



## 1 Advertisement

**Post Title:** Lecturer/Senior Lecturer in Finance

**School/department:** Business School

**Hours:** Full-time or Part-time hours considered up to a maximum of 1 FTE. Requests for flexible working options will be considered (subject to business need).

**Contract:** Permanent

**Reference:** 20653

**Salary:** Grade 8 Lecturer starting at £44,414 to £52,841 per annum /Grade 9 Senior Lecturer starting at £54,421 to £63,059 pro rata if part-time.

**Placed on:** 26 May 2023

**Closing date:** 12 June 2023 Applications must be received by midnight of the closing date.

**Expected interview date:** 19 June 2023

**Expected start date:** Autumn 2023

The Department of Accounting and Finance is looking to recruit a permanent full-time faculty member at Lecturer (i.e. Assistant Professor) or Senior Lecturer (i.e. Associate Professor) in the area of Finance. A specialisation in the areas of “Socially Responsible Investment”, “Climate Finance”, “Financial Econometrics”, and “Machine Learning in Finance” are particularly desirable but not considered essential.

We are looking for an individual with an exciting research agenda that either complements or adds to the interests of our current faculty in the Finance Group which is comprised of three research clusters - Business Finance (BF), Quantitative Finance (QF), and Sustainable Accounting, Finance and Economics (SAFE). Together, they work on a variety of topics including company finance in both public and private companies, venture capital, financial markets, derivatives, risk management, cryptocurrencies, sustainable finance, and climate finance. The department also has an Accounting Group with expertise in the areas of accountability, performance management, governance, accounting in public sector and non-governmental organizations (NGOs), accounting in emerging economies, and public-private-NGO partnerships.

Candidates must be able to demonstrate their research has the potential to be published in top level journals, for instance, such as those suggested in the AJG and FT50 journal ranking list.

The successful candidate will be an engaged academic who is equally enthusiastic about research and teaching and proactive when it comes to collaborating with colleagues within the department and across disciplines.

Experience of teaching at undergraduate and/or postgraduate level, and a willingness to teach specialist and core subjects, is expected.

For details of the members of the Accounting and Finance Department, please look [here](#).

Informal enquiries may be made to the Head of Department of Accounting & Finance, Prof. Radu Tunaru ([R.Tunaru@sussex.ac.uk](mailto:R.Tunaru@sussex.ac.uk))

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 Senior Leadership and Management**

The Vice-Chancellor is the senior academic officer and, as Chief Executive, is responsible to the University Council for management of the University. He is supported by an executive group, which includes the Deputy Vice-Chancellor, the three Pro-Vice-Chancellors, the Chief Operating Officer, the Director of Finance and the Director of Human Resources. The Heads of the Schools of Studies at Sussex report to the Deputy Vice-Chancellor.

The Chief Operating Officer heads the Professional Services of the University. In addition, under the University Statutes, the Chief Operating Officer is Secretary to the University Council. The Director of Finance reports to the Vice-Chancellor, the Director of ITS and the Librarian report to the Chief Operating Officer.

## **3 The School / Division**

The University of Sussex Business School is a unique research-focused interdisciplinary school, which takes a strong policy-directed view on business practices while also developing the underlying core disciplines. It includes the Department of Accounting and Finance, the Department of Strategy and Marketing, the Department of Management, the Department of Economics and the Science Policy Research Unit (SPRU).

With such excellent foundations the University of Sussex Business School offers something distinctive and special to the future of business and management research and education in the UK and beyond. It is exceptionally well placed to provide leadership in the development and dissemination of sustainable business and management practice, informed by sound economic logic.

## **4 The Department of Accounting and Finance**

The Department of Accounting and Finance, founded in 2018, currently encompasses over 25 research-active faculty members, plus several other education and scholarship and teaching fellows. The Department is composed of two subject groups (Accounting and Finance) and a number of cross-disciplinary research groups (please see details at – <https://www.sussex.ac.uk/business-school/accounting-finance/research>). Successful applicants would be allocated to the appropriate subject group and invited to join (or potentially launch) a research group.

The Department currently hosts four undergraduate and five postgraduate programs entirely within the department, and several more degree programs are offered jointly with other Departments in the School and the University. This includes BScs in Accounting and Finance; Banking & Digital Finance; Finance and Business; Finance & Technology; and MScs in Accounting & Finance; Banking & Finance; FinTech, Risk & Investment Analysis; Management & Finance; Sustainable Finance & Accounting. Successful candidates will be expected to contribute to our teaching portfolio. The Department attracts students from all over

the world, enhancing the cultural dimension of the learning experience. We also have many international links, collaborating with universities around the globe. Sussex is an inclusive, welcoming and truly international University.

## **5 CORE JOB DESCRIPTION**

<b>Job Title:</b>	Lecturer/Senior Lecturer* in Finance
<b>Grade:</b>	Lecturer/Senior Lecturer* (Research & Teaching focussed), Grade 8/Grade 9
<b>School:</b>	Business School, Accounting and Finance Department
<b>Location:</b>	Jubilee Building
<b>Responsible to:</b>	Head of School
<b>Direct reports:</b>	n/a
<b>Key contacts:</b>	Students, other members of Faculty within the School and University, School Officers, academics in the field in other institutions.
<b>Role description:</b>	Lecturer/Senior Lecturer* is a career-grade teaching and research position. Post-holders will be expected to show academic leadership in both teaching and research, and to support the management and strategic planning processes of the School and the University.

---

### **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;
3. To lead research projects or research initiatives in the School;
4. to secure research funding and third-stream income; and to contribute to the School's research strategy.\*
5. To support the management activities of the School and University.

### **KEY RESPONSIBILITIES**

- 1. Teaching & Student Support**

- 1.1 Ensure that course design and delivery comply with the University quality standard and regulations, and take responsibility for the quality of programme units.
- 1.2 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.
- 1.3 Set, mark, and assess coursework and examinations; select appropriate assessment instruments and assessment criteria; and provide constructive and comprehensive feedback to students.
- 1.4 Actively maintain an understanding of appropriate pedagogy in the subject area.
- 1.5 Supervise taught postgraduate students, providing advice on study skills.
- 1.6 Undertake and complete administrative duties required in the professional delivery of teaching.
- 1.7 Undertake academic advising duties, and provide first-line support for sensitive issues, referring on as appropriate to services providing further assistance.
- 1.8 Adopt an approachable and accessible attitude towards students, offering office hours, informal advice etc.

## **2. Research, Scholarship & Enterprise**

- 2.1 Contribute to the development of School research strategies and themes.
- 2.2 Identify and develop research objectives, and proposals for own or joint research.
- 2.3 Carry out independent research on research projects.
- 2.4 Carry out independent research and act as a Principal Investigator or project leader on research projects.\*
- 2.5 Define research objectives and questions, review and synthesise the outcomes of research studies, and develop ideas for application of research outcomes.
- 2.6 Produce high-quality research outputs that have significant impact in the field, for publication in recognised high-quality journals.
- 2.7 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.
- 2.8 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.
- 2.9 Play an influential role in identifying sources of funding and secure and/or contribute to the process of securing bids.
- 2.10 Play a leading role in identifying and securing opportunities for enterprise activity, knowledge exchange income and/or consultancy.\*
- 2.11 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.\*
- 2.12 Play a role in a relevant national professional body or recognised events.
- 2.13 Continually update knowledge and understanding in field or specialism, and engage in continuous professional development.
- 2.14 Conduct risk assessments and take responsibility for the health and safety of others, if required.

### **3. Contribution to School & University**

- 3.1 Attend and contribute to School meetings.
- 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 an administrative or organisational role within the Department, e.g. Library Representative, Year Tutor, Exam Board Chair, or personal/academic tutoring.
- 3.5 Undertake an administrative or organisational role within the School e.g. Library Representative, Year Tutor, Exam Board Chair, or personal/academic tutoring.\*
- 3.6 Undertake additional administrative duties, as required by the Head of School.

### **4. Role-specific duties**

- 4.1 Lead the development of new courses/programs relating to Finance while ensuring that existing courses/programs are relevant and delivered to high quality standards.
- 4.2 Publish in top journals in Finance and adjacent areas such as Accounting or Economics
- 4.3 Pursue research grant applications and external engagements on Finance topics.\*
- 4.4 Participate actively in the department internal seminar series
- 4.5 Deliver excellent teaching to our students at both UG and PG level
- 4.6 Promote research in Finance 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).
- Responsible for leading and managing a major research group.
- Sustained success in obtaining competitively awarded research and knowledge exchange grants and contracts, with evidence of leadership in securing such awards (for example, as Principal Investigator).
- Significant involvement in knowledge creation and transfer in conjunction with partner organisations in industry, commerce, government or NGOs. This could be in the form of externally funded research, knowledge exchange and/or consultancy.\*
- Evidence of external profile, such as membership of professional body, editorial board or similar.\*
- 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.

### **PERSON SPECIFICATION**

#### **ESSENTIAL CRITERIA**

1. Educated to doctoral level as appropriate to the discipline (see role-specific criteria below). Applicants who submitted their thesis and waiting for viva will be considered for Lecturer.
2. Excellent interpersonal skills, with the proven ability to engage with students using a variety of different methods.
3. Experience of high-quality teaching at undergraduate and/or postgraduate level.
4. Potential of significant and high-quality publications in top journals in Finance.
5. Track record of significant and high-quality publications in top journals in Finance.\*
6. Evidence of proactive contribution to School and/or University.
7. Excellent presentation skills, with the proven ability to communicate effectively, both orally and in writing, with students, colleagues and external audiences.
8. Ability to exercise a high degree of innovation and creative problem-solving.
9. Excellent organisational and administrative skills.\*
10. A willingness to participate in support activities beyond normal teaching duties.

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

1. Evidence of potential to publish in top journals in Finance at an advanced stage.
2. A minimum one top publication in Finance or Finance related journal.\*
3. Experience with teaching relevant modules in Finance.\*
4. A willingness to teach modern Finance modules such as Socially Responsible Investments, Digital Banking, Financial Econometrics, Machine Learning in Finance, Big Data Science in Finance.
5. Ability to provide online teaching materials.
6. A willingness to apply for research grants in collaborative interdisciplinary networks.