

Post	Associate Professorship (or Professorship) of Literature in English
Department/Faculty	Faculty of English
Division	Humanities Division
College	Balliol College
Contract type	Permanent upon completion of a successful review. The review is conducted during the first 5 years.
Salary	Salary on a scale with the Oxford University Weighting, currently from £58,265 to £77,645 per annum, increasing each year to the top of the scale, plus a college housing allowance (currently £14,677 per annum). A further allowance of £3,199 per annum would be payable by the University upon the award of Full Professor title.

Overview of the post

Balliol College, Oxford, and the Faculty of English Language and Literature at the University of Oxford are seeking to appoint an outstanding candidate as Tutorial Fellow and Professor or Associate Professor of English, with effect from 1 September 2026 or as soon as possible thereafter.

Applications are invited from well-qualified candidates with expertise in any aspect(s) of literature in English of the long nineteenth century (approximately 1780-1914). Interests in global literature; poetry and poetics; race and empire; gender and sexuality; book history and editing; prose writing and the novel, are particularly welcome. The successful candidate will be able to enthuse and inspire students at both undergraduate and graduate level through tutorials, classes, lectures and supervisions.

The post combines a Fellowship at Balliol College with membership of the Faculty of English. The successful candidate will be expected to teach for the College across the full range of the undergraduate syllabus in the period 1760 to the present, including the 'Literature' part of the first year 'Introduction to English Language and Literature' paper.

Within the Faculty the successful candidate would be expected to help deliver the 1700-1830 and/or 1830-1914 strands of the English M.St, and also to offer undergraduate lectures and special options in areas related to their research interests.



If you would like to discuss this post and find out more about joining the academic community at Oxford, please contact Professor Rosalind Thomas, Vice-Master (Academic) (rosalind.thomas@classics.ox.ac.uk) at Balliol College, or Professor Simon Horobin, Faculty Board Chair (chair@ell.ox.ac.uk) at the English Faculty. All enquiries will be treated in strict confidence and will not form part of the selection decision.

The role of Associate Professor at Oxford

Associate Professor is the main academic career grade at Oxford with a focus on research and teaching, spanning the full range of professor grades in the USA. Associate Professors are appointed jointly by a University department/faculty and an Oxford college, and you will have a contract with both.

Associate Professors are full members of University departments/faculties and college governing bodies, playing a role in the democratic governance of the University and their college. You will join a lively, intellectually stimulating and multi-disciplinary community which performs to the highest international levels in research and teaching, with extraordinary levels of innovation, creativity and entrepreneurship.

There is considerable flexibility in the organisation of duties, with three 8-week undergraduate teaching terms and generous sabbatical leave to balance teaching and research (please see the Benefits, Terms and Conditions section for further details of sabbatical leave). There is the potential for temporary changes to the balance of duties between College and University to enable a focus on different aspects of work at different stages in your career.

Oxford offers many opportunities for professional development in research and teaching. Associate Professors may apply for the title of full Professor in annual exercises. If the title is conferred, you will also have access to professorial merit pay opportunities. In exceptional cases, the title of full Professor may be awarded on appointment.

Appointments are confirmed as permanent on successful completion of a review during the first five years. The vast majority of Associate Professors successfully complete this initial review.

Duties of the post

The main duties of the post are as follows:

To engage in scholarly research and publication at an internationally competitive level in literature in English in the period 1780-1914.

For Balliol College:

- To engage in advanced study and research;
- To give eight contact hours of undergraduate tutorial (1-3 students) and as appropriate group teaching per week averaged across the three eight-week teaching terms of the academic year to students reading English Language and Literature and joint degrees with English, in the papers referred to in the Essential/Desirable criteria below and covering 1760-present. Depending on students' choices of papers, some teaching may be delivered to undergraduates of other colleges, if needed to fulfil teaching obligations;
- To share responsibility for the teaching and organisation of English within the College, including arranging specialist teaching by colleagues in other colleges, and assisting with the appointment and oversight of the work of other college teaching staff in English, as required;
- To set and mark tutorial work and internal college exams (collections), and to monitor and report on student progress, through termly written reports and attendance at student progress meetings;
- To act as Personal Tutor and to take responsibility for the pastoral support of undergraduates reading English, liaising with relevant welfare colleagues, as appropriate;
- To participate in wider subject activities and student events, including the Admissions Dinner (for all first-year undergraduates), the St Catherine's Day Dinner (a dinner for undergraduate finalists) and equivalents for graduate students;

- To participate in the College's admissions procedures (undergraduate and postgraduate), and in outreach activities including Open Days and the College's access schemes, which may fall outside of full term;
- To act as College Advisor for graduates in the College reading English or related disciplines;
- To participate in the administration and governance of the College, which includes exercising the duties of a Trustee as a member of the Governing Body, attending meetings of the Governing Body (three per term), serving on College Committees (including Tutorial Board), taking an appropriate share in the administrative work, and on occasion taking on College offices (leadership roles);
- To contribute to the intellectual life and activities of the College as an academic and research community.

For the English Faculty:

- To make an appropriate contribution to the supervision and/or teaching of undergraduate and graduate students in the University, including supervising master's level and doctoral students when requested to do so by the English Faculty Board;
- Under the direction of the English Faculty Board, to give lectures or classes (including graduate classes) within the expectations of overall workload tariff in each academic year;
- To take part in University examining as requested to do so;
- To offer more advanced options, such as centrally-taught special option classes for final year undergraduates, and M.St courses for graduates, in accordance with their particular research expertise;
- To teach and supervise graduate students, including doctoral students in literature of the long 19th century and master's students studying within the M.St strands in English 1700-1830 and 1830-1914, as well as students writing dissertations in the field of 19th-century literature in English. The postholder will work with other specialists in the period area to ensure convening and teaching responsibilities are met for the M.St in English 1700-1830 and/or 1830-1914;
- To contribute to the administration of the English Faculty, including acting as a member of Faculty committees when called upon to do so, and being willing to take on leadership roles in the Faculty from time to time.

No formal limitation is placed on examining or other work, but it is expected that associate professors will limit their total commitments so that time will be available for research.

Selection criteria

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

The University and the colleges are committed to fairness, consistency and transparency in selection decisions. Members of 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 committee 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 selection committee will take this into account, recognising that the quantity of your research may be reduced as a result.

The successful candidate will demonstrate the following:

1. A record of, and potential to continue to produce, original, important, and rigorous published research in literature in English between 1780 and 1914 commensurate with the candidate's

career stage, that will enhance the profile of the English Faculty in this area.

2. A doctorate in English or a closely-related subject, or be close to completion (and will need to have submitted their doctorate before taking up the post).
3. Evidence of excellence, or the potential for excellence, in undergraduate teaching, along with the personal qualities needed to encourage a high level of achievement in undergraduate students, together with the ability to offer research-led undergraduate lectures and classes.
4. Ability to provide tutorial teaching in the following papers: the introductory first-year courses, 'Literature in English 1830 – 1910' and 'Literature in English 1910 – present day', and the second-year course, 'Literature in English 1760-1830'. Candidates will also be expected to contribute to teaching 'Introduction to English Language and Literature' in the first-year course and to supervise undergraduate dissertations in the period 1760-present, depending on the topic. The candidate will also contribute towards revision classes and tutorials, as necessary, for final year students, alongside the other English tutors. For further information about these courses and a full list of papers, see: <https://www.english.ox.ac.uk/course-structure>.
5. Evidence of excellence, or the potential for excellence, in graduate teaching, along with the personal qualities needed to encourage a high level of achievement in graduate students. This must include the ability to provide one-to-one supervision for Masters and Doctoral level students in English, and the ability to conduct research-led graduate classes.
6. Evidence of the ability to undertake pastoral responsibilities for both undergraduate and graduate students.
7. Evidence of the ability to work collaboratively and collegially with other Balliol English tutors and with colleagues from different disciplines, and to promote the study of English in Balliol College, including as part of a number of joint undergraduate degrees.
8. Evidence of administration and organisational skills, specifically the ability and willingness to participate effectively in the other work required by the College and Faculty, including acting as a trustee and member of the Governing Body of the College.

Desirable criteria:

1. Ability to teach advanced papers in addition to those listed under the Essential criteria.
2. Evidence of the ability to attract external funding for research.
3. Excellent track record of obtaining research grants.
4. Experience of research collaborations at national and international level.
5. Experience of supervising research students.

How to apply

There is no separate application form for this post; however please do complete the application cover sheet. Applications should include:

- Your full contact details including, email address, full postal address and at least one contact telephone number
- A covering letter or statement explaining how you meet the selection criteria set out above
- A full CV and publications list
- Details of **three** referees (see below)
- An indication of where you first heard about this post

Referees

You should contact your referees before applying, to ensure they are aware of your application and the requirements for the post, and that they would be content to write a reference for you for this post, if asked to do so. In your application, please include for each referee their name, position, relationship to you, postal address, email address and contact telephone number, and whether you give permission for us to contact them. The college and the University will assume that they may approach your referees at any stage unless your application specifies otherwise. Therefore if you would prefer them to be approached only with your specific permission, or only if you are invited for interview, then you must specify this in your application. You should name three referees in your application even if you do not wish them to be contacted yet.

The University and colleges welcome applications from candidates who have a disability or long-term health condition and is 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. 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/>.

Applications should be sent via email to:

The Academic Registrar, Balliol College – college.office@balliol.ox.ac.uk. It would be very helpful if the documents could be saved as surname title of document e.g. Smith cover letter, Smith CV.

The deadline for applications is noon GMT on Friday 20 March 2026. It is anticipated that interviews will take place on Thursday 14 May and/or Friday 15 May 2026 in Oxford.

Should you have any queries about how to apply, please contact the Balliol College Office – college.office@balliol.ox.ac.uk or 01865 277758.

All applications will be acknowledged after receipt and will be considered by the selection committee as soon as possible after the closing date. If called for interview you will be required to submit two pieces of written work equivalent to two chapters or two articles (up to a maximum of 12,000 words in total) of what you consider to be your best writing. As part of the selection process you will be required to give a research presentation, a teaching presentation (details will be provided if short-listed) and participate in an interview.

Balliol College

There are 39 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.

Balliol is one of the oldest and best known of all the Oxford colleges. Its international and diverse modern community combines an outstanding academic reputation and strong sense of collective identity with a welcoming, supportive, and cosmopolitan environment. The College is relatively large, with around 100 senior academics, 400 undergraduates, and a nearly equal number of graduates as well as professional officers and staff. Balliol was one of the first colleges to appoint a Fellow in English when the Honours School was established, and the subject has flourished ever since. The College admits up to 9 undergraduate students a year for Single Honours and up to three in the joint schools with History and with Modern Languages. Many of the excellent

graduate applicants placed at Balliol align with the interests of its Tutors. The successful applicant will be appointed to the Massey Fellowship, in succession to Professor Seamus Perry who is resigning his post to become Master of Balliol, and will work alongside Professor Adam Smyth, A.C. Bradley-J.C. Maxwell Fellow and Tutor in English Literature, and other members of the English teaching team.

College allowances support housing and accommodation, research and teaching, social life and entertainment. New Tutorial Fellows are eligible for teaching remission to enable them to manage the demands of the role in the first two years in post.

Following the initial period review, an Associate Professor is eligible for reappointment to the retiring age. Under the Statutes of Balliol College, Fellowships are formally renewed every seven years until retirement age. Under present arrangements within the collegiate University, the post-holder would normally retire from both College and University appointments not later than 30th September immediately preceding the 70th birthday.

For more information on the College please visit: <https://www.balliol.ox.ac.uk/>.

The Faculty of English

The English Faculty is by far the largest English Department in the UK, and has a very distinguished research record (awarded the top grade in the last two research assessment exercises). We have been ranked top in the QS World Rankings in its subject for the last four years and our teaching has been graded 'Excellent' in every Quality Assurance review. The English Faculty's teaching and research covers literature in English from works in Old English of the 7th century to the current period of what has been called global English. The spread of historical expertise places the Faculty in a unique position to speak authoritatively about the long history of the literatures and languages of Britain and Ireland, as well as the diasporas and interchange of literatures and languages that emerged from them. Students have opportunities to trace the development of literature from early manuscripts to current digital and hybrid forms; they benefit from a distinctive experience of close personal supervision with leading academics, in turn developing their own communities and identities as critics and researchers.

The Faculty currently has 80 permanent members of academic staff, including 9 statutory Professors. This is in addition to a further 100 or so members teaching in the colleges and temporary members of staff. A list of Faculty members and their research interests is available on the website. For more information, please visit: www.english.ox.ac.uk. There are currently approximately 900 undergraduate students (with roughly 220 admitted each year to the single honours school and a further 50 to joint honours school programmes). The Oxford English Faculty has the largest graduate school in the country, with approximately 90 Masters students, and a further 150 graduate research students.

The Faculty offers financial support for research expenses and conference attendance, together with research mentoring and teaching relief for particular research needs. In addition to the Faculty's resources, research funding may be applied for from the Fell Fund for research and external funding sources. The Faculty has had significant success with individual and group project applications for funding from the UK's Arts and Humanities Research Council, the Leverhulme Trust, the British Academy, the Mellon Foundation and other major funding bodies.

The Faculty holds a bronze Athena Swan award to recognise advancement of gender equality, signifying representation, progression and success for all.

Further information about the Faculty is available at www.english.ox.ac.uk.

The Humanities Division

The Humanities Division is one of four academic divisions in the University of Oxford, bringing together the following faculties: Asian and Middle Eastern Studies; Classics; English; History; Linguistics, Philology and Phonetics; Medieval and Modern Languages; Music; Philosophy; Theology and Religion; and the Ruskin School of Art. The Division has over 500 members of academic staff, over 4,000 undergraduates (more than a third of the total undergraduate population of the University), 1,100 postgraduate research students and 880 students on postgraduate taught courses.

Humanities in Oxford offers world-class teaching and research (second in the most recent QS world rankings), backed by the superb resources of the University's libraries and museums, including the famous Bodleian Libraries, with their 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 and digital technologies. [The Oxford Research Centre in the Humanities](#) (TORCH) is the Division's vehicle for promoting interdisciplinary collaboration, international networks, and public engagement with research

In October 2025, the Humanities Division opened its new dedicated building, the [Stephen A. Schwarzman Centre for the Humanities](#). This beautiful state-of-the-art facility co-locates seven of the Humanities faculties for the first time under a single roof, and also houses the Institute for Ethics in AI, the Oxford Internet Institute and the new Bodleian Humanities Library. The Centre provides a unique mix of academic teaching facilities for Oxford students and staff with industry-leading research and public spaces, including the 500-seat Sohen Concert Hall, a 250-seat theatre, a black box immersive performance space, dance studio and cinema, and exhibition space. The performance spaces will host a new public cultural programme, opening in April 2026 and bringing together innovative artists, performers, writers and thinkers from around the world to co-create with Oxford researchers and our wider community.

The Faculty of English Language and Literature is housed in dedicated space in the Schwarzman Centre, with full access to exhibition and performance spaces.

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

About 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.

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 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.

College Benefits, Terms and Conditions

The College component of the salary will be on the scale for Associate Professors (£35,099 - £46,773). The combined College and University salary will be on a scale up to £77,645 per annum.

College benefits

Superannuation arrangements usually take the form of the Universities Superannuation Scheme, which Fellows are automatically entered into unless they opt out.

As a Tutorial Fellow of Balliol College, the post-holder would have the following benefits:

- A taxable and pensionable allowance for housing costs (£14,677 p.a.).
- Eligibility to bid for College housing, where applicable and available.
- Access to a shared equity scheme (subject to availability) for help in the purchase of a property.
- Entitlement to become or remain a member of the Universities Superannuation Scheme (USS).
- Option to join the College PHC/AXA health care as a taxable benefit.
- Eligibility to apply for Teaching Remission in the first two years of appointment.
- Entitlement to sabbatical leave (one term for every six terms in service).
- A College office/teaching room.
- Membership of the Senior Common Room (for which a small termly charge is made).
- Common Table: free meals in College when the kitchens are open (noting that drinks and Guest Night dessert are charged for and that, while most dietary requirements can be accommodated, the College is not able to guarantee this in every case).
- Eligibility to places for pre-school children at Balliol Day Nursery.
- Provision for maternity and paternity or parental leave.
- An annual Academic Support Allowance, £1,500, pro-rated for part-years, to claim against eligible teaching- and research-related expenses.
- An annual Entertainment Allowance for events involving students of the College.
- Discount on purchases at Blackwells Bookshop.
- Interest-free loan for purchase of computer equipment.
- Access to postal, printing and photocopying facilities, and to social facilities such as rooms for meetings and overnight accommodation for academic visitors.
- Access to 24/7 borrowing Library and to Special Collections Centre for early printed books and manuscripts.

University Benefits, Terms and Conditions

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

Salary

<https://hr.web.ox.ac.uk/academic-staff-pay>

Pension

<https://finance.web.ox.ac.uk/uss>

Sabbatical leave

<https://governance.web.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

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

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

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

Length of appointment

Appointments to Associate Professorships at Oxford are confirmed as permanent on successful completion of a review during the first five years. See <https://hr.admin.ox.ac.uk/academic-posts-at-oxford#collapse1532056>

Retirement

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

Offer of employment

Applications for this post will be considered by a selection committee containing representatives from both Balliol College and the Faculty of English. 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 Governing Body of Balliol College and the Humanities Divisional Board 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 governing body and the divisional board, and a formal contractual offer has been made.