LECTURER/SENIOR LECTURER IN MANAGEMENT (Teaching & Scholarship)
BUSINESS SCHOOL

Closing date: 05 January 2023
Interview date: To Be Confirmed
Reference number: BUS181AXY
INTRODUCTION

The Business School is in an exciting and ambitious phase of its development. While proud of the University’s 525-year history, the Business School is a core part of the University’s plans and is committed to increasing its profile. 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, Business Management, Economics, Finance, and Real Estate. The School is consistently ranked highly in national league tables, often among the top 20 for most of its subjects. The University is ranked 4th in the UK – and 2nd in Scotland, (2022) for overall student satisfaction out of 122 UK higher education institutions in the National Student Survey (NSS), rising from 5th in the UK, 2021).

A strong research ethos runs throughout the School, most recently highlighted by the success in our submissions to the Business and Management in REF2021. 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 several 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. We are also investing in a Centre for Entrepreneurship. 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.

Building on substantial investment in the School over the past two years with over 20 new academic staff, the School is in the process of making further appointments.

The School is proud to have been awarded the Athena SWAN Bronze Award for equality and diversity. Details can be found here.

More information on the School is available by clicking on the link: www.abdn.ac.uk/business. text regarding where the post will be based and background to relevant School or Directorate.
MAIN PURPOSE OF THE ROLE:

The Business School is seeking to appoint Lecturer/s in Management (Teaching and Scholarship). We welcome applications from all areas of Management. Applicants with an interest in entrepreneurship, data analytics and operational supply chain management are encouraged to apply.

We look to appoint academics who understand and have experience of delivering teaching to and assessing international students at the undergraduate and postgraduate level. We are seeking to appointment someone who is ready to join an ambitious school and take on responsibility for a growing curriculum as well as conduct impactful high-quality scholarship.

Applicants should have research expertise in the Management area and have the ambition to work across disciplines and with industry to achieve their research vision as part of Aberdeen 2040.

KEY RESPONSIBILITIES:

Scholarship and Development

- To prepare and submit grant applications for relevant external (practitioner-based) research support and knowledge transfer proposals.
- To develop collaborative scholarship activities (for example, knowledge exchange, case study development, pedagogical innovation) and support research (especially links to business).

Education

- To contribute to the design, development, delivery, assessment, and administration of a range of undergraduate and postgraduate courses. This includes contribution to supervision of undergraduate and postgraduate dissertations.
- To contribute to existing and new undergraduate and taught postgraduate courses and programmes on campus, online, and overseas (including Qatar and China). To include hybrid delivery of learning and teaching using authentic/real-world assessment approaches.

Administrative & Support

- To supervise students directly, providing a high standard of support and help.
- To support the relevant Head of Business Management Broup by co-ordinating relevant activities and responsibilities as may be assigned by the Head of Group.
- To undertake school/department level administration, as determined by the Head of School and Academic Line Manager.
CANDIDATE BACKGROUND

Applications are invited from candidates who can demonstrate an excellent scholarship profile, as evidenced by publications in relevant conferences and journals. Effective and innovative teaching and evidence of supporting research in management subjects are key aspects of this post. The successful candidate will work with colleagues across the School aligned to the School’s mission and vision.

Experience in UK Higher Education teaching and evidence of potential for scholarship excellence are important requirements.

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 education.
TERMS OF APPOINTMENT

For Lecturer salary will be at the appropriate point on the Grade 7, £43,414 - £51,805 per annum and negotiable with placement according to qualifications and experience.

For Senior Lecturer salary will be at the appropriate point on the Grade 8, £54,949 - £61,823 per annum and negotiable with placement according to qualifications and experience.

Any appointment will be made subject to satisfactory references and probation period.

For further information on various staff benefits and policies please visit www.abdn.ac.uk/staffnet/working-here

This role is based in the UK and as such the successful candidate will be required to live and work in the UK.

Should you require a visa to undertake employment in the UK you will be required to fulfil the minimum points criteria to be granted a Certificate of Sponsorship under the requirements of the Skilled Worker visa. At the time an offer of appointment is made, you will be asked to demonstrate that you fulfil the criteria in respect of qualification and competency in English. For research and academic posts, we will consider eligibility under the Global Talent visa. Please do not hesitate to contact Lauren Storey, HR Adviser (e-mail: lauren.storey@abdn.ac.uk) for further information.

The candidate appointed to this post may be eligible for homeworking on an occasional or regular basis. For more information please refer to our Homeworking Policy.

AT A GLANCE

SALARY:
Lecturer - Grade 7
£43,414 - £51,805
Senior Lecturer - Grade 8
£54,949 - £61,823

HOURS OF WORK:
Full time

CONTRACT TYPE:
Substantive

LOCATION:
Aberdeen
## 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 nearing completion of their PhD, and who otherwise meet the selection criteria, will be considered. Offers of employment will be subject to award of the PhD.  
OR • Evidence of substantial continual professional development.  
• Relevant teaching qualification (or equivalent) or evidence of progression toward a teaching qualification. | • Membership of a relevant professional body.  
• Fellowship or higher-level qualifications of Advance HE. |

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<th>Work and Other relevant experience (including training)</th>
<th>ESSENTIAL</th>
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| e.g. Specialist knowledge, levels of experience, supervisory experience, research | • Evidence of an ability to produce excellence in scholarship.  
• Evidence of an ability to secure scholarship and/or knowledge transfer grants.  
• Evidence of working in the higher education sector (commensurate with career stage).  
• Evidence of an ability to teach in a higher education institution at undergraduate and postgraduate levels. | • |

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<th>Personal qualities and abilities</th>
<th>ESSENTIAL</th>
<th>DESIRABLE</th>
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| e.g. initiative, leadership, ability to work on own or with others, communication skills | • Ability to promote research activities and scholarship within the discipline of Management.  
• Excellent people skills, including oral and written communication skills.  
• Excellent presentational skills and evidence of an ability to communicate well with students, and strong collegiality. | • Ability and willingness to support international collaborations, including international travel as required. |
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<th>ESSENTIAL</th>
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| • Enquiring, critical approach to work  
• Ability to think creatively and innovatively and impart enthusiasm for the subject  
• Ability to work independently and as part of a team | • Ability and willingness to engage in the development and capture of student recruitment opportunities. |

Other  
e.g. special circumstances (if any) appropriate to the role such as unsocial hours, travelling, Gaelic language requirements etc.  
• Willingness to engage in AACSB & EQUIS accreditation activities.  
• Willingness to be involved in the full range of University activities including Knowledge Transfer and student recruitment activities.  
• Willingness to travel and teach overseas.
# Person Specification: Senior Lecturer

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<th>Education/Qualifications</th>
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<th>Work and Other relevant experience (including training)</th>
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<th>Personal qualities and abilities</th>
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<tr>
<td>Academic, technical and professional education and training</td>
<td><strong>ESSENTIAL</strong></td>
<td>Substantive experience of working in the Higher Education sector (commensurate with career stage)</td>
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<td>Excellent interpersonal skills, including oral and written communication skills</td>
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<td>Ability to produce high-quality research and practice-oriented publications.</td>
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<td>Ability to work independently and as part of a team</td>
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<td>Ability to relate well to colleagues and build a rapport with students, collaborative partners, and corporate contacts</td>
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<td>Enquiring, critical approach to work</td>
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<td>• PhD (or equivalent) in a relevant discipline or equivalent continuous professional development</td>
<td>• Substantive experience of working in the Higher Education sector (commensurate with career stage)</td>
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<td><strong>DESIRABLE</strong></td>
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<td>• Experience of developing research or practice-based Intellectual</td>
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<td>• Contributions and a substantive record of publication and/or industry engagement</td>
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<td>• Established record of scholarship in teaching practice</td>
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<td>• Relevant Teaching Qualification (or equivalent)</td>
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<td>Record of inter disciplinary working in research or scholarship and teaching</td>
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<td>• Fellowship or higher-level qualifications of Advance HE</td>
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<td>Experience in engaging in institutional accreditations</td>
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<td>• Membership of relevant professional body (e.g. CMI, CIM)</td>
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<td>• Chartered Management and Business Educator (CMBE)</td>
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Other
e.g. special circumstances (if any) appropriate to the role such as unsocial hours, travelling, Gaelic language requirements etc.

**ESSENTIAL**

Willingness to engage in:
- AACSB & EQUIS accreditation activities
- Travel and teach overseas
- The full range of university activities, incl. Knowledge Transfer and student recruitment activities.

**DESIRABLE**

- Ability and willingness to engage in the development and capture of student recruitment opportunities in emerging markets
open to all and dedicated to the pursuit of truth in the service of others

The University of Aberdeen is a broad based, research intensive University, and we put students at the centre of everything we do. Outstanding in a wide range of discipline areas, Aberdeen is credited for its international reach and commercialisation of research ideas into spin out companies. The University has over 16,000 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 and inspires.

CURRENT CONTEXT

The University continues to uphold the principals of the foundational purpose. We remain committed to delivering positive change both locally and globally. We work together and with our partners in an interdisciplinary way, catalysing world-leading research in our areas of strength: Energy Transition; Social Inclusion and Cultural Diversity; Environment and Biodiversity; Data and Artificial Intelligence; and Health, Nutrition and Wellbeing. We are investing in our future and have committed £100m to upgrading our campus, including the new fully digitised Science Teaching Hub, the regeneration of the historic King’s Quarter and a new Business School building. Our commitment to our students, campus and community has led to us being named a Top 20 UK institution in two major league tables\(^1\) and 4\(^{th}\) in the UK for overall student satisfaction\(^2\).

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\(^1\) The Times and Sunday Times Good University Guide 2023 and the Guardian University Guide 2023

\(^2\) National Student Survey (NSS) 2022

Updated October 2022
ABERDEEN 2040
On our 525th anniversary as a University we launched Aberdeen 2040, our strategic vision for the next 20 years. Four strategic themes will shape our learning and discovery, underlined by 20 commitments we have made against each theme:

• Inclusive
  We welcome students, staff and partners from all backgrounds, organisations and communities. We value diversity.

• Interdisciplinary
  We innovate in education and research by generating, sharing and applying new kinds of knowledge. We learn together.

• International
  We connect with others and extend our networks and partnerships around the world. We think across borders.

• Sustainable
  We understand and nurture our environment, and take care of our resources, including our people and finances.
  We work responsibly.

OUR EDUCATION
Recognised as the Scottish University of the Year in the Times and Sunday Times Good University Guide 2019, we remain true to our roots as an ancient Scottish university, combining breadth and depth in our degree programmes and drawing strength from the quality of our research. Our flexible curriculum encourages students to grow as independent learners and therefore to thrive as graduates in the diverse workplaces of the future. Our education is open to all and we are setting ambitious targets to further widen access.

OUR RESEARCH
Researchers at the University of Aberdeen have been at the forefront of innovation and excellence throughout the centuries, generating insights in medicine, science, engineering, law, social sciences, arts and humanities. This research has contributed to five Nobel prizes as well as other awards such as the Queen’s Anniversary prize. Our research is intellectually rigorous working within our established areas of excellence as well as new methods of enquiry. We will continue to generate new knowledge addressing economic and societal issues with ambition and imagination, ensuring that it is globally excellent and locally relevant.

INTERNATIONAL
Aberdeen is increasing its international presence, positioning the University as a global organisation and building on established global partnerships around the world, including Qatar, China, North America, Europe. We feature in the top 50 institutions worldwide for international students.\(^1\)

\(^1\) Times Higher Education World University Rankings 2021
IMPACT

In 2020 the University signed the United Nations Sustainable Development Goals accord, solidifying our commitment to developing the world in a sustainable way. In 2022 we were listed in the global Top 100 for 8 of these goals⁴.

Our highly cited work in zero-carbon technology and global outlooks makes us Scotland’s best institution for environmental research⁵.

⁴ Times Higher Education Impact Rankings 2022
⁵ QS World University Rankings 2022
Aberdeen and Aberdeenshire

Scotland’s third largest city, Aberdeen sits on the coast between the mountains of Aberdeenshire and the stunning North Sea coastline. The Aberdeen City region is a can-do place that is actively investing, at scale, in its future.

Renowned as a Global Energy Hub, Aberdeen is a vibrant, entrepreneurial region, home to a unique mix of business opportunities and specialist skills across various sectors including energy, technology, life sciences and food & drink. More than 20% of Scotland’s top businesses are located in this region which is taking great strides to ensure that it continues to compete on a world stage. Investments of more than £10 billion of public and private infrastructure is due to be delivered before 2030, marking an exciting time to be part of a genuine world-class location.

Built from sparkling local granite Aberdeen has earned the name of the Silver City. As the energy capital of Europe, Aberdeen nevertheless retains its old-fashioned charm and character making it an attractive place in which to live, work and study. Due to its global business and international energy industry credentials, Aberdeen is well served by local and national transport infrastructure with excellent rail networks that run both North and South of Scotland and the rest of the UK. It also acts as an international travel hub. Flying time to London is just over one hour with regular daily flights and serves international travel to European centres such as Amsterdam (Schiphol) and Paris (Charles de Gaulle) as well as flights to other European destinations.

The City and the surrounding countryside provide a variety of urban, seaside and country attractions. Aberdeen has first class amenities including His Majesty’s Theatre, Music Hall, Art Gallery, the P&J Arena, Museums, and Beach Leisure Centre. The City is framed by its accessible beach front which is within a short walk of the city centre and there are an array of activities available across the region such as hill walking; mountaineering; sailing; surfing; salmon, trout and sea fishing; golf; sailing; surfing and windsurfing. The surrounding countryside, known as Aberdeenshire, is also 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.

The city and the surrounding area have ranked consistently highly in nationally recognised quality of life surveys, coming out top 10 as one of the best places to live in Scotland in 2020 in the annual Bank of Scotland survey.

To find out more visit www.visitabdn.com
EQUALITY AND DIVERSITY

The University values a diverse working environment and recognises the benefits this can bring. The University 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 at 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 at an institutional level and across all its subject areas. 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) users can contact us directly by using contact SCOTLAND-BSL.

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

www.abdn.ac.uk/staffnet/governance/equality-and-diversity-277

HOW TO APPLY

Online application forms are available at www.abdn.ac.uk/jobs

The closing date for receipt of applications is 05 January 2023

Should you wish to make an informal enquiry please contact:

Elham Moonesirust, Head of Department
Elham.moonesirust@abdn.ac.uk

Or

Angela Black, Director of Staffing
Angela.black@abdn.ac.uk

Updated October 2022
Please do not send application forms or CVs to Elham Moonesirust or Angela Black.

Please quote reference number BUS181AXY on all correspondence