Lecturer
The York Management School

Closing date: 19 February 2019
Interview date: 26 March 2019
Vacancy reference: 7314
INTRODUCTION

As part of significant further investment in The York Management School (TYMS), and to support our future strategic plans, we are seeking to appoint at Lecturer, Senior Lecturer and Professor levels. TYMS has an ambitious vision 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 are in the top fifteen Business & Management Schools in all three of the major national league tables.

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 it will enrich the vibrancy and relevance of our teaching. The four broad interdisciplinary research themes of the School are: Equality, Justice & Ethics; Risk, Innovation & the Economy; Sustainability & Resilience; Management and the Humanities.

We want to attract the most outstanding academics whose work crosses the full spectrum of Management sub-disciplines and this includes: accounting, finance, human resource management, strategy, international business and organisational behaviour. We are particularly, but not exclusively, interested in hearing from people with expertise in marketing, supply chain and operations management.

You will be joining a community of academics who are leaders in their fields, and who are committed to excellence in research, teaching and outreach. My colleagues have established track records of publishing in internationally excellent journals, receiving major indicators of academic esteem, and leading large RCUK funded projects that are delivering significant real-world impact. This is an exciting time in TYMS’s development and I thank you for your interest in these posts.

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

- To develop research objectives, projects and proposals and carry out individual or collaborative research projects
- To lead on and/or contribute to the production of research outputs and research outcomes.
- To design, develop and deliver teaching across a wide range of modules and/or within a particular programme or subject area
- To undertake effectively a range of administrative and managerial responsibilities

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

Research and Scholarship

- To develop and promote the research activities of the School by developing a personal research plan independently and/or in collaboration with others as part of a larger research team
- To plan, manage and undertake research activities in accordance with a specific project plan, and to manage and guide the work of staff and research students on own specialist area
- To develop innovative research proposals, identify and obtaining external sources of funding
- To publish original research in appropriate journals or other relevant media as appropriate and attend international conferences for the purpose of disseminating research results or for personal development

Teaching and Promotion of Learning

- To develop innovative teaching materials, techniques and module design and take responsibility for the quality of the provision
- To plan, deliver and critically review a range of teaching and assessment activities
- To undertake academic supervision of students (including research students) and act as a research supervisor within own specialist subject area
- To set and mark practical sessions, supervisions, fieldwork and examinations and provide constructive feedback to students

Management and Administration

- To be responsible for the design, development and management of School teaching modules
- To contribute to the recruitment and selection of research and teaching staff
- To contribute to the administration and management of the department
- To advise, supervise and give guidance to other School staff as appropriate
- To develop and build internal and external contacts

Condition of appointment

This role is exempt from the Rehabilitation of Offenders Act. Consequently, all applicants will be asked to declare both unspent and spent convictions on their application form.

Appointment of the successful candidate will be conditional on a Disclosure and Barring Service check.
## PERSON SPECIFICATION

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<th><strong>Qualifications</strong></th>
<th>Essential / Desirable</th>
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<tr>
<td>PhD in any field relevant to the York Management School</td>
<td>Essential</td>
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<td>Appropriate academic professional and teaching qualifications or a willingness to complete the Postgraduate Certificate in Academic Practice</td>
<td>Essential</td>
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<th><strong>Knowledge</strong></th>
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<td>Specialist knowledge of subject area relevant to the York Management School</td>
<td>Essential</td>
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<td>Knowledge of a range of research techniques and methodologies</td>
<td>Essential</td>
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<td>Knowledge of a range of teaching techniques to enthuse and engage students</td>
<td>Essential</td>
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<td>Has research expertise in an area that will complement and enhance the School’s research strategy and goals</td>
<td>Essential</td>
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<th><strong>Skills, abilities and competencies</strong></th>
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<td>Ability to develop research objectives, projects and proposals</td>
<td>Essential</td>
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<td>Well-developed analytical skills</td>
<td>Essential</td>
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<td>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</td>
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<td>Ability to deliver presentations at conferences or exhibit work at other appropriate events internally and externally</td>
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<td>Ability to extend, transform, and apply knowledge from scholarship</td>
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<td>Ability to design teaching material and deliver either across a range of modules or within a subject area relevant to the York Management School</td>
<td>Essential</td>
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<td>Ability to supervise the work of others, for example in research teams or projects or as an MSc, PhD or postdoctoral supervisor</td>
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<td>Excellent IT skills</td>
<td>Essential</td>
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<th>Experience</th>
<th>Essential / Desirable</th>
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<tr>
<td>Proven ability to contribute to high quality research which is publicly evidenced</td>
<td>Essential</td>
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<td>Experience of taking responsibility for teaching and learning at undergraduate and ideally postgraduate level</td>
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<td>Evidence of successful planning, design and delivery across a range of modules, with exemplification of teaching materials</td>
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<td>Evidence of dissemination of research findings which may include: the presentation of papers at conferences and workshops; participation in public engagement events to disseminate research; the publishing of chapters in text books; the publishing of papers; articles or reviews in academic journals or elsewhere; the construction of websites</td>
<td>Essential</td>
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<th>Personal attributes</th>
<th>Essential / Desirable</th>
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<tr>
<td>Show attention to detail and commitment to high quality</td>
<td>Essential</td>
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<td>Display creativity, initiative and judgement in applying appropriate approaches to teaching, learning support and scholarly activities</td>
<td>Essential</td>
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<td>Positive attitude to colleagues and students</td>
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<td>Willingness to work proactively with colleagues in other work areas/institutions</td>
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<td>Ability to plan and prioritise own work in order to meet deadlines</td>
<td>Essential</td>
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<td>Commitment to personal development and updating of knowledge and skills</td>
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<td>Collaborative ethos</td>
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<td>Show commitment to the School/university outside of their chosen field, for example undertaking management and administration duties</td>
<td>Essential</td>
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THE DEPARTMENT

THE YORK MANAGEMENT SCHOOL

Since its inception in 2006, the York Management School has grown rapidly, and there are 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 and starred-4 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 different 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 for 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 26FTE 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 students in the School with circa 900 undergraduates studying on three and four year degrees and over 500 taught postgraduates studying on our one year masters programmes. The School runs teaching programmes at undergraduate, postgraduate and doctoral level and has recently launched three postgraduate online learning
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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 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 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 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 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 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 7314
- Complete the online application form

You will need to submit your completed application by midnight (local UK time) on 19 February 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