

FACULTY OF PHILOSOPHY

Job title	Career Development Fellow in Practical Ethics
Division	Humanities
Department	Faculty of Philosophy
Location	Oxford Uehiro Centre for Practical Ethics Littlegate House, St Ebbe's St. Oxford OX1 1PT
Grade and salary	Grade 8: £39,992 – 44,992 per annum <i>Whilst the role is a grade 8 position, we would be willing to consider candidates with potential but less experience who are seeking a development opportunity, for which an initial appointment would be at Grade 7 (£31,604 - £38,833 p.a.) with the responsibilities adjusted accordingly. This would be discussed with applicants at interview/appointment where appropriate.</i>
Hours	Full time 37.5 hours per week
Contract type	Fixed-term: two years
Reporting to	Professor Julian Savulescu, Programme Director (MSt. in Practical Ethics), and Director, Oxford Uehiro Centre & Associate Professor Dr Guy Kahane, Course Director (MSt. in Practical Ethics) and Director of Studies, Oxford Uehiro Centre
Vacancy reference	134148

The role

This full-time post is fixed term for a period of two years from the date of appointment and provides excellent opportunities for career advancement.

The Career Development Fellow in Practical Ethics (the 'Fellow') will lead and teach course modules for the newly established MSt. in Practical Ethics, and carry out associated duties, including syllabus preparation and assisting with student admissions.



The Fellow will also conduct collaborative and independent research in practical ethics, alongside other general duties, all as detailed below. The weighting of teaching-related and research duties will vary over the course of the year, but the Fellow will spend half his/her work time each year conducting research.

Throughout the two years, the Fellow will conduct high quality research in applied ethics on themes of interest to the Uehiro Centre (the 'Centre') and its major research projects, with particular focus on practical ethics and in particular responsibility.

The successful candidate will be someone with a doctorate in philosophy with specialisation in practical ethics, or other relevant area of moral philosophy.

The Fellow will report to Professor Julian Savulescu, Programme Director and to Associate Professor Guy Kahane, Course Director (together the 'Directors'), who will also act as academic mentors, discussing work-in-progress and supporting the Fellow in making effective use of the scheme to plan for an academic career.

Career Development Fellowship Scheme

The Scheme is designed to provide an intensive and supported career development opportunity for outstanding academics at an early stage of their career; and to promote equality of opportunity by helping to create a more diverse pool of potential candidates for future academic posts at Oxford or elsewhere.

One of the primary aims of the scheme is to give Career Development Fellows supported experience in a broad range of academic duties. The Fellowships involve a substantial element of both teaching and research. Fellows are expected to identify and develop lines of original enquiry in their subject, and to gain experience of teaching for the faculty/department.

The scheme is designed to be attractive to people aspiring to an academic career and who need an opportunity to build their teaching and research experience (although of course the scheme offers no guarantee of a future appointment).

The Fellow will be able to participate in the professional training offered by the University's Learning Institute. The University also reserves places for Career Development Fellows on its Diploma in Learning and Teaching in HE (see <http://www.learning.ox.ac.uk>). Career Development Fellows have access to career development advice via the University Careers Service, including one-to-one sessions with a careers adviser specialising in the career needs of academic and research staff, career planning and interview skills workshops, and access to information resources.

MSt. in Practical Ethics

The Masters in Practical Ethics is a new part-time course run by the Oxford Uehiro Centre in the Faculty of Philosophy and the Department for Continuing Education, providing high quality training in practical ethics through flexible, part-time learning, with a focus on the ethics of advances in medicine, the life sciences and disruptive technological change. The Course starts in September 2018 and lecturing hours provided, led or organised by the Fellow are anticipated to average 53 hours per annum.

The course is highly interdisciplinary in character and focuses on the application of rigorous philosophical analysis to real-life ethical problems and provides a grounding in ethical concepts

and methods, as well as in major debates in practical ethics. It covers a wide range of topics, including both core issues in bioethics and medical ethics and emerging areas of research such as neuroethics and the philosophy of mental health.

The course modules are as follows:

- Ethical Concepts and Methods
- Well-Being, Disability and Enhancement
- Neuroethics
- Philosophy, Psychiatry and Mental Health
- Ethics of the Beginning and End of Life
- Research Ethics and Empirical Ethics

These modules can also be taken as stand-alone short courses. The core teaching for each module will involve an intensive teaching week held in Oxford. The modules will also involve one-to-one supervision, and online materials. Assessment for each module is based on one 3,500 word essay per module. To complete the degree, students will need to complete all six modules as well as write a dissertation (up to 15,000 words) on a topic chosen in consultation with their supervisor and the Course Director.

The course is designed to accommodate philosophy graduates wanting to specialise in practical ethics, and students from a range of professional backgrounds (including medicine and other health sciences, cognitive science, philosophy, bioethics and the legal and public policy sectors) who either wish to transition to practical ethics or who desire training in practical ethics to supplement their career.

For more information please visit: <https://www.conted.ox.ac.uk/about/mst-in-practical-ethics>

The Oxford Uehiro Centre for Practical Ethics

The Oxford Uehiro Centre for Practical Ethics (the 'Uehiro Centre' or 'Centre') was established in 2003 with funding from the Uehiro Foundation on Ethics and Education of Japan, which continues to support the Centre. It is an applied ethics research centre of international renown with a highly interdisciplinary research programme. The Centre is directed by Professor Julian Savulescu and has a multidisciplinary team of academic researchers working on a broad range of topics in practical ethics and moral philosophy; core areas of expertise include: Bioethics; Medical Ethics; Neuroethics.

The Uehiro Centre works closely with medical, law, politics, psychology, international relations and religious studies departments both within Oxford and internationally. Its goal is to encourage and support debate and deeper rational reflection on practical ethics.

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

Responsibilities

Teaching and related duties for MSt. in Practical Ethics (50% of the role):

- Syllabus preparation, under the direction of the Course Director
- Lead and teach course modules, including preparation of course materials (including lecture notes, reading lists, reference guides, online materials) and liaison with guest lecturers as agreed with the Course Director
- Assisting with student admissions, in accordance with relevant policies and procedures
- Student supervision and assessment, marking work and acting as the first point of contact for students
- Other duties that may be delegated by the Course Director and Programme Director as appropriate

Specific tasks required may be varied from time to time by agreement with the Course Director and Programme Director.

Research and general duties for the Oxford Uehiro Centre (50% of the role):

- Undertake advanced academic study in the area of applied ethics, conducting both collaborative and independent research in philosophy and practical ethics on themes of interest to the Uehiro Centre, with particular focus on practical ethics and responsibility, in consultation with the Programme Director and Course Director
- The collaborative research referenced above is to form the basis of at least one jointly authored publications per year of high-quality research relevant to the research interests and goals of the Centre. All co-authorship will comply with the definition of author and co-author as defined by the journal in question and best practice in publication as detailed in guidelines issued by, for example, the International Committee of Medical Journal Editors (<http://www.icmje.org/>)
- Develop collaborative relationships with key groups and individuals working in relevant research areas, and from time to time present papers at Centre seminars, conferences or public meetings
- For completeness of training, the Fellow may participate in and collaborate on other Centre research-related activities over the duration of the Fellowship, such as the preparation of policy papers, public engagement, grant applications, assisting with the planning and organisation of events and developing collaborative relationships with key groups and individuals working in relevant research areas. The Fellow may from time to time present papers at Centre seminars, conferences or public meetings

Selection criteria

Essential:

The Fellow is required to demonstrate the following:

- Received the degree of PhD (or equivalent qualification) in philosophy with specialisation in practical ethics or other relevant area of moral philosophy
- Excellent teaching skills and relevant experience in teaching ethics; evidence of ability to engage with and teach a range of professionals including doctors, lawyers, and university graduates
- Excellent research skills in practical ethics
- An outstanding research record appropriate to the present stage of career, with evidence of potential for producing distinguished research
- Sufficient depth and breadth of knowledge in the subject to develop course materials
- Ability and willingness to engage in both independent and collaborative research
- Experience of organising academic events
- Excellent communication, presentation and interpersonal skills
- Excellent English writing skills

Desirable

- Experience of supervising graduate students
- Demonstrated track record in publishing in medical/healthcare ethics
- Interest and experience in public engagement and policy input
- Experience of liaising with philanthropic donors

How to apply

Before submitting an application, you may find it helpful to read the 'Tips on applying for a job at the University of Oxford' document, at www.ox.ac.uk/about/jobs/supportandtechnical/.

If you consider that you meet the selection criteria, click on the **Apply Now** button on the 'Job Details' page and follow the on-screen instructions to register as a new user or log-in if you have applied previously. You will then be required to complete a number of screens with your application details; including providing details of three referees and indicating whether we can contact them now.

You will also be asked to upload the following application materials **as PDF files** with your name and the document type in the filename:

- Curriculum Vitae
- Supporting statement which must explain how you meet the selection criteria for the post, using examples of your skills or experience. This may include experience gained in employment, education, or during career breaks (such as time out to care for dependants)

Your application will be judged solely on the basis of how you demonstrate that you meet the selection criteria stated in the job description.

All applications must be received by midday (UK time) on the closing date stated in the online advertisement.

Information for priority candidates

A priority candidate is a University employee who is seeking redeployment because they have 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 email it to the contact address on the advert if the application form used for the vacancy does not allow attachments)

Should you experience any difficulties using the online application system, please email recruitment.support@admin.ox.ac.uk. Further help and support is available from www.ox.ac.uk/about_the_university/jobs/support/. To return to the online application at any stage, please go to: www.recruit.ox.ac.uk.

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

About the University of Oxford

Welcome to the University of Oxford. We 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.

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

While we have long traditions of scholarship, we are also forward-looking, creative and cutting-edge. Oxford is one of Europe's most entrepreneurial universities. Income from external research contracts in 2014/15 exceeded £522.9m and we rank first in the UK for university spin-outs, with more than 130 companies created to date. We are also recognised as leaders in support for social enterprise.

Join us and you will find a unique, democratic and international community, a great range of staff benefits and access to a vibrant array of cultural activities in the beautiful city of Oxford.

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

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 a vigorous research culture: Oxford's Faculty of Philosophy performed outstandingly in the 2014 REF, with 51% of overall research activity assessed at the top grade of 4*, ahead of all other UK philosophy departments. Each year, many distinguished philosophers from around the world visit Oxford to give lectures and seminars. There are over one thousand students studying Philosophy at undergraduate level, always in combination with at least one other subject, and around 100 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>.

In August 2012, the Philosophy Faculty moved to the refurbished Radcliffe Infirmary building on the Woodstock Road, now known as Radcliffe Humanities. As well as housing the Philosophy Faculty, the Grade II* listed building also contains a combined Philosophy and Theology Library and the administrative offices of the Humanities Division. The move – which amongst other things enhances the quality and quantity of space available for the Faculty's graduate students – means that Philosophy became the first academic unit to be located within the Radcliffe Observatory Quarter, the site on which the integrated Humanities Centre (including new space for the Faculty) may be established in due course.

Further information about the Faculty can be found on its website at:
<http://www.philosophy.ox.ac.uk>.

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; Oriental Studies; Philosophy; and Theology, as well as the Ruskin School of Drawing and Fine Art. The division has responsibility for over 500 members of academic staff, for over 4,000 undergraduates (more than a third of the total undergraduate population of the University), and for about 1600 postgraduate students.

The Division offers world-class teaching and research, backed by the superb resources of the University's libraries and museums, including the famous Bodleian Library, with its 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.

The Division's 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.

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

Important information for candidates

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. We advise all applicants to read the candidate notes on the University's pre-employment screening procedures, found at:

www.ox.ac.uk/about/jobs/preemploymentscreening/.

The University's policy on retirement

The University operates an Employer Justified Retirement Age (EJRA) for all academic posts and some academic-related posts. From 1 October 2017, the University has adopted an EJRA of 30 September before the 69th birthday for all academic and academic-related staff in posts at grade 8 and above. 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: www.admin.ox.ac.uk/personnel/end/retirement/revisedejra/revproc/

From 1 October 2017, there is no normal or fixed age at which staff in posts at **grades 1–7** have to retire. Staff at these grades may elect to retire in accordance with the rules of the applicable pension scheme, as may be amended from time to time.

Equality of Opportunity

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. No applicant or member of staff shall be discriminated against because of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

Benefits of working at the University

Training and Development

A range of training and development opportunities are available at the University. Further details can be found at www.ox.ac.uk/staff/working_at_oxford/training_development/index.html.

For research staff only: Support for Research Staff

There is a particularly wide range of support for career development for research staff. Please visit: www.ox.ac.uk/research/support-researchers to find out more.

Pensions

The University offers generous occupational pension schemes for eligible staff members. Further details can be found at www.admin.ox.ac.uk/finance/epp/pensions/pensionspolicy/.

Information for international staff (or those relocating from another part of the UK)

A wealth of information is available on the University's International Staff website for staff who are relocating to Oxford from abroad, at www.admin.ox.ac.uk/personnel/staffinfo/international/.

The University of Oxford Newcomers' Club

The Newcomers' Club is aimed at helping partners of newly-arrived visiting scholars, graduate students and academic members of the University to settle in and to meet people in Oxford.

Transport schemes

The University offers a range of travel schemes and public transport travel discounts to staff. Full details are available at www.admin.ox.ac.uk/estates/ourservices/travel/.

University Club and University Sports Facilities

The University Club provides social, sporting and hospitality facilities. It incorporates a Club bar, a cafe and sporting facilities, including a gym. See www.club.ox.ac.uk for all further details.

University staff can use the University Sports Centre at discounted rates, and have the chance to join sports clubs. Please visit www.sport.ox.ac.uk/oxford-university-sports-facilities.

Childcare and Childcare Vouchers

The University offers quality childcare provision services at affordable prices to its employees. For full details about the services offered, please visit www.admin.ox.ac.uk/childcare/. **NB: Due to the high demand for the University's nursery places there is a long waiting list.**

The University also offers nursery fee payment schemes to eligible staff as an opportunity to save tax and national insurance on childcare costs. Please visit www.admin.ox.ac.uk/childcare.

Disabled staff

The University is committed to supporting members of staff with a disability or long-term health condition and has a dedicated Staff Disability Advisor. Please visit www.admin.ox.ac.uk/eop/disab/staff for further details.

BUPA - Eduhealth

Bupa Eduhealth Essentials private medical insurance offers special rates for University of Oxford staff and their families www.eduhealth.co.uk/mini-site/.

All other benefits

For other benefits, such as free entry to colleges, the Botanic Gardens and staff discounts offered by third party companies, please see www.admin.ox.ac.uk/personnel/staffinfo/benefits/.