



## 1 Advertisement

**Post Title:** Lecturer in Finance

**School/department:** Business School

**Hours:** full time or part time hours considered up to a maximum of 1 FTE. Requests for flexible working options will be considered (subject to business need).

**Contract:** Permanent

**Reference:** 7097

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

**Placed on:** 06 December 2021

**Closing date:** 14 March 2022 Applications must be received by midnight of the closing date.

**Expected Interview date:** W/C 27 March 2022

**Expected start date:** September 2022

The Department of Accounting and Finance is looking to hire a full-time, permanent faculty member at the Lecturer (equivalent to Assistant Professor) level in the area of Finance. We are looking for an individual with an exciting research agenda and a great potential for publication in top journals in Finance. A specialisation in any of the following areas Quantitative Finance, Risk Management, Sustainable Finance, FinTech, Machine Learning in Finance, Big Data Science in Finance would be highly desirable, but not essential.

The Finance Group has two existing research groups, Business Finance (BF) and Quantitative Finance (QF), which focus on topics such as company finance in both public and private companies, venture capital, derivatives, risk management and FinTech.

Candidates must be able to demonstrate their research has publication potential in top level journals. The Department values 'quality over quantity'. The successful candidate will be an engaged academic who enjoys working in a dynamic, multidisciplinary environment and shows enthusiasm for collaborating with colleagues within the department and across disciplines.

They should have experience in teaching at undergraduate and/or postgraduate level, as well as a preparedness to teach specialist and core 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 Prof Radu Tunaru ([R.Tunaru@sussex.ac.uk](mailto:R.Tunaru@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 David Maguire) 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 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 The Department of Accounting and Finance**

The Department of Accounting and Finance, founded in 2018, currently encompasses over 22 research-active faculty members, plus several other education & scholarship colleagues. The Department is composed of two subject groups (Accounting and Finance) and a number of cross-disciplinary research groups (please see details at – <https://www.sussex.ac.uk/business-school/accounting-finance/research>). Successful applicants would be allocated to the appropriate subject group and invited to join (or potentially launch) a research group.

The Department currently hosts several undergraduate and postgraduate programmes entirely within the department, and several more degree programmes are offered jointly with other Departments in the School and the University. This includes BScs in Accounting and Finance; Finance; Finance and Business and BSc Finance and Technology; and MScs in Accounting and Finance, Sustainable Finance and Accounting, Banking and Finance; FinTech, Risk and Investment Analysis; Management and Finance. Successful candidates will be expected to contribute to our teaching portfolio. 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. Sussex is an inclusive, welcoming and truly international University.



## 5 CORE JOB DESCRIPTION

<b>Job Title:</b>	Lecturer in Finance
<b>Grade:</b>	Lecturer (Research & Teaching focussed), Grade 8
<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>	Lecturer is a career-grade teaching and research position. Post-holders will be expected to show academic excellence in both teaching and research, and to support the management and strategic planning processes of the School and the University.

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### PRINCIPAL ACCOUNTABILITIES

1. To provide academic excellence 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 support the management activities of the School and University, and undertake a key role in School or University working groups or committees, as required.

## **KEY RESPONSIBILITIES**

### **1. Teaching & Student Support**

- 1.1 Lead the innovative design, development and delivery of a range of programmes of study at various levels.
- 1.2 Ensure that course design and delivery comply with the University quality standard and regulations, and take responsibility for the quality of programme units.
- 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 coursework and examinations; select appropriate assessment instruments and assessment criteria; and provide constructive and comprehensive feedback to students.
- 1.5 Actively maintain an understanding of appropriate pedagogy in the subject area.
- 1.6 Supervise taught postgraduate students, providing advice on study skills.
- 1.7 Undertake and complete administrative duties required in the professional delivery of teaching.
- 1.8 Undertake academic advising duties, and provide first-line support for sensitive issues, referring on as appropriate to services providing further assistance.
- 1.9 Adopt an approachable and accessible attitude towards students, offering office hours, informal advice etc.

### **2. Research, Scholarship & Enterprise**

- 2.1 Contribute to the development of School research strategies and themes.
- 2.2 Identify and develop research objectives, and proposals for own or joint research.
- 2.3 Define research objectives and questions, review and synthesise the outcomes of research studies, and develop ideas for application of research outcomes.
- 2.4 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.
- 2.5 Produce high-quality research outputs that have significant impact 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 submission at acceptable levels of volume and academic excellence.

- 2.6 Make presentations at national or international conferences or exhibit work in other appropriate events of a similar standing, and identify ways to disseminate research outputs informally via the internet, the media and other forms of public engagement.
- 2.7 Develop and maintain an independent research reputation by, for example, serving on peer review committees, and acting as a referee for journal articles and research grant applications.
- 2.8 Provide academic leadership to those working within relevant research areas.
- 2.9 Play an influential role in identifying sources of funding and secure and/or contribute to the process of securing bids.
- 2.10 Play a leading role in identifying and securing opportunities for enterprise activity, knowledge exchange income and/or consultancy.
- 2.11 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.
- 2.12 Develop links with external contacts such as other educational bodies, businesses, the public sector, and professional bodies to foster collaboration and potentially generate a source of income.
- 2.13 Play a role in a relevant national professional body or recognised events.
- 2.14 Continually update knowledge and understanding in field or specialism, and engage in continuous professional development.
- 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 Engage in activities beyond day-to-day teaching duties, for example Admissions Days.
- 3.3 Assist with undergraduate and postgraduate recruitment.
- 3.4 Chair and/or play a key role in School or University working groups or committees, as required.
- 3.5 Undertake an administrative or organisational role within the School e.g. Library Representative, Year Tutor, Exam Board Chair, or personal/academic tutoring.
- 3.6 Advise and provide support to less experienced colleagues, and conduct Performance and Development Reviews, as required.
- 3.7 Undertake additional administrative duties, as required by the Head of School.

### **4. Role-specific duties**

- 4.1 Publish in journals in Finance and adjacent areas in top rated journals
- 4.2 Pursue research grant applications and external engagements on Finance topics
- 4.3 Participate actively in the department internal seminar series
- 4.4 Deliver excellent teaching to our students at both UG and PG level
- 4.5 Promote research in Finance at the University of Sussex Business School through mass-media outlets

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 novel or innovative approaches to teaching supervision or assessment, including appropriate uses of technology.
- Sustained high-quality teaching across both undergraduate and postgraduate portfolios, as evidenced by surveys, questionnaires and peer review.
- Evidence of the integration of research, scholarship and professional practice with teaching activities.
- Regular published output of original research, with a significant proportion at international level (referred journal papers, monographs, book chapters, text books).
- Evidence of a capacity to contribute creatively and constructively to the management of School business.
- Responsible and effective involvement in the broader arena of the School and/or University including, where appropriate, a role providing support, pastoral care and guidance to students or colleagues.

### **PERSON SPECIFICATION**

#### **ESSENTIAL CRITERIA**

1. Educated to doctoral level as appropriate to the discipline (see role-specific criteria below).
2. Excellent interpersonal skills, with the proven ability to engage with students using a variety of different methods.
3. Significant experience of high-quality teaching at undergraduate and/or postgraduate level.
4. An emerging international reputation in the field of study.
5. Evidence of proactive contribution to School and/or University.

6. Excellent presentation skills, with the proven ability to communicate effectively, both orally and in writing, with students, colleagues and external audiences.
7. Excellent and clear research agenda for the next three years.
8. Ability to exercise a high 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 teaching duties.
12. Excellent IT skills, with the ability to produce high-quality learning support materials.

#### **ESSENTIAL ROLE-SPECIFIC CRITERIA**

1. Evidence of potential to publish in top journals in Finance
2. A willingness to teach contemporary Finance modules such as Sustainable Finance, Digital Banking, FinTech, Quantitative Finance, Big Data Science in Finance.
3. Ability to provide online teaching materials.
4. A willingness to supervise PhD students in Finance.