



## 1 Advertisement

**Post Title:** Professor in Finance

**School/department:** Business School/Accounting and Finance, University of Sussex  
Business School

**Hours:** Full time

**Contract:** Permanent

**Reference:** 7710

**Salary:** Negotiable, depending on experience and prior performance

**Placed on:** 19 October 2023

**Closing date:** 11 December 2023. Applications must be received by midnight of the closing date.

**Expected interview date:** 18 January 2024

**Expected start date:** April 2024

The Department of Accounting and Finance is seeking to recruit a full-time, permanent faculty member at the Professor level in the area of Finance. It is looking for an individual with proven record and an exciting research agenda to support our growth in the Sustainable Finance area. A specialisation in any of the following areas Socially Responsible Finance, Climate Finance, Finance for the Greater Good would be desirable.

The Department of Accounting and Finance follows research-led teaching and has a great Finance related programme portfolio that includes the BSc in Accounting and Finance, BSc Digital Finance and Banking, BSc Finance and Technology, MSc in Accounting and Finance; MSc in Banking and Finance, MSc Management and Finance, MSc in Fintech, Risk and Investment Analysis, MSc Sustainable Finance and Accounting.

Candidates must be able to demonstrate that their current and potential research is of high quality and internationally recognized in the field of Finance in the top journals included in the FT50 list. Research grant and engagement activity is also highly desirable.

The successful candidate will be a dynamic academic who enjoys working in a fast-adapting, multidisciplinary environment and who shows enthusiasm for collaborating with colleagues within the department, the School, and across disciplines.

They should have experience in teaching up to postgraduate level and be willing and able to teach core and specialist subjects.

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

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

Informal enquiries may be made with the Head of Department of Accounting & Finance Professor Radu Tunaru ([R.Tunaru@sussex.ac.uk](mailto:R.Tunaru@sussex.ac.uk)) or the Dean of the Business School Prof Steven McGuire ([S.Mcguire@sussex.ac.uk](mailto:S.Mcguire@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 Senior Leadership and Management**

The Vice-Chancellor (Professor Sasha Roseneil) is the senior academic officer and, as Chief Executive, is responsible to the University Council for management of the University. She is supported by an executive group, which includes the Deputy Vice-Chancellor, the three Pro-Vice-Chancellors, the Chief Operating Officer, the Director of Finance and the Director of Human Resources. The Heads of the Schools of Studies at Sussex report to the Deputy Vice-Chancellor.

The Chief Operating Officer heads the Professional Services of the University. In addition, under the University Statutes, the Chief Operating Officer is Secretary to the University Council. The Director of Finance reports to the Vice-Chancellor, the Director of ITS and the Librarian report to the Chief Operating Officer.

## **3 The School / Division**

The University of Sussex Business School is a unique research-focused interdisciplinary school, which takes a strong policy-directed view on business practices while also developing the underlying core disciplines. It includes 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 such excellent foundations the University of Sussex Business School 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 CORE JOB DESCRIPTION

<b>Job Title:</b>	Professor in Finance
<b>Grade:</b>	Professor (Research & Teaching focussed), Grade 10
<b>School:</b>	Business School, Accounting and Finance Department
<b>Location:</b>	Jubilee Building
<b>Responsible to:</b>	Head of School
<b>Direct reports:</b>	Head of Department
<b>Key contacts:</b>	Students, other members of Faculty within the School and University, School Officers, academics in the field in other institutions.
<b>Role description:</b>	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 acceptable 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, for publication

in monographs or recognised high-quality journals, or performance/exhibition, as appropriate, and make a significant contribution to the School's REF assessment at acceptable 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 text books 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.
3. Excellent interpersonal skills, with the proven ability to engage with students using a variety of different methods.
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 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 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.
6. Evidence of being part of an international research network including top names in the field from renowned universities.