Reuben College: Further Particulars for Official Fellowships in Environmental Change

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I Reuben College

I.I The vision

The founding of Oxford's newest college, supported by a generous benefaction from the Reuben Foundation of £71 million, which includes £15 million for Reuben College scholarships,

offers an exciting opportunity to bring together academic researchers focused on exploring some of the most important questions of the 21st century.

Reuben College provides an environment that stimulates and facilitates interdisciplinary research, while emphasising the qualities of innovation, leadership and entrepreneurship. It supports a community of Fellows and graduates who embrace opportunities to interact with researchers beyond the boundaries of their own disciplines and to engage with colleagues beyond the realm of academia. As a new college, we are building a community of people and practice that recognises the importance of equality and diversity in our community and in our intellectual endeavours. The goal is to create a working environment for the active promotion of entrepreneurial thinking, collaborative working and interdisciplinary exchange.

All Fellows are be expected to subscribe proactively to the college ethos and to commit to developing both its intellectual and outreach activities. The College Fellows together foster a culture of interdisciplinary exchange by organising regular college events, such as seminars, workshops and reading groups.

Our community is enhanced and strengthened by the diversity of our staff and students, and we are particularly eager to find ways to expand and extend such diversity. Our differences in background, culture, race, national origin, class, religion, sexual orientation, and many domains of personal experience greatly enrich the College community. We are committed to making certain that a wide array of perspectives is heard. For more information please contact the Senior Tutor (senior.tutor@reuben.ox.ac.uk), or see: www.reuben.ox.ac.uk



I.II Strategic and Academic Themes

One of Reuben College's goals, with its graduates, is to facilitate interdisciplinary research and collaboration in order to tackle some of the most challenging questions of our time, such as how to mitigate climate change or how to use artificial intelligence and machine learning to help improve healthcare outcomes or the reliability of our criminal justice system.

To promote the ethos and practice of interdisciplinary interaction, there is an initial focus on four research clusters, whose themes have been chosen for their wide reach across the University, their strongly interdisciplinary nature, Oxford's existing and potential strengths in these areas, and their innovation and entrepreneurship potential. The initial clusters focus on the topics of (a) Artificial

Intelligence & Machine Learning, (b) Environmental Change, (c) Cellular life, and (d) Ethics & Values. These clusters have natural synergies, enabling cross-cutting discussions and research collaborations to emerge. Each of the four areas are interpreted as broadly as possible, as we are keen to attract researchers from all four of the University's Academic Divisions.

The four themes are complemented by a number of strategic stands, notably in Innovation and Entrepreneurship and in Public Engagement in Research.



Environmental Change

The College brings together researchers working on various aspects of understanding as well as finding solutions for adapting to or mitigating environmental changes. The breadth of this theme covers research ranging from understanding environmental change dynamics and their various social, economic, technological and political driving forces to developing responses and innovative policy, technological, institutional or societal solutions.

Within the Environmental Change cluster, we are looking for researchers from any of the University's four divisions who works on Environmental Change questions in the widest possible sense to widen the range of topics covered by the theme.

II Official Fellowships

II. I College Duties

Reuben College is committed to maintaining an inclusive and internationally excellent research environment; it expects its Fellows to be active in research and to contribute to a high-quality learning experience for its student body. The College Fellows together foster a culture of interdisciplinary exchange by organising regular college events for its graduates that catalyse them.

It is expected that all Official Fellows of the College will:

- Be involved in the recruitment and mentoring of the College's Research Fellows (post-docs) and graduate students (200+ p.a. in the steady-state).
- Regularly attend academic and social events organised by the College or other Fellows.

- Play a full role in the life and administration of the College. This will involve, from time to time:
    - holding office within the College;
    - sitting on, or chairing, College Committees;
    - taking part in public engagement projects and events, development, access and outreach work, and/or other activities which help to sustain a thriving college community.

- Be active and engaged members of its Governing Body, developing strategies and policies as the College grows. They will be expected to attend the majority of scheduled meetings, presenting and considering papers and proposals as appropriate.

All Fellows act as adviser to a number of Reuben College graduate students. Fellows will be expected to organise seminars, workshops, reading groups and invited lectures. (Seminars and workshops will typically be jointly organised by two Fellows, from different disciplines but with a common interest.)



II.II College Benefits, Terms and Conditions

Successful candidates will be elected to a Fellowship on a five-year renewable basis, with a mid-term review, and with renewal dependent on satisfactory performance in college duties. The contract will be coterminous with University employment.

Official Fellows will receive the following benefits:

- An annual allowance in the region of £3,000 per annum (which will be revalorised annually in accordance with the University pay uplift). This can be paid either directly (for non-Tier 2 postholders only, and thus will be taxable), or as a research allowance (to support, for example, conferences, events, or research costs).
- Subsidised dining and luncheon rights (in accordance with the facilities available at the time).
- The right to bring guests to college meals, subject to capacity, and at their own costs.
- Membership of the Common Room.

Benefits will continue as normal during any period of family leave, or sickness absence but will be suspended for the period of any research leave, other paid leave (excepting the above), or unpaid leave of 12 months or more, taken by an Official Fellow, during which time they choose not to fulfil their college duties. All decisions in these regards will be taken by the President in consultation with the Senior Tutor, with a view to promoting fairness and consistency of treatment amongst the Fellows.

II. Applications

III. I Eligibility

This is not an employment position and to be eligible applicants must be currently employed by the University in an RSIV, Grade 10, or 9 post, or in an 8 post if they are an independent researcher in an area related to the relevant Reuben theme. Tier 2 postholders are welcome to apply - this is not an employment position and should not necessitate a new visa application. (This also means that the College would not be able to act as sponsor for any visa renewal.)

Candidates with University contracts of less than five years are welcome to apply, with College election then coterminous with that shorter contract. The Selection Committee will however have regard for continuity in the college fellowship, and particular for provision for its graduate students. University postholders who do not hold a contract for beyond October 2024 are thus unlikely to be elected. Those who already have a Governing Body Fellowship with another college or society will not be eligible.

If you have any questions about your eligibility, please contact the Reuben College President, Professor Lionel Tarassenko CBE FREng FMedSci (president@reuben.ox.ac.uk).



III.II Person specification & Selection Criteria

Postholders' research must be related to the relevant theme and applicants should address in their application letter how they can complement the group with their work focus and/or skill set. All applicants must also have a strong commitment to the values of the College.

As active and engaged members of the Governing Body, postholders will develop strategies and policies as the College is established, and begins to thrive. They will also be involved in the recruitment and mentoring of the College's Research Fellows (post-docs) and graduate students, and participate in the outreach, engagement and social activities which will help to build a thriving college community. All Fellows will act as adviser to a number of Reuben College graduate students.

To summarise, the following are the requirements of the fellowship:

- a record of research leadership and an academic reputation commensurate with that of a Senior Research Fellow or Professor, in a relevant area

- strong commitment to, and track record in, interdisciplinary research
- commitment to the vision and approach of Reuben College
- commitment to advancing diversity and inclusion
- enthusiasm for working with colleagues from other Departments and Divisions, including the Gardens, Libraries and Museums, as well as researchers from centres of excellence outside the University, in the setting up and delivery of interdisciplinary activities within the college (for example seminar series, workshops and reading groups)
- willingness and capacity to act as the college adviser for Reuben College graduate students
- ability to work effectively as part of a small, collaborative team, to influence and to build consensus
- strong communication skills, both written and oral
- ability to build relationships at all levels, to network effectively and to inspire confidence in students and colleagues
- as appropriate, a commitment to outreach, knowledge exchange, public engagement, and promoting innovation.

In selecting the Fellows, the Selection Committees will have regard for promoting a diversity of perspectives and approaches, and candidates will thus be assessed in relation both to the stated person specification, and the College's need for intellectual diversity within the advertised themes.



III.III Equality, Diversity & Inclusiveness

As a new college, we are building a community of people and practice that has diversity at the heart, for students and staff, for our academic and applied endeavours. We will be embedding and advancing equal rights as we tackle the big challenges in our academic research and as we build our College community. This gives our students both the opportunity and the shared responsibility to shape the culture and ethos of our community.

We are keenly aware that work on the protection and advancement of equality of opportunity is never truly complete. We have appointed a College champion for Equality, Diversity and Inclusion (EDI), and as appropriate will similarly appoint to posts to support specific protected characteristics, to

guide and support all members of our College community where issues arise. We are proactive in our approach, embedding best practice from across the University, including adopting the University's common framework for supporting disabled students, from ensuring accessible facilities to support at strategic and day-to-day levels.

Through every one of its committees, events, procedures and practices, the growing community of Reuben College are creating an environment in which everyone can take advantage of the unique opportunities that living, working and studying in Oxford bring, whatever their background. We hope that, as our community grows, all members continue to work towards ensuring equity of opportunity for each individual, without exception.

III.IV How to apply

To apply, please send a (maximum) 10-page CV and covering letter to the President's Executive Assistant (president-pa@reuben.ox.ac.uk) **by noon on 14th October 2022**. This CV, attached as a pdf, should include your publications list, and a supporting statement (a) specifying your relevant skills and experience; and (b) describing how you would be able to contribute to the college:

- Given the overall limit of 10 pages, you may not be able to include your complete list of publications, in which case you should select the ones which are most relevant to your application.
- The supporting statement should explain how you meet the selection criteria for the post using examples of your skills and experience.
- In your text for how you would contribute to the college, it may be helpful for you to describe the first few interdisciplinary seminars that you would intend to run, should you be appointed to this post.

Please include contact details for two referees, one of whom should be your current Head of Department or equivalent. Referees will be contacted for shortlisted candidates only – please confirm if you consent for them to be contacted at that time.

Applicants are also asked to complete an equality form for monitoring purposes only; these forms will not be viewed by members of the Selection Committees.

It is anticipated that interviews for shortlisted candidates will take place in person on **10th November 2022**.

