1 Advertisement

Post Title: Lecturer in Entrepreneurship
School/department: University of Sussex Business School
Hours: full time. Requests for flexible working options will be considered (subject to business need).
Contract: permanent
Reference: 2497
Salary: Grade 7 starting at £33,797 to £40,322 per annum; Grade 8 starting from £41,526 to £49,553 per annum
Placed on: 8 November 2019
Closing date: 9 December 2019. Applications must be received by midnight of the closing date.
Expected Interview date: 17 December 2019
Expected start date: Negotiable

The Department of Strategy & Marketing in the University of Sussex Business School is looking to recruit a full-time faculty member at the Lecturer (Assistant Professor) level in the area of Entrepreneurship. The Department consists of three main disciplines: marketing, international business, and entrepreneurship. We are connected by a passion for teaching, research, and engagement, and focused on creativity, sustainability, technology, and managerial practice. The Department has a strong reputation within the United Kingdom and hosts a range of vibrant and popular undergraduate and postgraduate programs.

We are looking for an individual with an exciting research programme that either complements or adds to the interests of our current faculty. Our entrepreneurship group focuses on areas such as social entrepreneurship, sustainable enterprise, entrepreneurial ecosystems, international entrepreneurship, institutional and social change, and innovation in the digital and creative industries. We prefer candidates with shared or overlapping research interests, but we also consider candidates with different topical orientations.

We welcome candidates from all ontological (from positivist to critical) and methodological approaches (behavioural, theoretical, qualitative and quantitative).

The University of Sussex has a strong tradition of policy work and outreach and we therefore welcome applications from candidates with potential to have a policy and/or practical impact.

The successful candidate will be an engaged early-career academic who enjoys working in a dynamic, multidisciplinary environment and shows enthusiasm for collaborating with colleagues within strategy and marketing, and across disciplines. One major strength of our entrepreneurship faculty are their collaborative ties and engagements with other research groups, such as the well-regarded Science Policy Research Unity (SPRU) and the Institute of Development Studies (IDS).

Candidates must be able to demonstrate that their research has publication potential in journals ranked three or four stars on the ABS list. Being able and willing to participate in grant and other funding applications is a plus.
They should have experience in teaching at either the undergraduate or postgraduate level, as well as a preparedness to teach any entrepreneurship-related subjects.

Enquiries in the first instance should be sent to Professor Stephan Manning s.d.manning@sussex.ac.uk and/or Head of Department Professor Michael Beverland m.beverland@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. **The School / Department**

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.

The Department of Strategy and Marketing, founded in 2018, currently encompasses 37 academic staff, including 8 professors. The Department is composed of three subject groups and a number of cross-disciplinary research groups (please see details at https://www.sussex.ac.uk/business-school/strategy-marketing/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 three undergraduate and five postgraduate programmes entirely within the department, and several more degree programmes are offered jointly with other Departments in the School and the University. This includes BScs in International Business; Marketing and Consumer Psychology; Marketing and Management; and MScs in Entrepreneurship and Innovation; International Management; Strategic Marketing (including an online option); Marketing and Consumer Psychology; and Strategic Innovation Management. Successful candidates will be expected to contribute to modules in these degrees, as appropriate for their discipline. We have a workload planning model, which protects research time, and is used to allocate teaching fairly across our faculty. 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.
3. **Job Description**

**Lecturer in Entrepreneurship**

**Department:** Strategy and Marketing  
**School:** University of Sussex Business School  
**Location:** Jubilee Building  
**Grade:** Lecturer A (Research & Education focussed), Grade 7  
**Responsible to:** Michael Beverland  
**Key contacts:** Students, other members of Faculty within the School and University, School Officers, academics in the field in other institutions.

**Role description:** Lecturer A is an early career-grade teaching and research position. Post-holders will be expected to teach in a developing capacity, establish an independent research portfolio, including publication and making applications for research funding.

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**PRINCIPAL ACCOUNTABILITIES**

1. To deliver and contribute to the design of high-quality teaching programmes to attract students.

2. To engage in individual and/or collaborative research activity resulting in high-quality publications to be submitted to the REF at acceptable levels of volume and academic excellence; and develop research funding and knowledge exchange income individually or in collaboration with others, as appropriate, depending on the size and scope of the bid.

3. To contribute fully to the School and University by participating in meetings, working groups, committees and other School and University activities.
KEY RESPONSIBILITIES

1. Teaching & Student Support

1.1 Contribute to the planning, delivery and assessment of high-quality undergraduate and postgraduate teaching, in liaison with the relevant programme and course convenors.

1.2 Contribute to the development, design and management of new curriculum proposals that are attractive to students.

1.3 With guidance: develop high-quality inclusive teaching materials, methods and approaches using appropriate technology; take responsibility for their quality, and ensure that they meet defined learning objectives.

1.4 With guidance: set, mark, and assess coursework and examinations; select appropriate assessment instruments and assessment criteria; and provide constructive and comprehensive feedback to students.

1.5 Ensure that teaching materials remain up-to-date and relevant, incorporating advances in the subject area into the course of study.

1.6 Develop and maintain an understanding of appropriate pedagogy in the subject area.

1.7 Supervise the work of undergraduate and taught postgraduate students, providing them with advice on study skills.

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 Develop research objectives and proposals for own or joint research, at acceptable levels, with assistance if required.
2.2 Conduct research projects individually and/or in collaboration with others.

2.3 Analyse and interpret research findings and draw conclusions on the outcomes.

2.4 Produce high-quality research outputs for publication in monographs or recognised high-quality journals, or performance/exhibition, as appropriate, and contribute to the School’s REF submission at acceptable levels of volume and academic excellence.

2.5 Make research funding applications as appropriate, with assistance if required.

2.6 Individually or with colleagues, explore opportunities for enterprise activity, third stream income and/or consultancy.

2.7 Build internal contacts and participate in internal networks and relevant external networks in order to form relationships and collaborations.

2.8 Supervise doctoral students as part of a supervision team, as appropriate to the discipline.

2.9 Continually update knowledge and understanding in field or specialism, and engage in continuous professional development.

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 Participate in School or University working groups or committees, as required.

3.5 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

- High quality teaching performance across a range of teaching activities, at different levels (year 1 undergraduate to postgraduate) appropriate to the discipline; as evidenced by surveys, questionnaires and peer review.

- Evidence of skill in assessment and feedback techniques, and using a range of methods for evaluating the effectiveness of teaching.

- Demonstrable contribution to the planning and development of courses.

- Delivering a teaching load in line with School expectations.

- Evidence of applying knowledge arising from research and scholarship to enhance teaching practice.

- Evidence of active engagement in advising students and proactively responding to problems experience by students.

- Completion, within a reasonable period of time, of a recognised higher education teaching qualification.

- A PhD or equivalent scholarly or relevant professional activity.

- Pursuing a line of high-quality independent scholarly research appropriate to the discipline.

- Publishing research (either from a recently completed PhD or new original research).

- Success in obtaining competitive/peer reviewed research support funding or collaboration in significant research projects with institutions of equivalent standing.

- Other forms of externally recognised professional practice or creative output, of a standing equivalent to regular publication of original research.

- Initiating, developing or participating in links between the University and external bodies such as business and industry, the professions, community organisations and policy-makers.
- Evidence of successful engagement in PhD supervision as appropriate to the discipline.

- Efficient and effective contribution to academic support duties within the School or the University.

PERSON SPECIFICATION

ESSENTIAL CRITERIA

1. Normally educated to doctoral level, or other equivalent qualification, or appropriate level of experience, as appropriate to the discipline (see role-specific criteria below).

2. Excellent interpersonal skills, with the ability to engage with students using a variety of teaching methods.

3. Experience of teaching at undergraduate level.

4. Evidence of engagement in high-quality research activity.

5. Excellent presentation skills, with the ability to communicate effectively, both orally and in writing, with students, colleagues and external audiences.

6. Ability to work individually on own initiative and without close supervision, and as part of a team.

7. Ability to exercise a degree of innovation and creative problem-solving.

8. Excellent organisational and administrative skills.

9. Ability to prioritise and meet deadlines.

10. A willingness to participate in student support activities beyond required teaching duties.

11. Excellent IT skills, with the ability to produce high-quality, inclusive learning materials.
DESI RABLE CRITERIA

1. A recognised higher education teaching qualification.

2. Experience of teaching at postgraduate level.

3. Emerging track record of high-quality publications in reputable journals and other appropriate media of similar standing.

4. Experience of generating research or knowledge exchange income.
Job Description

Lecturer in Entrepreneurship

Department: Strategy and Marketing

School: University of Sussex Business School

Location: Jubilee Building

Grade: Lecturer 8 (Research & Education focussed), Grade 8

Responsible to: Michael Beverland

Key contacts: Students, other members of Faculty within the School and University, School Officers, academics in the field in other institutions.

Role Description

Lecturer B is a career-grade teaching and research position. Post-holders will be expected to take full responsibility for the design, management and delivery of their own teaching, be able to demonstrate an established research portfolio, and a growing reputation in their field of study. They will also be expected to provide support and guidance to less experienced members of staff.

PRINCIPAL ACCOUNTABILITIES

1. To design and deliver high-quality teaching programmes that are attractive to students.

2. To engage in individual and collaborative research activity resulting in high-quality publications to be submitted to the REF at acceptable levels of volume and academic excellence, and to obtain research funding and/or knowledge exchange income as appropriate to the discipline.

To contribute fully to the School and University by playing a significant role in working groups, committees, and other School and University activities.

KEY RESPONSIBILITIES

2. Teaching & Student Support

1.11 Engage in the planning, delivery and assessment of innovative high-quality undergraduate and postgraduate teaching, in liaison with the relevant programme and course convenors.
1.12 Identify, design, develop and manage new curriculum proposals that are attractive to students.

1.13 Develop high-quality inclusive teaching materials, methods and approaches, take responsibility for their quality, and ensure that they meet defined learning objectives.

1.14 Ensure that teaching materials remain up-to-date and relevant, incorporating advances in the subject area into the course of study, and utilising appropriate technology.

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

1.16 Undertake continuous professional development to maintain an understanding of appropriate pedagogy in the subject area.

1.17 Supervise the work of undergraduate and taught postgraduate students, providing advice on study skills.

1.18 Contribute to the accreditation of courses and quality-control processes.

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

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

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

4. Research, Scholarship & Enterprise

2.10 Contribute to School research strategy and themes.

2.11 Develop research objectives and proposals for own or joint research.
2.12 Conduct research projects individually and in collaboration with others.

2.13 Assess, interpret and evaluate outcomes of research, and develop ideas for their application.

2.14 Produce high-quality research outputs that have impact in the field, for publication in monographs or recognised high-quality journals, or performance/exhibition, as appropriate, and contribute to the School’s REF submission at acceptable levels of volume and academic excellence.

2.15 Lead small research projects and/or identified parts of a larger project, including supervising the work of others and managing or monitoring a research budget, if appropriate.

2.16 Make presentations at conferences, or exhibit work in other appropriate events, and identify ways to disseminate research outputs informally via the internet, the media, and other forms of public engagement.

2.17 Identify sources of funding and secure or contribute to the process of securing bids.

2.18 Identify and secure opportunities for enterprise activity, knowledge exchange income and/or consultancy.

2.19 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.

2.20 Supervise doctoral students as part of a supervision team.

2.21 Contribute to a relevant national professional body or recognised events.

2.22 Continually update knowledge and understanding in field or specialism, and engage in continuous professional development.

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

5. Contribution to School & University
3.6 Attend and contribute to School meetings.

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

3.8 Assist with undergraduate and postgraduate recruitment.

3.9 Play a key role in School or University working groups or committees, as required.

3.10 Advise and provide support to less experienced colleagues.

3.11 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

- A record of development of new modules/groups of modules, course or significant components of schemes of study or CPD courses.

- Proven and sustained track record of successful teaching at the levels appropriate for the post.

- A high standard of teaching performance as judged by standard evaluation methods.

- Evidence of using feedback information from a range of sources to improve the student experience.

- Evidence of using knowledge arising from research and scholarship to enhance teaching and curriculum development.

- Evidence of engagement in advising students and proactively responding to student problems.

- Regular published output of original research at international level (refereed journal papers, monographs, book chapters, text-books).

- Other evidence of original research contributions to the field, such as through invited conference contributions, membership of editorial panels etc.
Evidence of successful postgraduate masters and doctoral research supervision i.e. to completion.

Sustained success in obtaining competitively awarded research grants and contracts, and knowledge exchange income.

Involvement in the creation, transfer and use of the results of research through a range of knowledge exchange activities.

Success in transferring research results to commercial, professional, public sector or other practical use.

Evidence of contributions to a relevant national professional body or recognised event.

PERSON SPECIFICATION

ESSENTIAL CRITERIA

12. Normally educated to doctoral level, or other equivalent qualification, or appropriate level of experience, as appropriate to the discipline (see role-specific criteria below).

13. Excellent interpersonal skills, with the ability to engage with students using a variety of different methods.

14. Experience of teaching at undergraduate and taught postgraduate level.

15. Evidence of significant independent contribution to the design and execution of research.

16. An emerging track record of publications in reputable journals and other appropriate media of similar standing.

17. Excellent presentation skills, with the ability to communicate effectively, both orally and in writing, with students, colleagues and external audiences.

18. Ability to work individually on own initiative and without close supervision, and as part of a team.

19. Ability to exercise a degree of innovation and creative problem-solving.
20. Excellent organisational and administrative skills.

21. Ability to prioritise and meet deadlines.

22. A willingness to participate in support activities beyond normal classroom duties.

23. Excellent IT skills, with the ability to produce high-quality learning support materials.

**DESIRABLE CRITERIA**

1. Experience of successful curriculum design or re-design.

2. A recognised higher education teaching qualification.

3. Experience of generating research or knowledge exchange income.

4. Experience of supervising postgraduate research students.