Lecturer/Senior Lecturer in Finance
Business School

Closing date: 26 September 2020
Interview date: To Be Confirmed
Reference number: BUS145A
Introduction

The Business School at the University of Aberdeen

The Business School is in an exciting and ambitious phase of its development. While proud of the University’s 500-year history, the Business School is a core part of the University’s plans for the future and is committed to increasing its profile. In order to facilitate its further growth and development, the Business School is now a stand-alone unit within the University. As an integral part of its growth strategy, the School has initiated a plan to earn accreditation of the School from the main international accrediting agencies in the coming years. The Business School comprises several related disciplines: Accountancy, Economics, Finance, Business Management, and Real Estate. The School is consistently high-ranked in national league tables, often among the top 20 for most of its subjects. Most recently it was ranked 4th for Accounting & Finance and 11th for Business & Management in the Complete University Guide (2021).

A strong research ethos runs throughout the School, most recently highlighted by the success in our submissions to the Business and Management and the Architecture, Built Environment and Planning panels in REF2014. Research is organised around multidisciplinary themes, and there is a developing culture of cross-disciplinary research that engages in ‘real world’ problems and issues. This fits into a broader research agenda that builds partnerships across the University, including close research ties with, for example, the Aberdeen Institute of Energy and the Health Economics Research Unit. The School also has a number of Research Centres including the Aberdeen Centre for Research in Energy Economics and Finance, the Centre for European Labour Market Research, the Centre for Real Estate Research, and the Scottish Experimental Economics Laboratory. There is a strong and growing base of PhD students in each of the disciplines.

Teaching is also at the core of our activity. We have strong undergraduate programmes across the range of disciplines. The School is home to a growing suite of postgraduate degrees from traditional degrees such as MBA and Executive MBA and an MSc in Accounting and Finance and in International Business Management to more distinctive offerings, such as our MSc Finance and Real Estate and MSc in Finance and Investment Management, which are integrated with the CFA Level 1 exam, the MSc in Petroleum, Energy Economics and Finance and our new fully online MSc in Finance and online MBA (Global).

There is a high level of international diversity in our student population, helped by a growing number of agreements with foreign universities and other international partnerships, further enhancing the student experience in both the undergraduate and postgraduate programmes.

The School is proud to have been awarded the Athena SWAN Bronze Award for equality and diversity (one of only six Business Schools in the UK with this award). Details can be found here: https://www.abdn.ac.uk/business/people/equality-and-diversity-234.php.

More information on the School is available by clicking on the link: www.abdn.ac.uk/business.
Job description

The Business School is looking to appoint a Lecturer or Senior Lecturer in Finance with an interest in banking, asset pricing or corporate finance. We welcome applications from all areas of finance and related disciplines (e.g. Statistics, Mathematics, Computer Science). Applicants with an interest in financial services and financial regulation are encouraged to apply. An interest in distance learning would be welcome. We look to appoint entrepreneurial academics who are ready to join an ambitious and growing school.

Key responsibilities:

Key duties of the role include:

- **Research:**
  - To contribute to current and future Business & Management REF submissions, through world-leading and impactful research published in top rated journals;
  - To prepare and submit grant applications for external (e.g. Research Council) research support and knowledge transfer proposals;
  - To develop collaborative research with current staff within the University, as well as visiting academics and international researchers;
  - To engage in the supervision and training of postgraduate research students.

- **Teaching and Promotion of Learning:**
  - To contribute to and lead the design, development, delivery, assessment and administration of a broad range of existing and new undergraduate and taught postgraduate courses and programmes on campus, online, and overseas (including Qatar and China);
  - To contribute towards ensuring and further enhancing an excellent student experience in teaching and all related activities.

- **Administrative and Support**
  - To undertake department level administration, as determined by the Dean of the Business School and their Academic Line Manager.

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**At a glance**

<table>
<thead>
<tr>
<th>Salary:</th>
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<tr>
<td>Senior Lecturer £52,559-£59,135 per annum</td>
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<td>Lecturer £41,526 - £49,552 per annum</td>
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<th>Hours of work:</th>
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<td>Full Time</td>
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<th>Contract type:</th>
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<tr>
<td>Substantive</td>
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Candidate background

We are looking to appoint a Lecturer or Senior Lecturer in Finance with an interest in banking, asset pricing or corporate finance. We welcome applications from all areas of finance and related disciplines (e.g. Statistics, Mathematics, Computer Science). Applicants with an interest in financial services and financial regulation are encouraged to apply. An interest in distance learning would be welcome.

The successful candidates will be passionate about world-class research and delivering an excellent student experience. They will work with colleagues in the School towards developing a strong international reputation in their discipline that is aligned to the School’s mission and vision.

We are looking for people who combine research excellence and a high-impact research agenda with an enthusiasm to encourage and support research capacity building within the School and the University. Effective and innovative teaching are key aspects of the posts at either the Lecturer or Senior Lecturer level.

At Lecturer level successful applicants will have also achieved initial publication success. At Senior Lecturer level we are looking to appoint people who have a credible and sustained track record in research and teaching, initial experience in academic management and leadership.

All successful applicants will be open and collegiate in their approach and want to contribute to a cohesive and supportive work environment and engage in capacity building and mentoring in research and education.

Terms of appointment

For appointments made at Senior Lecturer Level, salary will be at the appropriate point on the Grade 8 salary scale (£52,559 - £59,135 per annum) with placement according to qualifications and experience.

For appointments made at Lecturer Level, salary will be at the appropriate point on the Grade 7 salary scale (£41,526 - £49,552 per annum) with placement according to qualifications and experience.

Any appointment will be made subject to satisfactory references and potentially a period of probation. For further information on various staff benefits and policies please visit http://www.abdn.ac.uk/staffnet/working-here/.

Should you require a visa to undertake paid employment in the UK you will be required to fulfil the minimum points criteria to be granted a Certificate of Sponsorship and Tier 2 visa. As appropriate, at the time an offer of appointment is made you will be asked to demonstrate that you fulfil the criteria in respect of qualifications and competency in English. Please do not hesitate to contact Marian Elliott-Jones (m.elliott-jones@abdn.ac.uk) for further information.
## Person specification – Senior Lecturer

### Essential

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<tr>
<th>Education/Qualifications</th>
<th>Work and Other relevant experience (including training)</th>
<th>Other</th>
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<tr>
<td><strong>Academic, technical and professional education and training</strong></td>
<td><strong>Demonstrable evidence of effective teaching in higher education</strong></td>
<td><strong>Willingness to be involved in the development of blended learning offerings and online modules and to travel and teach overseas</strong></td>
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<tr>
<td>- PhD (or equivalent) in a relevant discipline</td>
<td>- A track record of service to institution (e.g., programme leadership) or discipline (e.g., editorial board memberships)</td>
<td>- Willingness to be involved in the full range of University activities, incl. Knowledge Transfer and student recruitment activities</td>
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### Desirable

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<tr>
<th>Personal qualities and abilities</th>
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<td><strong>Excellent interpersonal skills, including oral and written communication skills</strong></td>
<td><strong>Ability and willingness to initiate and sustain international collaborations, including international travel as required</strong></td>
<td><strong>Ability and willingness to engage in inter-disciplinary research or scholarship and teaching</strong></td>
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<td><strong>Ability to work independently and as part of a team</strong></td>
<td><strong>Ability and willingness to provide supervision to doctoral students</strong></td>
<td><strong>Willingness to be involved in the development and capture of student recruitment opportunities in emerging markets</strong></td>
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<td><strong>Ability to relate well to colleagues and build a rapport with students</strong></td>
<td><strong>Enquiring, critical approach to work</strong></td>
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<tr>
<td><strong>Engaging and entrepreneurial approach to opportunities in teaching and research</strong></td>
<td><strong>Ability to think creatively and innovatively and impart enthusiasm for the subject</strong></td>
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<td><strong>Ability to carry out research at the highest level independently and as part of a team</strong></td>
<td><strong>Willingness to carry out research at the highest level independently and as part of a team</strong></td>
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1 Successful candidates without relevant qualification will be expected to obtain one.
## Person specification - Lecturer

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<th>Education/Qualifications</th>
<th>Essential</th>
<th>Desirable</th>
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| Academic, technical and professional education and training | • PhD (or equivalent) in a relevant discipline  
  (Candidates in the process of completing a PhD are expected to have a Masters level qualification and one job market paper accepted or published) | • Possessing or in the process of attaining Postgraduate Teaching Qualifications  
  (Successful candidates without qualification will be expected to obtain a qualification at the appropriate level) |
|                         | • Demonstrable evidence of effective teaching in higher education (commensurate with career stage)  
  • Record of research and research publication commensurate with career stage, i.e., at least one paper published or accepted in a journal rated at 3* or 4* in the CABS Journal Guide over the past three years and a pipeline of papers under submission | • Experience in developing or running online programmes or modules  
  • Potential for Impact and Outreach  
  • Evidence-based potential for securing funded projects  
  • Desire to supervise doctoral students  
  • Record of working in industry and practice experience |
| Work and Other relevant experience (including training) | • Excellent interpersonal skills, including oral and written communication skills  
  • Ability to work independently and as part of a team  
  • Ability to relate well to colleagues and build a rapport with students  
  • Enquiring, critical approach to work  
  • Engaging and entrepreneurial approach to opportunities in teaching and research  
  • Ability to think creatively and innovatively and impart enthusiasm for the subject  
  • Ability to carry out research at the highest level appropriate to the type of post in the relevant specialism independently and as part of a team | • Ability and willingness to initiate and sustain international collaborations, including international travel as required  
  • Ability and willingness to engage in inter-disciplinary research or scholarship and teaching |
| e.g. Specialist knowledge, levels of experience, supervisory experience, research | • Willingness to engage in AACSB and EQUIS accreditation activities  
  • Willingness to be involved in the development of blended learning offerings and to travel and teach overseas  
  • Willingness to be involved in the full range of University activities including Knowledge Transfer and student recruitment activities | • Ability and willingness to engage in the development and capture of student recruitment opportunities in emerging markets |
| Personal qualities and abilities | • Willingness to engage in AACSB and EQUIS accreditation activities  
  • Willingness to be involved in the development of blended learning offerings and to travel and teach overseas  
  • Willingness to be involved in the full range of University activities including Knowledge Transfer and student recruitment activities | | e.g. initiative, leadership, ability to work on own or with others, communication skills |
| Other | • Willingness to engage in AACSB and EQUIS accreditation activities  
  • Willingness to be involved in the development of blended learning offerings and to travel and teach overseas  
  • Willingness to be involved in the full range of University activities including Knowledge Transfer and student recruitment activities | | e.g. special circumstances (if any) appropriate to the role such as unsocial hours, travelling, Gaelic language requirements etc. |
The University

Founded in 1495, Aberdeen is Scotland’s third oldest University and the fifth oldest in the UK. Ranked within the world top 160 in the Times Higher Education Rankings 2019 and named Scottish University of the Year in the Times and Sunday Times Good University Guide 2019. Aberdeen is ‘open to all and dedicated to the pursuit of truth in the service of others’.

Aberdeen is a broad based, research intensive University, which puts students at the head of everything it does. It has significant academic strengths and potential across a wide variety of disciplines. Outstanding in a wide range of discipline areas, Aberdeen has also been credited for its international reach and its commercialisation of research ideas into spin out companies.

The University has over 14,000 matriculated students and 3,600 staff representing 130 nationalities. We encourage bold thinking, creativity and innovation and we nurture ambition with many opportunities for professional and personal development in an inclusive learning environment which challenges, inspires and helps every individual to reach their full potential.

The University combines a distinguished heritage with a forward looking attitude. In the past few years, the University has encouraged creativity in its academic staff, broken new ground with an innovative curriculum, and developed state-of-the-art facilities including the new Sir Duncan Rice Library and the Aberdeen Sports Village and Aquatics Centre. In looking to the future, the University seeks to enhance its reputation as one of the world’s leading Universities by moving forward with ever more ground breaking research; ensuring students have an intellectual and social experience second to none; and capitalising upon the dual role as one of the major institutions of the north and as a cornerstone of regional economic and cultural life.
The city and the region

**Aberdeen and Aberdeenshire**

With a population of approximately 230,000, the city stands between the Rivers Dee and Don. This historic city has many architectural splendours and the use of its sparkling local granite has earned Aberdeen the name of the Silver City. Recognised as the oil capital of Europe, Aberdeen nevertheless retains its old-fashioned charm and character making it an attractive place in which to live.

Aberdeen enjoys excellent communication services with other European cities - e.g. flying time to London is just over one hour with regular daily flights. There are direct air links to London (City, Gatwick, Heathrow, and Luton), Manchester, Birmingham, Leeds, Southampton, Belfast and East Midlands within the U.K. There are also flights to international hub airports: Amsterdam (Schiphol), and Paris (Charles De-Gaulle as well as flights to other European destinations. [http://www.aberdeenairport.com](http://www.aberdeenairport.com) Road and rail links are also well developed.

The Grampian Region which took its name from the Grampian Mountains has a population of approximately 545,000. It is made up of five districts – Aberdeen, Banff & Buchan, Gordon, Kincardine & Deeside and Moray. The city and the surrounding countryside provide a variety of urban, sea-side and country pursuits. Aberdeen has first class amenities including His Majesty's Theatre, Music Hall, Art Gallery, the Aberdeen Exhibition Centre, Museums, and Beach Leisure centre. Within a short time, beach pursuits, equine activities, salmon, trout and sea fishing, hill-walking, mountaineering, golf, sailing, surfing and windsurfing can be reached. The city and the surrounding countryside are repeatedly given high ratings for quality of life in surveys.

Aberdeenshire is one of Scotland’s most appealing regions. Royal Deeside and the Cairngorms National Park are within easy access of the city, and there are a variety of towns and villages scattered along the coastline.

Aberdeen and Aberdeenshire cater for a wide range of tastes in sporting and cultural activities.

To find out more about Aberdeen and Aberdeenshire go to [www.visitabdn.com](http://www.visitabdn.com)
The Business School welcomes a diverse working environment and recognises the benefits this can bring. The Business School is keen to receive applications from individuals from across all of the equality protected characteristics (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation).

The University supports opportunities for flexible working for a range of reasons and has policies in place to facilitate this. The policies can be found here:

[https://www.abdn.ac.uk/staffnet/working-here/flexible-working--5607.php](https://www.abdn.ac.uk/staffnet/working-here/flexible-working--5607.php)

The University's commitment to gender equality has been recognised through the achievement of an Athena SWAN Bronze award. The University is also a Stonewall Diversity Champion to further LGBT+ equality.

The University is signed up to Advance HE's Race Equality Charter, affirming the University's commitment to the charter's aim of improving the representation, progression and success of minority ethnic staff and students within higher education.

Candidates who are British Sign Language (BSL) user can contact us directly by using contact SCOTLAND-BSL.

The University is delighted to be accredited as a Disability Confident employer Committed and strives to ensure that disabled staff and students have the opportunity to work and study in an inclusive, accessible and supportive environment.

How to apply

Online application forms are available at [www.abdn.ac.uk/jobs](http://www.abdn.ac.uk/jobs)

The closing date for receipt of applications is 26 September 2020

Should you wish to make an informal enquiry, please contact:

Professor Martin Meyer, Dean and Head of the Business School +44-(0)1224 273411, email: martin.meyer@abdn.ac.uk

or

Professor Gerhard Kling, Head of Finance +44-(0)1224 273611; email: gerhard.kling@abdn.ac.uk

Please do not send application forms or CVs to Professor Meyer or Professor Kling.

Please quote reference number BUS145A on all correspondence