

1. Advertisement

Post Title: Research Fellow in Innovation Management

School/department: University of Sussex Business School / Science Policy Research Unit

Hours: Full time. Requests for [flexible working](#) options will be considered (subject to business need).

Contract: fixed term for 2 years

Reference: 7507

Salary: starting at £34,304 to £40,927 per annum

Placed on: 20 December 2021

Closing date: 02 February 2022. Applications must be received by midnight of the closing date.

Expected interview date: asap

Expected start date: between March and April 2022

The Science Policy Research Unit (SPRU), within the University of Sussex Business School, is seeking to appoint a Research Fellow in Innovation Management to work with Professor Andrew Davies, the RM Phillips Freeman Chair of Innovation Management. The Chair is leading a programme of research into how organisations are imagining possible futures and rethinking the way they innovate to create sustainable solutions for the 21st century city. This is a unique opportunity for a researcher working closely with the Chair to design and undertake collaborative research with practitioners and organisations involved in organising and managing novel, complex and urgent projects.

We are looking to appoint someone interested in exploring how organisations and ecosystems of customers, partners and suppliers in the built environment are being reconfigured to address the climate emergency grand challenge of transitioning to Net Zero. The post holder will be expected to have an appreciation of innovation management and organisation theory, although there will be opportunities to explore various theoretical frames. The successful candidate will be motivated by publishing interesting, novel and insightful research in top-tier management journals and making an impact on management practice. The post holder will be able to identify a research problem, engage with practitioners who experience the problem, develop a research design and novel contribution informed by theory, and communicate the findings to a variety of academic and practitioner audiences.

Essential criteria for the post are:

1. PhD in management or the social sciences
2. Knowledge of innovation management and organisation theory
3. Experience of collecting and analysing primary qualitative data
4. Experience of engaging with senior practitioners in organisations and projects
5. Ability to work collaboratively in designing, implementing, and writing up qualitative research
6. Strong analytical capability and evidence of excellent academic writing

Informal enquires can be made with Professor Andrew Davies
(Andrew.Davies@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 and Project

The University of Sussex Business School was formed in 2009 and comprises 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 a new home in the Jubilee Building, a state-of-the-art academic building at the heart of the campus, the Business School is a vibrant, ambitious and dynamic School with a strong research focus.

Science Policy Research Unit (SPRU)

Founded in 1966 by Christopher Freeman, **SPRU** was one of the first interdisciplinary research centres in the field of science and technology policy and management. Today, with over 60 faculty members, SPRU remains at the forefront of new ideas, problem-orientated research, inspiring teaching, and creative, high impact engagement with decision makers across government, business and civil society. Our research addresses pressing global policy and management agendas, including innovation challenges posed by the digital economy, the future of industrial policy, inclusive economic growth, the politics of scientific expertise, energy policy, security issues, entrepreneurship, and pathways to a more sustainable future. SPRU researchers are driven by a desire to tackle real-world questions, whilst also contributing to a deeper theoretical understanding of how science, technology and innovation are shaping today's world. A 2012 study published in the journal 'Research Policy' ranked SPRU second only to Harvard University in terms of its research impact in innovation studies. With a community of over 140 MSc and doctoral students from all over the world, SPRU is also well known for its high quality, research-led teaching programmes.

RM Phillips Freeman Chair Research Programme

The RM Phillips Freeman Chair and Professor of Innovation Management is sponsored by a donation of the RM Phillips Charitable Foundation and established in collaboration with the Freeman Trust. The Chair is leading a programme of research on how organisations and the ecosystem of clients, partners and suppliers involved the design and construction of the infrastructure of the 21st century city are innovating to address the complex, difficult and urgent grand challenge of transitioning to Net Zero. Engaging closely with practitioners, the research will be informed by theory and designed to achieve a significant contribution to management knowledge and impact on practice.

CORE JOB DESCRIPTION

Job Title:	Research Fellow in Innovation Management
Grade:	Research Fellow I, Grade 7
School:	Business School, SPRU
Location:	Jubilee Building, University of Sussex, Falmer, Brighton
Responsible to:	Principal Investigator through to Head of School
Direct reports:	n/a
Key contacts:	Members of research group, 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

- 4.1 Conduct literature review on the organisation and management of innovation in projects and project-based organisations.

- 4.2 Conduct interviews with industry practitioners using advanced qualitative research methods (e.g. engaged scholarship, participant observation, action research and/or process methodologies) to collect data for analysis
- 4.3 Help organise workshops and events with practitioners to communicate, validate and interpret the findings with intended audience
- 4.4 Use the data collected to lead the production papers for publication in leading management and field journals (e.g. project management)
- 4.5 Co-develop outputs with practitioners which are designed to create impact

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. PhD in management or the social sciences.
2. Knowledge of innovation studies and organisation theory.
3. Interest in exploring how organisations and ecosystems of customers, partners and suppliers in the built environment are being reconfigured to address the climate emergency grand challenge of transitioning to Net Zero.
4. Ability to identify a research problem, engage with practitioners who experience the problem, develop a research design and novel contribution informed by theory.
5. Experience of fieldwork interviewing, participant observation, collecting and analysing primary qualitative data.
6. Strong analytical capability and evidence of excellent academic writing.
7. Experience of and clear presentations to academic and industrial audience.

DESIRABLE CRITERIA

1. Emerging track record of high-quality publications in reputable journals and other appropriate media of similar standing.
2. Evidence of having worked collaboratively or as lead or sole author in submission or publication to high-quality publications in reputable management (e.g. *Organization Science*, *Research Policy* or *Journal of Operations Management*) and field journals (e.g. *International Journal of Project Management* or *Project Management Journal*).
3. Experience of generating research or knowledge exchange income.
4. Knowledge of project studies.