**Job description and selection criteria**

Please note: blue highlighting in this document indicates instructions while yellow highlighting indicates a field that needs to be completed.

Delete this comment before finalising

|  |  |
| --- | --- |
| Job title | Make sure the colour of the text is white and the background and below main headings are in turquoise (Red 0, Green 147, Blue 178) |
| Division | Medical Sciences |
| Department | Paediatrics |
| Location |  |
| Grade and salary | Grade X: £XX,XXX - £XX,XXX per annum (with a discretionary range to £XX,XXX per annum) |
| Hours | *Delete as applicable:*  Full time / Part time (x hours / %FTE) / Variable hours [don’t put full-time hours as 37.5 for grades 6+, can put 36.5 for grades 1-5] |
| Contract type | *Delete as applicable:*  Permanent / Fixed-term (X months/ X years/ until X) / Open-ended, externally-funded (*only available for academic-related)* / Maternity leave cover / Secondment |
| Reporting to | [ *(name optional)*, job title] |
| Vacancy reference |  |
| Additional information | *(eg this vacancy is for internal applicants only, secondments considered)*  *This role meets the criteria for a UK Skilled Worker visa [only if confirmed by SIT]* |

## For Research posts: **Include table below where relevant to role.**

|  |  |
| --- | --- |
| Research topic |  |
| Principal Investigator / supervisor |  |
| Project team |  |
| Project web site | [www.ox.ac.uk/](http://www.ox.ac.uk/) [research project URL] |
| Funding partner | The funds supporting this research project are provided by............ |
| Recent publications |  |

## **The role**

*Where possible, use a generic job descriptions which can be tailored to the context of this role -**https://hr.admin.ox.ac.uk/generic-job-descriptions*

*Include a short overview of the role and its purpose, including the context within the team/department and why the vacancy has arisen, if appropriate. Describe the role as positively as possible to help attract suitable candidates. Do not include detailed responsibilities and selection criteria, as these are outlined in separate sections.*

### Maternity (or other family) leave cover post *[delete if not appropriate]*

This post is to cover the absence of the substantive postholder, who is taking a period of maternity [or adoption or shared parental] leave. The post is available until [date] or the actual return of the substantive postholder, or the resignation of the substantive postholder and employment of a new postholder, whichever is the earliest.

## **Responsibilities**

*List the key responsibilities/duties of the post (try to list* ***no more*** *than 10).*

*When drafting a new job description, please refer to the list of HERA elements:* <https://hr.admin.ox.ac.uk/higher-education-role-analysis-hera>

## **Selection criteria**

### **Essential**

*Essential criteria are those that are required to perform the job effectively. Aim for no more than 8. The criteria should flow directly from the responsibilities/duties of the role so that you can judge and select candidates objectively. For example:*

* *Technical ability (knowledge and experience)*
* *Communicating and relating to others (oral / written)*
* *Professional expertise and/or qualifications where required*
* *Clinical Registration with GMC/ NMC*
* *Service delivery*
* *Leading and developing others – line management*
* *Teaching and learning support*
* *Decision-making, problem-solving, planning and organising*
* *Analysis and research*

***NB*** *Do not use any criteria which may be discriminatory such as stating the number of years’ experience required, or requiring that a candidate is ‘physically fit’, etc. For further information, please see* [*https://hr.admin.ox.ac.uk/planning-a-recruitment*](https://hr.admin.ox.ac.uk/planning-a-recruitment)

### **Desirable**

*This is optional: if you do include desirable criteria aim for* ***no more*** *than 4* .

## **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. 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>

### **Hazard-specific / Safety-critical duties** *[if not relevant delete whole section]*

This job includes hazards or safety-critical activities. If you are offered the post, you will be asked to complete a health questionnaire which will be assessed by our Occupational Health Service, and the offer of employment will be subject a successful outcome of this assessment.

The hazards or safety-critical duties involved are as follows:

*[Delete as appropriate:]*

* Working at heights
* Night working (11pm-6am)
* Lone Working
* Work in hot or cold environments
* Driving on University business
* Working with Ionising Radiation
* Regular manual handling
* Open food handling
* Working with category 3b or 4 lasers ([laser safety class](http://www.admin.ox.ac.uk/safety/policy-statements/s2-09/))
* Working with infectious pathogens (hazard group 2/3) - [Hazard Group 3 pathogens](http://www.hse.gov.uk/pubns/misc208.pdf)
* Working with blood, human products and human tissues
* Work in clinical areas with direct contact with patients (NOT administrative roles)
* Work with allergens, e.g. laboratory animals, pollen, dust, fish or insects etc.
* Work with any substance which has any of the following pictograms on their MSDS:  
   
* Travel outside of Europe or North America on University Business

### **Additional security pre-employment checks**

This job includes duties that will require additional security pre-employment checks:

* Enhanced Level Screening as this role includes conducting research involving animals (or working closely with such research); or with access to/ knowledge of the location of certain pathogens, toxins, irradiators. ***[delete if not appropriate]***
* This role requires a research passport / honorary contract. The department will support the successful candidate in obtaining this where required and appropriate. ***[delete if not appropriate]***

*EITHER:*

* A satisfactory enhanced Disclosure and Barring Service check due to [give reasons, eg regulated activity involving children **OR** regulated activity involving ‘at risk’ adults] ***[delete if not appropriate]***

*OR*

* A satisfactory basic Disclosure and Barring Service check due to the nature of this position [give reasons e.g. working with highly sensitive data] ***[delete if enhanced DBS is required]***
* University security screening (e.g. identity 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.

***[delete the next paragraph below if remote working is not an option for the role]***

The University of Oxford has recently published their New Ways of Working framework to ensure professional service staff can continue to support the University’s academic mission whilst working on site or remotely. For more information, please visit <https://hr.admin.ox.ac.uk/new-ways-of-working>

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](http://www.ox.ac.uk/about/organisation).

**[Insert Description of Research Group here]**

**Department of Paediatrics**

The Department of Paediatrics is a world leader in child health research and hosts internationally renowned research programmes in drug development, gastroenterology, haematology, HIV, immunology, neuroimaging, neuromuscular diseases and vaccinology. Our work spans from early proof-of concept fundamental science, all the way up to its application in clinical settings.

We continue to shape the landscape of medical science through positively impacting the lives of millions of children from our global research programmes, academic resources, and commitment to success. Our broad research base positions the department in a pivotal role and subsequently a world leader in child health. With research facilitates in the UK and abroad, we work on a global scale, building a paediatric network in the medical science community. We are committed to inform and inspire external audiences worldwide through our public engagement and outreach activities.

In 2021, we successfully administered a grant value of £130,895,28 obtained through 168 projects. Our strong relationship with funding bodies have also been a contributor to the successes and milestones in children’s health research. With strong support from the Wellcome Trust, NIH, Cancer Research UK, UKRI, MDUK, Bill & Melinda Gates Foundation, Academy of Medical Sciences and the NIHR, we have employed 360+ staff, researchers, and students. These figures continue to grow as we expand our activities to overcome the multitude of challenges within children’s research health.

For more information please visit: <http://www.paediatrics.ox.ac.uk/>

The Department of Paediatrics holds a silver Athena Swan award to recognise advancement of gender equality: representation, progression and success for all.

**Medical Sciences Division**

We are an internationally recognized centre of excellence for biomedical and clinical research and teaching, and the largest academic division in the University of Oxford.

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: <http://www.medsci.ox.ac.uk/>

## **How to apply**

Applications are made through our e-recruitment system and you will find all the information you need about how to apply on our Jobs website <https://www.jobs.ox.ac.uk/how-to-apply>.

Your application will be judged solely on the basis of how you demonstrate that you meet the selection criteria stated in the job description.

As part of your application you will be asked to provide details of two referees and indicate whether we can contact them now.

*Include the paragraph below if you are asking candidates to submit a CV and supporting statement. If you are using the application form with in-built supporting statement there is no facility for applicants to attach documents so this paragraph should be removed [incl. with short application form on PeopleXD recruitment]*

You will be asked to upload a CV and a supporting statement. The supporting statement must explain how you meet each of 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 dependants)

Please upload all documents **as PDF files** with your name and the document type in the filename. (*Customise this statement to confirm the document(s) you would like the applicant to attach, but make sure that you keep the reference to PDF. For advice on setting up the post in CoreHR read the* [*HRIS How-to guidance*](https://hrsystems.admin.ox.ac.uk/recruitment#collapse2330556)

All applications must be received by **midday** UK time on the closing date stated in the online advertisement.

**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 at [recruitment@paediatrics.ox.ac.uk](mailto:recruitment@paediatrics.ox.ac.uk) or using the contact details in the online advertisement.

To return to the online application at any stage, please go to: [www.recruit.ox.ac.uk](http://www.recruit.ox.ac.uk/).

Please note that you will receive an automated email from our e-recruitment system 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**, which with effect from 1 October 2023 will be 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.

# Benefits of working at the University

## Employee benefits

University employees enjoy 38 days’ paid holiday, generous pension schemes, travel discounts, and a variety of professional development opportunities. Our range of other employee benefits and discounts also includes free entry to the Botanic Gardens and University colleges, and discounts at University museums. See <https://hr.admin.ox.ac.uk/staff-benefits>

## University Club and sports facilities

Membership of the University Club is free for all University staff. The University Club 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](http://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 website 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 dependents. See <https://staffimmigration.admin.ox.ac.uk/visa-loan-scheme>

## Family-friendly benefits

With one of the most generous family leave schemes in the Higher Education sector, and a range of flexible working options, Oxford aims to be a family-friendly employer. We also subscribe to the Work+Family Space, a service that provides practical advice and support for employees who have caring responsibilities. The service offers a free telephone advice line, and the ability to book emergency back-up care for children, adult dependents and elderly relatives. See <https://hr.admin.ox.ac.uk/my-family-care> Childcare

The University has excellent childcare services, including five University nurseries as well as University-supported places at many other private nurseries.

For full details, including how to apply and the costs, see <https://childcare.admin.ox.ac.uk/>

## Disabled staff

We are committed to supporting members of staff with disabilities or long-term health conditions. For further details, including information about how to make contact, in confidence, with the University’s Staff Disability Advisor, see <https://edu.admin.ox.ac.uk/disability-support>

## Staff networks

The University has a number of staff networks including the Oxford Research Staff Society, BME staff network, LGBT+ staff network and a disabled staff network. You can find more information at <https://edu.admin.ox.ac.uk/networks>

## The University of Oxford Newcomers' Club

The University of Oxford Newcomers' Club is an organisation 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](http://www.newcomers.ox.ac.uk).