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| Job title | Marie Skłodowska-Curie Innovative Training Network Early-Stage Researcher (ESR) Fellowship |
| Division | Medical Sciences Division |
| Department | Department of Experimental Psychology |
| Location | Anna Watts Building, Woodstock Road, OX2 6GG |
| Remuneration | see Payment arrangements and benefits below |
| Hours | Full Time |
| Contract type | Fixed term for 3 years |
| Reporting to | Professor Hannah Smithson |
| Vacancy reference | Job reference: 134773 / Studentship reference: 18EXPSY01WEB |
| College | Pembroke College |
| Closing date | 1st June 2018 |

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| Research topic | Human colour vision |
| Principal Investigator / supervisor | Professor Hannah Smithson |
| Funding partner | EC |

### Overview of the role, Initial training activities and secondment periods

The fellow will be considered to be both a registered student of the University being enrolled for comprehensive DPhil training in Experimental Psychology and also an employee.

*Alongside research work, the department provides training in teaching skills, and there are opportunities to take part in teaching activities in the department, such as undergraduate classes and laboratory demonstrating, and tutorial teaching in colleges. However, please note that under the terms of the EC grant Marie Curie students**may* ***not*** *be paid for any teaching or other activities carried out over and above the full-time requirements of the post.*

The Early Stage Researcher (ESR) position is part of the RealVision consortium, which comprises 11 academic and industrial partners from four European countries – Denmark, France, Germany and the UK. This EU-funded Innovative Training Network (ITN) provides a rich training environment for early stage researchers, with regular meetings, workshops and training events across the network. In Oxford, you will enroll for a DPhil and will join a dynamic and motivated group of around 12 graduate students and post-doctoral researchers in the Oxford Perception Lab, headed by Hannah Smithson. The primary focus will be to design and run psychophysical tests of colour perception, with specific emphasis on understanding inter- and intra-personal differences. Calibrated stimuli will be presented via bespoke optical setups in Oxford or on state-of-the-art displays in collaboration with our industrial partners BARCOTM.

**Project title**: Adding a splash of colour: Exploiting inter- and intra-personal differences in colour vision to maximise colour experience from displays.

Human colour vision is based on the outputs of spectrally-selective photoreceptors in the retina. However, differences in pre-receptoral filtering within the eye and in the spectral sensitivities of the receptors can give rise to individual variation in colour vision. With new display technologies that use spectrally-narrowband light sources, these individual variations are particularly evident. This research project will generate models of differences in colour perception with narrow-band and broad-band light, informed by retinal imaging and psychophysical testing with bespoke displays.

**Planned Secondments:**

**Host:** DELTA SenseLab,FORCE Technology, Denmark

**Timing:** Month 25 **Length:** 3 months

Scientific and Training objectives:

* FORCE is a research centre with industrial focus. Their contribution to the network is in creating a set of quality metrics for new display technologies. The objective of the secondment is to incorporate models of individual-variation into subjective testing procedures.

**Host:** Barco Projection,BARCOTM, Belgium  
**Timing:** Month 30 **Length:** 3 months

Scientific and Training objectives:

* BARCO is a global technology company. They will provide access to commercial (production) and custom-built (prototype) display and projection systems. The objective of the secondment is to develop and test algorithms, targeted to display systems that are close-to-market, with a focus on algorithms.

### Responsibilities/duties

* Designing and running psychophysical experiments in colour vision, specifically targeted to display technologies designed to achieve hyperrealistic colour experiences.
* Measuring and modelling individual differences in colour vision
* Modelling differences in colour perception with different primary mixtures
* Publication of scientific papers
* Collaboration with our industrial partners on questions that have immediate commercial relevance in their sector

**Communication**

* The successful candidate will have excellent written and oral communication skills and will join a diverse and collaborative research group.

**Other General Responsibilities**

* The successful candidate will enrol on the DPhil programme in Experimental Psychology at the University of Oxford. The department provides excellent support for graduate students, and the candidate will be expected to engage with departmental activities, such as graduate seminars and training.
* Two secondments to project partners within the European Training Network
* Engagement with the training and networking events for RealVision ESRs

## Selection criteria

**Essential**

To be eligible for this position, candidates must also be accepted by the University of Oxford as a DPhil student and continue to be a registered student for the duration of the employment contract. Candidates will be assisted with the graduate admissions process. All graduate awards are subject to the Examination Regulations currently in force: see <http://www.admin.ox.ac.uk/examregs/>.

To be eligible for this position, at the time of the fellowship start date, you must not already be in possession of a PhD or have more than 4 years of full-time equivalent research experience as measured from the award date of your first degree.

Under the terms of the EC funding, which aims to promote mobility within the research community, to be eligible for the post you must **not** have been resident in the UK for more than a total of 12 months in the past three years up to the fellowship start date

To be eligible for the DPhil applicants are normally expected to be predicted or to have achieved an upper second class (2:1) undergraduate degree or above (or equivalent international qualifications) in psychology or related discipline. For applicants with a degree from the USA, the minimum GPA sought is 3.5.

The applicant must also pass the English Language Requirement, for more information please visit:

[https://www.ox.ac.uk/admissions/graduate/applying-to-oxford/applicationguide?wssl=1#content-tab--3](https://www.ox.ac.uk/admissions/graduate/applying-to-oxford/application-guide?wssl=1#content-tab--3)

**The application is a two-part process**

1. Studentship

To submit your application for the **DPhil place** you must access the official online application for University of Oxford Graduate Programmes: <http://www.ox.ac.uk/admissions/graduate/applying-to-oxford/application-guide>

The DPhil place is associated with membership of Pembroke College. Details of the College and its facilities are available on the College website at <http://www.pmb.ox.ac.uk/>.

Other essential criteria include:

* An academic degree in psychology / neuroscience / engineering / computer science
* Strong programming skills, e.g. Matlab / Python
* An enthusiasm to work at the interface of vision science and display technology
* At the time of recruitment, the candidate must not have resided or carried out their main activity in the UK for more than 12 months in the three years prior to the application. This is an Early Stage Researcher (ESR) position in the framework of the project RealVision (Horizon 2020 MARIE SKŁODOWSKA-CURIE ACTIONS). Applicants shall, at the time of recruitment by the host organization, be in the first four years (full-time equivalent research experience) of their research careers and not yet have been awarded a doctoral degree. Full-Time Equivalent Research Experience is measured from the date when a researcher obtained the degree that would formally entitle him/her to embark on a doctorate.

**Desirable**

* Knowledge of human colour vision and colour display technology
* Experience running psychophysical experiments to assess human performance

**How to apply for the DPhil place**

In addition to the submission of a completed application form and the application fee, the following materials are compulsory for all applications:

1. Three academic references
2. Transcript(s) of previous higher education
3. CV/résumé
4. 1-2 page research proposal. This should be on the topic of individual differences in colour vision and their application to display technology.

On the main University online graduate application form you need to apply for both the DPhil programme and this specific studentship, and pay the application fee. The application form, all supporting materials required for the DPhil programme (including references) and payment must be submitted by the **01/06/2018**. Further details, guidance notes and information about fees can be found here [application form and application guide](http://www.ox.ac.uk/admissions/postgraduate_courses/apply/application_guide/).

Application details:

To submit your application, access the official online application for University of Oxford Graduate Programmes:

http://www.ox.ac.uk/admissions/graduate/applying-to-oxford/application-guide

On the application form you **must** quote the unique reference code quoted at the top of this job description in order to apply for the studentship. **- 18EXPSY01WEB**

You must also apply for the **DPhil in Experimental Psychology Course** using the course code: RD\_EP1.

This studentship is associated with Pembroke College. In the application form for “College preference” please select “I have no college preference”.

**Closing date for applications is 1st June 2018.**

**How to apply for the Fellowship position**

1. Fellowship

To apply for the fellowship position you need to complete the online application form by following the link to the current vacancies at:

<https://www.psy.ox.ac.uk/about-us/job-opportunities>

To apply, click on the **Apply Now** button on the ‘Job Details’ page and follow the on-screen instructions to register as a new user or log-in if you have applied previously.

You will also be asked to upload a CV 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.

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.

Should you experience any difficulties using the online application system, please email [recruitment.support@admin.ox.ac.uk](mailto:recruitment.support@admin.ox.ac.uk).

Further help and support is available from [www.ox.ac.uk/about\_the\_university/jobs/support/](http://www.ox.ac.uk/about_the_university/jobs/support/). To return to the online application at any stage, please go to: [www.recruit.ox.ac.uk](http://www.recruit.ox.ac.uk/).

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

**Payment arrangements and Benefits**

Fellows are first and foremost registered students of the University. They are also employed

by the University as workers. However, the student status takes precedence.

The total amount allocated for this *Fellowship* (based on 36 months) under the *EC Grant Agreement* is € 156,287.88 (€165,287.88 if eligible for the Family allowance). The financial award is composed of a number of fixed allowances. Allowance eligibility depends on the personal circumstances of the fellow:

*Living Allowance*: total amount € 44,895.96 per year. This figure is inclusive of the UK country coefficient of 120.3%.

*Mobility Allowance*: total amount € 7,200 per year.

*Family allowance*: total amount € 3,000 per year (eligibility depends on supporting evidence that at the time the fellowship starts the fellow is married, in a partnership equivalent to marriage in the country it was formalised or have dependent children ).

Eligibility for and amounts of these allowances are fixed under the terms of the *EC Grant Agreement* for the duration of the Fellowship.

The fellow’s gross remuneration is derived from the sum of the Living and Mobility allowances (and the Family allowance, ifapplicable). However, please note that these gross amounts are subject to compulsory employer **and** employee deductions, currently:

* statutory employer **and** employee National Insurance contributions;
* statutory employee income tax deductions: and
* employer and employee superannuation (pension) contributions.

All payments are made monthly in arrears in Pounds Sterling, including during any secondment periods outside of Oxford. The exchange rate used will be the University of Oxford’s rate applicable to the ITN project; the exchange rate may be subject to variation throughout the period of the award.

Due to the EC’s requirements fellows are paid at a rate of unit cost allowances as set by the EC rather than according to the University’s normal employment terms, and the fellowships therefore carry only statutory employment entitlements, i.e. 28 days paid holiday (including bank holidays), statutory sick pay and statutory family (i.e. maternity, paternity, shared parental) leave and pay entitlements.

The fellows are not eligible for the University’s own contractual sickness or family leave

Schemes.

Fellows will be automatically enrolled into the University Superannuation Scheme (USS) – and both employer and employee deductions will be made from the total amount awarded. For further information see http://www.admin.ox.ac.uk/finance/pensions/uss/.

**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 which values and respect’s 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. Income from external research contracts in 2014/15 exceeded £522.9m and we rank first in the UK for university spin-outs, with more than 130 companies created to date. We are also recognised as leaders in support for 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](http://www.ox.ac.uk/about/organisation)

**Department of Experimental Psychology**

The Department of Experimental Psychology at Oxford was founded in 1898 and has a long and prestigious history and is fortunate to be home to a number of current world-leading research groups, and continues to be among the top-ranked Psychology departments worldwide.

In the 2014 Research Excellence Framework (REF) Exercise the Psychology, Neuroscience and Psychiatry REF submission from Oxford was ranked as first in the UK. Departmental turnover for 16/17 was in excess of £16.5 million. Research in the Department is organised into 4 research groupings: Behavioural Neuroscience / Cognitive Neuroscience / Developmental Psychology / Social Psychology & Psychological Disorders.

In 2011 and 2012 two new clinical research centres were created – the Oxford Centre for Anxiety Disorders and Trauma (OXCADAT) and the Oxford Cognitive Neuropsychology Centre (CNC) providing facilities for assessment and treatment of patients in conjunction with multimodal brain imaging. The new centres form part of a new NIHR Clinical Research Facility in Oxford Cognitive Health.

Our research benefits from strong links with other University departments and institutes.  Some researchers are partly based at the Nuffield Department of Clinical Neurology and in the Oxford Centre for Functional MRI of the Brain (fMRI), a world-leading brain imaging Centre with access to 3T and 7T MRI facilities.   EP is also closely linked to the Department of Psychiatry, which provides access to clinical populations, and also houses the Oxford Centre for Human Brain Activity (OHBA), which provides access to facilities for Magnetoencephalographic (MEG) recordings.

The Department has a wide portfolio of research grants from UK and international charities, Research Councils and government organizations, the EU Scientific Programme, NIHR, and industrial sources. Much of the work is collaborative with other Departments and often includes work in hospitals, schools and industrial settings both locally and further afield.

Through both the University and Colleges, Oxford places a high priority on teaching quality, recognised by the award of 24 points (the maximum possible) to Psychology in the Quality Assurance Agency’s Subject Review in 2000, and was specifically sampled with positive reviews in the QAA Institutional audit of Oxford’s teaching provision in 2004.

(QAA report for 2000:<http://www.qaa.ac.uk/reviews/reports/subjectLevel/q313_00.pdf>, QAA report for 2004: <http://www.qaa.ac.uk/reviews/reports/institutional/Oxford04/RG052_Oxford.pdf>).

At the undergraduate level students at Oxford study Psychology, Neuroscience, Philosophy, Statistics, and related topics via small-group tutorials and lectures given by the senior academic staff.  As well as studying for examinations, students complete laboratory work and a research project as part of the course.  Both EP and PPL courses are accredited by the British Psychological Society (BPS) and many students go on to careers in research or clinical practice.The Department also hosts two Masters level courses: MSc in Psychological Research and MSc in Neuroscience.

For more information please visit: <http://www.psy.ox.ac.uk>.

The University of Oxford is a member of the [Athena SWAN Charter](http://www.ecu.ac.uk/equality-charter-marks/athena-swan/) and holds an institutional Bronze Athena SWAN award.

The Department of Experimental Psychology is strongly committed to equality and valuing diversity and we operate a flexible working policy for all staff. The Department holds a departmental Silver Athena award to recognise advancement of gender equality: representation, progression and success for all.

**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](http://www.medsci.ox.ac.uk)

## Important information for candidates

**Pre-employment screening**

Please note that the appointment of the successful candidate will be subject to standard pre-employment screening, as applicable to the post. This will include right-to-work, proof of identity and references. We advise all applicants to read the candidate notes on the University’s pre-employment screening procedures, found at:

[www.ox.ac.uk/about/jobs/preemploymentscreening/](http://www.ox.ac.uk/about/jobs/preemploymentscreening/).

**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/acrelretire8+/](http://www.admin.ox.ac.uk/personnel/end/retirement/acrelretire8+/).

For **existing** employees, any employment beyond the retirement age is subject to approval through the procedures: [www.admin.ox.ac.uk/personnel/end/retirement/acrelretire8+/](http://www.admin.ox.ac.uk/personnel/end/retirement/acrelretire8+/).

From 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**

## University Club and sports facilities

The University Club provides social, sporting and hospitality facilities. It incorporates a bar, café and sporting facilities, including a gym. 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](http://www.club.ox.ac.uk) and [www.sport.ox.ac.uk/oxford-university-sports-facilities](http://www.sport.ox.ac.uk/oxford-university-sports-facilities).

## Information for international staff (or those relocating from another part of the UK)

If you are relocating to Oxfordshire from overseas, or elsewhere in the UK, the University's International Staff website includes practical information related to moving to and settling in Oxford such as advice on immigration, relocation, accommodation, or registering with a doctor.

See: [www.internationalstaffwelcome.admin.ox.ac.uk/](http://www.internationalstaffwelcome.admin.ox.ac.uk/)

## 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 to settle into Oxford and to provide them with an opportunity to meet people in the area. See [www.newcomers.ox.ac.uk/](http://www.newcomers.ox.ac.uk/)

## Childcare

The University has excellent childcare services with 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 [www.admin.ox.ac.uk/childcare](http://www.admin.ox.ac.uk/childcare/).

## Family-friendly benefits

The University subscribes to My Family Care ([www.admin.ox.ac.uk/personnel/staffinfo/benefits/family/mfc/](http://www.admin.ox.ac.uk/personnel/staffinfo/benefits/family/mfc/)) and staff are eligible to register for emergency back-up childcare and adultcare services, a 'speak to an expert' phone line and a wide range of guides and webinars through a website called the Work + Family space.

## Disabled staff

We are committed to supporting members of staff with disabilities or long-term health conditions. Please visit [www.admin.ox.ac.uk/eop/disab/staff](http://www.admin.ox.ac.uk/eop/disab/staff) for further details including information about how to make contact, in confidence, with the University’s Staff Disability Advisor.

## 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 [www.admin.ox.ac.uk/eop/inpractice/networks/](http://www.admin.ox.ac.uk/eop/inpractice/networks/)

## Other benefits

Staff can enjoy a range of other benefits such as free visitor access to the University’s colleges and the Botanic Gardens as well as a range of discounts.

See [www.admin.ox.ac.uk/personnel/staffinfo/benefits](http://www.admin.ox.ac.uk/personnel/staffinfo/benefits)