



EXETER COLLEGE, OXFORD

Stipendiary Lectureship in Management

Fixed-term contract

Further Particulars

The Post

1. Exeter College seeks to appoint a **Stipendiary Lecturer in Management**, tenable from 1 January - 31 December 2026 to teach Management to undergraduate students.
2. The Lecturer will be required to undertake 48 'contact' hours per annum of tutorial or class teaching of undergraduates of the College (or by exchange with other Colleges) (i.e. an average of 2 'contact' hours per week across the three eight-week Terms of the academic year).

In addition, they will be required to:

- set and mark College examinations;
 - participate fully in the undergraduate Admissions process (including the interviews in December);
 - participate in Access and Outreach initiatives, as required;
 - (if asked) to act as an Advisor (mentor) to students of the College reading for postgraduate degrees in relevant academic disciplines; and
 - participate fully in the running of Management and its related subjects within Exeter College.
3. This is a fixed-term, non-renewable post, for the period 1 January - 31 December 2026. The post is designed to cover a temporary need arising from a period of maternity leave for Dr Agni Orfanoudaki.
 4. The appointment is open to suitably qualified candidates from all backgrounds. The College will especially welcome applications from women and ethnic minorities, who are under-represented among academic staff, and from those whose caring or family responsibilities mean that they do not work full-time or mean that they are now returning to work following a career break.

However, all applications will be considered entirely on merit, and with due regard to each candidate's relevant experience and circumstances.

Exeter College

5. For information on the College, please see <http://www.exeter.ox.ac.uk>, especially <https://www.exeter.ox.ac.uk/applicants/student-life/teaching-and-research/>.
6. The College usually admits 4 students each year to study Oxford's undergraduate management programme, the 3-year BA in Economics & Management. The College also runs a programme for 26 visiting students from Williams College (a leading US liberal arts college), who spend the Junior Year of their Williams College degree resident in Oxford, studying alongside our own students.

This Stipendiary Lectureship will be the College's only post in Management; other teaching is provided within the College for Economics & Management students by two Associate Professors &

Tutorial Fellows in Economics (Dr Dan Quigley and Dr Florian Trouvain), who also teach undergraduates studying for the BA in Philosophy, Politics, and Economics.

Undergraduate Teaching at Oxford

7. Undergraduates studying Management at Oxford are taught a given subject in two ways: through lectures and seminars (which are organized by the Saïd Business School) and through tutorials and college classes (which are arranged and usually given by College Fellows and Lecturers). The tutorial system is a unique feature of the Oxford teaching and learning experience. Our students are typically very able, committed, and well-motivated.

Teaching students in very small groups (a tutorial normally involves a tutor and two to three students) allows the tutor to respond directly to students' ideas, and to tailor their teaching to the interests and enthusiasms of different students.

As well as giving tutorials in the areas of their own research, tutors at Oxford typically give tutorials in other areas that they are interested in and knowledgeable about, but which are not necessarily the focus of their current research.

Duties of the Post

8. *Teaching:* the Lecturer will be required to undertake 48 'contact' hours per annum of tutorial or class teaching for the College, or by exchange for students from other Colleges.

The Stipendiary Lecturer will give tutorials and revision classes on the following topics:

- General Management (Year 1)

The ability to teach other papers would be an advantage, but is not essential.

9. *Administration:* the Lecturer will be expected to:

- submit reports at the end of each term on students taught;
- set and mark Collections (internal college practice examinations) promptly (such marking counts against stint);
- participate in the end-of-Term reviews of students reading for Management and related subjects;
- participate in the undergraduate admissions process which takes place during the Michaelmas (autumn) Term, and involves interviewing candidates after the end of Term in December;
- participate fully and actively in Open Days and Outreach events, as required;
- work alongside colleagues in the arrangement of teaching of Exeter students by tutors at other colleges;
- to act as a Graduate Adviser (college mentor) to the College's cohort of c.10–12 postgraduate students reading for the MBA and EMBA and to advise as required on the selection of the next year's cohort from amongst those admitted to the programs by the Saïd Business School; and
- undertake such other duties as are reasonably required to support the teaching of Management and its related subjects in College.

Selection Criteria

10. The formal selection criteria for the posts are as follows:
 - a. the proven ability, or the potential, to provide excellent tutorial and small group teaching in a range of undergraduate topics (as described in paragraph 8 above);
 - b. the ability and willingness to undertake College administration and duties (as described in paragraph 9 above).
11. The qualities that we are seeking therefore include:
 - a. scholarship of the highest quality that demonstrates innovation and the capacity to select appropriate problems through a good knowledge of an important research area;
 - b. excellent communication, interpersonal, presentation, and organisational skills;
 - c. a willingness to engage in teaching a range of topics in Management;
 - d. an understanding of the learning needs of undergraduate students and how to address them;
 - e. an informed interest in the full range of academic duties of the post; and
 - f. the ability and willingness to contribute to a research community.

Pay and Benefits

12. The Lecturer will be appointed to the pro-rata equivalent of a point on the Senior Tutors' Committee's Register of Approved Payments for Stipendiary Lecturers. The stipend for the appointment will therefore be within a range £8,284 - £9,154 per annum.

In addition, the Lecturer will be automatically enrolled in the Universities' Superannuation Scheme (USS), unless they elect not to join.

The salary and allowances are subject to revision, at the discretion of the Governing Body, in accordance with any general increase in academic salaries.

13. The Lecturer will be entitled to draw upon an Academic Support Allowance (currently £400 per annum).
14. The Lecturer will be entitled to two lunches and one dinner per week free of charge at the Common Table, on each day for which the Governing Body makes such provision.
15. Exeter College has generous family leave arrangements, in line with those offered by the University. Details are available on request from the College's HR Manager.
16. A teaching room, which may be shared, will be provided in College.
17. Should the postholder wish to do teaching in excess their contractual obligation, it will be remunerated at the standard rates recommended from time to time by the Senior Tutors' Committee, subject to the agreement of the Senior Tutor.
18. The Lecturer should consult the Senior Tutor and other relevant colleagues before taking on any additional employment or responsibilities.

How to Apply

19. Informal enquiries about this post may be directed in the first instance to the Senior Tutor (senior.tutor@exeter.ox.ac.uk). Any such enquiries will be treated in confidence and will not form part of the selection process.

20. Candidates should submit all application materials by email to the HR Manager, vacancies@exeter.ox.ac.uk. If possible, applications should be submitted as a PDF file.
21. Applications must include:
- i. A covering letter, which should include a list of subjects on the Oxford syllabus on which candidates are currently able to give undergraduate tutorials, lectures, or classes;
 - ii. A full *curriculum vitae* including teaching experience and a list of publications;
 - iii. The names and contact details of two referees.

Candidates are also asked to complete a Recruitment Monitoring form, if they are willing to do so. This can be submitted via email (vacancies@exeter.ox.ac.uk).

22. References will only be sought for candidates who have been shortlisted for interview. There is no requirement, therefore, for referees to submit their references during the initial application stage.
23. The closing date for applications is **12pm noon (BST) on Tuesday 21 October 2025**. It is the responsibility of each applicant to ensure that their application arrives before the deadline.
24. It is anticipated that interviews will be held in Oxford on the morning of Tuesday 4 November 2025.

Selection Process

25. Applications for this post will be considered by a selection committee containing Fellows of Exeter College.
26. The policy and practice of the College require that entry into employment within the College 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.

Further Information

27. Exeter College welcomes diversity among its staff, students and visitors, recognising the particular contributions to the achievement of the College's mission which can be made by individuals from a wide range of backgrounds and experiences. Exeter College aims to provide an inclusive environment which promotes equality, values diversity and maintains a working, learning and social environment in which the rights and dignity of all its staff and students are respected to assist them in reaching their full potential. Subject to statutory provisions, no applicant or member of staff will be treated less favourably than another because of his or her age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage, civil partnership, pregnancy, or maternity. In all cases, ability to perform the job will be the primary consideration. The College will make such adjustments to the application procedure, workplace and working arrangements as are reasonable to accommodate suitably qualified disabled applicants.

The college's policies on equality and diversity are available from the College's website: <https://www.exeter.ox.ac.uk/equality-and-diversity/>.

28. All data supplied by applicants will be used only for the purposes of determining their suitability for the post. Information regarding the way we process your 'personal data', as part of the General Data Protection Regulation (GDPR) and Data Protection Act, can be found in the Privacy Policy published on our website at <https://www.exeter.ox.ac.uk/governance/>.
29. The prospective employee must be eligible to work in the UK, and the appointment will be subject to provision of proof of the right to work in the UK before employment commences.

The College is unlikely to be able to sponsor a Skilled Worker visa for these posts.

Any applicant who is already working in the UK under the terms of a visa should check carefully before they apply whether their visa gives them the right to undertake “teaching” work. (NB that a Tier 2 or Skilled Worker visa which permits “research” employment without reference to “teaching” is unlikely to be satisfactory).

30. The appointment will also be subject to the College receiving a completed medical questionnaire which is to its satisfaction.