UNIVERSITY OF SUSSEX

1. Advertisement

Ref: 1356

School of Business, Management and Economics
Department of Economics
Lecturer in Economics (Permanent, Full Time)

Salary Range:
- Lecturer A: starting at £34,956 and rising to £38,183 per annum
- Lecturer B: starting at £39,324 and rising to £46,924 per annum

Expected start date: September 2017

The University of Sussex is seeking to appoint at the permanent Lectureship level in the Department of Economics. Over the past five years the Department has expanded considerably as a result of a strategic programme of recruitment aimed at intensifying the quality and depth of our established strengths in applied policy-relevant research. Building on this rapid expansion we are continuing to invest in our research and teaching capability and are looking for researchers with outstanding potential to work in a dynamic economics department which attracts high quality postgraduate and undergraduate students.

Candidates should demonstrate potential to conduct leading edge research in economics. They should have a doctorate, or equivalent, in economics. In addition to being highly research active, the successful candidates will be able to teach and assess both undergraduate and graduate students, supervise doctoral students, and contribute to departmental and university administration.

We are seeking expertise across all areas of Economics and Econometrics. Our core strengths lie in: development, international trade, labour, health & education, quantitative economic history and environment & energy but we are open to candidates in any economic specialisation.

Applicants should apply online at https://econjobmarket.org/ and must also make a formal application through the University at www.sussex.ac.uk/jobs. Please submit a covering letter, your curriculum vitae and your research papers and please also arrange for three letters of reference to be submitted via EconJobMarket.org. We will be attending the RES PhD meetings in London on the 3rd and 4th January 2017.

Prospective applicants are invited to make an informal enquiry with Professor Richard Dickens (r.f.dickens@sussex.ac.uk) in the Department of Economics. For more details on the Department of Economics see http://www.sussex.ac.uk/economics/.

Closing date for applications: 10th January 2017

Interview date: 30th January with a possible further round on 9th February 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, headed by Professor Steve McGuire, is a unique research-focused interdisciplinary school which takes a strong policy-directed view on business practices and on economic analysis, while also developing the underlying core disciplines. In addition to the Department of Economics it includes the Department of Business and Management and the Science Policy Research Unit (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.

*The Department of Economics*

The Department of Economics is undergoing a continuing expansion as part of the University’s strategy of investment in the School of Business, Management and Economics. The Department has experienced an almost threefold increase in size over the past five years to a faculty of close to 30. This strategic growth has resulted in an invigorated department with some of the brightest and best early career economists and a strong core of experienced and respected senior academics providing research leadership. This transformation is reflected in our REF2014 performance where we ranked 18th overall and in the top 10 for non-academic impact.

The Department of Economics at Sussex is committed to high quality teaching and research within a friendly academic environment. We have approximately 600 undergraduates on a variety of degree courses, plus thriving masters and research degree courses. Undergraduate student numbers have doubled in recent years with a coincident increase in quality.

We offer core undergraduate BA and BSc degrees in economics (the latter with a strong statistical/mathematical component), joint degrees with international development, international relations, management and politics, and this year we have introduced an
undergraduate degree in economics and finance. The department is also responsible for teaching of modules on interdisciplinary courses in international development, management studies and European studies.

The Department runs a popular stream of MSc courses in Economics, which share a core of key teaching in principles and econometrics. We currently run successful courses in Development Economics and Economics, which attract high quality applicants from all over the world. We recently introduced an MSc in International Business Economics. About 40% of our undergraduate and over 70% of our postgraduate students are from overseas and enrich the learning environment in the Department. Our graduates have an excellent record of obtaining high quality jobs and entering further study at top institutions.

We provide a first-rate doctoral training programme that provides expert supervision and training and high quality facilities to help develop excellent young research economists. The award to Sussex of the ESRC-DTC in 2010 and the introduction of generous PhD studentships has been instrumental in attracting outstanding PhD students in recent years. Now Sussex has joined the SeNSS (South-East Network for Social Sciences), which will continue ESRC PhD funding. Our programme is heavily over-subscribed, enabling high entry standards to be set. We have around 55 doctoral students researching on a range of topics, particularly in the areas of economic development and international trade. Our doctoral graduates have a very good record of successful employment on completion of their studies, with many currently working in academia, business, government and international institutions.

The focus of research in the Department is on applied policy relevant research in our five core clusters: development, international trade, labour & education and quantitative economic history and environment & energy. Each cluster is headed by at least one senior professor and consists of a varying mix of early career researchers and more established faculty. The clusters are flexible with a collaborative culture that stimulates new and sustainable research ventures and the joint supervision of PhD students. We are developing a new cluster in applied microeconomic theory to complement the other clusters and have built an experimental laboratory ahead of hiring people to work with existing micro-theoreticians in the Department.

We have policy links to a wide range of both international and national policy making bodies, such as the European Commission, the World Bank, World Trade Organisation, Department for International Development, Department of Work and Pensions, Low Pay Commission, Department of Energy and Climate Change, UN Development Programme, UN Framework Convention on Climate Change and UNICEF as well as the international academic community. The depth of experience of this is brought to the teaching of our degree programmes. In particular we have a close association with the UK Department for International Development, where Alan Winters recently served as chief economist.

The following research clusters are indicative of the main areas of traditional research strength in the Department:

1. **Development Economics**: Professor Andrew McKay, Professor Alan Winters, Professor Barry Reilly, Amalavoyal Chari, Sambit Bhattacharyya, Sonja Fagernas, Professor Michael Lipton, Julie Litchfield, Samuel Marden, Annemie Maertens, Alex Moradi.
2. **Environment and Energy**: Sambit Bhattacharyya, Robert Eastwood, Professor Anthony Heyes, George MacKerron, Professor Richard Tol,

3. **Labour and Education Economics**: Professor Richard Dickens, Professor Richard Disney, Professor Peter Dolton, Professor Barry Reilly, Michael Barrow, Matthew Embrey, Iftikhar Hussain, Panu Pelkonen, Paolo Masella(on leave 2016-18), Vikram Pathania, Shqiponja Telhaj, Rocco D'Este.

4. **International Economics**: Professor Alan Winters, Professor Giordano Mion, Ingo Borchert, Michael Gasiorek, Peter Holmes.

5. **Quantitative Economic History**: Professor Andrew Newell, Sambit Bhattacharyya, Sonja Fagernas, Alex Moradi.

We work in conjunction with other departments and institutes in the University, including the Research Programme Consortium on migration hosted by the School of Global Studies, and a number of collaborations (in research and teaching) with the world famous Institute for Development Studies (IDS) with whom we have strong links. The department also works with other departments within the University, including history and psychology.

We run a vibrant external seminar programme each week in addition to weekly internal and PhD seminars. The Department provides generous support for all research activities; including conference support, a general research incentive fund and relief from teaching and administrative related activities to support research.
6. Job Description and Person Specification for Lecturer in Economics (Grade B or Grade A)

We expect to appoint at lecturer B level, but the details for both Lecturer B and Lecturer A are provided here.

**LECTURER B APPOINTMENT**

**CORE JOB DESCRIPTION**

**Job Title:** Lecturer in Economics  
**Grade:** Lecturer B, Grade 8  
**School:** Business, Management and Economics  
**Location:** Jubilee Building  
**Responsible to:** Head of Department, and ultimately Head of School  
**Direct reports:** n/a  
**Key contacts:** Students, other members of Faculty within the Department, 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 Research Excellence Framework (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 Department, School and University by playing a significant role in working groups, committees, and other Department, School and University activities.
KEY RESPONSIBILITIES

1. Teaching & Student Support

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

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

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

2.4 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.

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

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

2.7 Supervise the work of undergraduate and postgraduate masters students, providing advice on study skills.

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

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

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

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

2. Research, Scholarship & Enterprise

2. Contribute to the development of School and/or Department research strategy and themes.

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

4. Conduct research projects individually and in collaboration with others.
5. Assess, interpret and evaluate outcomes of research, and develop ideas for their application.

6. 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 Department's REF submission (Economics in this case) at acceptable levels of volume and academic excellence.

7. 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 required.

8. 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.

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

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

11. 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.

12. Supervise PhD students.

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

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

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

3. Contribution to Department, School & University

4. Attend and contribute to Departmental and School meetings.

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

6. Assist with undergraduate and postgraduate recruitment.

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

8. Advise and provide support to less experienced colleagues.
9. Undertake additional duties, as required by the Head of Department or Head of School.

4. Role-specific duties

- Teaching on undergraduate and/or postgraduate courses in economics, and perhaps some interdisciplinary sources in International Development or European Studies if relevant.
- Make a significant input to a strong economics return for the 2020/2021 REF, and develop a strong research profile.
- Contribution to a strong team environment for research and teaching.

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

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

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

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

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

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

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

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

8. Other evidence of a national original research contribution to the field, such as through invited conference contributions, membership of editorial panels etc.

9. Evidence of successful postgraduate masters and PhD research supervision i.e. to completion.

10. Sustained success in obtaining competitively awarded research grants and contracts, and knowledge exchange income.
11. Involvement in the creation, transfer and use of the results of research through a range of knowledge exchange activities.

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

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

PERSON SPECIFICATION

ESSENTIAL CRITERIA

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

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

- Excellent communication and presentation skills, with the ability to communicate effectively, both verbally and in writing, with students, colleagues and external audiences.

- Experience of teaching at undergraduate and postgraduate level.

- Track record of publications in reputable journals and other publications.

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

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

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

- Excellent organisational and administrative skills.

- Ability to prioritise and meet deadlines.

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

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

ESSENTIAL ROLE-SPECIFIC CRITERIA

- 2:1 or first class undergraduate degree and a PhD in a relevant discipline
DESIRABLE CRITERIA

- Experience of generating research or knowledge exchange income
- Experience of successful curriculum design or re-design.
- A recognised higher education teaching qualification.
- Experience of supervising postgraduate students.
- Experience of knowledge exchange activities.
LECTURER A APPOINTMENT

CORE JOB DESCRIPTION

Job Title: Lecturer in Economics

Grade: Lecturer A, Grade 7

School: Business, Management and Economics

Location: Jubilee Building

Responsible to: Head of Department (and ultimately Head of School)

Direct reports: n/a

Key contacts: Students, other members of Faculty within the Department, 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.

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 Research Excellence Framework (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 Department, School and University by contributing to meetings and participating in working groups, committees and other Department, 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 head of department and 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 inclusive teaching materials, methods and approaches using appropriate technology; 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.

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

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

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

1.8 Undertake and complete administrative duties required in the professional delivery of teaching, including evaluation and feedback on courses.

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.

- Research, Scholarship & Enterprise

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

3.2 Conduct research projects individually and in collaboration with others.

3.3 Analyse and interpret research data and draw conclusions on the outcomes.
3.4 Produce high-quality research outputs for publication in monographs or recognised high-quality journals, or performance/exhibition, as appropriate, and contribute to the Department’s REF submission at acceptable levels of volume and academic excellence (Economics in this case).

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

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

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

3.8 Supervise PhD students as part of a supervision team.

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

- **Contribution to Department, School & University**

2. Attend and contribute to Department and School meetings.

3. Engage in activities beyond day-to-day classroom duties, for example Admissions Days.

4. Assist with undergraduate and postgraduate recruitment.

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

6. Undertake additional duties, as required by the Head of Department or Head of School.

4. **Role-specific duties**

4.1 Teaching on undergraduate and/or postgraduate courses in economics, and perhaps some interdisciplinary sources in International Development or European Studies if relevant.

4.2 Make a significant input to a strong economics return for the 2020/2021 REF, and develop a strong research profile.

4.1 Contributing to a strong team environment for research and teaching.

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

14. Evidence of high quality teaching performance across a range of teaching events, at different levels (year 1 undergraduate to postgraduate) appropriate to the discipline and post; as evidenced by surveys, questionnaires and peer review.

15. Competence in assessment and feedback techniques, and using a range of methods for evaluating the effectiveness of teaching.

16. Evidence of contribution to the planning and development of courses.

17. Evidence of a normal teaching load.

18. Evidence of the application of using knowledge arising from research and scholarship to enhance teaching practice.

19. Evidence of engagement in advising students and proactively responding to students’ experience problems.

20. Completion of, or working towards, a recognised higher education teaching qualification.

21. A PhD or equivalent scholarly or relevant professional activity.

22. Established a line of independent research.

23. Published research (either from a recently completed PhD or new original research).

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

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

26. Initiating, developing or participating in links between the University and external bodies including business and industry, the professions, community organisations and policy-makers.

27. Evidence of successful engagement in PhD supervision.

28. Efficient and effective contribution to academic support duties within the School or other University unit.
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 communication and presentation skills, with the ability to communicate effectively, both verbally and in writing, with students, colleagues and external audiences.
4. Excellent interpersonal skills, with the ability to teach and engage with students using a variety of different methods.
5. Experience of teaching at undergraduate level.
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.

ESSENTIAL ROLE-SPECIFIC CRITERIA

1. 2:1 or first class undergraduate degree and a PhD in a relevant discipline.

DESIRABLE CRITERIA

A recognised higher education teaching qualification.

Experience of teaching at postgraduate level.

Emerging track record of publications in reputable journals and other publications.

Experience of generating research or knowledge exchange income.