Chair in Management x 3
The York Management School

Closing date: 10 March 2019
Interview dates: 25 & 26 April 2019
Vacancy reference: 6932
INTRODUCTION

As part of significant further investment in The York Management School (TYMS), I have pleasure in inviting you to apply for these new Professorial positions. This follows from our successful appointment of seven new interdisciplinary Chairs over the last two years and comes ahead of the School's move to a new building at the heart of our campus in 2020.

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 actively encourage and help our colleagues to collaborate widely across campus and beyond, and we recognise publications beyond the confines of the Chartered ABS journal guide.

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 within a collegial environment. TYMS lies in the top fifteen Business & Management Schools in all three of the major national league tables.

To attract the most outstanding candidates, we are interested in academics whose work crosses the full spectrum of Management sub-disciplines. We, do, though, ask that you interpret your work in relation to one or more of our four broad interdisciplinary themes:

- Equality Justice & Ethics
- Risk, Innovation & the Economy
- Sustainability & Resilience
- Management and the Humanities

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

Chairs 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. We expect all staff in the School to actively engage in the next phase of development of The York Management School. This will require the successful candidate to (i) provide Professorial-level contributions to areas of internationally excellent interdisciplinary research within the School and wider University, including the support and mentoring of early career researchers and PGR students in these areas, (ii) contribute to the wider academic leadership of the School and/or University, (iii) help create an excellent student experience with strong employability outcomes for graduates, (iv) work at senior levels with non-academic organisations to generate research impact and deliver executive education, and (v) 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:

To support the research activities of the School

- To carry out internationally outstanding research and scholarship, with an emphasis on interdisciplinary work
- 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 play a leading role in the School in identifying and securing external funding through research grants and contracts, and in developing collaborative research income-generating activities
- To attract and supervise research students, and, as appropriate, post-doctoral researchers and other support staff
- To support, comply with, and contribute fully to research plans and policies of the School and the University
- To support and mentor junior academic colleagues in order to promote quality of teaching and research and their career development

To support the teaching objectives of the School

- To design and be responsible for delivery of modules and teaching programmes for undergraduate and graduate students
- To play a leading role in departmental and interdepartmental curriculum development and quality enhancement
- To coordinate team teaching, as required, including liaison with other staff and with postgraduates who teach
- To design and mark assessments, and give feedback
- To supervise undergraduate and graduate projects and dissertations
- To carry out teaching in Continuing Professional Development and Executive Education
- To undertake pastoral support of students, as a personal supervisor or in another designated role
- To support and promote fully the University and School teaching quality assurance standards and procedures

To contribute to the efficient management and administration of the School

- To make an important contribution to the leadership and management of the School, including supporting early career staff and developing new collaborative initiatives
- To attend School meetings, meetings of the Board of Studies, and other committees and working groups within the School and University

Continued over page
To carry out relevant professional duties, commensurate with the Professorial grade

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

There is an expectation that all candidates appointed to these positions will take a leadership role within the School. In particular, we are seeking to appoint to one of two Deputy Dean positions within the School. This will be for a potentially renewable four-year term as part of one of these permanent Chair positions.

Deputy Dean of the School

Main Purpose of Role:

One of these posts includes a potentially renewable 4-year appointment as Deputy Dean. As currently one of two Deputy Dean roles within TYMS, responsibility will focus on academic human resource management. There will be broader responsibilities with respect to the School’s strategic direction, governance and operational performance; supporting the Dean with her/his responsibilities as so delegated.

Main Responsibilities:

- Partnership with the Dean and other senior colleagues to help set the School strategy, to align the School’s resources to deliver the strategy, and to help oversee and manage the operational aspects of the School to ensure its strong performance. This includes membership of the School Management Team;

- To lead on academic human resource management issues in the School. This includes managing the annual Performance Development Review process in the School for academic staff; having responsibility for academic development, promotion, probation, retention and performance management; and taking a leading role in ongoing academic recruitment;

- To deputise for the Dean internally within the School and the wider University, and also in the School’s engagement with external organisations;

- To line manage Heads of Groups;

- To work closely with Heads of Group to ensure that individual faculty members are being developed, supported and managed; and to plan the resource needs (human and financial) of the groups in a way that aligns to the School’s wider strategy;

- To foster a positive, collegiate and inclusive environment within the School, with an emphasis on communication, in which individual members of staff are engaged and their contributions encouraged and recognised at all levels;

Deputy Deans report to the Dean of the School. They will be compensated for the time taken in the role via the workload allocation model and receive an additional allowance of £5,000 per annum for the duration of the appointment.
## PERSON SPECIFICATION

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<tr>
<th>Qualifications</th>
<th>Essential / Desirable</th>
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<tr>
<td>PhD in any field of Management or related discipline</td>
<td>Essential</td>
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<td>Membership of professional societies</td>
<td>Desirable</td>
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<td>Relevant non-academic professional qualification</td>
<td>Desirable</td>
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<tr>
<th>Knowledge</th>
<th>Essential / Desirable</th>
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<tr>
<td>Outstanding and internationally recognised knowledge of relevant subject area</td>
<td>Essential</td>
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<th>Skills, abilities and competencies</th>
<th>Essential / Desirable</th>
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<tr>
<td>Ability to consistently publish academic work that is internationally recognised for its excellence</td>
<td>Essential</td>
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<td>Ability to publish both within Management and on a more interdisciplinary basis</td>
<td>Essential</td>
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<td>Ability to define, lead, manage and attract funds for internationally excellent research, operating across disciplinary boundaries</td>
<td>Essential</td>
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<td>Proven leadership and managerial skills</td>
<td>Essential</td>
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<td>Ability to work at senior levels with non-academic organisations for research impact and executive education</td>
<td>Essential</td>
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<tr>
<td>Ability to manage and interact with staff and students at all levels and to contribute to broadening the strategic development of the School</td>
<td>Essential</td>
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<td>Strong leadership skills with the ability to develop and lead teams or groups</td>
<td>Essential</td>
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<td>Evidence of international collaboration</td>
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<td>Evidence of peer review activities</td>
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<td>Ability to communicate to non-specialist audiences and the media</td>
<td>Desirable</td>
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<th>Experience</th>
<th>Essential / Desirable</th>
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<td>International leader in a major research field in Management or a closely related discipline</td>
<td>Essential</td>
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<td>A sustained record of interdisciplinary work</td>
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<td>Substantial publication record in leading peer-reviewed journals and/or as influential monographs</td>
<td>Essential</td>
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<td>Presentations at major international conferences</td>
<td>Essential</td>
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<td>Attraction and effective supervision of postgraduate students</td>
<td>Essential</td>
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<tr>
<td>Effective and sustained involvement in major administrative tasks and/or in positions of leadership</td>
<td>Essential</td>
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<td>Sustained record of achieving high levels of student satisfaction and in encouraging student access and engagement</td>
<td>Essential</td>
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<td>Exceptional achievement in curriculum development, course design, and learning and assessment methods at UG and PG levels</td>
<td>Desirable</td>
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<td>A track record of mentoring early career researchers and developing clusters of research excellence</td>
<td>Desirable</td>
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<td>Editorial duties with journals</td>
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<td>Activity as an invited examiner at other institutions</td>
<td>Desirable</td>
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<td>Activity with non-academic partners through research impact and/or executive education</td>
<td>Desirable</td>
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<td>Participation in national teaching initiatives or international equivalents</td>
<td>Desirable</td>
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<td>A track record of attracting and managing research grant income</td>
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## Personal attributes

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<tr>
<td>Demonstrable capacity for strategic thinking and planning</td>
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<td>Ability and desire to take on academic leadership role at School and/or University levels</td>
<td>Essential</td>
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<td>Self-motivated, pro-active and innovative</td>
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<td>Commitment to collegial working</td>
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<tr>
<td>A commitment to enhancing student experience and employability (UG, PGT and PGR)</td>
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<tr>
<td>Demonstrates integrity, openness and honesty with a strong commitment to equality and diversity</td>
<td>Essential</td>
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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 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 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 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.

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, 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. Suitably qualified applicants from all of these groups are encouraged to apply.

https://www.york.ac.uk/management/
THE UNIVERSITY

Founded on principles of excellence, equality and opportunity for all, the University of York opened in 1963 with just 230 students. In 2019 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 ****
- Complete the online application form

You will need to submit your completed application by midnight (local UK time) on 10 March 2019.

Interviews will take place in York on the 25 & 26 April 2019.

What will I need?
- Your CV
- A letter describing how you meet the requirements of the job
- A statement of your research and teaching intentions

You will also need details of three academic referees (one International) and one Employment referee.

Help and assistance
Direct any informal queries to the Dean Professor Mark Freeman (mark.freeman@york.ac.uk)

If you have any questions about your application, contact the HR team:
- Paul Ellison (Recruitment Adviser)
  paul.ellison@york.ac.uk