University of St Andrews

School of Philosophical, Anthropological and Film Studies

Research Fellow

University of St Andrews

Introduction

"Our remarkable students and staff are the lifeblood of St Andrews. It is their energy, vision and momentum [we] aim to support, to free them to use knowledge, ideas, and potential for the benefit of all." The Principal, Professor Sally Mapstone

Founded in 1413, the University of St Andrews is Scotland's first university and one of the oldest in the English-speaking world. With more than 600 years of academic excellence, we are proud of our reputation as a world-class centre for learning, teaching, and research.

St Andrews is a close-knit, international community set in a beautiful historic town on Scotland's east coast. Our students and staff come from over 140 countries, creating a diverse and globally minded environment. We strive to create an inclusive culture in which all can flourish, and the University have attained several diversity awards, including those related to race and gender equality, and support for carers, which demonstrate our commitment to this ambition. The University is consistently ranked among the UK's top institutions for student satisfaction, research quality, and teaching excellence.

We are a research-intensive university where creativity, collaboration, and critical inquiry are at the heart of everything we do. Whether you are joining us in an academic, professional, or support role, you will be part of a team committed to delivering outstanding education and making a meaningful contribution to society.

For those looking to be part of a university with deep-rooted heritage, a global outlook, and a forward-thinking approach, we invite you to consider joining our community at the University of St Andrews.

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Philosophy at St Andrews has an international reputation in both teaching and research. The philosophy department was ranked 2nd in the UK in the most recent *Times and Sunday Times UK Good University Guide* as well as 3rd in the most recent *Guardian University Guide*. The University won a Gold Award in the 2017 Teaching Excellence Framework. In the most recent (2021) Research Excellence Framework (REF), the department came out 1st in the UK for its research outputs, both in their GPA and in the percentage of highest category or 'world-leading'.

As of the 2025-26 academic year, we have 27 permanent full-time academic staff and some part-time appointments, At any given time, there are usually also several temporary postdoctoral research or teaching staff. Full details about us, including individual staff profiles, can be found at our website: http://www.st-andrews.ac.uk/philosophy/

Undergraduate Teaching

We offer a wide range of undergraduate degree programmes in Philosophy as Single and Joint Honours Programmes. Philosophy is a popular subject: first year enrolments are over 700 (across four modules) and second year enrolments are over 430 (across four modules). At Honours level, we offer modules covering a full range of topics in both contemporary philosophy and the history of philosophy. Colleagues are encouraged to develop Honours modules in the areas of their own research specialisms. We also participate in the part-time Evening Degree programme.

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Postgraduate Teaching and Supervision

Our postgraduate programmes are run jointly with the University of Stirling. We enroll around 40-45 students each year for the one-year MLitt degree. We have around 60 students pursuing PhDs or research-based MPhils. The graduate programme has expanded significantly in recent years, and it is a priority for us to maintain sustainable growth in this area.

Research

Philosophical research in St Andrews flourishes across a wide range of specialisms, including the history of philosophy. We maintain collaborative research projects with universities both in the UK and abroad. The two research centres based in the philosophy department, Arché and CEPPA, along with StAIGS, which is based in the School, are natural contexts for new research projects, and grant applications, in most core areas of philosophy:

Arché (The Philosophical Research Centre for Logic, Language, Metaphysics and Epistemology) was founded in 1998, and has hosted many significant research projects over the past twenty years. Currently seven research groups are active at Arché, working on (i) Language and Mind, (ii) Current Themes in Epistemology, (iii) Metaphysics and Logic, (iv) Feminist Philosophy and Social Theory, (v) Medieval Logic, (vi) The Many Ways of Being One, and (vii) What if? – Knowing by Imagining (WIKI). Each current project has a core team working in St Andrews, including a project leader and a number of associated postgraduate students. Other members of *Arché* include our Professorial Fellows (distinguished scholars who visit regularly for half a semester each year). Programmes of seminars, workshops and international conferences are associated with each project. For further details, please visit the *Arché* website: http://www.st-andrews.ac.uk/arche/

The Centre for Ethics, Philosophy and Public Affairs (CEPPA) promotes research in key ethical issues in public life and the dissemination of that research in a way designed to influence the course of public debate. Its field of interest comprises ethics, social and political philosophy, and the philosophical dimensions of public affairs. It sponsors research, outreach projects, conferences, fellowships, and public discussions. Its current research projects are: (i) The Future of Work and Income; (ii) Blame and Responsibility; (iii) Climate Ethics; (iv) Knowledge, Democracy, and Public Discourse; (v) Human Rights and Global Justice; (vi) Health and Medicine; (vii) Effective Altruism; and (viii) Virtue and Character. For further details, please visit the CEPPA website at http://ceppa.wp.st-andrews.ac.uk

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The St Andrews Institute for Gender Studies (StAIGS), based in the School of Philosophical, Anthropological, and Film Studies brings together staff from across the university with research interests in gender. StAIGS has over 100 Academic Affiliates across 18 schools. For further details, please visit the StAIGS website at https://staigs.wp.st-andrews.ac.uk/

Environment and Facilities

Our building, Edgecliffe, has views across St Andrews Bay to the eastern Grampian Mountains. A graduate study centre is situated nearby in College Street. The main University Library, just across the road, has a very substantial Philosophy collection, including around 100 current Philosophy journals.

The Philosophical Quarterly

The Philosophical Quarterly is one of the most highly regarded and established academic journals in philosophy. Jointly owned by the University of St Andrews and the Scots Philosophical Association and with offices in Edgecliffe, it is edited by an Editorial Board comprising staff at St Andrews and representatives from every Scottish philosophy department.

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Job Description

Reporting to: Dr Aaron J. Cotnoir

Location: St Andrews

Job Family: Academic Research

Working Hours: Full time / 36.25 hours per week

Grade/Salary Range: Grade 6 / £38,784 - £46,049 pa

Reference Number: AR3263RS

Start Date: 1 January 2027

Interview Date: TBC

Duration of post: 24 months

Main Purpose of the Role

Plan and conduct research activities within the project to meet deadlines and deliverables in collaboration with the PI/line manager.

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Key Responsibilities

1. Plan and conduct own research activities within the project to meet deadlines and deliverables. This includes:
    i. Organise weekly seminar meetings, visiting speakers, workshops, and conferences
    ii. Publish at least four (two per year) singly or jointly authored journal articles in international peer-reviewed journals
    iii. Implement and maintain project bibliographic databases and annotated bibliography
    iv. Contribute to other project outputs including infographics and website maintenance.
2. Understand and convey material of a specialist or highly technical nature to the team and, where applicable, the funding body/sponsor through presentations, discussions and progress reports.
3. Write and present research papers (and, where applicable, posters) at conferences, seminars and workshops.
4. Engage in networking activities to make internal and external contacts, to develop knowledge and to form relationships for future research collaboration.
5. Participation in outreach via press releases, social media, blogs and talks at public events.
6. Develop specialist knowledge in the research area to deal with problems affecting the achievement of research objectives and deadlines, devising solutions to unexpected challenges in collaboration with the PI.
7. Plan and manage own administrative activities.
8. Proactively engage with other members of the research group and engage with the research environment within the School.
9. Supervise and provide support and guidance to research team members and assigned project student(s) as appropriate.
10. Undertake a modest amount of teaching or demonstrating if allowable by the funder.
11. Ensure compliance with all legal and regulatory requirements including equality and diversity, data protection, copyright and licensing, security, financial, health and safety and other University policies, procedures and codes as appropriate.

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Person Specification

Attributes	Essential	Desirable	Means of Assessment (i.e. application form, interview, test, presentation etc.)
Education & Qualifications (*technical, professional, academic qualifications and training required)*	Good first degree in relevant subject Hold or be close to submission of PhD in relevant subject (earned within 5 years and before start date of post)		Application/certificates
Experience & Knowledge (*examples of specific experience and knowledge sought*)	Experience of applying relevant analytical skills, techniques and methods including: • **standard research methods in analytic metaphysics** • **competence in formal methods for philosophy** • **collaborative philosophical research** Developing research track record commensurate with stage in career	Knowledge of one or more of: • **formal ontology** • **social ontology** • **social metaphysics** • **philosophy of social and/or cognitive sciences** Demonstrate clear potential for high quality research publications Experience leading group seminars. Experience in workshop/conference planning.	Interview/Presentation Interview

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Person Specification

Attributes	Essential	Desirable	Means of Assessment (i.e. application form, interview, test, presentation etc.)
Competencies & Skills (*e.g. effective communication skills, initiative, flexibility, leadership etc*)	Effective communicator (orally and in writing) Well-developed presentation skills including ability to communicate complex, theoretical and technical material in an engaging and intelligible way to a range of audiences including non-specialists. Collegiality/willingness to work in a collaborative environment. Ability to work autonomously and to be proactive in identifying and resolving issues Administrative and IT skills appropriate for the efficient and effective delivery of research. Well developed time management skills with the ability to meet deadlines	Impact and engagement evidence of disseminating research to constituencies beyond the academic community. Website maintenance and reference database management. Conference/workshop organisation.	Interview/Presentation Interview/References Interview/References Application Interview/References

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Person Specification

Attributes	Essential	Desirable	Means of Assessment (i.e. application form, interview, test, presentation etc.)
Other Attributes/Abilities (if applicable)	Evidence of keeping up to date with new developments in relevant knowledge and techniques.	Evidence of participation in relevant academic and professional associations/bodies and external research networks.	Application/Interview

Essential Criteria – requirements without which a candidate would not be able to undertake the full remit of the role. Applicants who have not clearly demonstrated in their application that they possess the essential requirements will normally be rejected at the short-listing stage.

Desirable Criteria – requirements which would be useful for the candidate to hold. When short listing, these criteria will be considered when more than one applicant meets the essential requirements.

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Benefits

St Andrews offers more than just a place to work—it is a place to belong. We value collegiality, inclusion, and wellbeing, and we are committed to creating a workplace where staff can thrive and perform at their best.

In addition to the salary on offer for this position, there are a wide range of benefits for staff working at the University of St Andrews. The package for the Research Fellow includes:

- Financial contribution to relocation (if eligible)
- Membership of the USS Pension Scheme with a generous employer contribution of 14.5%
- A hybrid working environment, including partial homeworking where appropriate and a range of family friendly policies, supporting work-life balance
- Staff discount scheme for local and national goods and services
- Free staff parking, employee Carshare and Cycle to Work Schemes and subsidised local bus travel
- Subsidised sports membership, reduced tuition fees on degree programmes for staff, access to training and development opportunities including LinkedIn Learning, access to library facilities, salary sacrifice scheme
- 34 Days Annual Leave plus 5 Public Holidays.

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How to Apply

We are committed to creating an accessible, fair and inclusive recruitment process for all candidates. If you require reasonable adjustments or accommodations during the application or interview process then please let us know and we will be happy to discuss support with you.

We encourage applicants to apply online at www.vacancies.st-andrews.ac.uk/welcome.aspx

If you have difficulties in completing the online application form, then please call +44 (0)1334 461990 or contact vacancies@st-andrews.ac.uk to discuss available support.

Applications should consist of:

- Letter of application
- CV
- Names and contacts of two referees
- Research agenda (2 pages or less), describing how the 24 months will be spent, identifying specific and achievable outputs.
- It is anticipated that the successful applicant is likely to have already published high quality research, though this is not an essential criterion (though demonstrated clear potential to produce such work is essential). If there is no such work to which the committee is likely to have ready access, please include a representative sample of your work (which should not exceed the normal length of one article or book chapter).

For all applications, please quote ref: **AR3263RS**

The University of St Andrews is a charity registered in Scotland (No SC013532).

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Equality, Diversity & Inclusion

At St Andrews, we see diversity as a strength and value the rich variety of backgrounds, identities and experiences of our staff, students and alumni. We are committed to making the University a beacon of inclusivity and creating an environment in where everyone can flourish and realise their potential.

We will achieve this through an approach that empowers our whole community and involves a determined shift in culture. Inclusivity will inform all of our policies and practices. The Principal, Professor Sally Mapstone

Diverse is a core theme of the University Strategy, and alongside our People Strategy, outlines a number of actions we are taking to create an inclusive culture. Our objectives include raising awareness of diversity events, initiatives and support, strengthening support for staff networks, creating more opportunities for employees to engage in consultations and discussions, offering a diverse range of rewarding career pathways and ensuring a working environment which supports positive working practices and behaviours.

We commit to providing a high-quality staff experience which enables all our staff to contribute, thrive, and perform at their best. By joining us at the University of St Andrews, you are joining a community which values difference, being your authentic self, and where you can play an active role in ensuring an inclusive environment for all.

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St Andrews

A modern location surrounded with ancient history, St Andrews is a dynamic and friendly town found on the east coast of Scotland. Situated in the Kingdom of Fife, St Andrews has easy links to nearby commuter towns and transport links (including airports) to the nearby cities of Dundee (13 miles) and Edinburgh (c. 1 hour by train).

Beyond the lecture halls and labs, St Andrews is home to stunning, unspoilt beaches and fresh sea air. Take a peaceful stroll or an energising walk with friends along the iconic two-mile stretch of the West Sands. If you prefer the water, ride the waves at the East Sands or try sailing, sea kayaking and windsurfing. For breathtaking views, a walk to the end of the stone pier is an experience not to be missed.

St Andrews and the surrounding area is home to a wide range of restaurants and shops, while boasting an array of beautiful beaches. St Andrews is also the home of golf and there are seven local courses including the famous Old Course.

Fife is an area filled history and culture. There are nearly 5,000 listed buildings and 50 conservation areas across the Kingdom, with some historic structures dating all the way back to the 12th century. St Andrews enjoys a microclimate and is typically much drier than western parts of the country.

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Further Information

This post will be primarily based in St Andrews.

Interviews will be held on TBC.

The University encourages all interested candidates to apply, and all applications received are assessed against the essential and desirable criteria listed in the further particulars. The successful candidate will have to demonstrate their right to work in the UK prior to commencing employment and where required, the University can support with visa sponsorship.

You are expected to uphold a duty of care towards colleagues, students, and communities, and to actively contribute to a safe, respectful, and inclusive environment. This includes responding appropriately to disclosures or reports of sexual misconduct, gender-based violence, bullying, harassment, or other concerns, in line with organisational policies, and signposting individuals to the appropriate departments

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