



## Job Description and Person Specification

<b>Post</b>	<b>Associate Professorship of Physiological Metabolism in association with a Tutorial Fellowship in Pre-clinical Medicine at Somerville College</b>
<b>Department/Faculty</b>	<b>Department of Physiology, Anatomy and Genetics (DPAG), Parks Road, Oxford, OX1 3PT</b>
<b>Division</b>	<b>Medical Sciences Division</b>
<b>College</b>	<b>Somerville College, Woodstock Road, Oxford, OX2 6HD</b>
<b>Contract type</b>	<b>Five years in the first instance, then reappointment to retirement upon completion of a successful review.</b>
<b>Salary</b>	<b>Combined University and College salary: £44,620 - £59,914 per annum + £8,050 p.a. college allowances (includes £7,600 p.a. housing allowance)</b>

### Overview of the post

Applications are invited for the post of Associate Professor of Physiological Metabolism to be held in the Department of Physiology, Anatomy and Genetics (DPAG), with effect from 1 September 2015 or as soon as possible thereafter. This is a joint appointment with Somerville College, where the successful candidate will be appointed to a Tutorial Fellowship in Pre-clinical Medicine.

The University of Oxford uses the grade of associate professor for most of its senior academic appointments. Associate professors are eligible for consideration through regular recognition of distinction exercises for award of the title of full professor. This promotion in status, which brings an enhanced salary, is dependent on merit and does not normally occur until some years after reappointment to retirement. In exceptional cases, where the candidate has previously established an academic standing at an appropriate level of distinction, the title of full professor may be awarded at the time of appointment.

The Times Higher Education ranks Oxford University as the world number one for its clinical, preclinical and health-related disciplines, and DPAG was part of the University's Biological Sciences submission to the Research Excellence Framework that was rated top for its world leading research.

Metabolism underpins research in multiple disciplines in the University, with 15 groups within DPAG listing metabolism as a significant research interest. The topics studied in DPAG include cancer, cardiovascular disease, diabetes, exercise and obesity and model systems ranging from stem cells to humans.

We are seeking to appoint a candidate with a strong research profile who would complement existing research strengths in the Department.

You will receive a dowry of up to £50,000 to assist in setting up new research activities, and have access to University research support funds (which must be bid for). The Department has a research administration team to help in seeking and applying for grants.

The Department of Physiology, Anatomy and Genetics holds its own Athena SWAN bronze award in recognition of its efforts to introduce organisational and cultural practices which promote gender equality and create a better working environment for both women and men. For more information about family friendly benefits, see <http://www.admin.ox.ac.uk/personnel/staffinfo/benefits/family>

Somerville College is one of the few colleges to have its own childcare facilities: St Paul's nursery. As a Tutorial Fellow of the college, you would receive priority in applying for a place.

## **Duties of the post**

The Associate Professor will be a member of both the University and the College community. She or he will be part of a lively and intellectually stimulating research community which performs to the highest international levels in research and publications and will have access to the excellent research facilities which Oxford offers. She or he will have a role to play in the running of the College as a member and trustee of its Governing Body.

The main duties of the post are as follows:

### **For the Department**

- To engage in high level original and independent research in an area complementary to the Department's research strategy
- To secure significant external funding and to engage in the management of research projects
- To disseminate his/her research through publication in scholarly journals, participation in international conferences and seminars, and through other media
- To help the Department provide the teaching of physiological metabolism to the pre-clinical students studying for the 1<sup>st</sup> BM and FHS Medical Sciences, and of non-medical students studying Biomedical Sciences. Candidates should also note that all staff are expected to be able to contribute teaching beyond their specific area of expertise. The Department teaching load for the Associate Professor may amount to 15-20 lectures and 6-10 3-hour practical classes a year. The Department has a policy of reducing the teaching load for newly appointed staff. All members of the academic staff are expected to undertake committee work and examining, and the load is therefore widely spread.
- To train and supervise graduate students in research.
- To take part in the formal University examining of undergraduates throughout their courses. (This requirement would be reduced during the early part of the appointment.)
- To participate in the administration of the Department as and when requested by the Head of Department.

## **For the College**

- Academic: the help with the organisation of the teaching, to teach undergraduates in tutorials and small classes and to share in the responsibility for their academic welfare. To cooperate in the undergraduate admissions work of the College relevant to candidates in Medicine, including attendance at open days and the selection of candidates. In particular, the successful candidate must be able to offer tutorial teaching in at least two subjects of the BM preclinical course for years 1 and 2 and contribute to FHS tutorial teaching.
- Pastoral: to share in the responsibility for the personal welfare of undergraduates reading Medicine and to act as College Advisor to some of the graduate members of the College reading for higher degrees.
- Administrative: to be a member of the Governing Body of Somerville College, to attend Governing Body and Tutors' Meetings, and to take an appropriate share in the other committee and administrative work of the College.

## **Person specification**

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.

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

The successful candidate will demonstrate the following, taking account of the particular stage reached in the candidate's career:

### **Essential**

- A higher degree (DPhil/PhD) in basic science
- Evidence of excellence, or the potential for excellence, in undergraduate and graduate teaching, supervision and research training, and a strong demonstrable commitment to the organisation and delivery of teaching in both Department and College
- Evidence of substantial research accomplishment and a strong publication record
- Evidence of a substantial and realisable research plan which will complement the Department's research strategy
- Current research funding, and/or a research record likely to attract research funding
- Excellent interpersonal skills necessary for undertaking teaching and the pastoral care of students
- Ability and willingness to undertake the full range of administrative duties within the Department and the College

### **Desirable**

- A track record of success in the award of peer-reviewed research grants
- A record of research prizes and honours
- Evidence of an ability to collaborate in research
- Experience of relevant teaching of physiological metabolism at an advanced level
- Management experience

## How to apply

There is no application form. Applications must include:

- Your full CV including email and full postal addresses and telephone number/s
- A covering letter or statement explaining how you meet the criteria for the post
- A statement of not more than two pages outlining how your future research strategy would complement existing research in the department, and how it would build on current research
- A statement of teaching experience and objectives
- A full list of publications. The five considered the most important should be starred and links provided so that the Appointments Panel may access them easily
- A list of research grants received to date
- An indication of where you first heard about this post
- The name and contact details (postal and email addresses and telephone number) of **three** referees.

You should contact all three of your referees before applying, to ensure they are aware of your application and of the requirements for the post, and to ensure that they would be content to write a reference for you for this post, if they were asked to do so.

The University will assume that it is free to approach your referees at any stage unless your application specifies otherwise. Therefore if you would prefer a referee or referees to be approached only with your specific permission or if you would prefer them to be approached only if you are being called for interview on the final short list, then you must state this in your application, alongside the details of the relevant referee(s). You should provide the names and full contact details of three referees even if you do not wish them to be contacted yet.

Applications should be sent to the Operations Manager, HR for the Department of Physiology, Anatomy and Genetics by email to [hr@dpag.ox.ac.uk](mailto:hr@dpag.ox.ac.uk)

**The deadline for applications is 12 noon (UK time) on Wednesday 4 March 2015.**

Interviews will be held on **26 March 2015**. For those shortlisted, there will be the opportunity to spend time in DPAG before the formal interviews, to tour the Department, meet potential colleagues and visit the College.

Should you have any queries about how to apply, please contact Julia Allen (Operations Manager, HR at the Department of Physiology, Anatomy and Genetics) by email: [Julia.allen@dpag.ox.ac.uk](mailto:Julia.allen@dpag.ox.ac.uk) or telephone: 01865 272468.

All applications will be acknowledged after receipt and will be considered by the selection committee as soon as possible after the closing date. All shortlisted candidates will be interviewed and will be asked to give a short presentation to the committee as part of the interview.

Applications for this post will be considered by a selection committee containing representatives from both the Department of Physiology, Anatomy and Genetics and Somerville College. 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 Medical Sciences divisional board and the governing body of Somerville College 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 divisional board and the governing body, and a formal contractual offer has been made.

# Essential Information for Applicants for the Associate Professor of Physiological Metabolism

## The 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 professors, readers, and associate professors, 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 2013-18, can be found at <http://www.admin.ox.ac.uk/pras/planning/>.

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, 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 nearly 10,000, nearly 45% 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](http://www.ox.ac.uk)

## **The Medical Sciences Division**

The Medical Sciences Division is an internationally recognized centre of excellence for biomedical and clinical research and teaching. We are the largest academic division in the University of Oxford.

World-leading programmes, housed in state-of-the-art facilities, cover the full range of scientific endeavour from the molecule to the population. With our NHS partners we also foster the highest possible standards in patient care.

For more information please visit: [www.medsci.ox.ac.uk](http://www.medsci.ox.ac.uk)

## **The Department of Physiology, Anatomy and Genetics**

DPAG is the largest pre-clinical department within the Division of Medical Sciences, with nearly 400 staff and students. It has a world-class reputation in both its research and teaching. The Department was part of the University of Oxford's Biological Sciences submission to the Research Excellence Framework that was rated top for its world-leading research. Its distinctive, forward-looking and integrative biomedical research programme has strengths in cardiac science, functional genomics, development and reproduction, ion channels, transporters and signalling, metabolism and endocrinology, and neuroscience; and brings together researchers who address a range of fundamental issues in the biosciences at molecular, cellular and systems levels. Its mission is to build on its strong programmes of multi-disciplinary biomedical research, interfacing between the basic physical and life sciences and clinical/translational medicine, while creating an adaptable and forward-looking environment to provide outstanding training to the clinicians and biomedical scientists of the future.

For more information please visit [www.dpag.ox.ac.uk](http://www.dpag.ox.ac.uk)

The Department of Physiology, Anatomy and Genetics holds a Departmental Athena SWAN bronze award.

### **Research support facilities**

The Department has shared state-of-the-art facilities for a wide range of applications, such as a histology service, DNA/RNA services (rapid and supportive access to microRNA, RNASeq, CHIPSeq, etc), confocal and other high resolution imaging equipment as well as a Transmission Electron Microscope. Proteomics facilities include a MALDI-TOF/TOF and Ion Trap LC-MS/MS systems, and there are extensive magnetic resonance spectroscopy (MRS) and Imaging (MRI) facilities for in vivo rodent and clinical investigations, including hyperpolarised technologies. The Department also provides central support in photography, digital imaging and poster printing as well as a high quality mechanical workshop. A dedicated research support team helps with grant applications and awards, and data storage and computation facilities and support is provided by a dedicated IT team.

## Information about staff in the Department

Professor Peter Robbins is the Head of Department. There are three Statutory Professors: the Dr Lee's Professor of Anatomy (Professor Dame Kay Davies CBE FRS), the Waynflete Professor of Physiology (Professor Gero Miesenböck) and the BHF Professor of Regenerative Medicine and Professor of Development and Reproduction (Professor Paul Riley). Other appointments include the Royal Society GlaxoSmithKline Research Professor (Professor Frances Ashcroft FRS), a Wellcome Trust Principal Research Fellow (Professor Andrew King), 13 full professors and 20 associate professors. There are approximately 175 academic-related research staff supported by external grants and over 100 graduate students registered for higher degrees in the Department. Both the teaching and the research activities of the Department are supported by teams of technical, clerical and administrative staff.

## Teaching

The main teaching responsibility of the Department is for pre-clinical medical students. The Department also contributes to the teaching of non-medical undergraduates, including those who will be reading for the BA course in Biomedical Sciences. There are also contributions to teaching in Biochemistry, Biological Sciences, Human Sciences, Physics and a graduate Neuroscience MSc programme. In Oxford, medical students normally take a three-year pre-clinical course before going on to clinical training (a further three years). The first five terms of the three-year pre-clinical course provide broad training in all aspects of medical science (leading to the 1<sup>st</sup> BM qualification). The remaining four terms are occupied by the Final Honour School (FHS) of Medical Sciences, in which each undergraduate studies three or four themes, in depth, from one of a choice of advanced options. These comprise Cardiovascular, Renal and Respiratory Physiology; Neuroscience; Molecular Medicine; Infection and Immunity; and Cellular Physiology and Pharmacology. Pre-clinical and Biomedical Sciences undergraduates also undertake an experimental dissertation which forms one paper in their Final examination; these projects are supervised by members of the academic staff.

Further information about teaching is available at [www.medsci.ox.ac.uk/](http://www.medsci.ox.ac.uk/)

## Somerville College

There are 38 self-governing and independent colleges at Oxford, giving both academic staff and students the benefits of belonging to a small, interdisciplinary community as well as to a large, internationally-renowned institution. The collegiate system fosters a strong sense of community, bringing together leading academics and students across subjects, and from different cultures and countries.

Somerville takes great pride in its pioneering history, its academic excellence and its intellectual and social openness. It was founded in 1879 as a non-sectarian college as one of the first Oxford colleges to admit women tutors and students; it has been a mixed college since 1994.

There are between 150-160 graduate students each year reading for masters and doctoral degrees and about 400 undergraduates each year following three and four-year courses across a wide variety of disciplines. The undergraduate body includes a higher than average proportion of state-school students. The College also has an excellent undergraduate library, housing one of the best College collections in Oxford.

The College is governed by its Principal and a Governing Body consisting of professorial, tutorial and administrative fellows. Tutors are assisted by college lecturers, and the research community is

also supported by postdoctoral research fellows. There are approximately 100 members involved in the College's academic community and the College also employs approximately 110 support staff. Further information about the College may be found at [www.some.ox.ac.uk](http://www.some.ox.ac.uk) .

The Tutorial Fellow will be required by the College to engage in advanced study and research, and to be responsible, jointly with the Professor Daniel Anthony, the other Somerville Medicine Fellow, for all aspects of the teaching in Medicine in the College. The person appointed would normally be required to undertake six hours' teaching a week for the College in tutorials or small classes, averaged over the three eight-week terms. These tutorials or small classes will be given both to Somerville students and to those from other colleges under exchange arrangements, though it is hoped that the latter will not predominate. If, unexpectedly, college teaching (of Somerville students plus exchanges) falls below six hours a week, teaching for other colleges must be sought to make up the shortfall and the proceeds paid to the College. An annual return of College teaching is required. The Tutorial Fellow will also be expected to mark Collections and to arrange teaching of Somerville students by tutors from other Colleges.

The Fellow will also be required to act as Personal Tutor which involves providing pastoral care to students in the subject and directing their studies. The tutor is required to assess and interview in the annual Admissions exercise for the selection of undergraduates, and to undertake other duties such as the ordering of books for the library and acting as College Adviser to graduates reading for higher degrees. The Fellow should be prepared to take some part in initiatives promoting Mathematics and encouraging applications to Oxford and to Somerville.

The person appointed will be a member of Governing Body of Somerville College and will hold the Fellowship under the terms of the College Statutes and By-Laws in force from time to time. As a Tutorial Fellow, the appointee will be expected to play a full part in the general life of the College, including participating in attendance at College meetings and College committees, Open Days, the assumption of College Offices if asked and such other duties as are customarily undertaken by Tutorial Fellows. The duties of a Tutorial Fellow are thus, in practice, incompatible with residence outside Oxford or the Oxford area during term.

A Fellow of Somerville College is also a Trustee of the College, which is a registered charity regulated by the Charity Commission. All members of Governing Body are required to complete the 'Trustee details and Declaration form' from the Charity Commission. Further details of the role and responsibilities of a charity trustee are available upon request.

The successful candidate will be awarded full membership of the Senior Common Room (SCR) for which a charge at the usual SCR rate will be made.

A Tutorial Fellow also receives a housing allowance of £7,600 per annum (2014/15 rates), an entertainment allowance of £200 per annum (2013/14 rates), a book allowance of £250 per annum (2013/14 rates), and costs related to research of up to £2000 per annum may be reimbursed on a claim basis, and costs can be accumulated up to £8,000 over 4 years. The housing allowance and entertainment allowance are subject to tax and will be paid monthly in arrears by direct bank credit transfer on the 28th of the month. The book allowance is tax free and is paid annually in October of each year.

Somerville College has its own nursery – see [http://www.some.ox.ac.uk/197/all/1/St\\_Paul%27s\\_Nursery.aspx](http://www.some.ox.ac.uk/197/all/1/St_Paul%27s_Nursery.aspx) for more details. Tutorial Fellows have priority for nursery places.

## **Medicine at Somerville**

The appointee will be one of two Tutorial Fellows in Medicine (along with Professor Daniel Anthony) who will work together to organise and deliver teaching to undergraduates. The College

admits five or six students each year to the six-year undergraduate entry Medicine programme and two students each year to the four-year Graduate-entry Medicine programme. Somerville has a proud record of association with great medical practitioners and researchers. Two former Principals (Dame Janet Vaughan and Dame Fiona Caldicott) have been eminent in different fields of Medicine. Somerville also has two professorial Fellows in Medicine, Professor Raj Thakker FRS, and Professor Matthew Wood.

# Standard Terms and Conditions

## *Salary, benefits and pension*

The successful candidate will be appointed on the Oxford scale for associate professors (£37,423 - £50,250 per annum). The combined college and university salary will be on a scale up to £59,914 per annum. In addition, the post-holder will receive the benefits outlined in the previous section and repeated here. A Tutorial Fellow receives a housing allowance of £7,600 per annum (2014/15 rates), an entertainment allowance of £200 per annum (2013/14 rates), a book allowance of £250 per annum (2013/14 rates), and costs related to research of up to £2,000 per annum may be reimbursed on a claim basis, and costs can be accumulated up to £8,000 over 4 years. The housing allowance and entertainment allowance are subject to tax and will be paid monthly in arrears by direct bank credit transfer on the 28<sup>th</sup> of each month. The book allowance is tax free and is paid annually in October of each year.

Those appointed below the top of the scale range will receive annual increments until they reach the top point. There is also an annual 'cost-of-living' review. Departments may also, in wholly exceptional cases, propose the awarding within the substantive scale of additional increments to associate professors at any time during their appointment.

Additional remuneration is currently paid to those undertaking examining and graduate supervision. Additional payments are also available for some tutorial teaching. Associate professors who are awarded the title of full professor receive from the University an additional salary payment of £2,600 per annum (unless they already receive additional recruitment or retention payments at that level or above); and they will be eligible for consideration in subsequent regular exercises for distinction awards on the scale £3,394 to £77,446 (unless they already receive additional recruitment or retention payments in excess of the level of the relevant distinction award). The conferment of the title of professor does not result in any change in the duties of the post-holder.

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*

Upon completion of an initial period of appointment (which is normally five years), an associate professor is eligible for reappointment until retirement, subject to the provisions of the Statutes and Regulations of the University. Evidence of lecturing competence and of substantial progress in research are prerequisites for reappointment to retirement.

For all academic and academic-related 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*

The appointee may apply for sabbatical leave to allow her or him to focus on research. In general, one term of leave is available for each six terms worked. This leave may either be taken as one term of leave after 6 terms of service, or accumulated and taken as one year of leave after 6 years of service.

Staff may apply to spend up to 30 working days in each year on projects outside their employment duties, such as consultancy, spin-out activity and membership of research councils and other bodies. There is no limit to the amount of money which staff may earn from these activities without deduction from salary. Different rules apply for applications to spend more than 30 working days per year on projects outside their employment duties. Full details are available on the university

website at

<http://www.admin.ox.ac.uk/personnel/staffinfo/academic/approvaltoholdoutsideappointments/>.

Guidance on ownership of intellectual property

(<http://www.admin.ox.ac.uk/statutes/regulations/182-052.shtml>) and managing conflicts of interest (<http://www.admin.ox.ac.uk/researchsupport/integrity/conflict/policy/>) is also available on the university website.

### *Relocation expenses*

Subject to HMRC regulations and the availability of funding, a relocation allowance may be available.

### *Family support*

The University has generous maternity and adoption leave arrangements, and also offers support leave to fathers and partners. Additional paternity leave of up to 26 weeks (for children born or placed for adoption after 3 April 2011) is available where parents decide to share the 52 week maternity leave entitlement. Details are available on the website at <http://www.admin.ox.ac.uk/personnel/during/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/personnel/during/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/personnel/staffinfo/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 under the UK's points-based migration system they will need to demonstrate that they have sufficient points, and in particular that:

(i) they have sufficient English language skills (evidenced by having passed a test in English, *or* coming from a majority English-speaking country, *or* having taken a degree taught in English)

*and*

(ii) that they have sufficient funds to maintain themselves and any dependents until they receive their first salary payment.

Further information is available at:

<http://www.ind.homeoffice.gov.uk/visas-immigration/working/tier2/general/>

### *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<sup>1</sup> 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>).

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<sup>1</sup> But NB if the person appointed to the post is a migrant sponsored under the UK's points-based migration system, we are required to retain the applications of all shortlisted candidates for one year or until a UK Border Agency compliance officer has examined and approved them, whichever is the longer period.

## Salary scale for Associate Professors with Tutorial Fellowships

Each appointment (that by the University and that by the College) will be at an appropriate point on the following scale (the figure in the final column gives the total when the University and College salary are at the same point on the scale, which may not always be the case).

<b>Associate Professors Salary Scale Grade 10a (30S)</b>				
<b>National Spine Point</b>	<b>Associate Professor Scale Point</b>	<b>University Salary</b>	<b>Notional College Contribution</b>	<b>Model Combined Annual Salary</b>
52	11	£50,250	£9,664	£59,914
51	10	£48,789	£9,383	£58,172
50	9	£47,371	£9,111	£56,482
49	8	£45,995	£8,846	£54,841
48	7	£44,659	£8,589	£53,248
47	6	£43,362	£8,340	£51,702
46	5	£42,103	£8,097	£50,200
45	4	£40,881	£7,862	£48,743
44	3	£39,694	£7,634	£47,328
43	2	£38,542	£7,412	£45,954
42	1	£37,423	£7,197	£44,620