

## 1 Advertisement

**Post Title: Reader in Accounting**

**School/department:** Business School/ Accounting and Finance

**Hours:** full time considered up to a maximum of 36.5 hours. Requests for flexible working options will be considered (subject to business need).

**Contract:** Permanent

**Reference:** 10078

**Salary:** starting at £54,421 to £63,059 per annum, pro rata if part time.

**Placed on:** 03 April 2023

**Closing date:** 07 May 2023

**Expected interview date:** 18<sup>th</sup> of May

**Expected start date:** no later than September 2023

The Department of Accounting and Finance is looking to hire a full-time, permanent faculty member at the Reader (equivalent to Associate Professor) level in the area of Accounting. We are looking for an individual with an exciting research agenda and evidence of publication potential in the top journals in Accounting. A specialism in any of the following areas would be desirable, but not essential: audit, advanced financial reporting, financial management, ESG standards.

The Accounting Group has a vibrant team of research-active academics who frequently organise research seminars, research collaboratively, and provide a supportive and friendly research culture. The group is embedded in the wider University of Sussex Business School and benefits from the expertise from other research groups in the School, notably around sustainability, economic development, and artificial intelligence.

Candidates must be able to demonstrate that their research is published in top level journals. The Department values 'quality over quantity'. The successful candidate will be an engaged academic who enjoys working in a dynamic, multidisciplinary environment and shows enthusiasm for collaborating with colleagues within the department and across disciplines.

They should have experience in teaching at undergraduate and/or postgraduate level, as well as a preparedness to teach specialist and core subjects.

For details of the members of the Accounting and Finance Department see:  
<https://www.sussex.ac.uk/business-school/people-and-departments/accounting-and-finance>

Please contact Prof. Radu Tunaru ([r.tunaru@sussex.ac.uk](mailto:r.tunaru@sussex.ac.uk)) or Prof. Hans van der Heijden ([H.Vanderheijden@sussex.ac.uk](mailto:H.Vanderheijden@sussex.ac.uk)) for informal enquiries.

For full details and how to apply see our [vacancies page](#)

*The University of Sussex values the diversity of its staff and students and we welcome applicants from all backgrounds.*

## **2. The School / Division**

- Please find further information regarding the school/division at <https://www.sussex.ac.uk/business-school/accounting-finance/people/list>

## **3. Job Description**

Job Description for the post of: Reader in Accounting

**Department:** Accounting and Finance

**Section/Unit/School:** University of Sussex Business School

**Location:** Falmer

**Grade:** 9

**Responsible to:** Dean of the School or their deputy (Head of Department)

**Responsible for:** NA

### **PRINCIPAL ACCOUNTABILITIES**

1. To provide academic leadership in the design and delivery of high-quality teaching programmes.
2. To engage in high-quality research activity resulting in high-quality publications to be submitted to the REF at acceptable levels of volume and academic excellence; to lead research projects or research initiatives in the School; to secure research funding and third-stream income; and to contribute to the School's research strategy.
3. To provide guidance, support and mentoring to junior members of staff working in the same or cognate research areas.
4. To play a key role in supporting the management activities of the School and University, and to undertake a significant School directorship role if required.

### **KEY RESPONSIBILITIES**

#### **1. Teaching & Student Support**

1.1 Lead the innovative design, development and delivery of the overall curricula.

1.2 Develop the quality assurance framework within the University's overall framework e.g. for the validation and re-validation of courses.

1.3 Regularly review and update course content and teaching materials, ensuring that they remain up-to-date and relevant, incorporating advances in the subject area and utilising

appropriate technology.

1.4 Set, mark, and assess work and examinations; select appropriate assessment instruments and criteria; and provide constructive and comprehensive feedback to students.

1.5 Actively maintain an understanding of appropriate pedagogy in the subject area.

1.6 Provide academic leadership and inspiration to those teaching within subject area.

1.7 Supervise PhD students and/or externally-funded post doctoral staff.

1.8 Undertake and complete administrative duties required in the professional delivery of teaching.

1.9 Undertake academic advising duties, and provide first-line support for sensitive issues, referring on as appropriate to services providing further assistance.

1.10 Adopt an approachable and accessible attitude towards students, offering office hours, informal advice etc.

## 2. Research, Scholarship & Enterprise

2.1 Play a leading role in the development and implementation of School research strategies and themes, and lead and co-ordinate research activity in own subject.

2.2 Identify and develop research objectives, and proposals for own or joint research.

2.3 Carry out independent research and act as a Principal Investigator or project leader on major research projects. This may involve leading and line-managing the staff including their recruitment, probation, mentoring, performance review and staff development; managing the budget, and taking responsibility for the delivery of the programme.

2.4 Define research objectives and questions, review and synthesise the outcomes of research studies, and develop ideas for application of research outcomes.

2.5 Develop proposals for major research projects which will make a significant impact, and lead to an increase in knowledge or understanding or the development of new explanations, insights, concepts or processes.

2.6 Produce high-quality research outputs that are world-leading in the field, for publication in monographs or recognised high-quality journals, or performance/exhibition, as appropriate, and make a significant contribution to the School's REF assessment at acceptable levels of volume and academic excellence.

2.7 Make presentations at national and international conferences or exhibit work in other appropriate events of a similar standing, and play a lead role in identifying ways to disseminate research outputs informally via the internet, the media and other forms of public engagement.

2.8 Develop and maintain an independent research reputation by, for example, serving on peer review committees, or acting as a referee for journal articles or research grant applications.

2.9 Play a key role in the internal management of the research assessment exercise.

2.10 Play a lead role in identifying sources of funding and securing bids, both individually and in collaboration with others.

2.11 Provide academic leadership and inspiration to those working within own research area, and foster inter-disciplinary team-working.

2.12 Lead and develop internal and external networks to foster collaboration on both an individual level and on behalf of others in the School, share information and ideas, and promote the subject and the University, both nationally and internationally.

2.13 Contribute to the enhancement of research quality and thinking in the field by being involved in quality assurance and other external decision-making bodies.

2.14 Act as a leading authority in the field or specialism, developing new knowledge, understanding and innovation in the area.

2.15 Conduct risk assessments and take responsibility for the health and safety of others, if required.

### 3. Contribution to School & University

3.1 Contribute to the overall management of the School in areas such as budget management and business planning.

3.2 Engage in activities beyond day-to-day teaching duties, for example Admissions Days.

3.3 Assist with undergraduate and postgraduate recruitment.

3.4 Undertake a School wide directorship role.

3.5 Advise and provide support to less experienced colleagues, and conduct Performance and Development Reviews, if required.

3.6 Mentor staff in related or cognate research areas, providing advice on personal and career development plans, and assisting them in identifying and securing career development opportunities.

3.7 Undertake additional administrative duties, as required by the Head of School.

This Job Description sets out current duties of the post that may vary from time to time without changing the general character of the post or level of responsibility entailed.

## INDICATIVE PERFORMANCE CRITERIA

Evidence of quality in teaching and learning demonstrated in a range of measures, including student satisfaction; of thoughtful and effective innovation in the development of new courses and/or programmes; and of leadership in the promotion of teaching and learning in the subject.

1. Proven innovative teaching practice, typically adopted as best-practice within the institution.

2. Evidence of providing, or demonstrable potential to provide academic leadership, development, mentoring and career management advice for colleagues, research assistants and students in the area of teaching and learning.
3. A record of consistent involvement in external examining at research-intensive universities, and other forms of engagement in upholding academic standards.
4. Leadership of a national subject association.
5. Evidence of commitment to improving the student experience and/or leadership of a major change project designed to improve the student experience.
6. Publication of highly-regarded text books or other significant teaching materials for use in higher education, chosen by third parties on a discretionary basis.
7. Evidence of sustained output of high-quality research publications or other recognised forms of output, subjected to peer review and describing significant discoveries, applications or observations.
8. Evidence of leadership in the discipline and cognate disciplines, demonstrating an ability to inspire colleagues to develop their own research potential, including partnerships with individuals and/or bodies of international standing.
9. Sustained record of attracting funds year-on-year, which are notable awards in terms of size and scope, and of leadership of and collaboration in significant research projects and/or consultancy or work with external organisations.
10. Transfer of intellectual property into the wider economy.
11. Development of research and consulting relationships with other organisations, and development of business and community links that bring tangible benefits to the University.
12. Sustained record of successful postgraduate research supervision.
13. Academic distinctions (e.g. academic awards; editorship of, or refereeing for, journals; grant reviewer for awarding bodies; services for learned societies; election to Fellowships).
14. Transfer of research findings into practical applications and/or enrichment of the wider culture through creativity in the social sciences, humanities and the visual and performing arts.
15. External and visiting appointments.
16. Advancement of the discipline through a distinctive contribution to intellectual leadership, professional, clinical or vocational practice.
17. Evidence of enhancing the international standing and profile of the School and University.
18. A sustained contribution to the delivery of University and/or School strategy.
19. Evidence of exceptional collegiality.

20. A leadership role within the University, creating significant performance improvement.

## **PERSON SPECIFICATION**

### **ESSENTIAL CRITERIA**

1. Educated to doctoral level in a relevant discipline (see role-specific criteria below).
2. In-depth knowledge of specialism to enable the development of new knowledge, innovation and understanding in the field.
3. Excellent interpersonal skills, with the proven ability to engage with students using a variety of different methods.
4. Excellent presentation skills, with the proven ability to communicate effectively, both orally and in writing, with students, colleagues and external audiences.
5. Significant experience of high-quality teaching at undergraduate and postgraduate level.
6. Successful track record of innovative curriculum design or redesign.
7. Significant track record of influential publications in reputable journals and other appropriate media of similar standing.
8. Successful and sustained track record of generating research and knowledge exchange income that is notable in terms of size and scope, and the translation of research results into practice.
9. An international reputation in the field of study.
10. Successful track record of supervising postgraduate students.
11. Leadership and people management skills.
12. Excellent organisational and administrative skills.
13. A willingness to participate in support activities beyond normal teaching duties.
14. Excellent IT skills, with the ability to produce high-quality learning support materials

### **ESSENTIAL ROLE-SPECIFIC CRITERIA**

1. PhD in Accounting or Finance
2. Evidence of top quality and internationally recognized research in the field of Accounting and Finance. The department recognizes the FT50 list and CABS list as reliable indicators of journal quality.
3. Evidence of success in securing grant income and/or substantial engagement with finance industry and society.
4. A willingness to teach undergraduate and/or postgraduate core modules.

5. A willingness to supervise PhD students in Finance and evidence of successful supervision.
6. Evidence of a research agenda that can engage or complement with research within department.
7. Evidence of being part of an international research network including top names in the field from renowned universities.