



1 Advertisement

Post Title: Lecturer in Accounting X2

School/department: University of Sussex Business School / Accounting and Finance

Hours: full time considered up to a maximum of 1.0fte.

Requests for flexible working options will be considered (subject to business need)

Contract: permanent

Reference: 10080 & 10915

Salary: starting at £44,414 to £52,841 per annum, pro rata if part time

Placed on: 27 March 2023

Closing date: 25 April 2023. Applications must be received by midnight of the closing date

Expected interview date: 15 May 2023

Expected start date: September 2023

- The Department of Accounting and Finance is looking to hire two full-time, permanent faculty members at the Lecturer (equivalent to Assistant Professor) level in the area of Accounting. We are looking for candidates with an exciting research agenda and a great potential for publication in top journals in Accounting. A specialism in any of the following areas would be desirable, but not essential: sustainable accounting and finance, management accounting, financial management, financial reporting and ESG accounting 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, or artificial intelligence.
- Candidates must be able to demonstrate that their research has publication potential 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 [here](#).

Please contact Prof. Radu Tunaru (r.tunaru@sussex.ac.uk) or Dr. Massimo Contrafatto (Massimo.Contrafatto@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: Lecturer in Accounting

Department: Accounting and Finance

Section/Unit/School: University of Sussex Business School

Location: Falmer

Grade: 8

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

Responsible for: NA

- **PRINCIPAL ACCOUNTABILITIES**

- To provide academic excellence in the design and delivery of high-quality teaching programmes.
- 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.
- To support the management activities of the School and University, and undertake a key role in School or University working groups or committees, as required.

- **KEY RESPONSIBILITIES**

- **Teaching & Student Support**

- Lead the innovative design, development and delivery of a range of programmes of study at various levels.
- Ensure that course design and delivery comply with the University quality standard and regulations, and take responsibility for the quality of programme units.
- 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.
- Set, mark, and assess coursework and examinations; select appropriate assessment instruments and assessment criteria; and provide constructive and comprehensive feedback to students.
- Actively maintain an understanding of appropriate pedagogy in the subject area.
- Supervise taught postgraduate students, providing advice on study skills.
- Undertake and complete administrative duties required in the professional delivery of teaching.
- Undertake academic advising duties, and provide first-line support for sensitive issues, referring on as appropriate to services providing further assistance.
- Adopt an approachable and accessible attitude towards students, offering office hours, informal advice etc.

- **Research, Scholarship & Enterprise**

- Contribute to the development of School research strategies and themes.
- Identify and develop research objectives, and proposals for own or joint research.
- Define research objectives and questions, review and synthesise the outcomes of research studies, and develop ideas for application of research outcomes.
- 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.
- Produce high-quality research outputs that have significant impact 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 submission at acceptable levels of volume and academic excellence.
- Make presentations at national or international conferences or exhibit work in other appropriate events of a similar standing, and identify ways to disseminate research outputs informally via the internet, the media and other forms of public engagement.
- Develop and maintain an independent research reputation by, for example, serving on peer review committees, and acting as a referee for journal articles and research grant applications.
- Provide academic leadership to those working within relevant research areas.
- Play an influential role in identifying sources of funding and secure and/or contribute to the process of securing bids.
- Play a leading role in identifying and securing opportunities for enterprise activity, knowledge exchange income and/or consultancy.
- Actively build internal and external contacts, and play a key role in internal networks and relevant external networks in order to, for example, identify sources of funding, secure student placements, and build relationships for future activities.
- Develop links with external contacts such as other educational bodies, businesses, the public sector, and professional bodies to foster collaboration and potentially generate a source of income.
- Play a role in a relevant national professional body or recognised events.
- Continually update knowledge and understanding in field or specialism, and engage in continuous professional development.
- Conduct risk assessments and take responsibility for the health and safety of others, if required.

- **Contribution to School & University**

- Attend and contribute to School meetings.
- Engage in activities beyond day-to-day teaching duties, for example Admissions Days.
- Assist with undergraduate and postgraduate recruitment.
- Chair and/or play a key role in School or University working groups or committees, as required.
- Undertake an administrative or organisational role within the School e.g. Library Representative, Year Tutor, Exam Board Chair, or personal/academic tutoring.
- Advise and provide support to less experienced colleagues, and conduct Performance and Development Reviews, as required.
- Undertake additional administrative duties, as required by the Head of School.

- **Role-specific duties**

- Publish in journals in Accounting and adjacent areas such as Finance, Management and Economics, in top rated journals
- Pursue research grant applications and external engagements on Accounting topics
- Participate actively in the department internal seminar series
- Deliver excellent teaching to our students at both UG and PG level
- Promote research in Accounting at the University of Sussex Business School through mass-media outlets
- 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 novel or innovative approaches to teaching supervision or assessment, including appropriate uses of technology.
- Sustained high-quality teaching across both undergraduate and postgraduate portfolios, as evidenced by surveys, questionnaires and peer review.
- Evidence of the integration of research, scholarship and professional practice with teaching activities.
- Regular published output of original research, with a significant proportion at international level (referred journal papers, monographs, book chapters, text books).
- Evidence of a capacity to contribute creatively and constructively to the management of School business.
- Responsible and effective involvement in the broader arena of the School and/or University including, where appropriate, a role providing support, pastoral care and guidance to students or colleagues.

4. **Person Specification**

- Educated to doctoral level as appropriate to the discipline (see role-specific criteria below).
- Excellent interpersonal skills, with the proven ability to engage with students using a variety of different methods.
- Relevant experience of high-quality teaching at undergraduate and/or postgraduate level.
- Evidence of proactive contribution to School and/or University.
- Excellent presentation skills, with the proven ability to communicate effectively, both orally and in writing, with students, colleagues and external audiences.
- Excellent and clear research agenda for the next three years.
- Ability to exercise a high degree of innovation and creative problem-solving.
- Excellent organisational and administrative skills and ability to prioritise and meet deadlines.
- A willingness to participate in support activities beyond normal teaching duties.
- Excellent IT skills, with the ability to produce high-quality learning support materials.

- **ESSENTIAL ROLE-SPECIFIC CRITERIA**

- PhD in Accounting and Finance area (candidates with PhD thesis submitted at the time of application and waiting for their viva will be considered).
- Evidence of potential to publish in top journals in Accounting.
- A willingness to develop curriculum related to areas in Accounting.
- Ability to provide online teaching materials for modules in Accounting.
- A willingness to supervise PhD students in Accounting after passing probation.

