Senior Lecturer / Reader
University of York Management School

Closing date: 30 May 2021
Vacancy reference: 9315SLR
INTRODUCTION

Following a period of sustained growth, and as part of significant further investment, I have pleasure in inviting you to apply for these new academic positions at the University of York Management School (UYMS).

UYMS has an ambitious vision to become the natural home within the UK for world-leading management 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, focusing on major social and economic problems that Management can help address, will enhance both the public good 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.

We plan to make a number of appointments of academics at all levels. To attract the most outstanding candidates, we are interested in scholars whose work crosses the full spectrum of management sub-disciplines but with a focus on one or more of our four broad interdisciplinary themes: Equality, Justice & Ethics; Risk, Innovation & the Economy; Sustainability & Resilience; Management and the Humanities. Although we welcome applications from all areas of management and business, we are particularly keen to receive applications from candidates with discipline-specific expertise in any of the following areas:

- Accounting and Finance
- Operations Management/Supply Chain Management
- International Business and/or Marketing

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 UKRI funded projects that are delivering significant real-world impact. This is an exciting time in UYMS’s development, and I thank you for your interest in these posts.

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

- To generate new research approaches and identify, adapt, develop and use research methodologies and techniques appropriate to the type of research and development undertaken
- To lead on and/or contribute to the production of research outputs and research outcomes
- To publish high impact research in quality journals, either as a sole author or in collaboration with others, and to devise, direct and develop research projects generating external research funding.
- 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 modules and ensure that design and delivery comply with the quality standards and regulations of the School and University
- 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 obtain new knowledge by theoretical and/or practical methods. To engage actively in research at a high level and to demonstrate intellectual leadership and achieve high visibility in the field, at national and international level
- To lead innovative research proposals, identify sources of funding, submit funding bids, and plan the research activities to be undertaken
- To ensure appropriate dissemination of research to a national or international audience by scholarly publication or other outputs appropriate to the relevant academic discipline
- To develop national and international research links and use expertise, experience and judgement to decide how to design and execute research work.
- To engage in external academic activities in accordance with the School/University research strategy and to monitor research findings with a view to maximising impact and opportunities for commercial exploitation
- To plan, co-ordinate and lead research activities in accordance with a specific project plan through a research team or a group of staff involved in research. To manage the financial and physical resources of research activities and make decisions on the appointment of research staff and students

Teaching and Promotion of Learning

- To continually update knowledge and understanding in the field or specialism. To extend, transform and apply knowledge acquired from scholarship.
- To contribute to innovations in teaching and learning through the development of academic programmes and by developing innovative and appropriate teaching techniques and materials which create interest, understanding and enthusiasm amongst students
- To set and mark programme work, practical sessions, supervisions, fieldwork and examinations according to own area of subject specialism, and provide appropriate feedback to students
JOB DESCRIPTION

- To supervise, mentor and guide the work of staff and research students

Management and Administration

- To contribute to the wider academic community general life and work of the University through, for example, editing journals, refereeing papers, external examining, and involvement in professional bodies

- To support, supervise, train and direct students and other staff, as necessary, to maximise the research activity and outputs. This may include the line management of staff, including performance management and development responsibilities

- Contribute to the recruitment and selection of research, teaching and other staff

- Contribute to the administration and management of the School to facilitate the effective operation of the School and programmes of study
## PERSON SPECIFICATION

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<tr>
<th>Qualifications</th>
<th>Essential / Desirable</th>
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<tr>
<td>PhD in relevant subject area or equivalent experience</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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<td>Outstanding qualities and achievements in scholarship and research at a national and international level</td>
<td>Essential</td>
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<td>Demonstrate substantial intellectual distinction with a sustained contribution in research and scholarship, that bestows considerable external recognition (Reader)</td>
<td>Essential</td>
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### Knowledge

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<tr>
<td>Knowledge in relevant subject area to design &amp; develop teaching programmes and the provision of learning support</td>
<td>Essential</td>
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<td>Well-established national reputation in relevant subject area</td>
<td>Essential</td>
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<td>Specific knowledge of relevant subject area that would enable supervision of undergraduate and postgraduate students and research staff</td>
<td>Essential</td>
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<td>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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<tr>
<td>Well-established national and international reputation in subject area (Reader)</td>
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### Skills, Abilities and Competencies

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<tr>
<td>Ability to provide academic leadership in research area and to lead a research team where appropriate</td>
<td>Essential</td>
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<td>Appropriate level of skill in the use of IT</td>
<td>Essential</td>
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<td>Ability to motivate other staff in the areas of teaching and research</td>
<td>Essential</td>
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<tr>
<td>Highly developed oral communication skills, including the ability to teach at any level within area of expertise, and across a range of subjects at a more introductory level, and demonstrate enthusiasm and commitment in the process of teaching</td>
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<tr>
<td>Proven ability to take a leading role in the supervision of research students</td>
<td>Essential</td>
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<td>Ability to demonstrate major research leadership both internally and externally</td>
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<tr>
<td>Ability to write and deliver presentations at conferences or exhibit work at other appropriate events internally and externally</td>
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<tr>
<td>Excellent written communications skills, to write or contribute to publications or disseminates research findings using other appropriate media</td>
<td>Essential</td>
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<td>Ability to extend, transform, and apply knowledge from scholarship</td>
<td>Essential</td>
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<tr>
<td>Ability to design teaching material and deliver either across a range of modules or within a subject area</td>
<td>Essential</td>
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### Experience

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<tr>
<td>A proven track record in research with high quality journal publications and conference presentations</td>
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<td>An extensive track record of teaching and learning in HE at undergraduate and postgraduate level or in a demonstrably similar context</td>
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<td>Evidence of successful planning and course design</td>
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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 (Reader)</td>
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<td>Experience in a leadership role either in teaching or research (Reader)</td>
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<td>Significant (invited or plenary) presentations at international conferences (Reader)</td>
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### Personal Attributes

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<tr>
<td>Leadership skills</td>
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<tr>
<td>Show attention to detail and commitment to high quality</td>
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<td>Display creativity, initiative and judgement in applying appropriate approaches to teaching, learning support and scholarly activities</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>
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<td>Show commitment to the School/University outside of their chosen field, for example undertaking management and administration duties</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>Demonstrates integrity, openness and honesty with a strong commitment to equality and diversity</td>
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ABOUT THE UNIVERSITY OF YORK MANAGEMENT SCHOOL (UYMS)

The University of York Management School’s (UYMS) 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 a substantial body of shared research activity involving staff across different management sub-disciplines and other departments in the University. Our ambition is to become the UK’s home for world-leading interdisciplinary management scholars who wish to deliver economic and social impact from rigorous academic research and teaching, expanding the traditional restrictions of business schools.

The University of York’s founders endowed the University with a strong social purpose, drawing on a rich tradition of social justice and combating inequality in a way that is distinctive to the City of York. Our ambition as a University and School is that our expertise will help create the conditions needed for all parts of our society to flourish. This is reflected in the School’s strapline, “creating sustainable business, community and society”, and four interdisciplinary research themes which drive its intellectual activity:

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

This marks out a distinctive commitment to public good which will guide our work over the next decade.

The School has more than doubled its student population over the last four years and these posts reflect part of the substantial additional investment that the University is currently committing to UYMS. A fully refurbished 7,000 sq.m. building has just been completed and this will be the new home for the Management School and the Department of Social Policy and Social Work. Being co-located, they will work very closely together to help UYMS fulfil its vision to deliver public good through rigorous management research and teaching.

UYMS is a highly research-intensive School. In recent years, colleagues have acted as Principal Investigators for a number of large, interdisciplinary, UKRI projects. They have published in leading journals in their relevant fields and won prestigious awards including a Distinguished Paper prize at the Journal of Finance and the Arts & Humanities Research Council’s Best Research Film of the Year. We also encourage colleagues to submit their work to high quality publishers outside the Chartered ABS journal guide where appropriate. Recent examples include journal publications in the Lancet and Nature Climate Change and a monograph published by Yale University Press. The School’s research has demonstrably high impact across business, public and third sector organisations, and government policy as well as more general public engagement. The School has strong and vibrant PhD and Early Career communities, and it is an active member of doctoral training networks including the White Rose consortium.

The School is committed to delivering an outstanding experience for its students, which is reflected in its top
ABOUT THE UNIVERSITY OF YORK MANAGEMENT SCHOOL (UYMS)

position in the Russell Group in the National Student Survey for two of the last four years, together with excellent employment outcomes. The School sits in the top 15 Business & Management Schools in all three of the 2021 domestic league table rankings (Complete, Times & Sunday Times, Guardian). 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, Business and 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 degrees are run with other University departments including Sociology, Mathematics, and Environment.

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, currently awarded on a one-term-in-nine basis subject to agreed research plans and available resources. UYMS has a strong academic staff retention rate and staff surveys indicate that it is considered to be a friendly and supportive environment in which to work. We offer a range of flexible and inclusive employment practices to support staff from different backgrounds.

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

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 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.
Our commitment to equality, diversity and inclusion

Founded on the principles of excellence, equality and opportunity for all, the University is proud to create an environment that attracts staff and students from all over the world. What we gain from diversity is immeasurable.

Our Equality, Diversity and Inclusion Strategy, which was developed in partnership with our staff and student communities, describes our commitment to create a culture where everyone can contribute to university life, knowledge and growth.

We want to create a working, learning, social and living environment that will enable all staff and students to achieve their full potential. Our strategy sets out an ambitious set of objectives to succeed in our commitment, but we have a challenging journey ahead. We recognise that we are not truly representative of our communities locally, nationally and internationally. We would like to pay particular focus to gender parity across all levels, particularly in senior roles; the recruitment, retention and success of a more ethnically diverse staff and student community; an accessible and inclusive campus and ensuring that the values and behaviours we expect from everyone embrace inclusive responsibility and leadership.

Opportunity for all
Our outreach programmes and widening participation work have made us one of the most socially diverse universities among our peers. The York Students in Schools (YSIS) programme has been providing a helping hand in the city's classrooms for 25 years, placing around 700 students with local schools every year. It recently introduced a new English and Mathematics tutoring scheme.

A report by The Reform Research Trust in September 2017 ranked York second out of 29 high-tariff institutions for our track record in increasing access for disadvantaged students from 2011/12 to 2015/16.

Wellbeing and support
Students are encouraged to balance their studies with activities and interests to give them a healthier and more rounded student experience. We have invested heavily in support of physical health with new and improved sports facilities, and in mental health through our Open Door counselling and crisis team which now opens in the evenings during term time. We have also developed a support network of staff trained in Mental Health First Aid. University staff have access to wellbeing help and support, and can access advice through our site. We have launched a new health and wellbeing plan with actions informed by our latest staff survey.
We are a world-class institution, focused on creating an environment of excellence in which all our students, staff and researchers can thrive. Our Research Strategy encompasses our vision that York should provide a home for some of the best research in the world. (https://www.york.ac.uk/research/)

We are a high-performing member of the Russell Group, ranked 16th in the Guardian’s Best University UK Universities 2021 League Table, and 30th in the Complete University Guide 2020. We have been awarded TEF Gold for our research-led teaching which provides "consistently outstanding outcomes for students from all backgrounds".

Our Equality, Diversity and Inclusion Strategy speaks to the core of our values. We hold 16 awards from Athena SWAN, recognising the advancement of gender equality: representation, progression and success for all.

Our vision is to be a university for public good, supported by five key strategic themes:

- Internationalism
- Sustainability
- Civic responsibility
- Research
- Student experience and teaching

At the heart of the region
The University is deeply embedded in the local community of North Yorkshire. Our values and commitment to the public good have never been more important. We are a hub for sharing knowledge, inspiring collaboration and enriching lives.

Across the University, we are mobilising our knowledge, our people and our resources to tackle the immediate and long-term challenges created by the coronavirus crisis.

https://features.york.ac.uk/who-we-are/
Our campus community

Located within walking distance of York city centre, our safe and beautiful campus is home to our ten colleges and most departments. We also have departments located in the city centre at the historic King’s Manor, and we are investing in the sustainable development of our whole campus.

All York students become members of our college system, which provides an inclusive and a valuable sense of community on campus alongside the cultural offerings of the thriving city of York.

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

https://www.york.ac.uk/admin/hr/employee-benefits/selection/introduction/
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 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.
HOW TO APPLY

Apply online

• Go to [https://jobs.york.ac.uk](https://jobs.york.ac.uk)
• Find this job using reference 9315 SLR
• Complete the online application form

You will need to submit your completed application by midnight (local UK time) on 30 May 2021.

Interviews will take via video conference in June/July 2021.

What will I need?

We will ask you for details of:

• Your CV
• A letter describing how you meet the requirements of the job (1 page)
• A statement of your research and teaching intentions (2 pages)
You will also need details of three academic referees and one Employment referee.

Help and assistance

Please direct informal enquiries for Senior Lecturer and Reader positions to Andrea Lawson ([mgmt545@york.ac.uk](mailto:mgmt545@york.ac.uk))

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

[recruitment@york.ac.uk](mailto:recruitment@york.ac.uk)
+44 (0)1904 324835