**TEMPLATE ADVERTISEMENT**

**University of Oxford**

**Associate Professorship in #C (Salary £#C - £#C p.a.)\***

**Department/Faculty of #C in association with #C College**

Start date: #C or as soon as possible thereafter.

[Consider beginning with a brief positive statement about the research environment / subject strength the successful candidate will enjoy].

The appointment will be made in association with a #C[tutorial/non-tutorial] fellowship at #C College. #C[State briefly the main college benefits in language that will be understood by those from other institutions].

The successful candidate should have #C[*outline the main requirements regarding research achievement and teaching experience; include qualifications required if it is anticipated that a* [*Tier 2 visa*](http://www.admin.ox.ac.uk/personnel/permits/tier2/overseas/advertisingrequirements/) *may be needed*].

The appointee will be required to #C[*outline the main duties and responsibilities*].

Further information (including details about how to apply) can be obtained from #C.

The closing date for applications is #C.

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

**Committed to equality and valuing diversity**

\* In order to attract the best candidates and to ensure the Home Office UKVI requirements are met, the quoted salary should either;

* detail the full range for the post, including the discretionary range, college allowances, discretionary increments, Associate Professor with title allowance and any other payments;
* or state a ‘salary from’, to include defined and potential college benefits where an additional salary supplement, modestly over the standard scale, might be considered for an exceptional candidate;
* or state ‘competitive salary’ where an additional salary supplement, significantly over the standard scale, might be considered for an exceptional candidate.

Care should be taken not to unduly inflate the expectations of candidates for the post advertised and for any other posts advertised subsequently, including those in other subject areas. HR Business Partners should be consulted on any proposed variation in wording and it should be remembered that the Senior Appointments Panel must approve any salary supplement before a formal offer can be made.

Guidance on quoting the salary package for Tier 2 sponsorship can be found at: <http://www.admin.ox.ac.uk/personnel/permits/tier2/overseas/advertisingrequirements/> and by contacting the Staff Immigration Team.

NB All advertisements used to support a Tier 2 Certificate of Sponsorship must include the following details: job title; main duties and responsibilities; location(s) of the job (e.g. ‘Worcester Street, Oxford’ or ‘Oxford OX1 2JD’, not just ‘Oxford); salary package or range, and the terms on offer; qualification(s) required; skills and experience needed and the closing date for applications. A certificate cannot be issued unless all advertisements used to support the Tier 2 application contain this information.