Job Description

Summary

Job title	Glasstone Research Fellow in Computer Science
Division	Mathematical, Physical, and Life Sciences
Department	Computer Science
Location	Wolfson Building, Parks Road, Oxford, OX1 3QD
Grade and salary	Grade 7: £38,674 - £46,913 per annum, with a discretionary range to £51,059 per annum
Hours	Full time
Contract type	Fixed-term for 3 years to start in October 2025
Reporting to	Principal Investigator
Vacancy reference	176444

The role

Applications are invited for the Glasstone Research Fellowship, tenable at the Department of Computer Science at the University of Oxford. The Glasstone fellowships are awarded in memory of Professor Samuel Glasstone and his first wife, Violette, and are made possible through a generous benefaction to the University by Professor Glasstone. More information about the Fellowships can be found at https://www.mpls.ox.ac.uk/divisional-support-and-services/research-resources/fellowships/glasstone-research-fellowships-in-science

The Department of Computer Science is a world-leading centre of teaching and research, comprising 74 permanent academic staff and over 100 researchers. It is part of the Mathematical, Physical and Life Sciences division of the University, whose 10 departments and 3 interdisciplinary units span the full spectrum of the mathematical, computational, physical, engineering and life sciences, and undertake both fundamental research and cutting-edge applied work.

Eligibility

Applicants must hold a PhD/DPhil in Computer Science or a cognate discipline, by the start of the fellowship on 1st of October 2025. Preference will be given to candidates who are within 3 years of their PhD (by 1st of October 2025).

Preference will be given to candidates who research aligns with one of the research themes of the Department of Computer Science: *Algorithms & Complexity Theory, Artificial Intelligence and Machine Learning, Automated Verification, Computational Biology and Health Informatics, Cyber-Physical Systems, Data and Knowledge, Foundations Structures and Quantum, Human-Centred Computing, Programming Languages, and Security*. For more information please visit: www.cs.ox.ac.uk/

Potential applicants who have any doubt as to the eligibility of their proposed research in terms of subject area or research approach should contact Professor Standa Zivny, email standa.Zivny@cs.ox.ac.uk before applying. Potential applicants wishing to discuss research proposals or the availability of facilities should contact the relevant scientists in the appropriate research theme.

Applications are especially welcome from women and minority ethnic candidates, who are currently under-represented in academic posts at Oxford.

Please read the How-to-Apply section, below, before submitting your application.

Main Duties and Responsibilities

The Glasstone Research Fellows are expected to:

- conduct an original programme of research aligned with one of the research themes of the Department.
- disseminate their research through publication in scholarly journals and conference proceedings, participation in international conferences, and through other media
- contribute to the intellectual life of the department
- gain some experience of teaching (up to a maximum of six hours per week)

Selection criteria

The following qualifications, qualities, and experience will be taken into consideration.

1. Applicants must hold a PhD in Computer Science or a cognate discipline. The PhD must have been awarded by the start of the fellowship on 1st of October 2025.
2. An aptitude for original scientific research in one of the fields specified above in the section on eligibility
3. A publication record consonant with experience and field of study
4. The merit of the research proposal submitted with the application
5. Research interests that align with the host department's activities; this can cover bringing in expertise in a new field as well as fitting in with existing strengths
6. Breadth of experience: candidates normally should have, or be seeking to obtain, experience in more than one academic institution

Please note that preference will be given to candidates at an early stage in their research career and who have not already held an independent fellowship.

Flexible working

This role is offered with full-time hours (37.5 per week). This role requires a minimum of three days per week on-site, with flexible arrangements possible based on work requirements, such as in-person meeting attendance, work-related travel, and project timelines.

Terms and Conditions

Remuneration: The salary offered for a full-time appointment to this post will be in the range of **£38,674 - £46,913 per annum, with a discretionary range to £51,059 per annum** (University Grade 7). If you are appointed at a salary

below the top of the normal range, your salary will increase through automatic annual increments until you reach the top point of the normal range. Salaries will reflect qualifications and experience.

Start date: The start date will normally be 1 October 2025, but it may be possible for this to be negotiated to some degree to suit individual and departmental preferences.

Tenure: The fellowships are tenable for three years: subject to satisfactory completion of a one-year probationary period, the fellowship will be renewed for two further years.

Support for Research and Travel: The Glasstone committee will also contribute to refunding reasonable expenses incurred by a fellow in conference attendance, fieldwork, etc. For 2025-26, the total which may be claimed for research and travel is £5,600 per annum in the theoretical and computational sciences. It is suggested that fellows claim up to £3,100 of this total allowance for the purpose of travel. Claims against these grants should be made in the respective financial year.

Teaching: Glasstone Fellows are encouraged to gain some experience of teaching in the department and also in a college–up to a maximum of six hours per week. Additional remuneration could be expected from a college for which the teaching is being done if this work falls under a college association held separately from the Glasstone Fellowship (see below). The split between department and college teaching is to be arranged by the fellow, in consultation with their head of department.

College Association: Since Oxford is a collegiate university much of its intellectual life takes place in a college environment. Those awarded a Glasstone Fellowship are encouraged to establish a college association: some help can be given with this, or successful candidates may apply for Junior Research Fellowships which are advertised. Please note that it is not possible to guarantee a college association, but it is usual for Glasstone Fellows to be successful in establishing one. Colleges offer different facilities but typically, these might include senior common room membership, entitlement to some meals in college, and the opportunity for undergraduate teaching in the college.

Pre-employment screening

Standard checks

If you are offered the post, the offer will be subject to standard pre-employment checks. You will be asked to provide: proof of your right-to-work in the UK; proof of your identity; and (if we haven't done so already) we will contact the referees you have nominated. If you have previously worked for the University we will also verify key information such as your dates of employment and reason for leaving your previous role with the department/unit where you worked. You will also be asked to complete a health declaration so that you can tell us about any health conditions or disabilities for which you may need us to make appropriate adjustments.

Please read the candidate notes on the University's pre-employment screening procedures at: https://www.jobs.ox.ac.uk/pre-employment-checks

About the University of Oxford

Welcome to the University of Oxford. We 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.

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

While we have long traditions of scholarship, we are also forward-looking, creative and cutting-edge. Oxford is one of Europe's most entrepreneurial universities and we rank first in the UK for university spin-outs, and in recent years we have spun out 15-20 new companies every year. We are also recognised as leaders in support for social enterprise.

Join us and you will find a unique, democratic and international community, a great range of staff benefits and access to a vibrant array of cultural activities in the beautiful city of Oxford.

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

Department of Computer Science

The Department of Computer Science is consistently recognised as the internationally leading centre of research and teaching across a broad spectrum of computer science, ranging from foundational discoveries to interdisciplinary work with significant real-world impact. We are proud of our history as one of the longest-established computer science departments in the country, as we continue to provide first-rate undergraduate and postgraduate teaching to some of the world's brightest minds.

Our world-class research is conducted across our research themes, which span the broad spectrum of computer science, ranging from foundational discoveries to interdisciplinary work with significant real-world impact. A significant majority of our staff are active in externally sponsored research, with both government and industrial funding. Our 2021 Research Excellence Framework submission saw 81% of our research activity ranked as world-leading (4*), with the rest ranked as internationally excellent (3*). We have had 19 ERC Fellowships in the last decade (including 7 Advanced) and we have 6 Fellows of the Royal Society, 4 Turing/Turing AI Fellows, a Fellow of the Royal Academy of Engineering and a Fellow of the Institute of Electrical and Electronics Engineers.

We enjoy close links with other Oxford University departments (Mathematics, Engineering, Physics, Statistics and Life sciences) and work collaboratively with Oxford research groups and institutes (including the Oxford Internet Institute and the Oxford e-Research Centre). At present, the department has 71 faculty members and 98 researchers housed across multiple sites within the University's South Parks Road Science Area and the neighbouring area. Through a programme of continuous improvement, the department is committed to promoting and nurturing a diverse, inclusive and equal culture, with a particular focus on growth in gender equality (from our students to our staff).

The department holds over £75m of external funding of which £58m is research. Research in the department is currently managed in ten themes:

- **Algorithms and Complexity Theory**, led by Professor Leslie Ann Goldberg, focusses on determining the inherent difficulty of computational problems, classifying problems according to this inherent difficulty, and designing and analysing algorithms that use computational resources as efficiently as possible.
- **Artificial Intelligence and Machine Learning**, led by Professor Michael Wooldridge, focuses on theoretical foundations of AI, multiagent systems, deep learning, reinforcement learning, and computational linguistics.
- **Automated Verification**, led by Professor Marta Kwiatkowska, investigates theory and practice of formal verification and correct-by-construction synthesis for software and hardware systems.
- **Computational Biology and Health Informatics**, led by Professor Blanca Rodriquez, is concerned with computational approaches for biomedical research and healthcare innovation.
- **Data Knowledge and Action**, led by Professor Ian Horrocks, includes databases, knowledge representation and reasoning.
- **Human Centred Computing**, led by Professor Nigel Shadbolt, includes human computer interaction, social computing, and the worldwide web.
- **Programming Languages**, led by Professor Nobuko Yoshida, includes functional programming, program analysis, and programming language foundations.
- **Quantum**, led by Professor Jonathan Barrett, focusses on quantum computing including quantum software, causality in quantum theory, quantum cryptography and foundations of quantum computing.
- **Security**, led by Professor Ivan Martinovic, specialises in cybersecurity, protocol analysis, systems security, trusted computing, and networking.
- **Systems**, led by Professor Niki Trigoni, focusses especially on cyber physical systems. We plan to substantially broaden our research in systems to complement our existing research areas.

Our greatest asset is our people. We consistently attract the best staff and students and, thanks to them, we have been ranked as the world's leading university for computer sciences for six years in a row by the *Times Higher Education*. We have held an Athena Swan Bronze Award since 2014, reflecting our longstanding commitment to promoting and supporting gender equality.

Find out more information on our website https://www.cs.ox.ac.uk/
The Department of Computer Science holds a bronze Athena Swan award to recognise advancement of gender equality: representation, progression and success for all.

Mathematical, Physical, and Life Sciences Division (MPLS)

The Mathematical, Physical, and Life Sciences (MPLS) Division is one of the four academic divisions of the University. Oxford is widely recognised as one of the world's leading science universities and the MPLS Division is home to our non-medical sciences, with 9 academic departments that span the full spectrum of the mathematical, computational, physical, engineering and life sciences, and undertake both fundamental research and cutting-edge applied work.

For more information about the MPLS division, please visit: www.mpls.ox.ac.uk

How to apply

To apply, click on the **Apply Now** button on the 'Job Details' page (to locate the post via the University's jobs page, or search at https://www.jobs.ox.ac.uk/ using Vacancy ID **176444** to locate and click on the relevant post. Having pressed Apply Now, follow the on-screen instructions to register as a new user or log-in if you have applied previously. You will then be required to complete a small number of screens with your details, and will be prompted to upload documents to support your application.

You should upload the following documents in support of your application. They must be formatted as .PDF files with your surname, initials and the document type in the filename, for example SmithJM_Form.pdf, SmithJM_CV.pdf, SmithJM_Prop.pdf

1. A completed application form: the template is available online with this job description

2. A **CV with publications list**: please ensure that your CV contains any brief description needed to explain your research experience

3. A **research proposal** setting out what you aim to achieve during the fellowship: this must not exceed two sides of A4 in length (including any bibliography), and it should start with a short summary written for a non-specialist scientific reader

These three documents together constitute the 'supporting statement' for your application that the online system will refer to. In these documents you should explain how you meet the selection criteria for the post using examples of your skills and experience. This may include experience gained in employment, education, or during career breaks (such as time out to care for dependents). Your application will be judged solely on the basis of how you demonstrate that you meet the selection criteria stated in the job description.

***Please ensure that you upload only the 3 documents above*:** extracts from previous work or other supporting material should not be sent at this stage. *Applications submitted without a completed application form, or without a CV or research proposal will not be considered.*

When prompted on-screen, please provide details of three referees. At least one of your referees should be from your current or most recent employing institution. Please do not seek more than three references.

***Applicants* must ask their three referees to write directly to the glasstone.fellowship@cs.ox.ac.uk using the same format for their reference submission as your application, your surname, initials and REF then the referees surname e.g. SmithJMREFJones so that references are received by the application deadline of 12.00 Midday on 6th January 2025.** It is the responsibility of the applicant to check with their referees to ensure that all references are received, otherwise the application may be considered without this information.

The interviews will be held online during the week starting February 10th 2025.

Should you experience any difficulties using the online application system, please email recruitment.support@admin.ox.ac.uk. Further help and support is available from www.ox.ac.uk/about_the_university/jobs/support/. To return to the online application at any stage, please go to: www.recruit.ox.ac.uk. Please note that you will be notified of the progress of your application by automatic

emails from our e-recruitment system. **Please check your spam/junk mail** regularly to ensure that you receive all emails.

Information for priority candidates

A priority candidate is a University employee who is seeking redeployment because they have been advised that they are at risk of redundancy, or on grounds of ill-health/disability. Priority candidates are issued with a redeployment letter by their employing department(s).

If you are a priority candidate, please ensure that you attach your redeployment letter to your application (or email it to the contact address on the advert if the application form used for the vacancy does not allow attachments).

If you need help

Application FAQs, including technical troubleshooting advice is available at: https://staff.web.ox.ac.uk/recruitment-support-faqs

Non-technical questions about this job should be addressed to the recruiting department directly hr@cs.ox.ac.uk.

To return to the online application at any stage, please go to: www.recruit.ox.ac.uk.

Please note that you will receive an automated email from our online recruitment portal to confirm receipt of your application. **Please check your spam/junk mail** if you do not receive this email.

Important information for candidates

Data Privacy

Please note that any personal data submitted to the University as part of the job application process will be processed in accordance with the GDPR and related UK data protection legislation. For further information, please see the University's Privacy Notice for Job Applicants at: https://compliance.admin.ox.ac.uk/job-applicant-privacy-policy. The University's Policy on Data Protection is available at: https://compliance.admin.ox.ac.uk/data-protection-policy.

The University's policy on retirement

The University operates an Employer Justified Retirement Age (EJRA) for very senior research posts at **grade RSIV/D35 and clinical equivalents E62 and E82** of 30 September before the 70th birthday. The justification for this is explained at: https://hr.admin.ox.ac.uk/the-ejra.

For **existing** employees on these grades, any employment beyond the retirement age is subject to approval through the procedures: https://hr.admin.ox.ac.uk/the-ejra.

There is no normal or fixed age at which staff in posts at other grades have to retire. Staff at these grades may elect to retire in accordance with the rules of the applicable pension scheme, as may be amended from time to time.

Equality of opportunity

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. No applicant or member of staff shall be discriminated against because of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

VIOLETTE AND SAMUEL GLASSTONE RESEARCH FELLOWSHIPS IN SCIENCE

Statement of the interests of Violette and Samuel Glasstone

These research fellowships are awarded in memory of Professor Glasstone and his wife, and are made possible through a most generous benefaction to the University by Professor Glasstone.

Professor Samuel Glasstone was born in London in 1897 and attended the University of London as Neil Arnot Exhibitioner and Scholar, from where he was awarded the degrees of B.Sc., M.Sc.,

Ph.D., and D.Sc. Although he published extensively on his research in physical chemistry, he was perhaps best known for his considerable output of textbooks, renowned for their clear presentation of complex scientific concepts. Amongst these were *Recent Advances in Physical Chemistry* (1931), *Recent Advances in General Chemistry* (1936), and *Textbook of Physical Chemistry* (1940), the last book he published before emigrating to America, where he eventually became a US citizen. He went on to write widely in the field of atomic science, including *The Effects of Atomic Warfare* (1950), the first de-classifiable book on the subject, commissioned by the US Atomic Energy Commission. Samuel Glasstone died in 1986.

His first wife, Violette Frederica Glasstone (nee Collingwood) was a Goldsmith's Company Scholar at St Hilda's College where she read Botany. She took her BA in October 1919 and her MA in 1939, going on to be a demonstrator at the School of Botany, researching on plant physiology. Many of Professor Glasstone's books were dedicated to her and she collaborated in producing a number of these, including his first book *Chemistry in Daily Life* (1929), and *The Food You Eat* (1943). She died in 1960.

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Benefits of working at the University

Employee benefits

University employees enjoy 38 days' paid holiday, generous pension schemes, flexible working options, travel discounts including salary sacrifice schemes for bicycles and electric cars and other discounts. Staff can access a huge range of personal and professional development opportunities. See https://hr.admin.ox.ac.uk/staff-benefits

Employee Assistance Programme

As part of our wellbeing offering staff get free access to Health Assured, a confidential employee assistance programme, available 24/7 for 365 days a year. Find out more https://staff.admin.ox.ac.uk/health-assured-eap

University Club and sports facilities

Membership of the University Club is free for University staff. It offers social, sporting, and hospitality facilities. Staff can also use the University Sports Centre on Iffley Road at discounted rates, including a fitness centre, powerlifting room, and swimming pool. See www.club.ox.ac.uk and https://www.sport.ox.ac.uk/.

Information for staff new to Oxford

If you are relocating to Oxfordshire from overseas or elsewhere in the UK, the University's Welcome Service includes practical information about settling in the area, including advice on relocation, accommodation, and local schools. See https://welcome.ox.ac.uk/

There is also a visa loan scheme to cover the costs of UK visa applications for staff and their dependants. See https://staffimmigration.admin.ox.ac.uk/visa-loan-scheme

Family-friendly benefits

We are a family-friendly employer with one of the most generous family leave schemes in the Higher Education sector (see https://hr.web.ox.ac.uk/family-leave). Our Childcare Services team provides guidance and support on childcare provision, and offers a range of high-quality childcare options at affordable prices for staff. In addition to 5 University nurseries, we partner with a number of local providers to offer in excess of 450 full time nursery places to our staff. Eligible parents are able to pay for childcare through salary sacrifice, further reducing costs. See https://childcare.admin.ox.ac.uk/.

Supporting disability and health-related issues (inc menopause)

We are committed to supporting members of staff with disabilities or long-term health conditions, including those experiencing negative effects of menopause. Information about the University's Staff Disability Advisor, is at

https://edu.admin.ox.ac.uk/disability-support. For information about how we support those going through menopause see https://hr.admin.ox.ac.uk/menopause-guidance

Staff networks

The University has a number of staff networks including for research staff, BME staff, LGBT+ staff, disabled staff network and those going through menopause. Find out more at https://edu.admin.ox.ac.uk/networks

The University of Oxford Newcomers' Club

The University of Oxford Newcomers' Club is run by volunteers that aims to assist the partners of new staff settle into Oxford, and provides them with an opportunity to meet people and make connections in the local area. See www.newcomers.ox.ac.uk.

Research staff

The Researcher Hub supports all researchers on fixed-term contracts. They aim to help you settle in comfortably, make connections, grow as a person, extend your research expertise and approach your next career step with confidence. Find out more https://www.ox.ac.uk/research/support-researchers/researcher-hub

Oxford's Research Staff Society is a collective voice for our researchers. They also organise social and professional networking activities for researchers. Find out more https://www.ox.ac.uk/research/support-researchers/connecting-other-researchers/oxford-research-staff-society