

Academic Career Path at the University of Oxford



Non-clinical structure

Clinical structure

Non-Clinical Research Grades

Grade 7	Postdoctoral researcher at the career entry stage following completion of a DPhil/PhD.
Grade 8	Senior postdoctoral researcher. Researchers at this grade have an established research career and can apply for independent funding.
Grade 9	Researcher with a recognised research reputation in their field, and generally leading a significant research team and programme.
Grade 10	Researcher with a substantial research reputation in their field, and leading a significant research team and programme.
Senior Research/RSIV	A senior researcher not paid on the standard pay scales. RSIV is a professorial-equivalent grade at other higher education institutions.
Non-Clinical Professor	A senior researcher who has been awarded a full professorial title, which can be on a titular (awarded through Recognition of Distinction) or statutory basis.

Clinical Research Grades

Clinical Researcher/ Trainee	Pre-consultant level clinician employed to work on an academic research project. Often undertakes a DPhil during this time.
Clinical Lecturer	Fixed term position, which typically follows completion of a DPhil but in some cases the DPhil is undertaken during this lecturership. The Clinical Lecturer has research and teaching responsibilities.
Senior Clinical Researcher	Awarded to individuals with 3-5 years of postdoctoral research experience and who hold their Certificate of Completion of Training. Non-tenured posts but staff can be conferred the title of Associate Professor.
Clinical Professor	A senior clinical researcher who has been awarded a full professorial title, which can be on a titular (awarded through Recognition of Distinction) or statutory basis. Clinical Professors also usually hold an honorary consultant contract with the NHS.

University Titles

In addition to the grades above, clinical and non-clinical members of staff can be awarded honorary titles through the annual Recognition of Distinction (RoD) exercise. These titles do not change the individual's underlying post, duties or salary, but confer recognition that they have attained a significant level of academic excellence. As a result, an individual's grade may differ from their title (eg a staff member on Grade 9 or 10 who is awarded the title of Associate Professor, is able to use the salutation of 'Professor' without being on a professorial grade).

University Research Lecturer	A member of research staff (with no formal teaching responsibilities) awarded the title of University Research Lecturer via the Recognition of Distinction (RoD) exercise to recognise substantial independent research achievement.
Associate Professor (introduced in 2014)	A senior member of research staff on non-clinical grades 9 or 10, or clinical grade of senior clinical researcher, awarded the title of Associate Professor (and able to use the salutation 'Professor') via the RoD exercise.
Titular Professor	A member of staff awarded the title of Professor through the internal RoD exercise, in acknowledgment of the excellence of their work.
Statutory Professor	A Professor recruited to a permanent professorial post through open advertisement.