/course-descriptions-first-public-examination-fpe>

Details of current advanced undergraduate courses in Philosophy may be found here: <https://www.philosophy.ox.ac.uk/course-descriptions-finals>

The Faculty is currently revising the introductory ancient philosophy syllabus for Classics students. The introductory ancient philosophy options for the new syllabus will be: (i) Plato's

*Meno* and *Euthyphro* (in Greek or in English), and (ii) Cicero *De Finibus* I (in Latin or in English). Early Greek Philosophy will become an advanced ancient philosophy option.

Undergraduate teaching and examination in Oxford involve a separation of powers: Colleges primarily teach their own undergraduate students, and are never involved in examining, whereas the University teaches across all the colleges, and has sole responsibility for examining.

College teaching can take a wide variety of forms (there is considerable freedom), but classes are usually smaller than eight and frequently involve only one or two students (for tutorials), typically discussing weekly essays. Examining for the University involves the setting and marking of examination papers taken by students across all the colleges.

Teaching for the University is by lectures and classes open to students from all colleges. The content of an undergraduate lecture course for a given subject is constrained by the syllabus for that subject and by past examination questions but is otherwise up to the lecturer.

All three roles of tutor, lecturer, and examiner are quite distinct. Typically, different postholders will lecture and examine in each subject at any one time. As an Associate Professor/Professor and college Tutorial Fellow, the postholder will occupy each of these different roles (tutor, lecturer, examiner) at various times and for various papers from the undergraduate philosophy syllabus.

There are around 150 graduate students in Philosophy at Oxford. About half are studying for one of the master's degrees (the BPhil; the MSt in Ancient Philosophy; the MSt in Philosophy of Physics), and the rest for the doctorate (the DPhil). Master's students are taught via graduate classes, and via essay and thesis supervisions. Examining consists of marking BPhil and MSt essays and theses, and viva voce examinations of DPhil dissertations.

### **Duties of the post**

The main duties of the post are as follows:

1. To undertake and to disseminate advanced research in philosophy, including Ancient Greek or Roman Philosophy.
2. To provide eight contact hours per week during term of undergraduate tutorial or class teaching for Christ Church averaged across the three eight-week teaching terms of the year and to provide feedback on students' work.
3. Under the direction of the Philosophy Faculty Board, to design and deliver up to 16 lectures or classes over the year during term time to undergraduates and/or graduates; and to produce lecture notes, course materials, and reading lists as required.
4. To organise undergraduate teaching in philosophy at Christ Church in collaboration with colleagues. This includes arranging teaching by others in areas outside the expertise of the postholder, and coordinating, setting and marking Collections (College termly progress exams), monitoring student progress, writing termly reports, and attending student progress meetings.
5. To share responsibility for the pastoral care (ie welfare oversight) of undergraduates reading a joint Philosophy degree in the College, liaising with relevant welfare colleagues as appropriate.
6. To play an active role in the annual undergraduate admissions process for degree schools involving philosophy at Christ Church, in liaison with Fellows in cognate

subjects; and to assist in undergraduate access and outreach activity insofar as they are able.

7. To supervise and to teach graduate students for the Faculty, at both Masters and Doctoral level, and to participate as requested in the annual Faculty and college graduate admissions processes.
8. To take part in selecting, and act as Adviser (i.e. mentor) to, the College's graduate students in Philosophy.
9. To participate in University examinations, both undergraduate and graduate, as required.
10. To undertake an appropriate share of other Faculty administrative duties, dependent on career- stage, including service on committees or holding Faculty Offices.
11. To serve as a member of the Governing Body (i.e. the Trustees) of Christ Church, which like other Oxford colleges is a registered charity. The Governing Body is responsible for the governance of Christ Church and the management of its assets; it normally meets three times in each of the three terms of the academic year. New members of Governing Body are offered training in charity governance and the roles and responsibilities of Trustees.
12. To participate fully in the administrative work of the College, including service on College committees, and taking on College offices.
13. To participate in the governance, intellectual life and academic activities of Christ Church and of the Faculty.

### **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 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.

### **Essential Selection Criteria**

1. A completed doctorate, or a completed doctoral dissertation submitted for examination by the advertised closing date for this position, in Philosophy, or a closely related field.
2. A research record in Ancient Greek/Roman Philosophy of international standing appropriate to the candidate's career stage, with evidence of potential for producing further research distinguished in its originality, significance, and rigour.
3. Experience of teaching philosophy in a range of formats (e.g. lectures, seminars, and small groups) and evidence of being able to do so effectively, ideally at both undergraduate and graduate level. Excellent communication skills and an understanding of the learning

needs of highly able students.

4. Ability to give undergraduate lectures on a range of the ancient Greek/Roman philosophy subjects taught at Oxford. (See above, Philosophy Teaching and Examining at Oxford, for links to descriptions of undergraduate subjects taught at Oxford.) Ability to teach graduate seminars on a range of subjects within ancient Greek/Roman philosophy.
5. Ability to teach the following subjects in college tutorials (typically to pairs of undergraduate students):
  - At the introductory level:
    - Plato's *Meno* and *Euthyphro* (in Greek and in English);
    - at least ONE of the following three introductory philosophy subjects: (i) logic; (ii) general philosophy (ie introductory metaphysics and epistemology); (iii) moral philosophy (studied through Mill's *Utilitarianism*)
  - At the advanced undergraduate level:
    - Plato's *Republic* (in Greek and in English);
    - Aristotle's *Nicomachean Ethics* (in Greek and in English).
    - at least ONE of the following core non-ancient subjects: (i) ethics; (ii) knowledge and reality; (iii) early modern philosophy.For links to descriptions of these courses, see above, Philosophy Teaching and Examining at Oxford.
6. The ability to provide high quality graduate supervision in Ancient Greek/Roman Philosophy at both the master's and doctoral level, and an understanding of the needs of graduate students and how to address them.
7. Evidence of the communication, interpersonal, time management and organizational skills necessary to undertake pastoral care and administration for both undergraduate and graduate students in a college setting, and the ability to work with students from diverse and sometimes challenging backgrounds to enable them to reach their full potential.
8. Evidence of the ability and willingness to work collaboratively with a range of colleagues from different disciplines and to promote the study of philosophy.
9. Ability and commitment to undertake a range of administrative duties within both the Faculty and Christ Church.
10. Ability and willingness to participate in the governance, academic activities and intellectual life of Christ Church and of the Philosophy Faculty.

### **Desirable Selection Criteria**

1. Experience of supervising masters and doctoral students successfully.
2. The ability to offer undergraduate teaching in a range of advanced philosophy courses studied at Oxford, in addition to those mentioned as essential above. Particularly desirable would be the ability to offer tutorial teaching in a second of the non-ancient core advanced philosophy courses (Early Modern Philosophy; Ethics; Knowledge and Reality). For links to descriptions of the philosophy courses taught at Oxford see above, Philosophy Teaching and Examining at Oxford
3. The ability to offer tutorial teaching at an introductory level in:
  - A second of the three nonancient introductory courses mentioned above (logic, general philosophy, moral philosophy).

- An introductory ancient philosophy course on Cicero *De Finibus* I (in Latin and in English).
4. Ability to teach graduate seminars in another area of philosophy, in addition to Ancient Greek/Roman Philosophy.
  5. A research specialism that includes research on Plato, Aristotle or the Presocratics.
  6. A track record of successful research grant applications, or evidence of the potential to make such applications.

### How to apply

Please apply using the online application form available at [https://fas.chch.ox.ac.uk/fas\\_live/chchappap/](https://fas.chch.ox.ac.uk/fas_live/chchappap/) no later than the deadline of **Noon 24 March 2025**. Applications received after this time will not be considered.

Application documents should include:

- Your full contact details including, email address, full postal address and at least one contact telephone number.
- A covering letter or statement of not more than two A4 sides explaining how you meet the selection criteria set out above and explicitly including a statement of which papers on the Oxford undergraduate philosophy syllabus you are able to teach, whether a) in lectures, or b) in tutorials.
- A full CV and publications list.
- Details of **three** referees (see below).
- Research statement summarising the past, current and future direction of your research, highlighting how your research has evolved and your key achievements for the selection panel to assess.
- An indication of where you first heard about this post.
- A sample or samples of written work, up to a maximum of 20,000 words, published or unpublished (co-authored pieces should be identified as such). In the case of pieces of written work exceeding 20,000 words, you should indicate which part or parts you wish to draw to the attention of the selection committee.

### Referees

Three references are required for this post. Candidates are responsible for requesting references from their referees. Referees should submit references online by the closing date of **Noon 24 March 2025**. Once applicants have provided their details in their online application, referees will be sent an email containing a link to do this.

Candidates should give referees enough time to write in their support. The college will not request references directly from the referees.

Christ Church is grateful to referees for their assistance; and it hopes that they will understand the impracticability of acknowledging receipt of referees' letters.

Christ Church and the Faculty welcome applications from candidates who have a disability or long-term health condition and are 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 interview, we will ask whether you require any particular arrangements at the interview.

Note that you will be notified of the progress of your application by automatic emails via the online application system. **Please check your spam/junk mail** regularly to ensure that you receive all emails. Should you experience any difficulties using the online application system, or, if you have any questions regarding the application process, please contact [academic.recruitment@chch.ox.ac.uk](mailto:academic.recruitment@chch.ox.ac.uk).

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

### Interviews

Interviews will be held in person in Oxford on **16 May 2025**. Candidates will be asked to make a research presentation followed by an interview which consists of a short teaching presentation and questions framed around the selection criteria for the post.

## **Christ Church**

### **Philosophy at Christ Church**

Christ Church, first founded in 1525 and given its present name by Henry VIII in 1546, is a unique institution: it is both one of the largest colleges in the University and, at the same time, the cathedral for the Diocese of Oxford. Its Governing Body is comprised both of academics and members of Chapter. Postholders who are tutorial fellows are known as Official Students.

Its junior members, both undergraduate (430) and graduate students (250), cover almost all the major academic disciplines in the Sciences, Humanities and Social Sciences, as do its senior academic staff. It aims at high academic achievement and individual fulfilment in a friendly, tolerant, and mutually supportive environment. Christ Church tutors strongly believe in the joint pursuit of teaching and research. Christ Church is also renowned for its architecture and the importance of the collections in its Library and Picture Gallery. Postholders benefit from the housing allowance already mentioned, as well as generous book grants and research grants (see below), and they are able to apply to the Christ Church Research Centre for additional sums, for example to assist with hosting conferences or workshops, or other research-related costs not covered by the research grant. Christ Church has one of the largest groups of undergraduates studying philosophy in Oxford. We accept students across all eight joint schools. The successful candidate will join its current fellows, Prof Joseph Schear (Official Student) and Dr Fabian Pregel (Career Development Fellow) in organising the study of philosophy at Christ Church. More information about the College may be obtained at [www.chch.ox.ac.uk](http://www.chch.ox.ac.uk)

### **The Faculty of Philosophy**

The Oxford Philosophy Faculty has over 150 academic members, all of whom are undertaking teaching and/or research in Philosophy at Oxford. Of these, around 60 hold permanent posts within the Faculty or the colleges; many distinguished philosophers hold posts elsewhere in the University. Oxford thus contains the largest group of philosophers in the UK, and one of the largest in the world. It has vigorous research culture and performed outstandingly in the most recent UK Research Excellence Framework, achieving the highest volume of world-leading (4\* ranked) philosophy research of any unit in the country.

Each year, many distinguished philosophers from around the world visit Oxford to give lectures and seminars. There are over fourteen hundred students studying Philosophy at undergraduate level, always in combination with at least one other subject, and around 150 graduate students, about half of whom are studying for the BPhil or the specialist MSt courses in Ancient Philosophy and Philosophy of Physics, and the rest for the DPhil. A list of current

Faculty members and their research interests can be found on the Philosophy Faculty website at:

<http://www.philosophy.ox.ac.uk/faculty-members>.

Further information about the Faculty can be found on its website at:

[Home | Faculty of Philosophy](#)

## **Humanities Division**

The Humanities Division is one of four academic divisions in the University of Oxford, bringing together the following faculties: Classics; English; History; Linguistics, Philology and Phonetics; Medieval and Modern Languages; Music; Asian and Middle Eastern Studies; Philosophy; Theology and Religion; the Ruskin School of Art. The Division has over 500 members of academic staff, approximately 4,100 undergraduates (more than a third of the total undergraduate population of the University), 1,000 postgraduate research students and 720 students on postgraduate taught courses.

The Division offers world-class teaching and research, backed by the superb resources of the University's libraries and museums, including the famous Bodleian Libraries, with their 11 million volumes and priceless early book and manuscript collections, and the Ashmolean Museum of Art and Archaeology. Such historic resources are linked to cutting-edge 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 Humanities Division has embarked on a major building project on the Radcliffe Observatory Quarter, following the recent announcement of the £150 million gift to create the [The Stephen A. Schwarzman Centre for the Humanities | University of Oxford](#).

The Schwarzman Centre will serve as a dynamic hub dedicated to the Humanities. The building will bring together seven Humanities faculties, the Humanities Divisional Office, a new library and significant cultural and public engagement spaces in a space designed to encourage experiential learning and bold experimentation through cross-disciplinary and collaborative study. The Faculty of Philosophy will move to the Schwarzman Centre upon the completion of the project.

For more information please visit: [Home | Humanities Division](#)

## **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 [Finance and funding | University of Oxford](#), 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**

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

### ***Salary***

[Salary Scales | Finance Division](#)

### ***Pension***

[Universities Superannuation Scheme \(USS\) | Finance Division](#)

### ***Sabbatical leave***

[Guidelines for leave for academic staff | HR Support](#)

### ***Outside commitments***

[Holding outside appointments | HR Support](#)

### ***Intellectual Property***

[Statutes | Governance and Planning](#)

### ***Managing conflicts of interest***

[Conflict of Interest | Compliance](#)

### ***Membership of Congregation***

[Congregation | Governance and Planning](#)

### ***Family support***

[Family leave for academic staff | HR Support](#)

### ***Welcome for International Staff***

[Home | Staff Immigration](#)

### **Relocation**

[Relocation Scheme | Finance Division](#)

### **Promoting diversity**

[Our Diversity | Equality and Diversity Unit](#)

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

[Staff benefits | HR Support](#)

### **Pre-employment screening**

[Pre-employment checks | HR Support](#)

### **Length of appointment**

Appointments to Associate Professorships at Oxford are confirmed as permanent on successful completion of a review during the first five years. See [Academic posts at Oxford | HR Support](#)

### **Retirement**

The University operates an employer justified retirement age for academic posts of 30 September immediately preceding the 70th birthday. See [The EJRA | HR Support](#)

### **Data Privacy**

[Data protection | University of Oxford](#)

### **Christ Church Benefits and Terms and Conditions**

The following conditions apply to tutorial fellows (known as 'Official Students') at Christ Church:

- Every Official Student has the right to free meals at the Common Table of the College when the College Kitchen is open.
- An Official Student who wishes to live in College may be provided with single accommodation in College free of rent (this may involve an income tax liability subject to HMRC rules).
- An Official Student who does not wish to live in College accommodation will receive a taxable and pensionable housing allowance of £19,152 p.a. (current rates).
- An Official Student will also receive a taxable and pensionable Official Studentship allowance of £4,370 p.a. (current rates).
- The College operates a joint equity scheme for the purchase of property; the housing allowance of Official Students who participate in the scheme will be adjusted according to a formula set out in the terms of the scheme (this may involve an income tax liability subject to HMRC rules). Christ Church has a small stock of off-site houses and flats in or near Oxford city centre which newly appointed Official Students can apply to occupy, at the college's discretion and subject to availability. Occupants pay for utilities but do not pay rent; they also forgo most of their housing allowance. This

may involve an income tax liability subject to HMRC rules. Occupation of such properties is time-limited, normally to the first six-and-a-half years of the Studentship. Details are available from the Treasurer.

- An Official Student will be provided with a room in College to study and teach.
- An Official Student will be enrolled as a member of the Universities Superannuation Scheme but may opt out.
- Official Students are eligible to participate in Christ Church's private medical scheme (this is a taxable benefit) and cover currently extends to the Student's immediate family (defined within the terms of the scheme as up to two adults and two children).
- The Official Student may apply for Governing Body grants up to £2,794p.a. (current rates) for the cover of research-travel and conference expenses.
- An Official Student receives a book allowance of £1,311p.a and an entertainment allowance of £786 p.a. (current rates).
- An Official Student will be entitled to take one term's sabbatical leave for every six completed terms of teaching in Christ Church. Such leave may be taken as soon as it is due or may be postponed or accumulated, except that whenever an Official Student is entitled to three terms of leave no subsequent term before he or she has taken the first term of such leave shall count towards any further entitlement. The postholder is eligible to apply for dispensation from University lecturing obligations in conjunction with sabbatical or other leave granted by the college.
- The College makes provision for family in line with the University's provision.
- Subject to UK tax regulations and the availability of funding, a relocation allowance *may* be available.
- The appointment will be for five years initially. This first five-year period is probationary. The Student will be re-elected until retirement on successful completion of a review during the first five years, and subject to the completion of the Faculty review. The college procedure is complementary to, but separate from, that described in the University's Further Particulars.

Christ Church currently operates an EJRA of 30th September immediately preceding the 70th birthday.

### **Offer of employment**

Applications for this post will be considered by a selection committee containing representatives from both Christ Church and the Faculty of Philosophy. 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 and the Humanities divisional board on the basis of a recommendation made by the selection committee. No offer of appointment will be valid, therefore, until and unless the recommendation has been approved by both the Governing Body and the divisional board, and a formal contractual offer has been made.