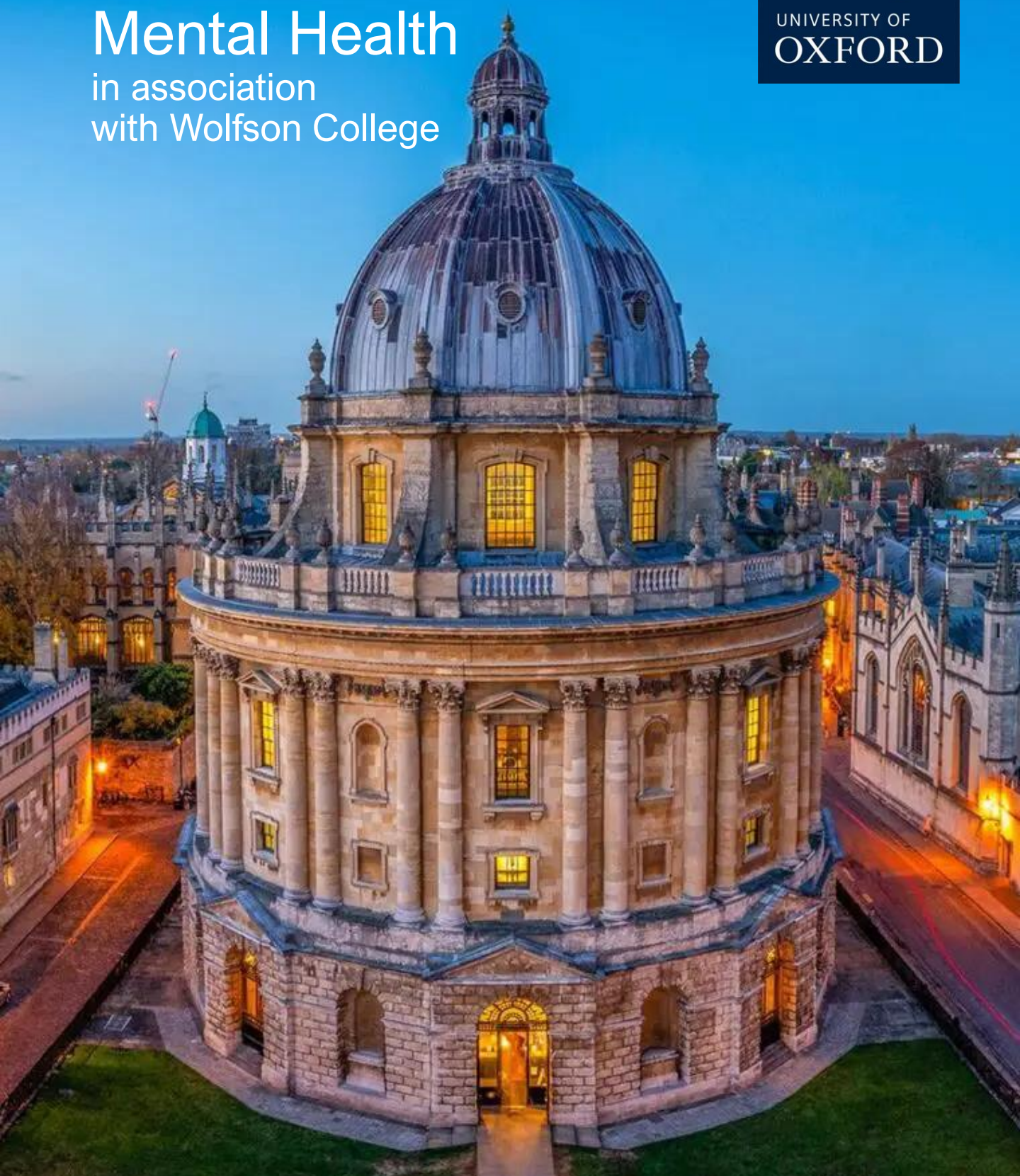


Professor of Women's Mental Health

in association
with Wolfson College



UNIVERSITY OF
OXFORD



MCLEAN
Partnership

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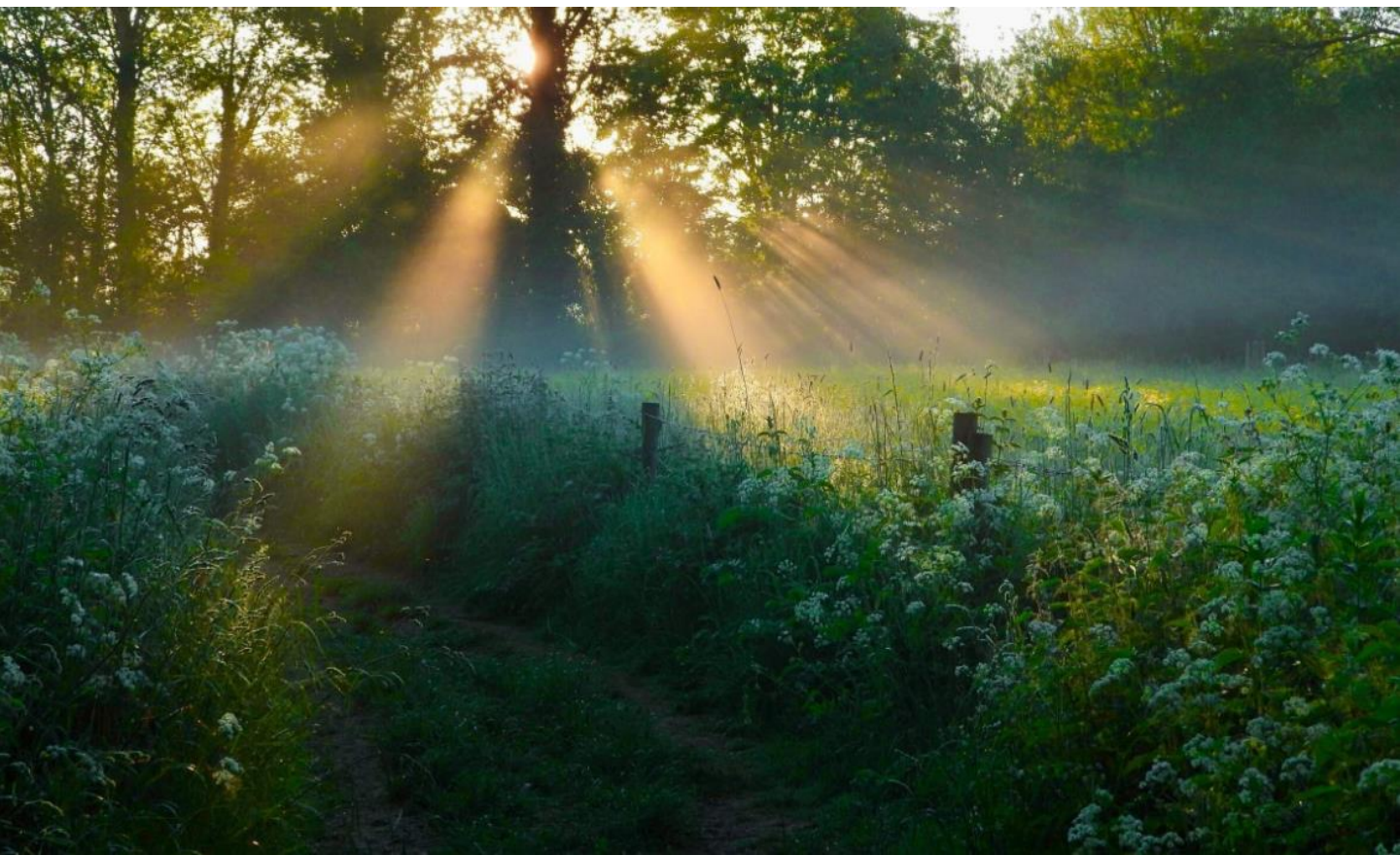
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Overview of the post

The University of Oxford is seeking to appoint the inaugural **Professor of Women's Mental Health**, who will serve as the Founding Director of the newly established interdisciplinary **Oxford Centre for Women's Mental Health**.

The Oxford Centre for Women's Mental Health (OCWMH) is a new cross-divisional initiative jointly led by the Department of Psychiatry and the Nuffield Department of Women's and Reproductive Health, funded through the University's Strategic Research Fund. Established in response to urgent global calls to address the persistent women's health gap, the Centre will be the first interdisciplinary centre of its kind worldwide dedicated to advancing research, education, and policy in women's mental health across the life course. It will integrate biological, clinical, psychological, social, cultural, and structural perspectives to design and test innovative interventions, prevention strategies, and treatments. Operating initially as a cross-departmental hub and with long-term plans to co-locate within the redeveloped Warneford Park mental health campus, the Centre will consolidate Oxford's existing strengths, attract major international funding, foster global partnerships (including with WHO, NIHR infrastructure, and philanthropic foundations), and position Oxford as the leading global authority in women's mental health research and policy influence.

This is a statutory Professorship & Director role held jointly between the **Department of Psychiatry** and the **Nuffield Department of Women's and Reproductive Health** (NDWRH), open to both clinically qualified and non-clinical candidates. The post-holder will also hold a Professorial Fellowship with **Wolfson College**.

We are seeking a highly motivated individual with a world-leading research profile, enthused by the vision of the Centre, to build its interdisciplinary research strategy. Applications are welcomed from outstanding researchers across relevant disciplines, including but not limited to psychiatry, psychology, epidemiology, women's health, public health, neuroscience, social sciences, medical humanities, anthropology, health policy, data science, and related fields. The Strategic Research Fund has



Overview of the post continued

awarded funding to establish the Centre including the Director, two Associate Professorial level group leaders, a programme manager and communications officer, as well as an integrated cultural programme in the Humanities. This will give the Director a fantastic basis from which to build the Centre's strategic vision and financial sustainability.

The successful candidate will provide global interdisciplinary leadership in women's mental health research, defined broadly across the life course and encompassing biological, clinical, psychological, social, cultural and structural determinants of mental health. The Professor will design and implement a five-year strategy for the Centre, building interdisciplinary research capacity and influencing national and international health agendas.

This is a unique and exciting opportunity to establish and lead a new interdisciplinary Centre with a research agenda dedicated to advancing understanding of the complex determinants of women's mental health. The Centre will pioneer new areas of research, extending beyond traditional biomedical frameworks and incorporating critical and creative perspectives from the humanities to explore meaning, lived experience and cultural context as integral to women's mental well-being. By integrating these dimensions, the Centre will foster new forms of scholarly collaboration and attract philanthropic, arts, and cultural funding committed to transformative and socially engaged mental health research.

The Department of Psychiatry, the Nuffield Department of Women's & Reproductive Health, and Wolfson College embrace diversity and inclusion in their recruitment campaigns, and would welcome applications from candidates currently underrepresented in senior roles in the University, particularly women, ethnic minority groups, and those with diverse backgrounds. The University of Oxford actively promotes and supports flexible working across sites. While it is anticipated the post-holder will be employed on a full-time basis, we would be open to applications on a part-time or job-share basis, and can offer flexibility in terms of the number of hours worked, the schedule for working them, and the location of work (working from home, compressed hours, flexitime).



Overview of the post continued

University of Oxford Equal Opportunities Statement

The University of Oxford is committed to equal opportunity, and to being an inclusive institution where everyone belongs and is supported to succeed. We recognise how the diversity of our community enriches our ability to deliver on our academic mission.

We welcome applications from individuals from all backgrounds, including those under-represented within higher education. No applicant or members of staff shall be unlawfully discriminated against on the basis of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

Recruitment, progression within employment, and retention will be determined according to personal merit and the duties and requirements of the post. In all cases, the primary consideration will be the ability to perform the job.

Our commitment to equality and diversity goes hand in hand with our commitment to academic freedom and freedom of speech, as stated in the University's Equality Policy and Equality, Diversity and Inclusion Strategic Plan.

For more information see [E&D at Oxford](#).



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The University has engaged McLean Partnership to support this recruitment. If you would like to discuss this post, please contact Dr Graham Little at McLean via email at grahamlittle@mcleanpartnership.com. All enquiries will be treated in strict confidence and will not form part of the selection decision.

Professor of Women's Mental Health

Duties of the post

The Professor of Women's Mental Health is available as a clinical or non-clinical academic post. Candidates for a clinical academic post must be medically qualified, GMC registered (or eligible for registration) with a licence to practise and be on the Specialist Register as appropriate.

The Professor of Women's Mental Health is a statutory Professorship held jointly between the Department of Psychiatry and the Nuffield Department of Women's & Reproductive Health (NDWRH). Additionally, the Professor will be the Founding Director of the Oxford Centre for Women's Mental Health (OCWMH).

You will be a member of both the University and the College community. You 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.

The duties of the post are as follows:

Strategic Leadership & Vision

- Provide intellectual and organisational leadership for the Oxford Centre for Women's Mental Health (OCWMH), with interdisciplinarity and team science at its core.
- Develop and implement a five-year strategic plan for research, education, engagement, fundraising, and global influence.
- Establish and articulate a distinctive interdisciplinary and cross-divisional identity for women's mental health at Oxford.

- Position the Centre as the leading global hub for women's mental health research and policy impact.
- Report to and work collaboratively with the Cross-Divisional Steering Committee and partner departments.

Research Leadership & Development

- Lead an internationally recognised research programme relevant to women's mental health.
- Define and advance an interdisciplinary research agenda spanning biological, clinical, psychological, social, cultural, and structural determinants of women's mental health.
- Secure substantial external research funding from major national and international funders (e.g., UKRI, NIHR, Wellcome, Gates Foundation) and from philanthropic sources through close collaboration with the University's Development Office.
- Foster large-scale collaborative grants and programmes across departments, divisions, NHS partners, and global institutions.
- Promote translational research, innovation, and (where appropriate) commercialisation and industry engagement.
- Deliver high-impact scholarly publications and policy-relevant outputs.

Building Research Capacity & Talent

- Recruit, mentor, and develop mid-career and early-career researchers within the Centre.
- Provide leadership and career development support aligned with the concordat for Researcher Development.

Professor of Women's Mental Health continued

- Establish structured succession planning and internal leadership development pathways to ensure long-term sustainability of the Centre.
- Supervise DPhil students and postdoctoral researchers.
- Create an inclusive, collaborative, and high-performing research culture.
- Lead public and cultural engagement initiatives in collaboration with the Humanities Division.
- Represent the Centre and the University nationally and internationally.
- Serve as the principal external ambassador for the Centre, representing Oxford in national and international policy, research and industry forums.

Teaching & Educational Innovation

- Contribute to graduate teaching within Psychiatry and NDWRH.
- Lead the development of new interdisciplinary postgraduate and executive education programmes in women's mental health.
- Embed cutting-edge research into undergraduate and postgraduate curricula.
- Support interdisciplinary doctoral training and international exchange opportunities.

Engagement, Policy & Global Influence

- Build strategic partnerships with NHS Trusts, NIHR infrastructure, government departments, WHO, NGOs, and international institutions.
- Influence national and international policy and practice in women's mental health.
- Develop relationships with industry partners, including pharmaceutical and digital health sectors.

Fundraising & Financial Sustainability

- Develop and implement a long-term financial strategy for the Centre.
- Secure major grant income and philanthropic investment.
- Work closely with the University Development Office and external partners.
- Ensure the Centre transitions to financial sustainability beyond initial Strategic Research Fund support.

Equality, Diversity & Inclusion

- Awareness of Equality, Diversity and Inclusion principles in research design, recruitment, leadership, and governance.
- Foster an inclusive and supportive environment for staff and students.



Professor of Women's Mental Health continued

Examining

You will be required to take part in university examining as and when requested to do so by a committee for the nomination of examiners, unless you can show reasonable cause, to the satisfaction of the Vice-Chancellor and Proctors, why on a particular occasion you should not do so. (This requirement does not apply to invitations from faculty boards to examine theses submitted for research degrees).

Administrative Duties

You will chair committees and/or working groups, and contribute to departmental and divisional planning and strategic development.

As a Statutory Chair within the University, you may be asked to perform senior administrative and/or leadership duties within the department(s). Every professor who is employed by the University, unless individually exempted, has an obligation to accept headship of the department in which their post is held, if invited to do so by the divisional board.

College Duties

In addition to the duties relating to the University side of the post, the appointee will be a Governing Body Fellow of Wolfson College. This means they will be a Trustee of the College, which is legally an independent charity. The appointee will be expected to attend Governing Body six times a year, act as an adviser to up to ten graduate students, participate in the College Committee system during term-time.

Clinical

If appointed to a clinical academic post, you will be a qualified clinician in a relevant medical specialty at NHS consultant level. For the duration of the post, you will be expected to maintain an honorary contract.

Under conditions agreed upon between the Board of the Medical Sciences Division and appropriate agents of the NHS, you will perform such clinical, administrative and other duties in the NHS Trust associated with the University as the Medical Sciences Board may determine or approve. The final job plan, which includes clinical duties, must be approved by the Head of Division or their nominee. The University will, in making the appointment, be seeking to advance its strategic agenda and develop its partnership with the relevant NHS Trust in furthering advances in research, teaching and patient care.

Clinical Supervision

All new consultants are required to access mentorship. The Clinical Director/Associate Medical Director will approve the mentorship arrangements and can make recommendation of a mentor if necessary.

Trusts expect all consultants to engage in Continuing Professional Development (CPD). Consultants have a duty to remain in good standing with the relevant Royal College for CPD, and to ensure that they are able to fulfil the GMC's requirements for revalidation.

The post holder's job plan and personal development plan will be reviewed on an annual basis.

Professor of Women's Mental Health continued

Selection Criteria

Your application will be judged only against the criteria which are set out below. You should ensure that your application shows very clearly how your skills and experience meet these criteria.

You will demonstrate the following:

Essential Selection Criteria

- A higher research degree (PhD/DPhil or an MD) in a relevant subject.
- An outstanding international reputation in women's mental health or a closely related field, evidenced by a substantial record of high-quality, peer-reviewed publications¹.
- A strong track record of securing major external research funding and leading ambitious research programmes.
- The ability to articulate and deliver a compelling strategic vision for interdisciplinary women's mental health research at scale.
- Demonstrated experience leading academic teams, fostering collaboration, and building research capacity
- Evidence of working effectively across disciplinary boundaries and building productive academic partnerships.
- Evidence of research translation, policy engagement, clinical impact, public engagement, innovation, or other demonstrable societal impact.
- Understanding of the University's obligations under the Equality Act 2010 and the Public Sector Equality Duty.

- A proven ability to foster a collaborative and inclusive academic environment for people from different backgrounds.
- Experience supervising doctoral and postdoctoral researchers and contributing to graduate education.
- For a clinical academic appointment only, you must be eligible to hold an honorary (non-stipendiary) consultant contract with the relevant NHS Trust. You must be medically qualified, GMC registered and a Fellow of the relevant Royal College (or equivalent)².

Desirable Selection Criteria

- Experience establishing or directing a research centre, institute, or major interdisciplinary initiative.
- Demonstrated success in leading large-scale collaborative grants or securing centre-level funding.
- Evidence of influencing national or international policy, clinical guidelines, or health systems.
- Experience building cross-institutional or cross-sector partnerships (e.g., NHS, government, NGOs, global organisations, industry).
- A strong track record of interdisciplinary collaboration spanning biomedical sciences, social sciences, humanities, data science, or policy.
- Experience in translational research, clinical trials, digital/AI innovation, or commercialisation.
- Experience developing new postgraduate or executive education programmes.
- Demonstrated success in mentoring mid-career researchers toward independent leadership.

¹ The University of Oxford is a proud signatory to the San Francisco Declaration on Research Assessment (DORA), which means all hiring, tenure and promotion decisions will evaluate applicants on the quality of their work, not the impact factor of the journal where it is published.

² For applicants who currently practise outside the UK it is anticipated that GMC registration and entry on the Specialist Register can be established after the applicant has been offered the position.



How to apply

The University has engaged McLean Partnership to support this recruitment.

Please contact Dr Graham Little at grahamlittle@mcleanpartnership.com or +44 (0) 203 725 3757 for an informal and confidential discussion about the role.

Applications can be submitted via email to grahamlittle@mcleanpartnership.com and should consist of a CV and a supporting statement outlining your motivation and interest in the role and explaining how you meet the selection criteria. Please also provide the details of three referees and indicate whether they may be contacted without seeking your permission. Referees may be contacted at any stage in the recruitment process if the electoral board requests your references.

The deadline for applications is 12 noon BST on Monday 31st August.

The University is committed to fairness, consistency and transparency in selection decisions. Members of electoral boards (selection committees) will be aware of the principles of equality of opportunity, fair selection and the risks of bias. There will be both female and male board members wherever possible.

If, for any reason, you have taken a career break or have had an atypical career and wish to disclose this in your application, the electoral board will take this into account, recognising that the quantity of your research may be reduced as a result.

The University and Wolfson College welcome applications from candidates who have a disability or long-term health condition and are committed to providing long term support. The University's disability advisor can provide support to applicants with a disability, please see <https://edu.admin.ox.ac.uk/disability-support> for details. Wolfson College works closely with Occupational Health Advisors and the University Disability Advisory Service aiming to optimise the working environment for staff who have a disability of long-term health conditions. Please let us know if you need any adjustments to the recruitment process, including the provision of these documents in large print, audio or other formats. If we invite you for interviews, we will ask whether you require any particular arrangements at the interview. The University Access Guide gives details of physical access to University buildings <https://www.accessguide.ox.ac.uk/>.

Consideration of applications

All applications will be considered by the electoral board as soon as possible after the closing date. The electoral board is free to search for other candidates at this or any subsequent stage in its proceedings. You will be kept informed of the progress of your application at each stage, but in some cases there may be a delay while deliberations are ongoing. All shortlisted candidates will be interviewed and will be asked to give a short presentation to the electoral board as part of the interview. The composition of the electoral board will be published in the University Gazette (<https://gazette.web.ox.ac.uk/>) when it is finalised.

The Department of Psychiatry

The Department of Psychiatry sits within the University's Medical Sciences Division. It is based on the Warneford Hospital site in Oxford and has an international reputation for excellence. The Head of Department is Professor Belinda Lennox. The Department has a substantial research programme, with major funding from the Medical Research Council (MRC), the Wellcome Trust and the National Institute for Health Research (NIHR) and provides highly rated medical training in psychiatry. There are approximately 280 staff including 47 principal investigators leading research groups investigating applying a wide range of approaches from translational neuroscience, experimental medicine, epidemiology, clinical trials and health services research to developmental disorders, mood disorders, cognitive disorders and self-harm and suicide.

There are strong links with other departments and institutes both within and outside Oxford: these links ensure that we can apply the best scientific methods to psychiatric and cognitive disorders. The Department has an annual turnover of over £10 million with more than 130 research grants.

In Psychiatry there are seven established chairs: the W.A. Handley Professorship, held by Professor Armin Raznahan; the Sir John Ritblat Professorship of Mindfulness, held by Professor Willem Kuyken; the Professorship of Child and Adolescent Psychiatry, held by Professor Mina Fazel; the Michael Davys Professorship of Neuroscience, held by Professor Naomi Wray; the Cheryl and Reece Scott

Professorship of Psychiatry, held by Professor Charles Newton; the Paul Foundation Professorship of Developmental Clinical Psychology, held by Professor Cathy Creswell; and the Professorship of Dementia Research.

These individuals have brought significant research activity of the highest standards to the department and in addition they have played major roles in academic leadership in the departments – including acting sometimes as Deputy Head or Head of Department.



The Department of Psychiatry continued

The Department of Psychiatry is an integral part of the [Oxford Neuroscience community](#) and as such is closely integrated with the wide range of research and 225 research groups – from genetics to systems and clinical neuroscience in the University.

Oxford is rated the top medical school in the world in the latest THES ratings, and Psychiatry is rated by students as being one of the best specialty rotations on the course. Oxford has an excellent track record of encouraging medical students to pursue psychiatry as a career with 8% of graduates entering core training in psychiatry. Oxford has a superb track record of preparation for practice with some of the highest marks in postgraduate exams of any UK medical school.

We teach medical students at all stages of their training and our Year 5 course in Clinical Psychiatry is highly rated by students. We work closely with colleagues across the university and have established collaborations with the Nuffield Department of Clinical Neurosciences, the Nuffield Department of Women's and Reproductive Health, a number of Humanities faculties, as well as the Ashmolean Museum. In addition, we have continued to build interdisciplinary links with the Nuffield Department of Primary Care Health Sciences in the co-development of a highly rated communication skills course.

We run a highly rated MSc course in Clinical and Therapeutic Neuroscience and members of the Department also contribute to teaching in Biomedical Sciences, Experimental Psychology, and for the MSc in International Health and Tropical Medicine. At postgraduate level we run the Oxford Postgraduate Psychiatry Course, which provides a stimulating and thorough grounding in the basic and clinical sciences relevant to psychiatry and prepares candidates for the MRCPsych examinations. In collaboration with the Oxford University Clinical Academic Graduate School, we support a number of academic foundation doctors and Academic Clinical Fellows.

The Department promotes equality of opportunity and an inclusive research culture. We have a very active community with multiple regular research seminars and meetings as well as opportunities to get together more informally, whether that be for birdwatching, singing or yoga, for example. We have a collegiate and collaborative environment where everyone from graduate students to Professors can draw on the experience and support of others.

The Department of Psychiatry holds a [Silver Athena Swan](#) award to recognise advancement of gender equality: representation, progression and success for all.

For more information please visit: <https://www.psych.ox.ac.uk>

The Nuffield Department of Women's and Reproductive Health

The Nuffield Department of Women's & Reproductive Health (NDWRH) sits within the University's Medical Sciences Division and has been a pioneering centre of excellence in research, education, and clinical innovation since 1937. The Department's mission is to advance women's and reproductive health through outstanding research and teaching and to improve the quality and delivery of women's healthcare across the globe. The Department is the largest in the UK, comprising over 350 members including senior academic staff, clinical and basic scientists, research support staff, professional staff and graduate students carrying out research towards a higher degree. The Department has an annual turnover of circa £10 million and is led by the Head of Department, Professor Krina Zondervan.

The Department is home to over 40 research groups across five core themes – Maternal, Fetal & Child Health, Global Health, Reproductive Medicine & Genetics, Cancer, and a cross-cutting theme of Data Science and Methods Research. Many of these groups collaborate with other departments at the University of Oxford, as well as with universities and business partners globally.

In 2026, we marked a major milestone with the National Perinatal Epidemiology Unit (NPEU) officially joining NDWRH. This strategic step strengthens Oxford's leadership in women's, maternal and reproductive health by uniting expertise across the full translational pathway.





The Nuffield Department of Women's and Reproductive Health continued

In addition to undertaking internationally acclaimed research, we also teach students and provide clinical care for patients at the Oxford University Hospitals NHS Foundation Trust. Women's & Reproductive Health is a core subject we teach in the fifth year of the Medical School curriculum. In addition, the Department offers three taught Masters programmes ([MSc in Clinical Embryology](#), [MSc in Global Women's Health](#), and [MSc in Reproductive Genetics](#)) and two postgraduate research programmes: the two-year MSc by Research and the three-year Dphil in Women's and Reproductive Health.

Our clinical and laboratory-based research programmes are based in the Women's Centre, the Weatherall Institute of Molecular Medicine (both at the John Radcliffe Hospital) and the Institute of Reproductive Sciences (IRS), Oxford Business Park, while our core data science hub is located at New Radcliffe House in the Radcliffe Observatory quarter next to the new Schwarzman Centre for the Humanities. Our groups

have extensive collaborations with numerous University Science Departments and other research groups in the UK and abroad, as well as the Oxford University Hospitals Foundation Trust. The Department's main offices are on level 3 of the Women's Centre (John Radcliffe Hospital, Oxford) which is responsible for the care of over 7,000 pregnant women and over 7,500 new gynaecology patients per year. The hospital is a tertiary referral centre for obstetric medicine, pre-natal diagnosis, endometriosis, reproductive medicine, IVF, urogynaecology and gynaecological oncology.

The Nuffield Department of Women's & Reproductive Health is the proud holder of an [Athena Swan Gold](#) award in recognition of its efforts to introduce organisational and cultural practices that promote gender equality and create a better working environment for both men and women.

For more information visit: <https://www.wrh.ox.ac.uk/>

The Medical Sciences Division

The Medical Sciences Division is an internationally recognised centre of excellence for biomedical and clinical research and teaching, and the largest of the four academic divisions within the University of Oxford.

There are over 5000 academics, researchers, NHS clinicians and GPs, and administrative staff, 1500 graduate and 1600 undergraduate students, who together contribute to our extensive and exemplary research, teaching and clinical portfolios.

MSD's 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.





Oxford Health NHS Foundation Trust

Oxford Health was rated as Good at the last CQC inspection. Oxford Health provides a comprehensive range of mental health services to the populations of Oxfordshire and Buckinghamshire, and a number of Child & Adolescent and specialised services (e.g. Forensic, Eating Disorders) to adjacent counties and beyond. It also provides community services to the people of Oxfordshire. Section 75 agreements are in place with both County Councils, so that social workers are managed within the Trust's multidisciplinary mental health teams. The Trust was created in April 2011 by the Merger of Community Health Oxfordshire CHO and the Oxfordshire and Buckinghamshire Mental Health NHS Foundation Trust.

Medical staff have contributed significantly to service developments, service redesign and efficiency programmes within the Trust, and to the related development of primary care mental health services. An active programme of organisational and service development is well under way, linked to a Quality Improvement Programme. This supports coherent care pathways through primary care, secondary care and, when necessary, specialist clinical services and services provided by other agencies. Consultant

psychiatrists are encouraged to contribute to this developmental work.

All consultant psychiatrists, senior clinicians of other professions, and clinical managers will be expected to participate in integrated multidisciplinary leadership development programmes which support multidisciplinary team and inter-agency partnership working.

Oxford Health NHS Foundation Trust is a core partner of the Oxford Academic Health Sciences Centre. Research activity is a top priority for the Trust alongside high quality service provision and education and training. The Trust is one of the most research active communities and mental health Trusts in the UK. The Trust hosts a number of NIHR infrastructures, including a Clinical Research Facility (CRF), an Applied Research Collaboration - Oxford & Thames Valley (ARC), a HealthTech Research Centre (HRC) and Oxford Health Biomedical Research Centre (BRC).

Oxford Health is a teaching Trust with close links to several universities including University of Oxford. Oxford Health, in conjunction with the universities, promotes a wide range of research activities.

For more information, please visit: <https://www.oxfordhealth.nhs.uk/>

Oxford University Hospitals NHS Foundation Trust (OUHFT)

The Oxford University Hospitals (OUH) is a world-renowned centre of clinical excellence and one of the largest NHS teaching trusts in the UK. We became a Foundation Trust on 1 October 2015 and believe that this enables us to work more effectively in partnership with our patients and our local community to provide high quality healthcare. The Trust is made up of four hospitals – the John Radcliffe Hospital (which includes the Children's Hospital, West Wing, Eye Hospital, Heart Centre and Women's Centre), the Churchill Hospital and the Nuffield Orthopaedic Centre, all located in Oxford, and the Horton General Hospital in Banbury, north Oxfordshire.

OUH provide a wide range of clinical services, specialist services, medical education, training and research. Most services are provided in our hospitals, but over six percent are delivered from 44 other locations across the region, and some in patients' homes.

Our collaboration with the University of Oxford underpins the quality of the care that is provided to patients, from the

delivery of high-quality research, bringing innovation from the laboratory bench to the bedside, to the delivery of high-quality education and training of doctors. Existing collaborations include the ambitious research programmes established through the Oxford Biomedical Research Centre (BRC), funded by the National Institute for Health Research (NIHR), located on the John Radcliffe Hospital site and at the Biomedical Research Unit in musculoskeletal disease at the Nuffield Orthopaedic Centre. These set the standard in translating science and research into new and better NHS clinical care. OUH also work towards achieving Magnet® Recognition, an organisational credential awarded to exceptional healthcare organisations that meet the ANCC (American Nurses' Credentialing Center) standards for quality patient care, nursing and midwifery excellence and innovations in professional nursing and midwifery practice.

For more information, please visit www.ouh.nhs.uk.





Wolfson College

Oxford has 39 self-governing and independent Colleges, enabling academic staff and students to enjoy the benefits of belonging to a small, interdisciplinary community as well as a large, internationally renowned University. The collegiate system encourages a strong sense of community, bringing together leading academics and students across subjects, and from different cultures and countries.

Founded in 1966, Wolfson is one of the University's largest graduate colleges and distinctive in its academic scope and international reach. Wolfson has grown and evolved over the past 60 years, retaining its founding President Sir Isaiah Berlin's egalitarian ethos of being 'new, untrammelled and unpyramided'. The College provides academic, living, social and pastoral support for about 850 students, studying for both master's degrees and doctorates, and around 100 research fellows; and is renowned internationally for its high standards of support. The

College motto is 'Humani nil alienum' – nothing human is foreign to me'; it is international and interdisciplinary.

Wolfson is housed in architecturally outstanding buildings, which are set in beautiful gardens and meadows beside the River Cherwell in North Oxford. A new and impressive academic wing and auditorium were added ten years ago. It has a strong egalitarian and democratic ethos and is known as one of the most energetic, innovative, and welcoming scholarly communities in Oxford. There is a single Common Room for all members of College, with shared dining facilities and an extremely family-friendly environment and an on-site nursery. Total membership of the College is around 1800. The Governing Body (GB) consists of around 60 Fellows. The College is the most biodiverse in Oxford and the leader in decarbonisation, having become completely zero carbon across the whole estate in 2023.

For more information please visit: <https://www.wolfson.ox.ac.uk/>.

The University of Oxford

Oxford's departments and colleges aim to lead the world in research and education for the benefit of society both in the UK and globally. Oxford's researchers engage with academic, commercial and cultural partners across the world to stimulate high-quality research and enable innovation through a broad range of social, policy and economic impacts.

Oxford's self-governing community of international scholars includes Professors, Associate Professors, other college tutors, senior and junior research fellows and a large number of University research staff. Research at Oxford combines disciplinary depth with an increasing focus on inter-disciplinary and multi-disciplinary activities addressing a rich and diverse range of issues. The current strategic plan can be found at <https://www.ox.ac.uk/about/how-we-are-run/strategic-plan>.

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

While Oxford has long traditions of scholarship, it is also forward-looking, creative and cutting-edge. Oxford is one of Europe's most entrepreneurial universities. It consistently has the highest external research income of any university in the UK (the most recent figures are available at www.ox.ac.uk/about/organisation/finance-and-funding), and regularly creates spinout companies based on academic





The University of Oxford continued

research generated within and owned by the University. Oxford is also recognised as a leading supporter of social enterprise.

Oxford admits undergraduate students with the intellectual potential to benefit fully from the small group learning to which Oxford is deeply committed. Meeting in small groups with their tutor, undergraduates are exposed to rigorous scholarly challenge and learn to develop their critical thinking, their ability to articulate their views with clarity, and their personal and intellectual confidence. They receive a high level of personal attention from leading academics.

Oxford has a strong postgraduate student body who are attracted to Oxford by the international standing of the faculty, by the rigorous intellectual training on offer, by the excellent research and laboratory facilities available, and by the resources of the museums and libraries, including one of the world's greatest libraries, the Bodleian.

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

University Benefits, Terms and Conditions

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

Salary

- <https://hr.admin.ox.ac.uk/clinical-staff-pay>

Pension

- <https://finance.admin.ox.ac.uk/uss>

Sabbatical leave

- <https://governance.admin.ox.ac.uk/legislation/council-regulations-4-of-2004>

Outside commitments

- <https://hr.admin.ox.ac.uk/holding-outside-appointments>

Intellectual Property

- <https://governance.admin.ox.ac.uk/legislation/council-regulations-7-of-2002>

Managing conflicts of interest

- <https://researchsupport.admin.ox.ac.uk/governance/integrity>

Membership of Congregation

- <https://www.ox.ac.uk/about/organisation/governance>
- <https://governance.admin.ox.ac.uk/legislation/statute-iv-congregation>

Family support

- <https://hr.admin.ox.ac.uk/family-leave-for-academic-staff>
- <https://childcare.admin.ox.ac.uk/home>
- <https://www.newcomers.ox.ac.uk>

Welcome for International Staff

- <https://welcome.ox.ac.uk>
- <https://staffimmigration.admin.ox.ac.uk>

Relocation

- <https://finance.admin.ox.ac.uk/relocation-scheme-arrangements#collapse1094916>

Promoting diversity

- <https://edu.admin.ox.ac.uk/home>

Other benefits and discounts for University employees

- <https://hr.admin.ox.ac.uk/staff-benefits>

Pre-employment screening

The appointment of the successful candidate will be subject to the University's standard pre-employment screening. This will include right-to-work, proof of identity, references, a pre-employment health declaration, and any other checks as applicable to the post.

- <https://jobs.ox.ac.uk/pre-employment-checks>.

For clinical posts

NHS Trusts will not allow honorary contract holders to commence clinical contact with patients unless documentary evidence is produced of Hepatitis B status, BCG vaccination/TB immunity, and Rubella immunity. You would therefore be required to produce such documentary evidence.

Medical Defence Society

You will be required to belong to a medical defence society if you are involved in private practice (see below), and it is strongly recommended that if you are not involved in private practice, you maintain at least the basic cover provided by such bodies.

University Benefits, Terms and Conditions

continued

Private practice

Where relevant, you will be permitted to engage in private practice in the hospitals in Oxford on such terms as the Medical Sciences Board may from time to time determine, provided that such private practice:

- i. shall be undertaken only in your name;
- ii. shall be subject to the same general arrangements as govern the holding of consultancies and outside appointments by university employees.

Retirement

The University operates an employer justified retirement age for academic posts of 30 September immediately preceding the 70th birthday.

- <https://hr.admin.ox.ac.uk/the-ejra>

Data Privacy

- <https://compliance.admin.ox.ac.uk/job-applicant-privacy-policy>
- <https://compliance.admin.ox.ac.uk/data-protection-policy>

College Benefits

Wolfson College Governing Body Fellows are paid an annual stipend of £3,202. They are entitled to a common table allowance (meals in College) up to £58 per week, plus an entertainment allowance of £777 per year. Each Fellow may apply for an Academic Grant up to £851 per financial year. Please note that the figures stated above are subject to a yet to be agreed 2026-27 increase. The College also supports Fellows wishing to purchase homes in the Oxford area, and is willing to invest up to £250,000 or 45% of the house price (whichever is lower).



Annexe A

Details of Clinical Post (for example and negotiable)

You will undertake clinical, administrative and other hospital duties as agreed by the Divisional Board and the NHS. The clinical responsibilities are as below:

- Provide senior medical input and clinical leadership in your specialist field. You will have responsibility for those patients seen by yourself, together with those patients seen by medical staff directly supervised by you.
- Work alongside the other team members in the service to ensure the effective functioning and development of the service.
- Provide direct clinical supervision to any trainees and speciality doctors and any senior trainee placed with the team.
- Provide timely written correspondence to relevant professionals documenting assessments, ongoing management, progress, and eventual discharge using Trust IT and clinical records system training will be provided where needed.
- Provide active commitment to delivering the Trust's clinical governance agenda.

- There will be an expectation to contribute to the collection of data as required by the Trust and other relevant agencies. This includes the timely recording of clinical activity data, and participation in clinical audit with appropriate administrative support.
- There is an expectation to participate in, and attend the local training programme for junior doctors, assuming work pressures allow this.
- It is expected that you maintain your own programme of training and CPD accreditation with the support of your Lead consultant/Clinical Director.
- You will be entitled to study leave (up to 30 days over 3 years) and expenses according to the Trust's conditions, in line with national terms and conditions of service.

Appraisal and revalidation will be performed jointly by the relevant Trust and University of Oxford, in line with Follett principles.

Job planning is undertaken once a year with the Head of University Department and NHS Clinical Director. Consultants can request an earlier job planning interview, according to national policy.

Annexe A

Clinical Academic Job Plan (Example – to be negotiated)

Provisional plan for 1PA³ direct clinical care and 1PA supporting professional activity.

Day	Time	Type of Work
Monday	AM	Academic
	PM	Academic
Tuesday	AM	Academic
	PM	Academic
Wednesday	AM	Outpatient clinic (DCC)
	PM	Academic
Thursday	AM	Supervision, audit CPD, teaching (SPA)
	PM	Academic
Friday	AM	Academic
	PM	Academic

The post-holder’s job plan and personal development plan will be reviewed on an annual basis.

³ Programmed Activities (PAs) are units of time in an NHS consultant’s job plan. For further information see: <https://www.bma.org.uk/pay-and-contracts/job-planning/job-planning-process/an-overview-of-job-planning>.



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