# Example selection criteria

Selection criteria should be listed in bullet or numbered form. It can be helpful to distinguish between essential and desirable criteria.

The example below is *not* to be taken as a standard set of criteria: selection committees should assess each post separately to determine appropriate selection criteria. Rather, the list below gives a range of possible criteria.

Care should be taken to ensure that the terminology used in selection criteria will be easily understandable to those from other institutions.

## Some possible research criteria

• a doctorate in a field relevant to X

• research interests in the area of X

• have expertise in any area of X, although there will be a preference for those with expertise in Y

• proven research record of high quality at international level, supported by a strong publication list

• a strong research and publication record, appropriate to the stage of the individual’s career, and the ability and willingness to maintain it

• evidence of a substantial and realisable research plan which will complement the Department’s research strategy

• ability to attract research funding and develop an independent programme of research

• current research funding, or a research record likely to attract research funding

• track record of success in the award of peer-reviewed research grants

• experience of research collaborations at national and international level

* ability to manage a research team, with the ability to plan work, motivate staff and monitor performance
* experience of or an interest in developing links with industry

## Some possible teaching criteria

• evidence of excellence or of the potential for excellence at teaching X, including lecturing and small group teaching of both graduates and undergraduates

• experience of and ability to teach effectively, both at undergraduate and graduate level, a wide range of topics within the field of X

• experience of providing a high standard of supervision for research students.

• excellent interpersonal skills necessary for undertaking the teaching and the pastoral care of students;

## Some possible administration criteria

• ability and willingness to undertake the full range of administrative duties within both the department and the college

• ability and willingness to undertake administrative work and examining

• experience of academic administration

* ability to work effectively as a member of a committee
* ability to collaborate effectively with colleagues and work as part of a professional team

Any terms used in the selection criteria which might not be familiar to those who have not worked at Oxford previously should be replaced by more easily understandable terms or clearly explained. For example, phrases such as ‘tutorial teaching’ may not be meaningful, or might have a different meaning, to those applying from another university.