



Directorship of the Bonavero Institute of Human Rights at the University of Oxford

Overview of the post

The Faculty of Law seeks to appoint the inaugural Director for the newly founded Bonavero Institute of Human Rights in the University of Oxford located at Mansfield College, Oxford. The Director will provide academic, intellectual and strategic leadership to this new Institute. The Faculty intends the Institute to become a world leader in research and scholarship in the law of human rights, including, as part of that work, the improvement of the public understanding of human rights and the linking of research to practice. In addition to developing new research and practical initiatives for the Institute, the Director will seek to support the world class human rights research, scholarship and practical initiatives in the Faculty of Law, including the Oxford Human Rights Hub and Oxford Pro Bono Publico, including by raising funds to develop the activities of the Institute. The Director will also encourage interdisciplinary approaches to research and teaching by drawing on human rights research and initiatives already underway in other faculties and departments at the University of Oxford.

The Director will be a person of international academic distinction, with leadership experience in one or more world class institutions, an enthusiasm for fundraising, and an ability to work within the University to help the Institute achieve its purpose. The Faculty seeks to make the appointment as soon as possible. The position is permanent, subject to the successful completion of an interim and final review during the first five years of appointment. A competitive salary at professorial level will be offered. A non-stipendiary Professorial Fellowship at Mansfield College is attached to the Directorship.

Enquiries about the post may be addressed either to Charlotte Vinnicombe, Head of Administration and Finance in the Faculty of Law, charlotte.vinnicombe@law.ox.ac.uk, telephone +44 1865 271560 or to the Dean the Law Faculty, Professor Anne Davies, anne.davies@law.ox.ac.uk, telephone +44 1865 281050. All enquiries will be treated in strict confidence; they will not form part of the selection decision.

Applications are particularly encouraged from women and minority ethnic groups, who are under-represented in the Law Faculty.

Duties of the post

The Director of the Bonavero Institute of Human Rights at the University of Oxford will lead a new, fully-funded Institute within the Faculty of Law, with premises in a new, purpose-built space at Mansfield College. The Director will be a member of both the University and the College community. He or she will be part of a lively and intellectually stimulating research community which performs to the highest international levels in research and publications, and which is already engaged in successful academic and practical initiatives in the human rights arena, such as the award-winning [Oxford Human Rights Hub](#) and [Oxford Pro Bono Publico](#). The Director will have access to the excellent research

activities which Oxford offers, as well as a purpose-built space within the College from which to operate. He or she will have a role to play in running the College as a member of its Governing Body and as a trustee.

The Director will be an employee of the Faculty of Law, and will report to the Dean of the Faculty.

The Bonavero Institute of Human Rights will be managed by its own Management Committee, which will work with the Director to achieve the purposes of the Institute, and to meet its reporting requirements to the University and the College.

It is envisaged that the other academic posts in the Institute will be:

- a Programme Director, who will report to the Institute Director, and will be responsible for organising support for the Faculty's existing programmes and activities (Oxford Pro Bono Publico, Oxford Legal Assistance, Oxford Human Rights Hub) and seeking to widen the reach of the Faculty's activities in practical work;
- a Research Co-ordinator, who will be an academic postholder in the Law faculty with particular responsibility for overseeing applications for research funding by members of the Institute; and
- a Post-Doctoral Fellow, whose role will be to pursue research in the field of human rights under the supervision of a member of the Faculty.

Administrative support will be appointed by the Law Faculty.

The main duties of the Directorship are as follows:

Academic Leadership and Research

1. To provide academic and intellectual leadership to the Institute, including undertaking research or research-related activities on the law of human rights (at least 20% Full Time Equivalent).

Promotion and Development of the Institute

2. To promote the Institute nationally and internationally;
3. to work within the University and the Law Faculty to promote and support existing initiatives, such as the Oxford Human Rights Hub and Oxford Pro Bono Publico and, as well as to develop additional research projects and practical initiatives;
4. to provide leadership in establishing links with a range of external stakeholders; and
5. to lead fundraising for the Institute by creating relationships with philanthropists and foundations and overseeing funding applications to generate income for the activities and programmes of the Institute.

Administrative Duties

6. To ensure the efficient working of the Institute on a day-to-day basis, including overseeing the work of the academic, practical and support staff within the Institute in collaboration with the Programme Director and the Research Co-ordinator;

7. to propose to the Management Committee for the Institute, for its approval, a scheme of internal organisation for the Institute, appropriate to the size of the Institute, the pattern of research and other academic and practical activities; and
8. to prepare an annual report and strategic plans, budgets and forecasts for the work and finances of the Institute, for approval by the Management Committee, within the overall strategic and operational plans for the Faculty, the Division and the University.

Selection criteria

Applications will be judged only against the criteria which are set out below. Applicants should make sure that their application shows very clearly how they believe that their skills and experience meet these criteria.

The successful candidate will demonstrate the following:

1. Leadership skills, including institution building, forging relationships with a wide range of partners nationally and internationally, and developing links between academia and practice.
2. An outstanding record of scholarship and research in the field of human rights law.
3. A demonstrable ability to attract and manage significant institutional income.
4. Significant expertise in developing institutional strategies and managing projects.
5. Holding, or having held, a senior leadership position, for example, in a university, a globally recognised NGO, international organisation, tribunal or court, government, or in the legal profession.
6. A postgraduate degree in Law (or related field), or equivalent practical experience.

How to apply (Vacancy ID: 122246)

All applications must be received by **midday** on **Thursday 17th March 2016**, including references. Applications should be made online (see below for details), and should include:

- a) a covering letter or statement explaining how you meet the criteria set out above;
- b) a full *curriculum vitae* and publications list; and
- c) the name, institution and contact details (e-mail address and telephone number) of **three** referees, at least one of which should not be from your current institution.

References: candidates should supply each of their referees with a copy of these further particulars and ask them to write directly to the Personnel Officer, personnel@law.ox.ac.uk **by the same closing date of 17th March 2016 (noon)**. The Faculty of Law and the College wish to take this opportunity to thank in advance those referees who write on behalf of applicants. Interviews for all shortlisted candidates will be held in Oxford at the end of April 2016.

Should you have any queries about how to apply, please contact Charlotte Vinnicombe, charlotte.vinnicombe@law.ox.ac.uk or by telephone on +1865 271560.

Applications will be considered by a committee comprising representatives of the Faculty, the University, and outside institutions. 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. No offer of appointment will be valid until a formal contractual offer has been made.

Oxford University is committed to fairness, consistency and transparency in selection decisions. The Chair of the selection panel will be aware of the principles of equality of opportunity and fair selection and there will be a member of each gender wherever possible.

How to submit your application

If you consider that you meet the selection criteria, click on the **Apply Now** button on the 'Job Details' page for this vacancy (i.d. 122246) and follow the on-screen instructions to register as a user. You will then be required to complete a number of screens with your application details, relating to your skills and experience. You will also be required to upload a CV and supporting statement which explains how you meet the selection criteria for the post.

Please upload all documents **as PDF files** with your name and the document type in the filename. The supporting statement should explain your relevant experience which may have been gained in employment, education, or you may have taken time away from these activities in order to raise a family, care for a dependant, or travel for example. Your application will be judged solely on the basis of how you demonstrate that that you meet the selection criteria outlined above and we are happy to consider evidence of transferable skills or experience which you may have gained outside the context of paid employment or education.

All applications must be received by **midday on Thursday 17th March 2016**.

The University's policy on retirement

The University operates an employer justified retirement age for all academic and academic-related posts (any grade above grade 5), for which the retirement date is the 30 September immediately preceding the 68th birthday. The justification for this is explained at: www.admin.ox.ac.uk/personnel/end/retirement/revisedejra/revaim/

For **existing** employees any employment beyond the retirement age is subject to approval through the procedures outlined at: www.admin.ox.ac.uk/personnel/end/retirement/revisedejra/revproc/

Pre-employment screening

Please note that the appointment of the successful candidate will be subject to standard pre-employment screening, as applicable to the post. This will include right-to-work, proof of identity and references. All applicants must read the candidate notes on the University's pre-employment screening procedures, found at: www.ox.ac.uk/about/jobs/preemploymentscreening/.

Working at the University of Oxford

For further information about working at Oxford, please see: www.ox.ac.uk/about_the_university/jobs/research/

Information for priority candidates

A priority candidate is a University employee who is seeking redeployment owing to the fact that he or she has been advised that they are at risk of redundancy, or on grounds of ill-health/disability. Priority candidates are issued with a redeployment letter by their employing departments.

If you are a priority candidate, please ensure that you:

- attach your redeployment letter to your application (or e-mail it to the contact address on the advert if the application form used for the vacancy does not allow attachments)*
- explain in your supporting statement how you meet the selection criteria for the post.*

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/](http://www.ox.ac.uk/about_the_university/jobs/support/)

To return to the online application at any stage, please click on the following link www.recruit.ox.ac.uk

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

Essential Information for Applicants for the Director of the Institute of Human Rights at Oxford University

The University

The University of Oxford is a complex and stimulating organisation, which enjoys an international reputation as a world-class centre of excellence in research and teaching. It employs nearly 12,000 staff and has a student population of over 22,000. Our annual income in 2014/15 was £1,429.3m. Oxford is one of Europe's most innovative and entrepreneurial universities: income from external research contracts in 2014/15 exceeded £522.9m p.a., and more than 80 spin-off companies have been created to date.

Oxford is a collegiate university, consisting of the central University and colleges. The central University is composed of academic departments and research centres, administrative departments, libraries and museums. There is a highly devolved operational structure, which is split across four academic divisions, Academic Services and University Collections and University Administrative Services. www.ox.ac.uk/staff/about_the_university/new_to_the_university/structure_of_university

The University of Oxford aims to sustain excellence in every area of its teaching and research, and to maintain and develop its position as a leader amongst world-class universities. Placing an equally high value on research and on teaching, the colleges, departments and faculties of Oxford aspire both to lead the international research agenda and to offer a unique and exceptional education to our undergraduate and graduate students.

Oxford's self-governing community of scholars includes university professors, readers, and lecturers, college tutors, senior and junior research fellows and over 2,500 other university research staff. The University aims to provide facilities and support for colleagues to pursue innovative research and outstanding teaching, by responding to developments in the intellectual environment and society at large, and by forging close links with the wider academic world, the professions, industry and commerce. The Strategic Plan, detailing strategy for the period 2013-2018 can be found at <http://www.ox.ac.uk/about/organisation/strategic-planResearch>

Oxford combines disciplinary depth with an increasing focus on inter-disciplinary and multi-disciplinary activities addressing a rich and diverse range of issues, from deciphering ancient texts and inscriptions using modern scientific and computational methods developed in Oxford, through to global health, climate change, ageing, energy and the effects on our world of rapid technological change.

Oxford seeks to admit undergraduate students with the intellectual potential to benefit fully from the college tutorial system and 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 about 7,000, well over a third of the full-time students. 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

The Social Sciences Division

The University's academic departments and faculties are organised into four large groups, known as Academic Divisions (Social Sciences, Mathematical, Physical and Life Sciences (MPLS), Medical Sciences, and Humanities). The academic divisions are responsible for academic oversight of the teaching and research of their constituent departments and faculties, for strategic and operational planning, and for personnel and resource management. The Head of the Social Sciences Division is Professor Roger Goodman, who is a member of the University's Council. The Social Sciences Division is a world-leading centre of research and education in the social sciences. The social sciences at Oxford are distinctive for both their depth and breadth, with activity spanning thirteen departments and faculties and two cross-divisional units. (These are as follows: Law, the Saïd Business School, Economics, Politics and International Relations, the Blavatnik School of Government, the School of Anthropology and Museum Ethnography, International Development, Sociology, Social Policy and Intervention, the Oxford Internet Institute, Archaeology, the School of Interdisciplinary Area Studies, Education, the School of Geography and the Environment, and the Oxford Martin School). Interdisciplinary links within and beyond the university are strong, extending to the humanities, natural sciences, and medical sciences.

Academic and research staff and research students are engaged in world-leading research that challenges current ideas and theories and is tackling some of the major challenges facing humanity, such as sustainable resource management, migration, governance, poverty and development, and justice. REF 2014 confirmed Oxford as the UK powerhouse for research in the social sciences, where Oxford accounted for more world-leading (4*) research than any other institution, across the social sciences units of assessment to which it made submissions. The division has an extensive portfolio of external funders and collaborators, with competitively-awarded external research income exceeding £40million per year. Researchers in the division engage actively beyond academia and their research has influence in many spheres from innovation in public policymaking to practitioner communities such as law, business, education, social welfare and NGOs.

The division also delivers an exceptional range of high quality educational programmes (undergraduate, postgraduate taught and postgraduate research), all of which are underpinned by the innovative research being undertaken by our academics. Programmes range from those at the interface of the natural sciences, through to professionally-oriented provision in areas such as business, law and education. The division is home to several of Oxford's most widely recognised teaching programmes, such as Philosophy, Politics and Economics (PPE); the BCL; the MPhils in International Relations, in Economics, and in Development Studies; the MBA and EMBA; and the nationally regarded PGCE.

For more information please visit: <http://www.socsci.ox.ac.uk>

The Colleges

One of the most distinctive features of Oxford is that it is a collegiate university, and its 39 colleges and six Permanent Private Halls (PPHs), though independent and self-governing, form a fundamental element of the University, to which they are related in a federal system. One of the many advantages of Oxford's collegiate structure is that it enables both students (undergraduates and postgraduates) and academic staff to enjoy the benefits of a large international university, whilst at the same time being part of a smaller academic community through their college. In particular, colleges offer the opportunity for close contact with students and staff working in a range of disciplines, to complement the focus provided by a discipline-based department or faculty.

In general, the colleges and PPHs select and admit undergraduate students, and select graduate students after they have been admitted by the University; they provide accommodation, meals, common rooms, libraries, sports and social facilities, and pastoral care for their students; and are

responsible for students' tutorial teaching, and welfare. They also provide an extensive range of academic and social facilities and support for their academic staff, including support for research, and many research-related facilities.

The Conference of Colleges represents the common concerns of the colleges. It negotiates with central University bodies on collegiate matters; appoints members of joint University/College committees; has representation on Council, its committees, and the four divisional boards; and acts as a body for intercollegiate discussion and decision-making.

The first colleges began as medieval halls of residence for students under the supervision of the Master. The 39 independent colleges are today each governed by a Head of House, and a number of Fellows (usually 25-40), who are mainly academics specialising in a wide variety of disciplines, and a majority of whom also hold university posts (Professor, Reader, Lecturer etc.). The six Permanent Private Halls were founded by different Christian denominations, and still retain their religious character, but have similar powers and duties as colleges. 30 colleges and all 6 PPHs admit students for undergraduate and graduate degrees; seven other colleges admit graduates only; one (All Souls) has Fellows only.

The Faculty of Law

The Bonavero Institute of Human Rights at Oxford University is a newly established institute within the Faculty of Law. The Institute is supported by two trust funds: the A B Charitable Trust Gift for the funding of the Institute of Human Rights and the Institute of Human Rights Fund; trusts at the University of Oxford created for the permanent endowment of the Institute.

The Faculty of Law is one of thirteen units located in the Division of Social Sciences (see 'The University' above). The Faculty is the largest unit in the Division, and one of the largest in the University. There are some 163 members of the Law Faculty, of whom more than 80 are in established University academic posts.

The Law Faculty has a distinguished reputation in research and publications in Law. The Faculty was awarded the highest grade (5*) in the 1996 and 2001 HEFCE research assessment exercises, and the Research Excellence Framework 2014 reported that substantially more top-rated research activity went on in Law at Oxford than in any other university in the country. Oxford was ranked second in the world in the 2014 QS World University rankings and was ranked first in the UK.

The executive body of the Faculty of Law is the Board of the Faculty, an elected body of 22 members of the Faculty. The Director of the Institute of Human Rights is eligible for election to it.

There are four specialised centres associated with the Law Faculty, in addition to the Institute of Human Rights: the Centre for Criminology, the Institute of European and Comparative Law, the Centre for Socio-Legal Studies and the Oxford Intellectual Property Research Centre. Each of the five specialised centres associated with the Law Faculty has a management committee that oversees their activities on behalf of the Board.

In common with other non-departmentally organised subjects in Oxford, members of staff are based in their colleges. Promoting Faculty cohesiveness, whether in terms of supporting junior colleagues or maximising the opportunities for research collaboration, is thus a prime concern and centre directors are expected to contribute substantially to this process. They are also expected to play a part in the running of the Faculty including, from time to time, holding the Faculty Board's administrative offices when asked to do so.

The Faculty Centre is in the St Cross Building, a listed modernist building opened in 1964. Refurbished in 2011, the Faculty Centre provides facilities for administration, teaching, conferences and

teleconferences, and social events. The Faculty Centre serves as a hub for Law in Oxford, and Faculty events are often held in the thirty Oxford Colleges that have Fellows in Law. The Faculty shares the St Cross Building with the Bodleian Law Library (see below), and with the English Faculty. The Bonavero Institute of Human Rights will be located at Mansfield College, five minutes' walk from the Faculty centre.

Research

The Faculty has always encouraged excellence in diversity as its research strategy, seeking to achieve high quality in the broad range of subjects in which Faculty members pursue their interests. The Faculty's Research Support Fund provides resources for research assistance, conference attendance and other research-related activities. The Faculty employs a Research Facilitator to support internal and external grant applications.

Many Faculty members are engaged in research in human rights law, either directly or indirectly through scholarship in related fields. Further information about faculty members can be found [here](#).

Teaching

Undergraduate law admissions are currently running at approximately 240 a year. A small number of these follow the Law with Law Studies in Europe course over four years, one year being devoted to study in France, Germany, the Netherlands, or Italy. For the purposes of the four-year course the Faculty has created academic links with the law faculties of the universities of Leiden, Paris II, Siena, Konstanz, Bonn, Regensburg, Munich, and Pompeu Fabra. There is an undergraduate option in Human Rights Law, and the study of human rights law is integrated into the curriculum in core courses where appropriate, for example, in Constitutional Law.

The Director of the Institute of Human Rights will have no teaching obligations, although he or she will have an opportunity to teach on our graduate programmes, working in collaboration with other members of the Faculty, or to supervise research students, if desired.

The Faculty's graduate research school is the largest of any law school in the English-speaking world. There are currently about 345 graduate students, of whom about 150 read for the taught graduate Degree of Bachelor of Civil Law (BCL) and Magister Juris (MJur), both of which may also be augmented by a year of research to yield the Degree of Master of Philosophy (MPhil). There are many courses available on the BCL/MJur curriculum that include a human rights component. There is some scope for the creation of further courses or modifications of existing courses. These courses are taught primarily by weekly seminars, with a small number of associated tutorials in small groups. The current courses are listed [here](#). Other graduate students are undertaking research towards the Degrees of Doctor of Philosophy (DPhil), Master of Letters (MLitt), or Master of Studies in Legal Research (MSt). The graduate programmes, including graduate admissions, are the immediate responsibility of the Faculty's Graduate Studies Committee and its two Directors of Graduate Studies (one for research degrees, the other for taught programmes). The graduate cohort provides a base for a productive interaction between advanced study and research - this is something to which the Faculty attaches great importance.

Further information on the Faculty of Law can be found at: www.law.ox.ac.uk.

The Bonavero Institute of Human Rights at the University of Oxford

The Bonavero Institute of Human Rights is a new institution at the University of Oxford, which was founded for the purpose of undertaking research and scholarship in the law of human rights and improving the public understanding of human rights through the linking of research to practice. It is a permanently endowed Institute, which resides within the Faculty of Law. The Institute was initiated

by Mansfield College through the leadership of its Principal, Baroness Helena Kennedy, QC, who has raised the funds necessary both to create a permanent endowment for the Institute and to build a building at the College, in which space has been designed and designated for the Institute. The Institute will not only promote and facilitate the Law Faculty's existing, world class human rights research, scholarship and practical initiatives (including the Oxford Human Rights Hub, Oxford Pro Bono Publico and Oxford Legal Assistance), but also to create new initiatives. The Directorship presents a significant opportunity for the successful candidate to set the initial direction of the Institute in collaboration with colleagues. The Institute benefits not only from being a part of the University and the Faculty of Law, but also from its links with Mansfield College. Unusually, the Institute will be physically located within the College. It will therefore become part of an intimate and thriving community, and have access not only to University facilities, but to those of the College as well.

The Bodleian Law Library

The Bodleian Law Library, accommodated alongside the Faculty Centre in the St Cross Building, houses over 600,000 volumes. It receives copies of all law books published in the United Kingdom, and has extensive holdings of overseas legal publications, notably of the Commonwealth, the US, and European countries. Oxford is designated as an EC documentation centre, and materials relevant to European law are also housed in the Bodleian Law Library. The library has one of the most extensive collections of domestic and foreign law databases and e-resources in the UK.

Further information about the Bodleian Law Library can be found at www.bodleian.ox.ac.uk/law

Mansfield College

The Directorship will be tenable with a non-stipendiary Professorial Fellowship at Mansfield College.

Mansfield College is one of the constituent colleges of the University of Oxford. Its membership comprises approximately 50 academic staff, 220 undergraduates, 160 graduates and 35 visiting students. This small size engenders friendly and close relationships not only amongst undergraduates, but also between Junior (undergraduate), Middle (graduate) and Senior (tutors) Common Rooms.

Mansfield occupies one of the most attractive sites in Oxford, close to all the libraries and city centre, but in a quiet position near to the University parks and River Cherwell. Mansfield is a five minute walk from the St. Cross Building, the Faculty of Law's administrative headquarters and the site of the Bodleian Law Library. The late nineteenth-century buildings, which house the College's main public rooms, are regarded as amongst the finest work of the important Victorian architect, Basil Champneys.

Mansfield's roots are in the Nonconformist tradition, and since the 1880s Mansfield has prided itself on offering previously excluded constituencies access to an Oxford education. It provides a progressive, informal environment, in which tutors and students work together to achieve academic excellence and sustain a supportive and lively community. Detailed information about Mansfield College may be found at www.mansfield.ox.ac.uk.

The College is a self-governing institution. The ultimate authority for all decisions rests with the Principal and Fellows who constitute the Governing Body. The Governing Body is serviced by a structure of committees, including the Academic Policy Committee, concerned with academic policy and administration, and the Finance, General Purposes and Development Committee. Mansfield is in the process of building a new building on its grounds, which will provide additional housing for its students, as well as a purpose-built space for the Bonavero Institute of Human Rights.

Law at Mansfield

Mansfield has a thriving Law programme. The current Principal of the College is Baroness Helena Kennedy, QC. The College admits six undergraduate students per year to read Jurisprudence or Jurisprudence with Law Studies in Europe, plus ten graduate students a year for BCL/MJur/MLF or research degrees in Law. The College has a dedicated Law library.

Mansfield College's current academic establishment for Law is as follows. Professor Pavlos Eleftheriadis specialises in Constitutional Law, Jurisprudence and EU Law. He is also a barrister in England and Wales and practises in EU law from Francis Taylor Building in the Temple. Associate Professor Andrew Higgins specialises in Tort, Contract and Civil Procedure. He is General Editor of *Civil Justice Quarterly* and has been a practising barrister at the Victorian Bar since 2011. His main area of practice is mass tort litigation, including work on asbestos, thalidomide and tobacco litigation. Nancy Eisenhower is a US trained lawyer who practiced international arbitration at Skadden Arps in Chicago and NYC, before moving to the US Department of State. She currently teaches Roman Law for the College and organizes teaching for its undergraduates. She also serves as a private consultant to States and other entities involved in international commercial arbitration and/or investor-State arbitration.

The College has many distinguished lawyers, law-makers and people who have studied law among its alumni, including: David Bailey, QC; Sir James Dingemans, QC; Geoffrey Fuller; Chris Bryant MP; John Glen, MP; Mathew Keats; Sir Paul Ruddock; Catherine Thomas; and, Paul Worsley, QC. Its honorary fellowship also includes many distinguished lawyers and law-makers, including: Lord Ashdown; the Revd Dr Alex Borraine, the former President Jimmy Carter; Ms. Shami Chakrabarti; Mr. Ben Emmerson, QC; Professor David Marquand, also a former Principal of the College; Baroness Julia Neuberger; the Rt Hon Sir Stephen Sedley, PC; and, Lord Taverne, QC.

Professorial Fellowship at Mansfield

The Director will hold a non-stipendiary Professorial Fellowship at Mansfield College. The Director will be a member of the Governing Body and, upon completion of the building project, will work in a purpose-built space for the Institute, which includes an office for the Director.

Standard Terms and Conditions

The appointment is subject to the relevant provisions of the Statutes and Regulations of the University, as published from time to time in the University Gazette.

Salary, benefits and pension

The salary of the person appointed will be determined by the Vice-Chancellor, after appropriate consultation.

The salary will be competitive, at professorial level.

Eligible staff may join the Universities Superannuation Scheme. Details are available on the website at <http://www.admin.ox.ac.uk/finance/pensions/uss/>.

Length of appointment

The position is permanent, subject to the successful completion of an interim and final review during the first five years of appointment.

The Directorship is tenable until retirement. For all academic staff the University has adopted a retirement age of 30 September before the 68th birthday. There is a procedure for requesting an extension of employment beyond that date.

Sabbatical leave and outside commitments

Entitlement to sabbatical leave will be negotiable on appointment.

The Director will be required to obtain approval from the Dean of the Faculty for the holding of any outside appointment (including directorships on the boards of external organisations, spin-off companies and, for this purpose, University subsidiaries), and for undertaking other outside activities (including consultancies).

Family support

The University has generous maternity and adoption leave arrangements, and also offers support leave to fathers and partners. Details are available on the website at <http://www.admin.ox.ac.uk/ps/staff/family/>.

All staff are eligible to apply to use the University nurseries (although there is a long waiting list for nursery places), and the full range of tax and National Insurance savings scheme is in operation. Details are available on the University's childcare website at <http://www.admin.ox.ac.uk/eop/childcare/>.

The University will try to accommodate flexible working patterns as far as possible and there is considerable flexibility in the organisation of duties. More information on family support and flexible working policies is available on the website at <http://www.admin.ox.ac.uk/ps/staff/family/>.

Facilities and services

The University has a range of facilities and benefits for its staff; more details are available on the website at <http://www.admin.ox.ac.uk/ps/staff/benefits/>. The University Disability Office provides support to staff and students with a disability and may be contacted through its website at <http://www.admin.ox.ac.uk/eop/disab/>.

Equality of opportunity

The policy and practice of the University of Oxford require that all staff are offered equal opportunities within employment. Entry into employment with the University and progression within employment will be determined only by personal merit and the application of criteria which are related to the duties of each particular post and the relevant salary structure. In all cases, ability to perform the job will be the primary consideration. Subject to statutory provisions, no applicant or member of staff will be treated less favourably than another because of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

Medical questionnaire and the right to work in the UK

The appointment will be subject to the satisfactory completion of a medical questionnaire and the provision of proof of the right to work in the UK.

Applicants who would need a work visa if appointed to the post are asked to note that they may need to enter the UK under the Tier 1 (Exceptional talent) category of the UK's points-based system. Further information is available at:

<http://www.ind.homeoffice.gov.uk/workingintheuk/tier1/exceptional-talent/>.

Special arrangements

Oxford welcomes applications from candidates who have a disability. These documents will be made available in large print, audio or other formats on request. Applicants invited for interview will be asked whether they require any particular arrangements to make the interview more convenient and effective for them.

Data Protection

All data supplied by candidates will be used only for the purposes of determining their suitability for the post and will be held in accordance with the principles of the Data Protection Act 1998 and the University's Data Protection Policy (available on the website at <http://www.admin.ox.ac.uk/councilsec/dp/policy.shtml>).