School of Business Management and Economics
Research Fellow
(Fixed term for 12 months, full time)
Salary range: starting at £32,004 and rising to £38,183 per annum
Expected start date: 1 March 2017

The Intrapreneurship HUB is a collaborative research initiative between the School of Business, Management and Economics at the University of Sussex, SDA Bocconi School of Management in Italy and Renmin Business School in China. It aims at advancing the understanding and management of corporate entrepreneurship and innovation across a range of industrial sectors. The HUB is now looking for a postdoctoral research fellow to work on a large-scale survey project aimed at mapping the mechanisms and practices used by established companies in different countries to foster entrepreneurial processes. The successful candidate will be based at Sussex Business School in Brighton, UK.

Applicants are expected to have a PhD or equivalent qualification in Entrepreneurship or Innovation with a focus on established companies.

Strong quantitative research skills and knowledge of statistical techniques, as well as prior experience in survey design are absolutely essential. Applicants should also have good communication skills and being able to work both independently and as a part of a team.

For further details please email m.masucci@sussex.ac.uk

Closing date for applications: 6 January 2017

For full details and how to apply see www.sussex.ac.uk/jobs

The University of Sussex is committed to equality of opportunity

2. Senior leadership and management

The Vice-Chancellor (Professor Adam Tickell) 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 three Pro-Vice-Chancellors, the Registrar and Secretary, the Director of Finance and the Director of Human Resources. The Heads of the Schools of Studies at Sussex report to the Pro-Vice-Chancellors.

The Registrar and Secretary heads the Professional Services of the University. In addition, under the University Statutes, the Registrar and Secretary is Secretary to the University Council. The Director of Finance reports to the Vice-Chancellor. The Director of ITS reports to the Registrar and Secretary, and the Librarian reports to one of the Pro-Vice-Chancellors.

3. The School / Division

The School of Business, Management and Economics is a unique research-focused interdisciplinary school, which takes a strong policy-directed view on business practices while also developing the underlying core disciplines. In addition to the Department of Business and Management it includes the Department of Economics and the Science and Technology Policy Research (SPRU).
With such excellent foundations the School of Business, Management and Economics 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 Intrapreneurship HUB

We are seeking to appoint a Research Fellow to join the Intrapreneurship HUB, part of the School of Business, Management and Economics at the University of Sussex. The HUB is a collaborative research initiative between Sussex University Business School, SDA Bocconi School of Management in Italy and Renmin Business School in China. It aims at advancing knowledge on corporate entrepreneurship and innovation by bringing together a multidisciplinary team of researchers.

The successful applicant will work closely with the Intrapreneurship HUB team to conduct a benchmark study on the support systems and practices enabling effective corporate entrepreneurship processes.

5. Person Specification

**CORE JOB DESCRIPTION**

**Job Title:** Research Fellow in Corporate Entrepreneurship and Innovation  
**Grade:** Research Fellow I, Grade 7  
**School:** Business, Management and Economics  
**Location:** Jubilee Building  
**Responsible to:** Principal Investigator through to Head of School  
**Direct reports:** n/a  
**Key contacts:** Members of the Intrapreneurship HUB, members of faculty within the School and University  

**Role description:** Research Fellow I is an early career-grade research position. Post-holders will be expected to contribute to the work of the research team, and also to develop their research skills with support from more experienced members of staff.

**PRINCIPAL ACCOUNTABILITIES**

1. To engage in individual and/or collaborative research activity resulting in high-quality publications; and to develop research funding and knowledge exchange income individually or in collaboration with others, as appropriate, depending on the size and scope of the bid.
2. To contribute to School teaching activities.

KEY RESPONSIBILITIES

1. Research, Scholarship & Enterprise

1.1 Develop research objectives and proposals for own or joint research, at acceptable levels, with assistance if required.

1.2 Conduct research projects individually and in collaboration with others.

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

1.4 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.

1.5 Contribute to the preparation of proposals and applications to external bodies, for example for funding purposes.

1.6 Individually or with colleagues, explore opportunities for enterprise activity, knowledge exchange income and/or consultancy, where permissible.

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

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

2. Teaching & Student Support

2.1 Undertake teaching duties, if required.

2.2 Assist in the assessment of student knowledge and supervision of student projects if required.

2.3 Assist in the development of student research skills, for example as part of a postgraduate supervision team.

3. Contribution to School & University

3.1 Attend and contribute to relevant School and project meetings.

3.2 Undertake additional duties, as required by the Principal Investigator and/or Head of School.

4. Role-specific duties

1. Review extant literature on corporate entrepreneurship and innovation
2. Design, pilot and implement a survey questionnaire

3. Coordinate the survey study across different partners and countries

4. Perform statistical analysis of collected data

5. Elaborate a final project report

6. Identify potential industry partners for the HUB and engage in networking activities

7. Build the profile of the Intrapreneurship HUB website

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 PhD or equivalent scholarly or relevant professional activity
- Pursuing a line of independent research within a research group.
- Publishing research (either from a recently completed PhD or new original research).
- Other forms of externally recognised professional practice of 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 teaching or supervision.
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. Evidence of engagement in high-quality research activity.

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

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

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

6. Excellent organisational and administrative skills.

7. Ability to prioritise and meet deadlines.

8. Excellent IT skills.

ESSENTIAL ROLE-SPECIFIC CRITERIA

1) A PhD or equivalent qualification in Corporate entrepreneurship or Innovation, or related subject/field
2) Evidence of independent contribution to the design and implementation of surveys
3) Evidence of strong quantitative research and applied statistical skills
4) Ability to work independently and as part of a research team
5) Strong communication and coordination skills

DESIRABLE CRITERIA

1. Emerging track record of high-quality publications in reputable journals.

2. Experience of generating research income.

3. Experience of working in an international research environment