2x Senior Lecturer (Teaching and Scholarship) in General Management or Accounting & Finance

The York Management School

Closing date: 6 January 2019

Interview date: 4 and 5 February 2019

Vacancy reference: 7150
INTRODUCTION

To support our highly ambitious future plans at The York Management School (TYMS), we invite you to apply for one of two Senior Lecturer positions (Teaching & Scholarship) within the School; either in Accounting & Finance or in General Management.

A very strong performance in the NSS in 2017, and a current top-15 standing in all major league tables, have helped contribute towards continued healthy growth in our student population and significant faculty expansion which includes the recent appointment of seven new Professors. 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. Should you join us, you will become part of a collegiate team that places great emphasis on educational outcomes, student experience and employability. The University itself holds a “TEF Gold” rating and has, very recently, been ranked equal 9th in the Times Higher Education Europe Teaching Rankings 2018.

We strongly believe that fostering disciplinary excellence within interdisciplinary teams, and focusing on major global problems that Management can help address, will enhance the social & economic value and academic excellence of our work. We also believe that it will enrich the vibrancy and relevance of our teaching and make our graduates better prepared to enter the workplace.

Thank you for your interest in these posts.

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

- To lecture, lead seminars, tutorials and other forms of undergraduate and postgraduate teaching, and undertake dissertation supervision.

- To take responsibility for overseeing, developing and promoting innovative teaching and learning approaches and material, which create interest, understanding and enthusiasm amongst students.

- To lead the design, development and delivery of a range of academic programmes of study and ensure that programme design and delivery comply with the quality standards and regulations of the Department and University.

- To examine and assess students (both summative and formative) in accordance with University regulations.

- To undertake effectively a range of administrative and academic leadership responsibilities.

- To be actively engaged in scholarly activities.

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

Teaching and Promotion of Learning

- To lead the design, development and delivery of an innovative and interdisciplinary range of programmes and study, sometimes for entirely new courses and at various levels.

- To take responsibility for the quality of the design of existing courses and programmes, continually monitoring, evaluating and revising them to ensure excellence and coherence, identifying areas where current provision is in need of revision or improvement.

- To develop links with external contacts such as other educational bodies, employers and professional bodies to foster collaboration, both nationally and internationally.

- To act as a coach and role model for teaching excellence locally through excellent practice and mentoring other less-experienced teachers.

- To both formatively and summatively assess students, and to write and moderate examination papers and other assessments.

- To help develop and support Online and Executive Education programmes offered by the School.

- To supervise and examine undergraduate and graduate projects and dissertations.

Administrative and support responsibilities

- To supervise students directly, providing a high standard of support and help. To identify the learning and employability needs of students and define learning objectives.

- To have a significant involvement in the management and leadership of teaching roles, line managing staff as required, including managing performance and development.

- To make a significant contribution to the development and administration of the School and wider University, chairing and attending committees and leading development activity on teaching and assessments.

- To act as an external examiner or reviewer of provision in other HE institutions.

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

Involvement in scholarship and development

- To contribute to the development of teaching and learning policy adding to local policy and debating at a national level on methods and practices.

- To develop and sustain a national and international reputation for original pedagogic research and the enhancement of learning and teaching practice by
playing a leading role in the debate nationally about teaching and learning policy, methods and practices.

- To disseminate and explain scholarly findings through leading peer-reviewed publications, conferences, exhibitions, and other appropriate media.
- To assist in securing funding for teaching and scholarship.
# PERSON SPECIFICATION

## Qualifications

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<tr>
<th>Essential / Desirable</th>
<th>Qualifications</th>
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<tr>
<td>Essential</td>
<td>Phd in Management or related discipline and/or significant senior managerial experience with a good (first or 2:1 or equivalent) first degree in any subject</td>
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<td>Essential</td>
<td>Appropriate teaching qualifications or a willingness to complete the Postgraduate Certificate in Academic Practice</td>
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<td>Desirable</td>
<td>Qualifications from a professional body</td>
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<td>Desirable</td>
<td>Membership of professional societies</td>
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## Knowledge

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<th>Essential</th>
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<tr>
<td>Essential</td>
<td>Knowledge in either General Management or Accounting &amp; Finance to design &amp; develop teaching programmes and the provision of learning support</td>
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<td>Essential</td>
<td>Well-established national and international reputation, either professional or academic, in the subject area</td>
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<td>Essential</td>
<td>Knowledge of a range of teaching techniques to enthuse and engage students</td>
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<td>Essential</td>
<td>Specific knowledge that would enable supervision and assessment of undergraduate and postgraduate taught students</td>
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<td>Desirable</td>
<td>Extensive track record of teaching and assessment at undergraduate and postgraduate level</td>
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## Skills, abilities and competencies

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<tr>
<td>Essential</td>
<td>Ability to plan and shape the direction of an area of teaching and assessment activity, ensuring plans complement broader education strategy</td>
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<td>Essential</td>
<td>Highly developed oral and written communication skills, including the ability to successfully deliver Online Learning and Executive Education</td>
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<td>Essential</td>
<td>Ability to design teaching material and deliver academically rigorous teaching across a range of modules in a way that delivers high student satisfaction and employability, and the ability to formatively and summatively assess student work</td>
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<td>Essential</td>
<td>Well-developed analytical skills and capacity for critical thinking</td>
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<td>Essential</td>
<td>Ability to design course units, curriculum development and new teaching approaches taking primary responsibility for their quality</td>
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<td>Essential</td>
<td>Ability to contribute to the development of teaching policy within the department</td>
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<td>Essential</td>
<td>Ability to effectively engage with professional bodies, accreditation bodies and employers</td>
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<td>Essential</td>
<td>Ability to mentor, manage, motivate and coordinate teams, delegating effectively</td>
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<td>Essential</td>
<td>Ability to resolve performance issues and formulate staff development plans, where appropriate, to ensure team aims are met</td>
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## PERSON SPECIFICATION

### Experience

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<tr>
<td>Essential</td>
<td>Experience in teaching and learning in Higher Education at undergraduate and/or postgraduate level, or extensive experience of communication to senior, large group, non-academic audiences.</td>
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<td>Essential</td>
<td>Experience of using different delivery techniques to enthuse and engage audiences</td>
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<td>Essential</td>
<td>Evidence of successful planning and design of innovative communication within a Higher Education or senior non-academic context</td>
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<td>Desirable</td>
<td>Evidence of lecturing, leading seminars, tutorials and other forms of undergraduate and graduate teaching and assessment</td>
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### Personal attributes

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<td>Essential</td>
<td>Commitment to embracing interdisciplinary teaching and engagement</td>
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<td>Essential</td>
<td>Commitment and ability to contribute to an outstanding student experience and enhancing student employability outcomes</td>
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<td>Essential</td>
<td>Commitment to collegial and collaborative working</td>
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<td>Essential</td>
<td>Commitment to further develop leadership skills, and enthusiasm and ability to take up senior academic administrative and leadership roles</td>
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<td>Essential</td>
<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>Essential</td>
<td>Commitment to personal development and updating of knowledge and skills</td>
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<td>Essential</td>
<td>Commitment to the University outside of The York Management School, and for engaging with non-academic partners in business, the public sector and/or the third sector</td>
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<tr>
<td>Essential</td>
<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 this appointment is 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*. 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 35 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 1450 taught students in the School with circa 900 undergraduates studying on three and four year degrees and 500 taught postgraduates studying on our one year Masters programmes. 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
THE YORK MANAGEMENT SCHOOL

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 strong focus on placements and employability.

We place considerable emphasis on helping our staff to develop their teaching and leadership expertise, and staff have access to extensive training and development opportunities. Annually, Teaching & Scholarship academics are allocated a Personal Scholarship Allowance to assist with conference attendance and other scholarly activity. The School is currently housed in the new award winning Campus East development and there are plans to move to a larger new building in the heart of the campus in 2020 to accommodate its growth plans.
THE UNIVERSITY

Founded on principles of excellence, equality and opportunity for all, the University of York opened in 1963 with just 230 students. In 2018 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 are ranked 16th in the Times & Sunday Times league table (2017). 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 is committed to promoting a diverse and inclusive community - a place where we can all be ourselves and succeed on merit. We offer a range of family friendly, inclusive employment policies, flexible working arrangements, staff engagement forums, campus facilities and services to support staff from different backgrounds.

For further information please visit our employee benefit pages.
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 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 7150
- Complete the online application form

You will need to submit your completed application by midnight (local UK time) on 6 January 2019.

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