Senior Lecturer or Reader in Management
The York Management School

Closing date: 19 January 2018
Interview dates: Interview date to be confirmed
Vacancy reference: 6292

*please see back page for further details
INTRODUCTION

To support our highly ambitions future plans at The York Management School (TYMS), we invite you to apply for a Senior Lectureship or Readership within the School. We will make up to four new appointments in total across Lecturer, Senior Lecturer and Reader, as part of this recruitment round. We have already recruited three new Professors in 2017 and we are currently advertising for four more in addition to these posts.

The University has invested in a new building at the heart of our campus for us to move into in 2019. A very strong performance in the NSS in 2017, and an improvement in all major league tables for each of the last two years, have helped contribute towards continued healthy growth in our student population. We plan to grow further in coming years.

Our Mission at TYMS is to become the natural home within the UK for world-leading scholars who work alongside experts in other academic disciplines as well as their own. We actively encourage and help our colleagues to collaborate widely across campus and beyond, and we recognise that interdisciplinary researchers are likely to publish in a wide range of journals and/or author monographs. Should you join us, you will become part of a collegiate team that has an established track record of publishing in leading international journals, and you will work alongside colleagues who are Principal Investigators for over £4m of current RCUK funding and hold other significant indicators of academic esteem.

We strongly believe that fostering disciplinary excellence within interdisciplinary teams, and focusing on major global problems that Management can help address, will enhance both the social value and academic excellence of our work. We also believe that it will enrich the vibrancy and relevance of our teaching. At York, we place heavy emphasis on providing a high quality student experience, and we expect that all our colleagues are committed to this agenda.

To attract the most outstanding candidates, we are advertising these positions across the full spectrum of Management sub-disciplines. We, do, though, ask that you interpret your work in relation to one or more of our three broad interdisciplinary themes:

-  Management and Culture
-  Sustainable and Ethical Management
-  Risk and Decision Making

Thank you for your interest in these posts.

Professor Mark Freeman
Dean, The York Management School
Main purpose of the role

Faculty at York are expected to advance their subject nationally and internationally and to contribute to maintaining the University as an international centre of excellence for the relevant subject area through research and publication, teaching, networking and consultancy, commensurate with their level of experience. This will require successful candidates to (i) produce internationally excellent research. This will involve supervising PhD students and, for Reader, formally supporting and mentoring early career researchers, (ii) develop an interest in interdisciplinary research, teaching and external engagement, (iii) take on academic administrative tasks with the School and/or University as appropriate for the level of appointment, (iv) help create an excellent student experience with strong employability outcomes for graduates, including potentially taking on leadership roles around teaching, (v) work with non-academic organisations to generate research impact and potentially deliver executive education, and (vi) actively and collegiately engage with the wider School and University to help create a distinctive and positive working environment that fosters excellence.

Key responsibilities

(Role holders will be required to undertake some or all of the duties below)

Research and Scholarship

- To carry out research and scholarship, with an emphasis on interdisciplinary work, that is internationally excellent in its quality
- To disseminate this research through monographs, articles in journals of international standing, and other appropriate forms of dissemination, including national and international conference presentations
- To secure external funding through research grants and contracts, and through developing collaborative research income-generating activities
- To support, comply with, and contribute fully to research plans and policies of the School and the University
- To attract and supervise research students, and, as appropriate, post-doctoral researchers and other support staff
- To support and mentor junior academic colleagues in order to promote quality of teaching and research and their career development. For Reader, this will involve more formal mentoring of early career academics.

Teaching and Promotion of Learning

- To be responsible for delivery of modules and teaching programmes for undergraduate and graduate students
- To play a role in the development and design of the teaching curriculum
- To design and mark assessments, and give feedback
- To supervise undergraduate and graduate projects and dissertations
- To develop an interest in teaching in Continuing Professional Development, Executive Education and online/blended learning
- To undertake pastoral support of students, as a personal supervisor or in another designated role
- To support and promote fully the University and School

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teaching quality assurance standards and procedures

- Management and Administration

- To undertake the duties of a Programme Director and/or Module Coordinator and be responsible for the design, development and management of departmental teaching modules

- To contribute to the recruitment and selection of research and teaching staff

- To attend School meetings, meetings of the Board of Studies, and other committees and working groups within the School and University

- To carry out relevant professional duties, commensurate with the seniority of the appointment

- To undertake specific School roles and management functions as may be reasonably required by Dean of the School
## Person Specification

### Qualifications

- PhD in Management or a related discipline completed
  - Essential
- Appropriate academic professional and teaching qualifications or a willingness to complete the Postgraduate Certificate in Academic Practice
  - Essential

### Reader:

- Substantial intellectual achievements with a sustained contribution in research and scholarship, that bestows considerable international external recognition
  - Essential

### Senior Lecturer:

- Outstanding achievements in scholarship and research at a national and international level
  - Essential

- Membership of professional societies
  - Desirable
- Relevant non-academic professional qualification
  - Desirable

### Knowledge

- Knowledge in a field of Management to design & develop teaching modules and full programmes of study
  - Essential
- Knowledge of a range of research techniques and methodologies
  - Essential
- Knowledge of a range of teaching techniques to enthuse and engage students
  - Essential
- Specific knowledge that would enable supervision of undergraduate and postgraduate taught students
  - Essential
- Research expertise in an area that will complement and enhance the School's research strategy and goals
  - Essential
- Knowledge to be able to supervise postgraduate research students
  - Essential

### Skills, abilities and competencies

- Ability to consistently publish academic work that is internationally recognised for its excellence
  - Essential
- Ability to publish both within Management and on a more interdisciplinary basis
  - Essential
- Reader: Ability to provide academic leadership in research area and to lead a research team where appropriate
  - Essential
- Well-developed analytical skills
  - Essential
- Highly developed oral and written communication skills, including ability to write and/or contribute to publications and/or to disseminate research findings using other appropriate media
  - Essential
- Ability to deliver presentations at conferences or exhibit work at other appropriate events internally and externally
  - Essential
- Ability to work with non-academic organisations for research impact, consultancy and/or executive education.
  - Essential
# PERSON SPECIFICATION

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<thead>
<tr>
<th>Skills, abilities and competencies (continued)</th>
<th>Essential / Desirable</th>
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<tbody>
<tr>
<td>Ability to design teaching material and deliver teaching across a range of modules in a way that delivers high student satisfaction, and the ability to formatively and summatively assess student work</td>
<td>Essential</td>
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<tr>
<td>Ability to attract external funds for internationally excellent research, either individually or within teams. <strong>Reader:</strong> The ability to successfully lead on research income generation projects</td>
<td>Essential</td>
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<td>Ability to undertake academic administrative and leadership roles in the School</td>
<td>Essential</td>
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<td>Ability to engage with external stakeholders and the media</td>
<td>Desirable</td>
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## Experience

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<tr>
<td>A proven track record in research with publications in leading peer-reviewed journals and other publications or outputs appropriate to the subject</td>
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<td>A record of taking responsibility for teaching, learning and assessment</td>
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<td>Sustained record of achieving high levels of student satisfaction and in encouraging student access and engagement</td>
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<td><strong>Reader:</strong> Experience in successfully undertaking an academic leadership role</td>
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<td><strong>Reader:</strong> A record of supervising PhD students to successful completion</td>
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<td>A track record of working with external, non-academic, organisations for research impact, consultancy and/or delivering Executive Education</td>
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<td>A record of interdisciplinary work</td>
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<td><strong>Senior Lecturer:</strong> A record of successfully supervising PhDs to completion</td>
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<td>Experience of online and/or blended learning</td>
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## Personal attributes

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<tr>
<td>Commitment to embracing interdisciplinary research, teaching and engagement</td>
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<td>Commitment to contributing to an outstanding student experience and enhancing student employability outcomes</td>
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<td>Commitment to collegial and collaborative working</td>
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<td>Commitment to further developing leadership skills, and enthusiasm for taking up academic administrative and leadership roles.</td>
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<td>Ability to plan and prioritise own work in order to meet deadlines, and to work with care and precision</td>
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<td>Commitment to personal development and updating of knowledge and skills</td>
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<td>Commitment to the University outside of The York Management School</td>
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<td>Enthusiasm for engaging with non-academic partners in business, the public sector and/or the third sector</td>
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<td>Commitment to the pastoral supervision and welfare of students</td>
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Since its inception in 2006, the York Management School has grown rapidly, and these appointments are part of wider plans for further expansion. The school positions itself within the 1963 founding principles of the University of York which are excellence, equality and opportunity for all. To achieve this, the school emphasises ethical and sustainable approaches to management and an appreciation of the benefits of diversity.

We are a research intensive school with a strong and improving track record. The University of York was ranked 14th overall in the UK Research Excellence Framework (REF) 2014. The proportion of our research of world-leading 4* status was among the highest of any UK University and York was rated tenth out of 122 higher education institutions for the impact of our research. TYMS achieved an overall GPA of 2.87 in the REF 2014 and 50% of our impact was ranked as 4 star. Colleagues in the school successfully bid for approximately £4m of RCUK funding as Principal Investigators in 2016, and a number of our faculty have established records of publishing in CABS 4-ranked journals.

The School’s objective is to produce distinctive, challenging, high quality, policy and practice-relevant research and scholarship embedded within relevant theory. We particularly value interdisciplinary research and there is considerable research activity involving staff from a variety of subject groups and other departments in the university. Such activity takes place both at teaching subject level and as part of our research centres and clusters. These include the Centre of the Evolution of Global Business and Institutions, the Centre for the Study of Working Lives, the Management and Organization History Research Cluster, and the Corruption Network Cluster. Our colleagues also actively engage in cross-campus initiatives such as the York Environmental Sustainability Institute.

The School currently has approximately 50 doctoral students, some of whom are employed as Graduate Teaching Assistants. The PhD programme is recognised by the ESRC for Research Training. It is an active member of doctoral training networks in the north of England and in particular is a member of the White Rose consortium that includes the Universities of York, Leeds and Sheffield.

There are over 1250 students in the School with circa 800 undergraduates studying on three and four year degrees and 450 taught postgraduates studying on our one year masters programmes. The School runs teaching programmes at undergraduate, postgraduate and doctoral level. There are undergraduate degrees in; Accounting, Business Finance and Management, Management, Actuarial Science and Marketing. The Masters Programme has taught degrees in Global
Marketing, Accounting and Financial Management, Management, Management with Business Finance, Human Resource Management, and International Business and Strategy. There are also plans to launch a number of new Masters programmes in the next few years while Joint Masters degrees are run with the University's departments of Sociology, Politics and Environment. We have high levels of student satisfaction at both Undergraduate and Postgraduate levels and we highly value our friendly and student-oriented approach with increasing focus on placements and employability.

We place considerable emphasis on helping our staff to develop their teaching and research expertise, and staff have access to extensive training and development opportunities. Annually, academics are allocated a Personal Research Allowance to assist with research and conference attendance. There is the opportunity for study leave, awarded periodically, on the basis of agreed research plans and available resources. The School is currently housed in the new award winning Campus East development and will be moving to a larger new building in the heart of our campus in 2019 to accommodate its growth plans.

Equality & Diversity

Our School and University community is made up of staff and students who are recruited locally, nationally and internationally. Many identities and experiences shape this diversity including: gender and gender identity, being transgender, ethnicity and nationality, sexual orientation, physical, learning and mental health disabilities, having a religious or other beliefs, age and combining career or study with caring responsibilities.

We are committed to ensuring we reflect this diversity at all levels of our University community therefore suitably qualified applicants from all of these groups are encouraged to apply.
Founded on principles of excellence, equality and opportunity for all, the University of York opened in 1963 with just 230 students. In 2017 it is the home of more than 17,000 students across more than 30 academic departments and research centres. Since opening over fifty years ago, we have become one of the world’s leading universities and a member of the prestigious Russell Group.

We are consistently recognised as one of the leading Higher Education Institutes and one of just six post-war universities which appear in the world top 100 (2013-14) and 15th in the Times & Sunday Times league table (2016). The University of York has won six Times Higher Education (THE) Awards and five Queen’s Anniversary Prizes.

The University is proud of its association with Athena SWAN, holding 12 awards in support of gender equality, representation and success for all, with gold awards for Chemistry and Biology and a University-wide bronze award.

Of 154 universities that took part in the Research Excellence Framework (REF) in 2014, The University of York ranked 14th overall and 10th for the impact of our research. The University is consistently in the top ten UK research universities and attracts over £60m a year of funding from research alone.

Our vision is to make the University of York a world leader in the creation of knowledge through fundamental and applied research, the sharing of knowledge by teaching students from varied backgrounds and the application of knowledge for the health, prosperity and well-being of people and society.
Attractive workplace

Centred around the picturesque village of Heslington on the edge of the city of York, our colleges are set in an attractive landscaped campus. York enjoys a safe, friendly atmosphere with facilities including bars, shops, theatres and concert halls all within easy walking distance.

The University has undergone an unprecedented period of expansion and renewal since 2000. We have invested in twenty new buildings on the original campus and have completed the first and second phases of a £750m campus expansion. Our investment in new colleges, teaching and learning spaces, laboratories, research facilities and a new sports village mean there has never been a better time to join us.

During this period of change we’ve worked hard to retain our friendly, informal and collegiate atmosphere, which is important to our core values of inclusivity and interdisciplinarity.

We have a thriving international community and are committed to providing staff moving to York with as much support as possible through our Relocation Package and Welcome Officers.

The University aims to offer a nurturing and supportive environment as an employer. Flexible working hours, nursery facilities, childcare vouchers, cycle to work scheme, generous holidays and an attractive pension scheme all make the University of York one of the region's leading employers.

For further information please visit our employee benefit pages.
**THE CITY AND THE REGION**

**The City of York**

Internationally acclaimed for its rich heritage and historic architecture, York's bustling streets are filled with visitors from all over the world. Within its medieval walls you will find the iconic gothic Minster, Clifford's Tower and the Shambles - just a few of the many attractions.

But York isn't just a great place to visit - it's also a great place to live and work. While nourishing a vibrant cosmopolitan atmosphere, York still maintains the friendly sense of community unique to a small city.

Visit [www.visityork.org](http://www.visityork.org) for more information on the city of York.

**Shopping, culture and entertainment**

York boasts specialist and unique boutiques but also all the high street stores on its busy shopping streets. Alongside them you will find cinemas, theatres, an opera house, art galleries, a vast range of restaurants, live music venues and clubs. York is particularly renowned for its multitude of pubs and bars, from the modern to the medieval.

**Housing and schools**

Whether you choose to live close to the city, in one of the surrounding villages or further afield, you will find a wide range of housing within comfortable distance of York and the University. For families, the area has a range of excellent schools both in the state and independent sector.

**Great location**

York is one of Britain's best-connected cities. Halfway between London and Edinburgh on the East Coast mainline, on intercity trains you can reach London King's Cross in less than two hours and Edinburgh in two and a half hours. York is also well served by road links, and it is easily accessible from the A1, M1 and the M62.

For those travelling from overseas, Manchester Airport is two hours away and Heathrow Airport just three and a half. Flights from nearby Leeds Bradford Airport provide easy access to mainland Europe. By Eurostar from London St Pancras, Paris is just over six hours away.

**Yorkshire**

The Lonely Planet guide recently declared Yorkshire the third best region in the world to visit. There is something to cater to every taste, whether it be the rugged landscapes of the Moors or the Dales, the picturesque seaside towns of Scarborough and Robin Hoods Bay, the gothic architecture of Whitby or the vibrancy of cosmopolitan Leeds.
Apply online

- Go to https://jobs.york.ac.uk
- Find this job using reference 6292
- Complete the online application form

During the application process you will be asked to specify the level of appointment you wish to be considered for Senior Lecturer or Reader. You will need to submit your completed application by midnight (GMT) on 19 January 2018.

Interviews are scheduled to take place in York on a date to be confirmed in February.

What will I need?

You will need to upload:

- your CV
- a letter describing how you meet the requirements of the job

You will also need details of 3 referees.

Help and assistance

If you have any questions about your application, contact the HR Services team:

recruitment@york.ac.uk
+44 (0)1904 324835