



**MEDICAL
SCIENCES
DIVISION**

Job Description and Selection Criteria

Job title	Nuffield Medical Fellow (Clinical or Non-Clinical) Two funded posts are available in this recruitment round.
Division	Medical Sciences Division
Department (s)	All of the Departments in the Division participate in the process. Fellows will be matched to a specific Department based on their research field. Departments — University of Oxford, Medical Sciences Division
Grade and salary	Non-Clinical: Grade 10RS £65,336 - £75,439 (discretionary range to £84,663) per annum (pro rata) dependent on qualifications and experience Clinical: Equivalent to Grade E82 for consultants Pay and Reward
Hours	Full time (flexible working options will be fully considered)
Contract type	Fixed-term for 5 years in the first instance
Reporting to	Head of Department of the relevant department. The final reporting line will be confirmed, based on successful candidate's departmental affiliation
Vacancy reference	N/A
Funding information	Funding provided by the Nuffield Medical Trust www.medsci.ox.ac.uk/nuffield-medical-fellowships
Additional information	If you would like to discuss this post and find out more about joining the academic community at Oxford, please contact nuffieldmedicalfellowships@medsci.ox.ac.uk . All enquiries will be treated in strict confidence and will not form part of the selection decision.

Programme Overview

These posts are available as either clinical or non-clinical positions. If appointed to a clinical post, you must be medically qualified, hold MRCP(UK) or an equivalent qualification, have a Certificate of Specialist Training (CCT) in a relevant clinical specialty and be registered with the GMC with a licence to practise and be on the Specialist Register. You will be expected to participate in clinical activities as an NHS honorary consultant with an appropriate local NHS Trust.

The Medical Sciences Division, on behalf of the Nuffield Medical Trustees, is seeking to appoint Fellows to the Nuffield Medical Fellowships scheme. The Trustees are committed to supporting a robust and well-



**Athena
Swan**
Silver Award



**Race
Equality
Charter**
Bronze Award



funded programme aimed at early-career researchers who are either transitioning to, or have recently achieved, full research independence. Applicants must demonstrate outstanding potential and submit a compelling proposal that advances any area of medical research. Crucially, to fulfil the remit of the funder's charitable purpose, the proposed work must involve a collaborative link with a research institution based in a [Commonwealth country](#) outside the UK.

Funding is available to support approximately two fellowships per year. Each fellowship will provide full salary support for the award holder, along with generous funding for research activities and travel.

Fellows must undertake research in a biomedical field, and Fellowships may be hosted within a participating Department of the University of Oxford's [Medical Sciences Division](#). Applicants must present a proposal that aims to progress medical knowledge through outcomes that are expected to benefit human physical or mental health.

The University of Oxford is a member of the Athena SWAN Charter to promote women in Science, Technology, Engineering, Mathematics and Medicine (STEMM). The University holds an Athena SWAN Silver award at institutional level. Feel free to contact equality@admin.ox.ac.uk for further information about Athena SWAN at the University of Oxford.

We recognise that academics have a key role to play in advancing an inclusive culture across departments, colleges and the University, and being part of this community requires taking on administrative roles. We value and reward such work that ensures a productive and welcoming environment, where we foster a collegiate atmosphere and enhance equity for all. This includes working directly on initiatives and policies regarding equality, diversity and inclusion, increasing access for under-represented groups at undergraduate, postgraduate, postdoctoral level and beyond, and facilitating outreach and public engagement with research.

We embrace diversity and inclusion in our recruitment campaigns, and would welcome applications from candidates currently underrepresented in senior roles in the University, particularly women, ethnic minority groups, and those with diverse backgrounds that are underrepresented in academic posts in Oxford. The University of Oxford actively promotes and supports flexible working across sites, and can offer flexibility in terms of the number of hours worked, the schedule for working them, and the location of work (working from home, compressed hours, flexi time).

University of Oxford equal opportunity statement

The University of Oxford is committed to equal opportunity, and to being an inclusive institution where everyone belongs and is supported to succeed. We recognise how the diversity of our community enriches our ability to deliver on our academic mission.

We welcome applications from individuals from all backgrounds, including those under-represented within higher education. No applicant or members of staff shall be unlawfully discriminated against on the basis of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

Recruitment, progression within employment, and retention will be determined according to personal merit and the duties and requirements of the post. In all cases, the primary consideration will be the ability to perform the job.

Our commitment to equality and diversity goes hand in hand with our commitment to academic freedom and freedom of speech, as stated in the University's Equality Policy and Equality, Diversity and Inclusion Strategic Plan.

If you would like to discuss this post and find out more about joining the academic community at Oxford, please contact nuffieldmedicalfellowships@medsci.ox.ac.uk. All enquiries will be treated in strict confidence and will not form part of the selection decision.

July 2026

The role of a Nuffield Medical Fellow at Oxford

The Nuffield Medical Fellows will have responsibility for developing the careers of people in their group, department, and the wider environment by leading a successful programme of research, being an enthusiastic and engaging supervisor, and promoting equality, diversity and inclusion across all facets of the Collegiate University.

The Fellows are full members of University departments/faculties, playing a role in the democratic governance of the University. You will join a lively, intellectually stimulating and multi-disciplinary community, which performs to the highest international levels in research and teaching, with extraordinary levels of innovation, creativity and entrepreneurship.

Fellows are expected to spend the majority of their time on their Fellowship-funded research programme, but may spend up to eight hours per week (pro rata for part-time) on other activities (e.g. clinical duties, teaching/supervision, administration, etc.), provided that the activity enhances the Fellow's career development.

For clinical applicants

Private practice

- You will be permitted to engage in private practice (up to 30 days per year) on such terms as the Medical Sciences Board may from time to time determine, provided that such private practice:
 - (i) shall be undertaken only in your name;
 - (ii) shall be subject to the same general arrangements as govern the holding of consultancies and outside appointments by university employees.

Oxford offers many opportunities for professional development in research and teaching. Nuffield Medical Fellows may apply for the title of Associate Professor or full Professor in annual exercises.

Where the Fellow is a Clinician, they may be eligible to apply for NHS Clinical Impact Award or the appropriate equivalent.

For non-clinical applicants

Oxford offers many opportunities for professional development in research and teaching. Nuffield Medical Fellows may apply for the title of Associate Professor or full Professor in annual exercises.

For non-clinical Fellows, if the title of full professor is conferred, you will also have access to professorial merit pay.

For all applicants

In line with the purpose of the programme, as defined by the Trustees to support early career academics in becoming world-leading independent researchers, Nuffield Medical Fellows are appointed to five-year fixed term contracts in the first instance. On successful completion of a review at year 4, the Fellowship and contract may be extended for up to an additional 3 years (8 years in total).

Responsibilities

General:

- Carry out collaborative projects with colleagues at their partner institutions in Commonwealth countries outside the UK.
- Develop new avenues of research, concepts and ideas to extend intellectual understanding.
- Establish a substantial, externally funded research group and secure significant long-term funding for research which will fully support the work of the group.
- Develop and submit competitive grant proposals to expand your research programme as appropriate and agreed with the Department.
- Maintain a successful publication record (appropriate to the stage of career, and accounting for career breaks) and disseminate your group's research through participation in international conferences and seminars, and other media.
- Provide academic supervision for post-graduate research students appointed through the Fellowship.
- Engage in activities to enable your research to have a wider impact beyond Academia, using innovative methods and collaborating with external stakeholders, for example, by participating in and supporting the public engagement and widening access activities of the Department and the University.
- Undertake mandatory training as required by the University, Division and Department. The specific list of training courses may change from time-to-time, in response to both legal and internal University requirements.
- Embed the principles of equality, diversity and inclusion in all aspects of your work and interactions with colleagues; undertake training as and when asked to do so.
- Ensure that work in the Department is conducted safely, legally and accords with the highest standards of data protection.
- Undertake such other duties as may be required that are commensurate with the Grade and responsibilities of this post.

Clinical (if applicable, in addition to the General responsibilities):

- Under conditions agreed upon between the Board of the Medical Sciences Division and appropriate agents of the NHS, you will perform such clinical, administrative and other duties in the NHS Trust associated with the University as the Medical Sciences Board may determine or approve. An honorary contract with the relevant NHS Trust will be available to the successful candidate. The University will seek to advance its strategic agenda and develop its partnership with the relevant NHS Trust in furthering advances in research, teaching, and patient care.
- To maintain GMC registration and validation to practice and an agreed programme of CPD.
- Adhere to the GMC Codes of Conduct and Good Clinical Practice at all times.

Selection criteria

The University of Oxford is a proud signatory to the San Francisco Declaration on Research Assessment (DORA), which means all hiring, tenure and promotion decisions will evaluate applicants on the quality of their work, not the impact factor of the journal where it is published.

Your application will be judged only against the criteria set out below. You should ensure that your application shows clearly how your skills and experience meet these criteria.

The University is committed to fairness, consistency and transparency in selection decisions. Members of selection committees will be aware of the principles of equality of opportunity, fair selection and the risks of bias. There will be both female and male committee members wherever possible.

If, for any reason, you have taken a career break or have had an unusual career path and wish to disclose this in your application, the selection committee will take this into account, recognising that the quantity of your research may be reduced as a result.

Essential:

July 2026

- Hold a relevant PhD/DPhil, or equivalent research qualification, or post-graduate medical degree (M.D.) with significant post qualification research experience.
- A significant period of post-doctoral research experience.
- An existing collaboration with a partner institution in a Commonwealth country outside the UK that will be utilised during the Fellowship, or a demonstrable commitment as part of this fellowship to establish such a collaboration.
- Demonstrated ability in leading an independent programme of research, with evidence of independent thought leadership in developing your own research ideas and setting strategic direction.
- A track record of securing and managing external research funding, including as Principal Investigator.
- Evidence of making important contributions to their area of research demonstrated through, for example, first or senior author publications, patents or impacts on health practice or policy.
- Presentation of a clear and compelling research vision that fits strategically with the research of a Department in the Medical Sciences Division.
- Understanding of the University's obligations under the Equality Act 2010 and the Public Sector Equality Duty, and a commitment to promoting a positive research culture and demonstrating respect, courtesy and consideration in interactions with members of the University community.
- Experience of effective line management and/or supervising graduate students.

Essential for Clinical applicants only:

- Full and specialist registration (and with a license to practise) with the General Medical Council, or to be eligible for registration within 6 months of interview.
 - For applicants who currently practise outside the UK, it is anticipated that GMC registration and entry on the Specialist Register can be established after the applicant has been offered the position.
 - If appointed to a clinical post, this must be held in conjunction with an honorary (non-stipendiary) contract with the relevant NHS Trust.
- Hold a certificate of completion of training (CCT). If the applicant is non-UK trained, they will be required to show evidence of equivalence to the UK CCT.

Evidence of English language proficiency may be required in order to apply for a GMC number / license to practise in the UK. Please refer to the GMC website for guidance – [Evidence of your knowledge of English - GMC](#)

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. If you have previously worked for the University, we will also verify key information such as your dates of employment and reason for leaving your previous role with the department/unit where you worked. 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: to be confirmed at time of appointment

July 2026

If your job includes hazards or safety-critical activities, 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.

How to apply

Visit www.medsci.ox.ac.uk/nuffield-medical-fellowships and read the call guidance carefully. To apply, follow the call guidance to the application portal. There are on-screen instructions to register as a new user or log-in if you have applied previously. Please refer to the University's "[Data Protection](#)" document for information about privacy and data protection.

The Medical Sciences Divisional Office (MSDO) will oversee a two-stage application process for the Fellowships. During **Stage 1** of the application process you will complete the questions in the application portal and upload a full CV and supporting document of figures and/or references (if applicable). There is no need to provide certificates or other evidence of qualifications at this stage.

At Stage 1, you should familiarise yourself with the departments in the University of Oxford's Medical Sciences Division, and you can identify in the application portal any departments that you feel would be particularly suitable to host your Fellowship. However, please do not contact departments directly during this stage.

Following a shortlisting process, a small number of applicants will be invited to **Stage 2** of the application process. Shortlisted applicants will be matched with a prospective host department that has agreed in principle to support the Fellowship. Stage 2 applicants will again complete questions in the application portal, including a personal statement of how the Fellowship will develop their research career, and a detailed research proposal and costing developed with the host department. The Stage 2 application will also request details of referees, whose references will be requested if the candidate is offered a Fellowship.

Please upload documents to the application portal preferably as PDF files with your name and the document type in the filename. All applications must be received by the closing time and date stated on the webpages.

Please email nuffieldmedicalfellowships@medsci.ox.ac.uk with any questions or if you experience any difficulties using the online application system. You can return to your draft online application in the portal at any stage before the submission deadline.

Please note that you will be notified of the progress of your application by automatic emails from the application portal. **Please check your spam/junk mail** regularly to ensure that you receive all emails.

The University welcomes applications from candidates who have a disability or long-term health condition and is committed to providing long term support. The University's disability advisor can provide support to applicants with a disability, please see <https://edu.admin.ox.ac.uk/disability-support> for details. Please let us know if you need any adjustments to the recruitment process, including the provision of these documents in large print, audio or other formats. If we invite you for interview, we will ask whether you require any particular arrangements at the interview. The University Access Guide gives details of physical access to University buildings <https://www.accessguide.ox.ac.uk/>.

About the Nuffield Medical Trust as funder of the Fellowships

Lord Nuffield was one of the most significant donors to medical research in Oxford. Over many years, his generosity played a central role in shaping the modern University of Oxford Medical School. He made a series of transformative gifts to medicine in Oxford. These included purchasing the Radcliffe Infirmary and Observatory sites from St John's College, founding the Nuffield Orthopaedic Hospital, and supporting the expansion of the University's Medical School. He also funded the Nuffield Medical Research Institute and established the Nuffield Dominions Trust to promote collaboration between Oxford and Commonwealth universities. In addition, he created the Nuffield Oxford Hospitals Fund to support hospital investments that enhance the University's teaching and research. These benefactions are entirely separate from the Nuffield Trust private hospital group, the Nuffield Foundation, and Nuffield College.

Through these Fellowships, the Nuffield Medical Trust seeks to advance collaboration in medical research and education between the University of Oxford's Medical School and universities across the Commonwealth that support medical research. While the Trust has historical roots in the former British Dominions, its mission has since evolved to embrace a broader, more inclusive vision – fostering meaningful partnerships between Oxford and research institutions in Commonwealth countries outside the UK, thereby enabling medical research of the highest quality.

About the University of Oxford

Oxford's departments and colleges 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.

Oxford's self-governing community of international scholars includes Professors, Associate Professors, other college tutors, senior and junior research fellows and a large number of other University research staff. Research at Oxford combines disciplinary depth with an increasing focus on inter-disciplinary and multi-disciplinary activities addressing a rich and diverse range of issues.

Oxford's strengths lie both in empowering individuals and teams to address fundamental questions of global significance, and in providing all staff with a welcoming and inclusive workplace that supports everyone to develop and do their best work. Recognising that diversity is a great strength, and vital for innovation and creativity, Oxford aspires to build a truly inclusive community which values and respects every individual's unique contribution.

While Oxford has long traditions of scholarship, it is also forward-looking, creative and cutting-edge. Oxford is one of Europe's most entrepreneurial universities. It consistently has the highest external research income of any university in the UK (the most recent figures are available at www.ox.ac.uk/about/organisation/finance-and-funding), and regularly creates spinout companies based on academic research generated within and owned by the University. Oxford is also recognised as a leading supporter of social enterprise.

Oxford admits undergraduate students with the intellectual potential to benefit fully from the small group learning to which Oxford is deeply committed. Meeting in small groups with their tutor, undergraduates are exposed to rigorous scholarly challenge and learn to develop their critical thinking, their ability to articulate their views with clarity, and their personal and intellectual confidence. They receive a high level of personal attention from leading academics.

Oxford has a strong postgraduate student body who are attracted to Oxford by the international standing of the faculty, by the rigorous intellectual training on offer, by the excellent research and laboratory facilities available, and by the resources of the museums and libraries, including one of the world's greatest libraries, the Bodleian.

For more information, please visit www.ox.ac.uk/about/organisation

July 2026

The Medical Sciences Division

The Medical Sciences Division is an internationally recognized centre of excellence for biomedical and clinical research and teaching. We are 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: www.medsci.ox.ac.uk.

Oxford University Hospitals NHS Foundation Trust (for clinical applicants)

Oxford University Hospitals (OUH) is a world-renowned centre of clinical excellence and one of the largest NHS teaching trusts in the UK. Clinical care is delivered by experienced specialists at the pinnacle of their profession. Our trust is made up of four hospitals - the John Radcliffe Hospital (which also includes the Children's Hospital and West Wing), Churchill Hospital and the Nuffield Orthopaedic Centre, all located in Oxford and the Horton General Hospital in the north of Oxfordshire.

We provide a wide range of clinical services, specialist services (including cardiac, cancer, musculoskeletal and neurological rehabilitation) medical education, training and research.

Our collaboration with the University of Oxford underpins the quality of the care that is provided to patients; to the delivery of high-quality research bringing innovation from the laboratory bench to the bedside; and the delivery of high-quality education and training of doctors.

Existing collaborations include the ambitious research programmes established through the Oxford Biomedical Research Centre (BRC), funded by the National Institute for Health Research (NIHR), located on the John Radcliffe Hospital site and at the Biomedical Research Unit in musculoskeletal disease at the Nuffield Orthopaedic Centre. These set the standard in translating science and research into new and better NHS clinical care.

For more information on the Trust and its services visit www.ouh.nhs.uk

Oxford Health NHS Foundation Trust (for clinical applicants)

Oxford Health NHS provide a wide range of mental health and community services for people of all ages across Oxfordshire, Buckinghamshire, Swindon, Wiltshire, Bath and North East Somerset. These services are provided in a range of settings including inpatient hospitals, out-patient settings and people's own homes. Our focus is on delivering all care as close to home as possible. They also work closely with other health and social care organisations including GPs to ensure that the care is as "joined up" as possible. It is the Lead Institution for our the NIHR Applied Research Collaboration Oxford and Thames Valley – a collaboration of health and social care focused organisations (including universities, local NHS trusts, councils and charities).

Colleges

As part of their Fellowship, the Nuffield Medical Fellows will be granted membership of one of the Oxford Colleges. They are likely to be classed as a Supernumerary Fellow or Senior Research Fellow within the college. They will be senior members of a Faculty of the University who also have an official association with the College. They hold their College Fellowship in virtue of their distinction in research or, in a few cases, their senior administrative responsibilities in the University or College, and may contribute to the work of the College in a variety of ways. They are generally not members of Governing Body.

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.

For more information on the Colleges, please visit: <https://www.ox.ac.uk/about/colleges>

Benefits of working at the University

Employee benefits

University employees enjoy 38 days' paid holiday, generous pension schemes, flexible working options, travel discounts including salary sacrifice schemes for bicycles and electric cars and other discounts. Staff can access a huge range of personal and professional development opportunities. See [Employee Ts&Cs](#)

University Club and sports facilities

Membership of the University Club is free for University staff. It 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 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 dependants. See [Visas and Immigration](#)

Family-friendly benefits

We are a family-friendly employer with one of the most generous family leave schemes in the Higher Education sector. Our Childcare Services team provides guidance and support on childcare provision, and offers a range of high-quality childcare options at affordable prices for staff. In addition to 5 University nurseries, we partner with a number of local providers to offer in excess of 450 full time nursery places to our staff. Eligible parents are able to pay for childcare through salary sacrifice, further reducing costs. See <https://childcare.admin.ox.ac.uk/>.

Supporting disability and health-related issues (inc menopause)

We are committed to supporting members of staff with disabilities or long-term health conditions, including those experiencing negative effects of menopause. Information about the University's Equality and Diversity Unit is at <https://www.ox.ac.uk/about/how-we-are-run/equality-diversity>.

Staff networks

The University has a number of staff networks including for research staff, BME staff, LGBT+ staff, disabled staff network and those going through menopause. Find out more at [Connecting with other researchers | Oxford University](#)

The University of Oxford Newcomers' Club

The University of Oxford Newcomers' Club is 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.

Research staff

The Researcher Hub supports all researchers on fixed-term contracts. They aim to help you settle in comfortably, make connections, grow as a person, extend your research expertise and approach your next career step with confidence. Find out more: <https://www.ox.ac.uk/research/support-researchers/researcher-hub>

Relocation

Details on the relocation scheme for new starters can be accessed here: [Relocation Scheme Arrangements](#)

Terms & Conditions of the Fellowships

Salary

The salary for the Nuffield Medical Fellow will be confirmed according to qualifications and experience, and, where necessary (for clinical Fellows), in line with current pay protection arrangements in the NHS.

Pension

The University offers generous pension provision. You will be offered membership of the Universities Superannuation Scheme (USS) or the National Health Service Pension Scheme (membership of NHSPS is only available under certain circumstances).

Length of appointment

Fellowships will be awarded for five years in the first instance with the option to extend for up to a maximum of 8 years, subject to satisfactory progress demonstrated in a review in year four. Stage 2 applicants should prepare to submit a research proposal and costs for a five-year Fellowship.

Membership of Congregation

Oxford's community of scholars governs itself through Congregation which is its "parliament". You will be a voting member of Congregation. See www.ox.ac.uk/about/organisation/governance

Medical Defence Society

Although it is not a condition of employment that clinical Nuffield Medical Fellows belong to a medical defence society, it is strongly recommended that such staff maintain at least the basic cover provided by such bodies.

Immunity status, medical declaration and appraisal

NHS Trusts will not allow honorary contract holders to commence clinical contact with patients unless documentary evidence is produced of Hepatitis B status, BCG vaccination/TB immunity, and Rubella immunity. Successful clinical candidates will therefore be required to produce such documentary evidence. The appointment will also be subject to satisfactory completion of a University medical declaration and an NHS pre-employment assessment form. Clinical Nuffield Medical Fellows will be required to take part in the relevant NHS appraisal scheme.

Offer of employment

Applications for this post will be considered by a selection committee which is likely to contain trustees of the Nuffield Medical Trust, representatives of the Medical Sciences Division and Departments, a representative from the relevant Royal College (for clinical applicants) and a member of the MSDO HR team.