



1 Advertisement

Post Title: Lecturer in Management X 2

School/department: USBS/ Management

Hours: full time hours considered up to 1FTE. Requests for flexible working options will be considered (subject to business need).

Contract: permanent

Reference: 8312 & 8224

Salary: starting at £42,149 to £50,296 per annum, pro rata if part time

Placed on: 12 April 2022

Closing date: 16 May 2022. Applications must be received by midnight of the closing date.

Expected Interview date: TBC

Expected start date: September 2022

The Department of Management is looking to recruit two Lecturers in Management (Research and Education). We are inviting applications from candidates with expertise in any of the following four subject areas: Human Resource Management; Organisational Behaviour; Information Systems or Operations Management.

The Department of Management hosts the ESRC-funded Digital Futures at Work Research Centre, that is leading research on digital working and the future of work. Taking sociological, organizational and psychological perspectives, colleagues in the Department of Management conduct research in leadership; HRM, organisation studies; business ethics; AI and the platform economy; digital entrepreneurship; sustainability and operations management. We have expertise in a range of sectors and methodologies.

The Department of Management follows research-led teaching and has a rich programme portfolio that includes the BSc in Business and Management Studies; MSc in Organisational and Occupational Psychology; MSc in Human Resource Management; MSc in Management; MSc in Global Supply and Logistics Management programmes (on campus and online distance learning) and the Sussex MBA.

The successful candidate will be a research active academic who enjoys working in a dynamic, multidisciplinary environment. They should be able to demonstrate ability to publish in international excellent and world-leading journals (evidenced for example by existing publications and submitted work) and should demonstrate active participation in prestigious conferences of the discipline.

For informal enquiries, please contact Dr Benjamin Everly, Head of the Department of Management (b.everly@sussex.ac.uk) or Prof Dimitra Petrakaki, Deputy Head of Department (d.petrakaki@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 / Division

The University of Sussex Business School is a unique research and teaching 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 (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.

The Department of Management, founded in 2018, currently encompasses over 25 research-active faculty members, plus over 13 faculty specialising in education and scholarship. The Department is composed of two subject groups (Operations and Technology Management; Organisational Behaviour and Human Resource Management) and a number of cross-disciplinary research groups (please see [details](#)).

The Department currently hosts one undergraduate and five postgraduate programmes, and several more degree programmes are offered jointly with other Departments in the School and the University. This includes a BSc in Business and Management Studies; and MScs in Global Supply Chain and Logistics Management; Human Resource Management; Management; Occupational & Organisational Psychology and MBA. Successful candidates will be expected to contribute to modules in these degrees, as appropriate for their discipline. We have a workload planning model, which protects research/scholarship time, and is used to allocate teaching fairly across our faculty. The Department attracts students from all over the world, enhancing the cultural dimension of the learning experience. We also have many international links, collaborating with universities around the globe.

3. Job Description

Job Description for the post of: Lecturer in Management (2 posts)

Department: Management

Section/Unit/School: USBS

Location: Jubilee Building

Grade: Lecturer B (Research & Education focussed), Grade 8

Responsible to: Head of Department, Head of School

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 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 School and University by playing a significant role in working groups, committees, and other School and University activities.

KEY RESPONSIBILITIES

1. Teaching & Student Support

- 1.1 Engage in the planning, delivery and assessment of innovative high-quality undergraduate and postgraduate teaching, in liaison with the relevant programme and course convenors.
- 1.2 Identify, design, develop and manage new curriculum proposals that are attractive to students.
- 1.3 Develop high-quality inclusive teaching materials, methods and approaches, 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, and utilising appropriate technology.
- 1.5 Set, mark, and assess coursework and examinations; select appropriate assessment instruments and assessment criteria, and provide constructive and comprehensive feedback to students.
- 1.6 Undertake continuous professional development to maintain an understanding of appropriate pedagogy in the subject area.
- 1.7 Supervise the work of undergraduate and taught postgraduate students, providing advice on study skills.
- 1.8 Contribute to the accreditation of courses and quality-control processes.
- 1.9 Undertake and complete administrative duties required in the professional delivery of teaching.
- 1.10 Undertake academic advising duties, and provide first-line support for sensitive issues, referring on as appropriate to services providing further assistance.
- 1.11 Adopt an approachable and accessible attitude towards students, offering office hours, informal advice etc.

2. Research, Scholarship & Enterprise

- 2.1 Contribute to School research strategy and themes.
- 2.2 Develop research objectives and proposals for own or joint research.

- 2.3 Conduct research projects individually and in collaboration with others.
- 2.4 Assess, interpret and evaluate outcomes of research, and develop ideas for their application.
- 2.5 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 School's REF submission at acceptable levels of volume and academic excellence.
- 2.6 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 appropriate.
- 2.7 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.
- 2.8 Identify sources of funding and secure or contribute to the process of securing bids.
- 2.9 Identify and secure opportunities for enterprise activity, knowledge exchange income and/or consultancy.
- 2.10 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.
- 2.11 Supervise doctoral students as part of a supervision team.
- 2.12 Contribute to a relevant national professional body or recognised events.
- 2.13 Continually update knowledge and understanding in field or specialism, and engage in continuous professional development.
- 2.14 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 Engage in activities beyond day-to-day teaching duties, for example Admissions Days.
- 3.3 Assist with undergraduate and postgraduate recruitment.
- 3.4 Play a key role in School or University working groups or committees, as required.
- 3.5 Advise and provide support to less experienced colleagues.
- 3.6 Undertake additional administrative duties, as required by the Head of School.

4. Role-specific duties

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

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

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

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

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

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

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

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

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

Sustained success in obtaining competitively awarded research grants and contracts, and knowledge exchange income.

Involvement in the creation, transfer and use of the results of research through a range of knowledge exchange activities.

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

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

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

3. Experience of teaching at undergraduate and taught postgraduate level.
4. Evidence of significant independent contribution to the design and execution of research.
5. An emerging track record of publications in reputable journals and other appropriate media of similar standing.
6. Excellent presentation skills, with the ability to communicate effectively, both orally and in writing, with students, colleagues and external audiences.
7. Ability to work individually on own initiative and without close supervision, and as part of a team.
8. Ability to exercise a degree of innovation and creative problem-solving.
9. Excellent organisational and administrative skills.
10. Ability to prioritise and meet deadlines.
11. A willingness to participate in support activities beyond normal classroom duties.
12. Excellent IT skills, with the ability to produce high-quality learning support materials.

DESIRABLE CRITERIA

1. Experience of successful curriculum design or re-design.
2. A recognised higher education teaching qualification.
3. Experience of generating research or knowledge exchange income.
4. Experience of supervising postgraduate research students.