UNIVERSITY OF SUSSEX

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working

1   Advertisement

Post Title: Lecturer in Employment Analytics and Organisational Behaviour
School/department: University of Sussex Business School/ Department of Management
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: 8309
Salary: starting at £45,585 to £61,198 per annum, pro rata if part time
Placed on: 26 September 2023
Closing date: 23 October 2023
Expected interview date: As soon as possible
Expected start date: As soon as possible

The Department of Management is recruiting a full-time Lecturer to contribute to our research culture and teaching portfolio in the broad areas of organisational behavior and human resource management. Any relevant, professional accreditations (e.g., from the BPS or CIPD) are desirable but not essential.

The Department of Management's ESRC-funded Digital Futures at Work Research Center (Digit) (www.digit-research.org) embodies its commitment to understanding how digital technologies are changing the interactive nature of work, employees, organisations, and the customers they serve. Expertise in digital technologies is not required for this post, but we would expect that the successful candidate draws upon Digit's mission, within their own expertise in OB and HRM sciences. In this way, the Department can ensure that the power of human social networks is fully integrated into teaching and research, surrounding the digital futures of work, including by taking a leading role in exploring the possibility of developing a new, MSc in Employment Analytics.

The successful applicant is expected to demonstrate an ability to publish in internationally rated journals at the level of ABS 3, 4, and 4*, and a capacity to impact policy and practice, through their research outputs. Furthermore, candidates should demonstrate clear potential, or success, in generating external funding. To facilitate these aims, the Department offers dedicated research time (see below), a range of opportunities to secure internal research funds and support, and a wide range of training, both in research and teaching.

We will select an academic who enjoys working in a dynamic, multidisciplinary environment, in terms of teaching and administrative duties (e.g., collaborating with other researchers, including those in the Digit Center). Nevertheless, they will be encouraged to develop their own innovative research and teaching strands (in line with the University's ambitions) and can expect to enjoy a full-range of support in doing so.

Informal enquiries may be made with the Head of the Department of Management, Prof Frank Bond (F.Bond@sussex.ac.uk) or the Associate Dean of Faculty & Resources, Prof Catherine Liston-Heyes (C.Liston-Heyes@sussex.ac.uk).

Please note that this position may be subject to [ATAS clearance](#) if you require visa sponsorship.

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

As the University of Sussex celebrates its 60th anniversary, join our award winning, accredited, top ranking Business School. From strategy and marketing to management, accounting and finance to economics, sustainability to science and technology policy, the University of Sussex Business School innovates and leads in research, teaching, and career development.

- The Business School has a strong international reputation and is both EQUIS and AMBA accredited.
- We are ranked Joint 14th in the UK and World Top 100 – Management Masters (QS Rankings)
- Top 15 in the UK and World Top 125 for Business and Economics (Times Higher Education World University Rankings 2023)
- First in the UK for research income (CABS).

Our research output is world leading and we have excellent graduate employability outcomes.

We subscribe to the Principles of Responsible Education Management which support the United Nations Sustainable Development Goals. USBS comprises five departments: Accounting and Finance, Economics; Management; Marketing and Strategy, and SPRU (Science Policy Research Unit). Find out more about us online.

3.   Job Description

Job Description for the post of: Lecturer in Organisational Behaviour & Human Resource Management

Department:	Management
Section/Unit/School:	University of Sussex Business School
Location:	Falmer, Brighton
Grade:	8 (B)
Responsible to:	Head of Department of Management/Dean of the University of Sussex Business School

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.

3. 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

1.   Teaching & Student Support

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

1.2 Identify, design, develop and manage new curriculum proposals that are attractive to students.

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

1.4 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.

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

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

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

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

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

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

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

2. Research, Scholarship & Enterprise

2.1 Contribute to School research strategy and themes.

2.2 Develop research objectives and proposals for own or joint research.

2.3 Conduct research projects individually and in collaboration with others.

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

2.5 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.

2.6 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.

2.7 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.

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

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

2.10 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.

2.11 Supervise doctoral students as part of a supervision team.

2.12 Contribute to 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   Play a key role in School or University working groups or committees, as required.

3.5   Advise and provide support to less experienced colleagues.

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

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, textbooks).

- 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 recognized event.

4.   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 different methods.

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

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

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

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

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

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

9.   Excellent organisational and administrative skills.

10.   Ability to prioritise and meet deadlines.

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

12.   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.