FACULTY OF PHILOSOPHY

Job title	Early Career Research Fellow in Ethics in AI (Moral/Political Philosophy)
Division	Humanities
Department	Faculty of Philosophy
College	Corpus Christi College
Location	Faculty of Philosophy, Radcliffe Humanities, ROQ, Woodstock Road, Oxford, OX2 6GG
Grade and salary	Grade 7: £33,309 - £40,927 per annum + £2,000 p.a. research allowance
Hours	Full time (37.5 hours per week)
Contract type	Fixed-term (3 years from 1 October 2022 or earlier by agreement)
Reporting to	Ethics in AI Institute Director
Vacancy reference	152098

The role

The University of Oxford has launched a major initiative in Ethics in AI, leading to the establishment of an Institute for Ethics in AI, to be based in the Stephen A. Schwarzman Centre for the Humanities, under the aegis of the Faculty of Philosophy. The Institute builds upon the University's world-class capabilities in the humanities to lead the study of the ethical implications of artificial intelligence and other new computing technologies.

Applications are invited for a full-time Early Career Research Fellowship in Ethics in AI. The position is associated with a research fellowship at Corpus Christi College, Oxford. This position will be ideally suited to a candidate who brings a strong background in moral or political philosophy to the key ethical challenges and opportunities generated by artificial intelligence. This position presents an outstanding opportunity for career advancement in a relatively new field of research. The Research Fellows will pursue their own research under the supervision of the Ethics in AI Institute Director, Professor John Tasioulas. The successful candidates will have the opportunity to engage in interdisciplinary engagement and collaborative research.

The successful candidate will be expected to provide evidence of exceptional potential for research and publication. They need not have already carried out research on ethics in AI, but must demonstrate expertise in moral or political philosophy, with evidence of the potential to undertake significant research which will contribute to the work of the Institute for Ethics in AI.

Responsibilities to the Institute for Ethics in AI

- Manage own academic research and administrative activities. This involves small scale project management, to coordinate multiple aspects of work to meet deadlines.

- Adapt existing and develop new research materials and methodologies.

- Prepare working theories and analyse information from a variety of sources, reviewing and refining theories as appropriate.

- Contribute ideas for new research directions.

- Prepare and collaborate in the preparation of research publications.

- Present papers at conferences or public meetings.

- Collaborate with academic colleagues and faculties, and departments across the University, with UK institutions, and the wider global academic community.

- To contribute, as required to the wider academic activities of the Institute for Ethics in AI (including occasionally teaching, student mentoring or supervision, and assessment) and to participate in appropriate training and quality assurance processes for such roles.

- Actively seek opportunities to secure external funding.

- Act as a source of information and advice to other members of the Institute for Ethics in AI.

- Represent the Institute for Ethics in AI at external meetings/seminars, either with other members of the Institute or alone.

- Assist with the organisation of conferences, workshops and seminars hosted by the Institute.

Responsibilities of the Corpus Christi College fellowship

- Independent research as specified in the job title.

- Three hours' paid teaching in Ethics and in Practical Ethics to Corpus Christi undergraduates per week in full-term (the distribution of which may vary across the three 8-week terms of the academic year).

- Participation in the annual undergraduate admissions exercise.

Benefits of the Corpus Christi College fellowship

- A research allowance, currently £2,467 p.a. for expenses connected with research.

- Ability to apply to the Small Grant Research Fund for up to £10,000 per year to be used to support new research which could include: (i) support for initial project planning and development; (ii) support for direct costs of research; (iii) support for the organisation and running of workshops or conferences; (iv) support for establishing academic collaborations.

- Membership of the Senior Common Room (for which a small annual charge is made).

- Free meals when the College kitchen is open (noting that drinks and formal dessert, if taken, are charged for and that, while most dietary requirements can be accommodated, the College is not able to guarantee this in every case).

- Access to bookable teaching rooms in College.

- Access to bookable function rooms in College, as well as facilities such as overnight accommodation for academic visitors.

- Discount on purchases at Blackwell's Bookshop.

- Access to postal, printing and photocopying facilities

- Access to 24/7 borrowing Library and to Special Collections Centre for early printed books and manuscripts.

Pre-employment screening

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

Selection criteria

Essential

1. A completed doctorate or a completed doctoral dissertation submitted for examination by the advertised closing date for this position in the field of moral or political philosophy. (This condition may be satisfied also by an applicant with a record of publications in moral or political philosophy that is equivalent to a doctoral dissertation).

2. An outstanding academic research record (appropriate to the present stage of the applicant's career) together with evidence of, or evidence of potential for producing significant research in ethics in AI.

3. Possess sufficient specialist knowledge in the discipline to work within established research programmes.

4. Ability to manage own academic research and associated activities.

5. The ability to work closely and productively with research collaborators and conduct advanced research individually and without close supervision.

6. Evidence of the ability to carry out interdisciplinary research.

7. Previous experience of contributing to publications/presentations.

8. Ability to contribute ideas for new research projects and research income generation.

9. Excellent communication skills, including the ability to write for publication, present research proposals and results, and represent the research network at meetings.

Desirable selection criteria

1. Experience of independently managing a discrete area of a research project.

2. Experience of actively collaborating in the development of research articles for publication.

3. A track record of research on the ethics of AI.

4. Other background, or expertise, in AI-related topics.

The Institute for Ethics in AI

The Institute for Ethics in AI was announced in June 2019 and will be housed in Oxford University's Schwarzman Centre for the Humanities. The Institute will be administratively located in the Faculty of Philosophy and will build upon the University's world-class capabilities in the Humanities to lead the study of the ethical implications of artificial intelligence and other new computing technologies. Cross-disciplinary collaboration will be fundamental to the success of this new initiative, and the Institute will draw upon the entire educational and research endeavour of Oxford University – including the Social Sciences, Medical Sciences, Mathematical, Physical & Life Sciences – to deliver innovative, cutting-edge scholarship. It will also develop significant opportunities for collaboration on these important issues with other distinguished research universities and public and private sector institutions worldwide.

The Oxford Institute for Ethics in AI responds to the pressing dual need for disciplinary rigour and multidisciplinary engagement. The Institute will be rooted in rigorous moral philosophical inquiry. However, it will also reach out across the University and beyond to select the ethical questions to address, to understand technological capabilities and constraints, and to test proposed solutions. Doing so will create a flexible research platform that can engage successfully with the new and profoundly difficult ethical and social challenges presented by the form, scale and scope of emerging capabilities in AI.

Much of the discussion around AI and ethics has taken place within autonomous fields and academic disciplines: social science, economics, computer science, and engineering. The sheer pace of technological change has meant that various ethical challenges have emerged after the fact of development and deployment. The step-change that the creation of the Oxford Institute for Ethics in AI brings is fourfold. Firstly, locating fundamental inquiry away from technological application will create the intellectual space required to define the core ethical principles that solve the ethical questions generated when AI is built and used. Secondly, embedding the Institute within Oxford's humanities faculties will allow it to draw upon our centuries-won expertise in (inter alia) the multidisciplinary study of human and nonhuman flourishing and agency. Thirdly, easy interaction across the broad University will allow access to users, makers and subjects of AI so that the formal philosophical inquiries keep faith with messy, real-world problems. And fourthly, its convening power and international brand recognition will allow it to reach, engage and inform audiences, industry, and policymakers well beyond the academic domain through innovative teaching platforms, public events and strategic interventions in global debates.

At Oxford, there is an enormous range and scope of current expertise in the design and use of machine learning, the public policy issues of developing and applying AI, and the normative agendas and consequences of AI innovations. This expertise is dispersed, and as the Institute gathers momentum and a sustainable rhythm of cross-disciplinary appointments, events and policy conversations, we expect significant new synergies will come from the interactions among and between the world's brightest students and most innovative researchers.

Corpus Christi College

There are 39 self-governing and independent colleges at Oxford, giving both academic staff and students the benefits of belonging to a small, interdisciplinary community as well as to a large, internationally-renowned institution. The collegiate system fosters a strong sense of community, bringing together leading academics and students across subjects and from different cultures and countries.

We are committed to promoting and nurturing an inclusive culture which promotes equality; where diverse perspectives and experiences are encouraged; where the rights and dignity of all staff and students are respected; where individuals of all backgrounds can come together and fully contribute their talents to our community.

Corpus Christi College was founded in 1517. It occupies historic buildings and is situated in the centre of Oxford. The College is governed by its President Dr Helen Moore and a Governing Body of 39 Fellows, and the research community is augmented by a up to 10 postdoctoral research fellows. There are approximately 110 graduate students and 270 undergraduates studying across a wide variety of disciplines with approximately 30 undergraduates and 5 graduates studying Philosophy, 15 undergraduates and 10 graduates studying Clinical Medicine, and another 5 graduates conducting research in clinical medicine.

Philosophy is a strong subject in Corpus. The College has several Fellows in Philosophy: two Tutorial Fellows – one in Post-Kantian Philosophy (Mark Wrathall) and an Ancient Philosopher (Marion Durand) and two Professorial Fellows, the White's Professor of Moral Philosophy (Jeff McMahan) and the Wilde Professor of Mental Philosophy (Mike Martin).

Medicine is also well-represented within the College with two tutorial Fellows in Medicine (Colin Akerman and Pawel Swietach), along with Alastair Buchan (former Head of the Medical Sciences Division and Dean of Medicine) and a Medical Research Fellow. There is an active Medical Society which meets on a regular basis.

For more information please visit: www.ccc.ox.ac.uk

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 that 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. In recent years we have spun out 15-20 new companies every year. We are also recognised as leaders in support of 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.

Faculty of Philosophy

The Oxford Philosophy Faculty has over 150 academic members, all of whom are undertaking teaching and/or research in Philosophy at Oxford. Of these, around 60 hold permanent posts within the Faculty or the colleges; many distinguished philosophers hold posts elsewhere in the University. Oxford thus contains the largest group of philosophers in the UK and one of the largest in the world. It has a vigorous research culture: Oxford's Faculty of Philosophy performed outstandingly in the 2014 REF, with 51% of

overall research activity assessed at the top grade of 4*, ahead of all other UK philosophy departments. The Faculty's research culture is further enhanced by its three large research centres: the Oxford Uehiro Centre for Practical Ethics, the Future of Humanity Institute, and the Global Priorities Institute.

Each year, many distinguished philosophers from around the world visit Oxford to give lectures and seminars. There are over one thousand students studying Philosophy at undergraduate level, always in combination with at least one other subject, and around 100 graduate students, about half of whom are studying for the BPhil or the specialist MSt courses in Ancient Philosophy, Philosophy of Physics and Practical Ethics, and the rest for the DPhil. A list of current Faculty members and their research interests can be found on the Philosophy Faculty website at http://www.philosophy.ox.ac.uk/faculty-members.

Further information about the Faculty can be found on its website at http://www.philosophy.ox.ac.uk.

Humanities Division

The Humanities Division is one of four academic divisions in the University of Oxford, bringing together the following faculties: Classics; English; History; Linguistics, Philology and Phonetics; Medieval and Modern Languages; Music; Oriental Studies; Philosophy; Theology and Religion; the Ruskin School of Art. The Division has over 500 members of academic staff, approximately 4,100 undergraduates (more than a third of the total undergraduate population of the University), 1,000 postgraduate research students and 720 students on postgraduate taught courses.

The Division offers world-class teaching and research, backed by the superb resources of the University's libraries and museums, including the famous Bodleian Libraries, with their 11 million volumes and priceless early book and manuscript collections, and the Ashmolean Museum of Art and Archaeology. Such historic resources are linked to cutting-edge agendas in research and teaching, with an increasing emphasis on interdisciplinary study. Our faculties are among the largest in the world, enabling Oxford to offer an education in Arts and Humanities unparalleled in its range of subjects, from music and fine art to ancient and modern languages.

The Humanities Division has embarked on a major building project on the Radcliffe Observatory Quarter, following the recent announcement of the £150 million gift to create the Stephen A. Schwarzman Centre for the Humanities.

The Schwarzman Centre will serve as a dynamic hub dedicated to the Humanities. The building will bring together seven Humanities faculties, the Humanities Divisional Office, a new library and significant cultural and public engagement spaces in a space designed to encourage experiential learning and bold experimentation through cross-disciplinary and collaborative study. The Faculty of Philosophy will move to the Schwarzman Centre upon the completion of the project.

For more information please visit: www.humanities.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.

Please provide details of **two** referees and indicate whether we can contact them now.

You will also be asked to upload a CV, including a full list of publications 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).

References will be solicited for longlisted candidates, who will also be invited to send two samples of written work, of no more than 20,000 words in total.

Please upload all documents **as PDF files** with your name and the document type in the filename.

All applications must be received by **midday** 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 the grounds of ill-health/disability. Priority candidates are issued with a redeployment letter by their employing departments.

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

Help and support is available from https://hrsystems.admin.ox.ac.uk/recruitment-support

If you require any further assistance, please email recruitment.support@admin.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 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:
 www.admin.ox.ac.uk/councilsec/compliance/gdpr/privacynotices/job/.

The University's Policy on Data Protection is available at:
 www.admin.ox.ac.uk/councilsec/compliance/gdpr/universitypolicyondataprotection/.

The University's policy on retirement

The University operates an Employer Justified Retirement Age (EJRA) for all academic posts and some academic-related posts. From 1 October 2017, the University has adopted an EJRA of 30 September before the 69th birthday for all academic and academic-related staff in posts at **grade 8 and above**. The justification for this is explained at:
 www.admin.ox.ac.uk/personnel/end/retirement/revisedejra/revaim/.

For **existing** employees, any employment beyond the retirement age is subject to approval through the procedures: www.admin.ox.ac.uk/personnel/end/retirement/revisedejra/revproc/

Form 1 October 2017, there is no normal or fixed age at which staff in posts at **grades 1–7** 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 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 My Family Care, 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

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.