



1 Advertisement

Post Title: Professor in Accounting

School/department: Business School/ Accounting and Finance

Hours: full time considered up to a maximum of 36.5 hours

Requests for flexible working options will be considered (subject to business need).

These positions are for full time FTE.

Location: Brighton, United Kingdom

Contract: Permanent

Reference: 20961

Salary: Negotiable, depending on experience and prior performance

Placed on: 19 October 2023

Closing date: 09 December 2023. Applications must be received by midnight of the closing date.

Expected interview date: 12 January 2024

Expected start date: April 2024

The Department of Accounting and Finance is looking to hire a full-time, permanent faculty member at the Professor level in the area of Accounting. We are looking for an individual with an exciting research agenda and evidence of publication potential in the top journals in Accounting. A specialism in any of the following areas would be desirable, but not essential: sustainable accounting, financial management, and advanced financial reporting.

The Department of Accounting and Finance follows research-led teaching and has a great Accounting related programme portfolio that includes the BSc in Accounting and Finance, MSc in Accounting and Finance; MSc in Sustainable Finance and Accounting.

We invite applications from researchers that demonstrate enthusiasm to contribute to our Department's research culture, through publications in leading journals and research leadership, and to our taught programmes..

For details of the members of the Accounting and Finance Department see:

<https://www.sussex.ac.uk/business-school/people-and-departments/accounting-and-finance>

Please contact Prof. Radu Tunaru (R.Tunaru@sussex.ac.uk) or the Dean of the Business School Prof Steven McGuire (S.Mcguire@sussex.ac.uk) for informal enquiries.

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

- Please find further information regarding the school/division at <https://www.sussex.ac.uk/business-school/accounting-finance/people/list>

3. Job Description

Job Description for the post of: Professor in Accounting

Department: Accounting and Finance

Section/Unit/School: University of Sussex Business School

Location: Falmer

Grade: 10

Responsible to: Dean of the School or their deputy (Head of Department)

Responsible for: NA

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

Role description: Professor is the most senior career-grade teaching and research position. Post-holders are expected to show high academic standing, to make a broad and sustained contribution to their field and discipline nationally and internationally, and to demonstrate sustained exceptional performance in research. They will demonstrate academic leadership in both teaching and research, and 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 high levels of volume and academic excellence; to lead research projects or research initiatives in the School; to secure research funding and third-stream income; and to contribute to the School's research strategy.
3. To provide guidance, support and mentoring to junior members of staff working in the same or cognate research areas.
4. To play a key role in supporting the management activities of the School and University, and to undertake a significant School directorship role if required.

KEY RESPONSIBILITIES

1. Teaching & Student Support

- 1.1 Lead the innovative design, development and delivery of the overall curricula.
- 1.2 Develop the quality assurance framework within the University's overall framework e.g. for the validation and re-validation of courses.
- 1.3 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.
- 1.4 Set, mark, and assess work and examinations; select appropriate assessment instruments and criteria; and provide constructive and comprehensive feedback to students.
- 1.5 Actively maintain an understanding of appropriate pedagogy in the subject area.
- 1.6 Provide academic leadership and inspiration to those teaching within subject area.
- 1.7 Supervise PhD students and/or externally-funded post doctoral staff.
- 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 Play a leading role in the development and implementation of School research strategies and themes, and lead and co-ordinate research activity in own subject.
- 2.2 Identify and develop research objectives, and proposals for own or joint research.
- 2.3 Carry out independent research and act as a Principal Investigator or project leader on major research projects. This may involve leading and line-managing the staff including their recruitment, probation, mentoring, performance review and staff development; managing the budget, and taking responsibility for the delivery of the programme.
- 2.4 Define research objectives and questions, review and synthesise the outcomes of research studies, and develop ideas for application of research outcomes.
- 2.5 Develop proposals for major research projects which will make a significant impact, and lead to an increase in knowledge or understanding or the development of new explanations, insights, concepts or processes.
- 2.6 Produce high-quality research outputs that are world-leading in the field, in recognised high-quality journals, and make a significant contribution to the School's REF assessment at high levels of volume and academic excellence.
- 2.7 Make presentations at national and international conferences or exhibit work in other appropriate events of a similar standing, and play a lead role in identifying 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, or acting as a referee for journal articles or research grant applications.

2.9 Play a key role in the internal management of the research assessment exercise.

2.10 Play a lead role in identifying sources of funding and securing bids, both individually and in collaboration with others.

2.11 Provide academic leadership and inspiration to those working within own research area, and foster inter-disciplinary team-working.

2.12 Lead and develop internal and external networks to foster collaboration on both an individual level and on behalf of others in the School, share information and ideas, and promote the subject and the University, both nationally and internationally.

2.13 Contribute to the enhancement of research quality and thinking in the field by being involved in quality assurance and other external decision-making bodies.

2.14 Act as a leading authority in the field or specialism, developing new knowledge, understanding and innovation in the area.

2.15 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 Contribute to School- and University-level strategic planning and development.

3.3 Assist with undergraduate and postgraduate recruitment.

3.4 Chair School or University committees, and participate in University decision-making and governance.

3.5 Undertake a School wide directorship role, for example Director of Research.

3.6 Advise and provide support to less experienced colleagues, and conduct Performance and Development Reviews, if required.

3.7 Mentor staff in related or cognate research areas, providing advice on personal and career development plans, and assisting them in identifying and securing career development opportunities.

3.8 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

Evidence of quality in teaching and learning demonstrated in a range of measures, including student satisfaction; of thoughtful and effective innovation in the development of new courses and/or programmes; and of leadership in the promotion of teaching and learning in the subject.

1. Proven innovative teaching practice, typically adopted as best-practice within the institution.
2. Evidence of providing, or demonstrable potential to provide academic leadership, development, mentoring and career management advice for colleagues, research assistants and students in the area of teaching and learning.
3. A record of consistent involvement in external examining at research-intensive universities, and other forms of engagement in upholding academic standards.
4. Leadership of a national subject association.
5. Evidence of commitment to improving the student experience and/or leadership of a major change project designed to improve the student experience.
6. Publication of highly-regarded textbooks or other significant teaching materials for use in higher education, chosen by third parties on a discretionary basis.
7. Evidence of sustained output of high-quality research publications or other recognised forms of output, subjected to peer review and describing significant discoveries, applications or observations.
8. Sustained record of attracting funds year-on-year, which are notable awards in terms of size and scope, and of leadership of and collaboration in significant research projects and/or consultancy or work with external organisations.
9. Transfer of intellectual property into the wider economy.
10. Development of research and consulting relationships with other organisations, and development of business and community links that bring tangible benefits to the University.
11. Sustained record of successful postgraduate research supervision.
12. Academic distinctions (e.g. academic awards; editorship of, or refereeing for, journals; grant reviewer for awarding bodies; services for learned societies; election to Fellowships).
13. Transfer of research findings into practical applications and/or enrichment of the wider culture through creativity in the social sciences, humanities and the visual and performing arts.
14. Advancement of the discipline through a distinctive contribution to intellectual leadership, professional, clinical or vocational practice.
15. Evidence of enhancing the international standing and profile of the School and University.
16. A sustained contribution to the delivery of University and/or School strategy.

17. A leadership role within the University, creating significant performance improvement.

PERSON SPECIFICATION

ESSENTIAL CRITERIA

1. Educated to doctoral level in a relevant discipline (see role-specific criteria below).
2. In-depth knowledge of specialism to enable the development of new knowledge, innovation and understanding in the field.
4. Excellent presentation skills, with the proven ability to communicate effectively, both orally and in writing, with students, colleagues and external audiences.
5. Significant experience of high-quality teaching at undergraduate and postgraduate level.
6. Successful track record of innovative curriculum design or redesign.
7. Significant track record of influential publications in reputable top academic journals and other appropriate media of similar standing.
8. Successful and sustained track record of generating research and knowledge exchange income that is notable in terms of size and scope, and the translation of research results into practice.
9. An international reputation in the field of study.
10. Successful track record of supervising postgraduate students.
11. Leadership and people management skills.
12. Excellent organisational and administrative skills.

ESSENTIAL ROLE-SPECIFIC CRITERIA

1. Evidence of top quality and internationally recognized research in the field of Accounting and Finance. The department recognizes the FT50 list and CABS list as reliable indicators of journal quality.
2. Evidence of success in securing grant income and/or substantial engagement with finance industry and society.
3. A willingness to teach undergraduate and/or postgraduate core modules.
4. A willingness to supervise PhD students in Finance and evidence of successful supervision.
5. Evidence of a research agenda that can engage with research within department and develop further the research within the department.

6. Evidence of being part of an international research network including top names in the field from renowned universities.