

Regent's Park College

University of Oxford



Further Particulars

Job Title: John and Daria Barry Junior Research Fellow in Civic Virtue
Contract: 2 years
Hours: Full time
Salary: £33,400 per annum
Reports to: Study Director

Overview of the Post

To help accelerate contemporary research into civic virtue and civic thought, Regent's Park College invites applications for a stipendiary Junior Research Fellowship, tenable for two years from 1st January 2026. The successful candidate is likely to be at or near the postdoctoral level, but can be a current doctoral candidate. Applicants must be specialists in at least one of the following fields: political theory, legal philosophy, intellectual history, classics, ethics, political theology, or economic theory. The Junior Research Fellow must engage in original research, and may undertake a limited amount of teaching with the consent of the College.

Overview of the Project

Virtue ethics has made great inroads within philosophy in providing an alternative point of reflection for ethics, as compared to consequentialism and deontology. The general claim is that humans are habitual creatures, so we should identify not just individual right actions but habitual appreciation of the good when seeking to be ethical. In this sense, virtue ethics has made special appeal to the habitual and relational dimensions to the life well lived.

Despite this stimulating intellectual development, virtue ethics has not yet comprehensively entered the space of political theory. This may be because ethics is considered distinct from politics, or because it is not clear that politics can be a stable and ethical activity in itself. This is strange, however, because emphasis on the relational in virtue ethics inevitably brings up questions of how we are organised politically.

There has been continuous appeal to virtue within political and social theory since at least Ancient Greek and Roman thought. Social virtues are viewed by figures such as David Hume and Adam Smith as useful for getting on with others and anticipating others' needs, but cannot be said to be expressly political and oriented towards government. Niccolo Machiavelli offered a comprehensive account of "virtù" for statecraft, but broke from the Aristotelian tradition by focusing more on ascendancy than living justly.

About the College

The University of Oxford comprises 38 Colleges and 4 Permanent Private Halls collectively associated with the academic departments and central offices. Regent's Park College is the largest of the Permanent Private Halls. It is a small and vibrant community of about 270 students including undergraduates, postgraduates, candidates on courses for Baptist ministry and visiting students. Undergraduates study on courses in the Humanities and Social Sciences; Postgraduates study on a wide range of courses. The College employs around 75 members of staff, part-time and full-time, who provide the academic, administrative, operational and library resources for the College.

The College occupies an historic site in Oxford on the corner of St. Giles and Pusey Street, an advantageously central location between the Ashmolean Museum and the University's Radcliffe Observatory Quarter. Regent's Park College is committed to academic excellence and has a reputation as a friendly and supportive community.

For more information about the College visit www.rpc.ox.ac.uk.

Person Specification and Selection Criteria

Essential

1. Have, be near to submission for, or be currently enrolled in, a PhD in a field relevant to the focus of the research.
2. Possess specialist knowledge in at least one of the following fields: political theory, legal philosophy, intellectual history, classics, ethics, political theology, or economic theory.
3. Possess an outstanding level of research ability in the area of civic virtue and civic thought.
4. Have a coherent proposed research programme for the duration of the Fellowship, of a standard which will contribute to and enhance the national and international research profile of the University.
5. Proven ability at conceptualising, designing and managing research projects.
6. Proven track record in completing research outputs – conference presentations, peer reviewed articles, book chapters, books, etc.
7. Evidenced ability to work with others and the ability to organise research consultations and seminars.
8. Proven experience of being a self-starter who can work for long periods unsupervised.

Desirable

1. Have plans for publications and other output demonstrating research expertise in the field, appropriate to the career stage of the applicant.
2. Be able to communicate well with subject specialists and other academics about his/her subject.
3. Be able to demonstrate the suitability of Oxford for carrying out the proposed research.

Terms of Appointment

1. This is a full-time, fixed-term appointment for two years, funded externally to support a specific research project.
2. The salary for this post is £33,400 pa.
3. The Researcher will be automatically enrolled into the Universities Superannuation Scheme (USS) unless they notify the College otherwise.
4. No office space will be provided but the researcher will have access to the College Library and Senior Common Room.
5. The Researcher will have the right to dine in College when meals are available to staff, up to five meals per week, and will be made a member of the Senior Common Room.
6. The holiday entitlement is 30 days plus 8 bank holidays a year. Holiday is not normally permitted during term time, though may be taken with prior agreement for special circumstances.
7. The College offers a health cash plan, contributory for partners.

Application Procedure and Selection Process

1. Persons considering applying who would like an informal conversation with the Study Director may arrange such a conversation by contacting human.resources@regents.ox.ac.uk.
2. Applications must consist of a CV, a Research Proposal (no more than 1,000 words), a writing sample (no more than 9,000 words) and one reference letter.
3. Application materials should be sent to human.resources@regents.ox.ac.uk. Applications must be received by **noon (UK time) on Friday 12 September**. Applicants should ask their referee to send their reference letter directly to this email by the above date.
4. In line with our Equal Opportunities Policy, all applicants will be asked to complete an Equal Opportunities Monitoring Form following receipt of an application.
5. The selection panel will appoint based on the merits of the applications. Interviews will only be arranged where a consensus decision cannot be reached on application alone.
6. No offer of appointment will be valid until and unless a formal contractual offer has been made.
7. The appointment will be subject to standard pre-employment screening, as applicable to the post, including right-to-work and proof of identity.
8. The postholder will start by 1 January 2026, or earlier if possible (e.g. 1 October 2025 if possible and desired by the appointee).

Equal Opportunities Statement

The policy and practice of the College and the University of Oxford require that all staff are offered equal opportunities within employment and that entry into employment 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. Subject to statutory provisions, no applicant or member of staff will be treated less favourably than another because of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation. For monitoring purposes we ask all applicants to complete an equal opportunities monitoring form.

Right to work and Visa

This role meets the criteria for sponsorship under the Skilled Worker visa route. We welcome applications from candidates who require visa sponsorship to work in the UK. The College will cover the Skilled Worker Visa fee and NHS surcharge.

Valid NI number

The College is required by HM Revenue and Customs (HMRC) to have a valid national insurance (NI) number for payroll purposes. If applicants are not currently in possession of a valid national insurance number, they should apply without delay to HMRC. For further information please see the HMRC website at <http://www.hmrc.gov.uk/ni/intro/number.htm>.

Data Protection

Regent's Park College is committed to protecting the privacy and security of personal data. Our [Staff Applicants Privacy Notice](#) explains what personal data Regent's Park College holds about applicants, how we use it internally, how we share it, how long we keep it and what your legal rights are in relation to it.