



## SENIOR RESEARCH FELLOWSHIPS 2026

All Souls College intends to elect to two Senior Research Fellowships tenable from 1 October 2026 (or other agreed date), one in Modern Languages and one in Philosophy.

For the Modern Languages post, applications are invited relating to the study of literature, screen media, and culture associated with any of the living languages taught at the University of Oxford in the Faculties of [Medieval and Modern Languages](#) and [Asian and Middle Eastern Studies](#) or in [Celtic Studies](#). (See the [FAQs](#) for further details of the post's subject scope.) For the Philosophy post, we invite applications within any of the areas of the subject pursued by [academic postholders](#) in the Oxford Faculty of Philosophy. (See the [FAQs](#) for details of these areas.)

A Senior Research Fellowship is of comparable academic standing to a statutory Professorship in the University of Oxford or to a pure-research tenured chair in the United States. Applicants are expected to have a correspondingly distinguished record of achievement in research. Those elected may, in addition, apply within the University for the title of 'Professor'.

### Job Description and Terms of Fellowship

The primary duty of a Senior Research Fellow is to pursue on a full-time basis a programme of academic research in Oxford.

Leave of absence may be granted to allow Fellows to work away from Oxford for up to one term in seven, when this would be beneficial to their programme of research. In exceptional circumstances, the College will consider applications for further leave. Senior Research Fellows may take on limited other commitments, subject to discharging the obligations of their Fellowship.

As members of the College's Governing body, Senior Research Fellows will act as a Trustee of the charity and are required to fulfil the associated obligations under Charity Law (see the Charity Commission's publication, [The essential trustee: what you need to know, what you need to do](#)). Senior Research Fellows will be required to attend College meetings (some of which are held on Saturday morning), to assist with the annual Prize Fellowship examination and be expected to serve on College Committees to which they are elected or co-opted. The College will provide training on the role of Charity Trustee.

Senior Research Fellows report every two years on the progress of their research programmes, and every seven years an external review takes place. The College does not regard Fellows as bound indissolubly to the particular programmes they have proposed.

The College has adopted a normal retirement age of 30 September before the 70th birthday. As the College is a charity of which the Fellows are trustees, the successful applicants must be eligible to be a Charity Trustee and discharge this responsibility effectively.

## **Academic Support**

All Senior Research Fellows will be assigned a study in College or one of its ancillary buildings. The College will provide IT equipment. In addition, the College provides an academic allowance of up to £4,489 a year (as of 2024/5) to cover research expenses. Fellows can apply for additional grants towards research expenses and in support of conferences and seminars they may wish to arrange in College.

## **Pay and Allowances**

*Salary:* The annual salary and associated benefits of Senior Research Fellows, for the 2024/5 academic year will range from £111,428 to £129,923, inclusive of a housing allowance of £7,495 per annum where eligible. The SRF salary scale is set according to a point on the Oxford University professorial salary scale. To qualify for the higher rate of pay within this range in any academic year, a Fellow must undertake to give not fewer than sixteen lectures or equivalent in the University in that year. The pay may be on an intermediate rate if fewer lectures are given.

*Pension:* The College is a member of the USS pension scheme in which Senior Research Fellows will be automatically enrolled. See <http://www.uss.co.uk/> for details. Those who are adversely affected by HMRC rules on pension tax allowances may elect to receive a cash enhancement (currently 12%) to their relevant pay if they opt out of USS altogether, select an enhanced opt out, or set a voluntary cap on their pensionable salary.

*Housing Allowances/Housing Finance/Accommodation:* A Senior Research Fellow living out of College but within 25 miles of Oxford will receive a pensionable housing allowance of £7,495. All Souls also operates a joint equity scheme to support Fellows purchasing a residential property in Oxford.

Alternatively, and subject to availability, the College may be able to offer at no charge single residential accommodation in the College or one of its annexes, but this is a taxable benefit, and no housing allowance will be paid.

*Dining Rights:* Fellows are entitled to lunch and dinner at common table without charge.

*Relocation:* To fulfil its objective of supporting research of the highest standards, All Souls operates a policy to enable the relocation of new Fellows to Oxford. All Souls College broadly follows the University of Oxford relocation guidelines and operates a discretionary relocation scheme that may be available to new Fellows. Availability depends upon individual circumstances.

All Souls College will reimburse visa fees and associated NHS Surcharge costs for international Fellows and their dependents (normally considered to be a partner and/or dependent children under the age of 18).

*Medical Insurance:* Fellows and their immediate dependants are also eligible for participation in the College's medical insurance scheme. There is no charge for this, but it is a taxable benefit. The College also operates a Healthcare cashplan which Fellows are enrolled into.

## Application and Election Arrangements

Informal inquiries are welcome and should be made in the first instance to [srf.admin@all-souls.ox.ac.uk](mailto:srf.admin@all-souls.ox.ac.uk).

Candidates for a Senior Research Fellowship should apply online and submit:

- a full curriculum vitae, including a list of published work;
- a research proposal of up to 2,000 words. The proposal should open with a paragraph addressed to a non-specialist audience, but the remainder of the proposal should be for a specialist readership;
- the names and addresses of three referees. The referees will need to follow the procedure notified to them by email once the application has been submitted.

The deadline for **applications** is **12 noon (UK time), Friday 19 September 2025** and for **references**, **12 noon (UK time), Friday, 3 October 2025**

Applications are particularly welcome from women and black and minority ethnic candidates, who are under-represented in academic posts in Oxford. In order to enable the College to monitor the effectiveness of its equality policy and procedures, all candidates are invited to complete a confidential recruitment monitoring form, which is processed entirely separately from the applications and plays no part in the selection process.

The College obtains further independent references about short-listed candidates and will tell candidates if they are on the final short-list by Friday 30 January 2026. Candidates on that list will be invited for interview in person on **Thursday 5 or Friday 6 March 2026** and will have the opportunity to meet informally with the Warden and to dine in College that evening. Please make sure that you can travel to Oxford for interview in the event that you are shortlisted, as attendance is normally required. The College will reimburse your travel expenses. Appointment is by the election of the Warden and Fellows of All Souls as a whole. The election meeting is on **Saturday 14 March 2026** and the result is published that day.

The College would not make an election to a Fellowship if it did not believe that there was a suitable candidate for the vacancy.

The online application system is hosted by the Colleges' Administrative Software Consortium Fellowship Application System (in Cambridge). Where stated technical queries should be submitted to [fas@casc.cam.ac.uk](mailto:fas@casc.cam.ac.uk). All other inquiries about the application process and submitted applications should be made to SRF Administration [srf.admin@all-souls.ox.ac.uk](mailto:srf.admin@all-souls.ox.ac.uk).