



Kellogg College Junior Dean Job Description

BACKGROUND

Kellogg College is one of the University's largest colleges, with a diverse range of full-time and part-time students. Kellogg College is committed to providing an excellent, inclusive experience for all its students. Kellogg is a vibrant, growing, friendly and egalitarian College and each of our members and staff has the opportunity to shape our future and traditions.

Kellogg College supports its students in a number of ways whether financial, academic, social, or welfare. The Junior Deans at Kellogg College play an important role within the College's community and are key members of the College's welfare team. The post is available immediately, and is fixed term until 31 July 2025 (with a possibility for extension over the Summer Vacation). The position may be renewed, subject to review, after this date.

OVERVIEW OF THE ROLE

Junior Deans are supervised by, and report to, the Welfare Dean and Academic Registrar. Individuals may serve more than once as Junior Dean.

The Junior Deans play a vital role within Kellogg's scholarly community, assisting the Welfare Dean, The Dean, the Academic Registrar, the Domestic Bursar, the Head of Facilities Management, the Accommodation Manager, and other College Officers in ensuring the smooth running of the College.

The Junior Dean has four primary roles:

- i) Assisting the Domestic Bursary Team by providing out of hours key holding support and initial maintenance response duties for students in College's residential accommodation and guests in its short-term accommodation
- ii) Upholding College and University rules
- iii) Providing a first point of contact with students and student groups to help identify welfare concerns, and to liaise, advise or represent them as appropriate
- iv) Providing a first point of contact for residential students, and guests in short-term accommodation, in emergencies out of normal office hours e.g. a fire or an individual/corporate crisis of any kind; and hence helping maintain the general welfare of the College community and achieving a high level of security for the central College site. In particular, you will be on the list of College Contacts held by Oxford University Security Services (OUSS) and others in case of alarms.

All requirements of the role will be delivered safely, conforming to guidance and training.

You will maintain the trust and confidentiality invested in the Junior Dean's role. The Junior Deans are expected to exercise a high degree of personal judgement, and all roles may require acting as an intermediary between students and College Officers. Serious disciplinary issues and welfare concerns should always be reported to the Dean, Welfare Dean or to other appropriate Officers. At least one Junior Dean will be expected to attend the termly Equality and Welfare Committee meeting, regular meetings with the College's Accommodation

Manager and Academic Registrar, training, awareness, and welfare team events whenever possible, and will represent the College at other meetings as identified by the Academic Registrar.

The Junior Deans are required to be (or become) members of Kellogg College and to reside in Kellogg College accommodation, which will be provided free of charge. The Junior Dean rooms are conveniently located on the College site and Junior Deans will be required to move into College accommodation when the position starts.

The Junior Deans must act in the interest of Kellogg College and its members at all times.

RESPONSIBILITIES/DUTIES

Emergency contact

The Junior Deans will be the first point of contact for students in the event of an evening, night-time, or weekend emergency. You will call for medical assistance, University Security, the Police and/or other emergency services as necessary. The Junior Deans will alert other College Officers as required (usually Facilities, Accommodation, Academic Registrar and/or the Welfare Dean), and will record all incidents through the Minor Incident spreadsheet or Major Incident form. You will be given First Aid training and may be called on to respond to First Aid situations.

Security and Fire Alarm monitoring and response

The Junior Deans will be responsible for a full set of key cards for all residential rooms to be used in the event of an emergency or resident lock-out at evenings, night-time or weekends (these will be issued by the Head of Facilities Management).

The Junior Deans will be the first point of contact with OUSS as and when they are required, to attend the site outside office hours for security or fire alarm response.

In the event of a fire alarm activation, the Junior Deans will ascertain whether there is a fire or whether the activation is accidental. If the activation is accidental, they will call OUSS and advise them of this. OUSS will then contact the Fire Service to prevent unnecessary call-outs.

The Junior Deans will act as Fire Marshalls and will be provided with relevant training.

The Junior Deans are sometimes called on to be responsible for ensuring buildings are secure at the end of MCR-run events, and helping to ensure that events comply with the College's Premises licence. They should not put themselves at risk at any time but should summon University Security for additional support and assistance if necessary.

Welfare and Student liaison

The Junior Deans serve as the first point of contact for students, the MCR Committee and other student groups. The Junior Deans are not expected to have counselling training but rather to be a first point of contact, being vigilant to welfare concerns, attending training and awareness events when possible and, where appropriate, referring the student to a more qualified service, and alerting the Welfare Dean. The Junior Deans may be required to act as intermediaries in meetings with student members and other parties. The Junior Deans will assist students to understand and resolve problems. The Junior Deans will be expected to liaise with the Welfare Dean, Academic Registrar, Peer Supporters and the MCR Equality and Welfare Committee, and to participate actively as part of the College Welfare Team. The Junior Deans will attend and actively participate in MCR Committee meetings and events.

The Junior Dean attending Guest Night dinners will be a first point of contact for students who would welcome being met at dinners and seated with the Junior Dean.

Junior Deans will be expected to attend Welcome Week events at the start of each term and other events to raise the visibility of the Junior Dean role and of welfare support, and will encourage contact from students.

Discipline

The Junior Deans are expected to help maintain an atmosphere conducive to learning by enforcing the rules and regulations of Kellogg College and the University of Oxford. The most common disciplinary issues dealt with are ones of noise and damage to College property. The Junior Deans are expected to exercise their own judgement in the upholding of these rules, but are also expected to report serious violations to the Dean for support, and for clarification of policies and escalation if required. The Junior Deans should be familiar with the College's disciplinary proceedings and other relevant policies. Copies will be provided.

Confidentiality

Confidentiality and discretion are key components of this role. The Junior Deans will act in accordance with the College's Confidentiality guidelines at all times.

Availability

The Junior Deans should be approachable and available as required (if not in person then via the College provided mobile phone or by Junior Dean email) for students, both those residing on the College site and those in private and University accommodation.

This is not a term-time only role. Junior Deans will be expected to be resident and on call (by rota) in College, including on Bank Holidays and college closure dates (such as easter vacation). Ordinarily Junior Deans would not be expected to be resident during the College Christmas closure period. When on call, the Junior Deans should be no more than 30 minutes away from College, and are expected to be physically on College premises between 11pm and 7am. Additionally, the Junior Deans will be required to assist with Kellogg College Accommodation key card collection arrangements by appointment out of office hours.

The Junior Deans are required to divide on-call time via an equitable rota agreed between themselves and approved by the Welfare Dean. This rota will be made available to relevant College Officers and staff.

The Junior Deans will not work more than 20 hours per week.

The Junior Deans will have access to a College email address and are expected to check it regularly and respond to messages promptly.

General Conditions

Remuneration

The Junior Deans receive:

- Accommodation in College-designated rooms without charge. The accommodation is provided for the Junior Dean and is co-terminus with that post. Should you or the College terminate your role as Junior Dean, you will be required to vacate the accommodation as post ends.
- Complimentary lunch, brunch, and informal dinners when available. Dining and lunching rights apply during vacations as well as term, except when the College and/or the catering facilities are closed.
- Free Guest Night dinners when attending as Junior Dean-representative (one Junior Dean will be required to attend each Guest Night dinner in their capacity as Junior Dean, attendance to be on an equitable rota agreed between themselves). Junior

Deans may not have guests at Guest Night Dinner when attending in capacity as Junior Dean.

- A basic mobile phone for use relating to the function of being Junior Dean.

Suspended students cannot act as Junior Deans and therefore will not be able to remain in Kellogg College accommodation.

Person specification:

The successful candidate will be able to demonstrate:

- Current Postgraduate student status at Oxford University.
- Enrolled on a course Kellogg currently admits to. List can be found at <https://www.ox.ac.uk/admissions/graduate/colleges/kellogg-college>.
- Ability to respond to situations reliably, promptly, responsibly, and exercise good judgment
- High levels of personal responsibility and integrity
- Proven experience of holding positions of responsibility
- Accurate record keeping
- Ability to act confidentially
- Ability to work well in and with a team, including the welfare team and the facilities team
- Ability to build relationships with students to be approachable and yet able to maintain discipline
- Excellent communication skills
- Entitlement to work in the UK.
- At least one year of study remaining

The following are also desirable:

- Experience of representing people and/or negotiating
- DPhil student status
- Experience of studying at a collegiate university
- At least two years of study remaining.

Applicants will be expected to demonstrate how their experience equips them to meet these requirements. Kellogg College shall provide relevant training opportunities for Junior Deans.

How to Apply

To apply, please provide a covering letter explaining why you are a suitable candidate for the position. Please include details of two referees and enclose a current CV. One of your referees must be your current Supervisor who is required to give their consent that they believe you are a suitable candidate for the role and that they believe it will not detrimentally affect your studies.

Applications should be addressed to the Welfare Dean, Clare Bankhead, and sent to vacancies@kellogg.ox.ac.uk. If you have any queries please contact the Dean, Clare Bankhead, by email: welfare.dean@kellogg.ox.ac.uk

Kellogg College will assume that it is free to approach referees at any stage of the application process unless the candidate's application stipulates otherwise. Please state such requirements explicitly alongside the details of the relevant referee(s). All reasonable interview expenses will be reimbursed.

Should you be short-listed: You will be asked to provide documentation proving that you have a right to work in the United Kingdom. Student visa holders are permitted to act as Junior Deans and will be required to self-certify that they will abide by the conditions of their visa.

Should you be appointed: You will be asked to provide the original documentation proving you have the right to work in the United Kingdom.

The appointment will have a probationary period of one term and will be reviewed at the end of the first term in the role. The hours of work are described above.

THE UNIVERSITY IS COMMITTED TO EQUALITY AND VALUING DIVERSITY