



## Lecturer/Senior Lecturer in Management Practice (Accreditation, Executive & Offshore Programmes) Business School

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**Closing date:** 09 August 2020  
**Interview date:** TBC  
**Reference number:** BUS142A



# 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 525-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 4<sup>th</sup> for Accounting and Finance and 11<sup>th</sup> in Business and Management in the Complete University Guide (2021).

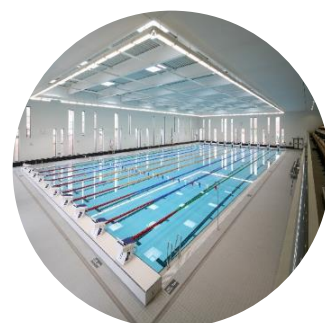
A strong research ethos runs throughout the School, most recently highlighted by the success in our submissions to the Business and Management and the Architecture, Built Environment and Planning panels in REF2014. Research is organised around multidisciplinary themes, and there is a developing culture 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's Research Centres include 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, including our recently launched EMBA in Shanghai and London, 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](http://www.abdn.ac.uk/business).



## Job description

### *Main purpose of the role:*

The Business School is seeking to appoint a Senior Lecturer or Lecturer to support its further development, contributing to our accreditation aspirations as well as executive and offshore programmes, specifically but not exclusively in China. The appointment is open to candidates interested in a *Teaching & Scholarship* position.

### *Key responsibilities:*

#### Key duties of the role include:

- **Teaching and Promotion of Learning:**

- *To contribute to and –especially at Senior Lecturer level– to lead the design, development, delivery, assessment and administration of a broad range of existing and new executive programmes and courses, and – as required - undergraduate and taught postgraduate courses and programmes on campus, online, and overseas (incl. Qatar and China).*
- *To assume programme leadership as appropriate and required*
- *To proactively engage in teaching innovation*
- *Specifically, for the position advertised:*
  - *To help further develop our executive programmes, especially our EMBA's off-campus*
  - *To strengthen and support our growing offering in China*
  - *To coordinate off-campus executive programmes working with key stakeholders in the School, assuming responsibility for a term to be agreed with the Dean of the Business School*
  - *To deliver courses in wider business management discipline. Examples of areas where we would welcome more teaching capacity around management practice: Interpersonal Management and Negotiation, Leadership Challenge, Managing Change, Managing Self & Others, Business Ethics, International management, and project supervisions.*

- **Administrative and Support**

- *To undertake School or discipline level administration, as determined by the Head of School and Academic Line Manager.*
- *Specifically, for the position advertised:* *Depending on level appointed to, to coordinate or contribute to the Business School's institutional accreditation efforts, working in close cooperation with the Dean and key role holders in the School.*

### At a glance

#### Salary:

Senior Lecturer £52,559 - £59,135 per annum  
Lecturer £41,526 - £49,552 per annum

#### Hours of work:

Full Time or Part Time  
(0.8FTE)

#### Contract type:

Substantive



## Candidate background

We seek to make an appointment to support our accreditation ambitions and strengthen the delivery of our recently launched offshore / off-campus Executive MBA programmes in *Shanghai* and *London*. The successful candidate will play a key role in advancing and coordinating our institutional accreditations as well as further developing and leading our offshore executive programmes, especially in China. They will have an understanding of how to operate in this key market. The successful candidate will work with colleagues across the School towards developing a strong international reputation in their area of responsibility which is aligned to the [School's mission and vision](#).

At *Lecturer* level a successful applicant will have demonstrated excellence in the delivery of offshore executive programme and/or experience as course/module convener. They will have participated in institutional accreditations and developed a good understanding of it. At *Senior Lecturer* level a successful candidate will have a sustained track record in developing and delivering executive education and have a track record of significant engagement in institutional accreditations.

We expect the successful candidate to be open and collegiate in their approach and keen to contribute to a cohesive and supportive work environment.



## Terms of appointment

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

The School seeks to appoint to a full-time position but may consider a high fractional appointment (e.g., 0.8 FTE or above) in case the successful candidate may need to maintain their engagement activities through professional practice.

Any appointment will be made subject to satisfactory references and a 3 year probation period.

For further information on various staff benefits and policies please visit [www.abdn.ac.uk/staffnet/working-here](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](mailto:m.elliott-jones@abdn.ac.uk)) for further information.



# Person specification– Senior Lecturer (Teaching and Scholarship)

	<i>Essential</i>	<i>Desirable</i>
<b>Education/Qualifications</b> Academic, technical and professional education and training	<ul style="list-style-type: none"> <li><i>Masters (or higher-level qualification<sup>1</sup>) in a relevant discipline, combined with practice engagement as consultant, entrepreneur or professional for a period of at least 3 years</i></li> </ul>	<ul style="list-style-type: none"> <li><i>Chartered Management and Business Educator (CMBE)</i></li> <li><i>Fellowship (or higher) of Advance HE</i></li> </ul>
<b>Work and Other relevant experience (including training)</b> eg Specialist knowledge, levels of experience, supervisory experience, research	<ul style="list-style-type: none"> <li><i>Record of delivering, coordinating, and leading <u>executive programmes</u> overseas, especially <u>China</u></i></li> <li><i>Experience with institutional business school accreditations (AACSB or EQUIS)</i></li> <li><i>Demonstrable evidence of effective teaching in higher education</i></li> <li><i><b>Maintaining currency of subject knowledge through relevant practice engagement activity in the <u>past 3 years</u></b><sup>2</sup></i></li> </ul>	<ul style="list-style-type: none"> <li><i>Record of inter-disciplinary working in scholarship and teaching</i></li> </ul>
<b>Personal qualities and abilities</b> eg initiative, leadership, ability to work on own or with others, communication skills	<ul style="list-style-type: none"> <li><i>Excellent interpersonal skills, including oral and written communication skills</i></li> <li><i>Appropriate language skills to operate in target market (China)</i></li> <li><i>Ability to work independently and as part of a team, relating well to colleagues</i></li> <li><i>Ability to lead teams</i></li> <li><i>Ability to build rapport with students and external stakeholders</i></li> <li><i>Enquiring, critical approach to work</i></li> <li><i>Engaging and entrepreneurial approach to opportunities in teaching and scholarship</i></li> </ul>	<ul style="list-style-type: none"> <li><i>Ability and willingness to initiate and sustain international collaborations, including international travel as required</i></li> </ul>

<sup>1</sup> The School encourages the pursuit of doctoral studies also of its practice-focused faculty and will put support into place for successful candidates if they are Masters-qualified.

<sup>2</sup> To maintain currency of knowledge we require faculty to meet the following criteria:

- Masters-qualified practitioners:** Either through current and substantial work as consultant or entrepreneur which extends beyond one year; OR, alternatively, through maintaining a professional qualification plus 2 Peer-Reviewed Journal (PRJ) articles aimed at academic, practice, or professional audiences; or 1 PRJ in combination with 2 other outputs (e.g. textbook, teaching case).
- PhD holders:** Normally 2 practice-oriented outputs (e.g., articles in a professional, applied or pedagogical research journal, teaching cases, textbooks, book chapters, conference presentations, applied research / consultancy projects or reports) in combination with sustained professional engagement (e.g. FHEA, CMBE; Company Board membership, non-exec directorships).

	<ul style="list-style-type: none"> <li>• <i>Ability to think creatively and innovatively and impart enthusiasm for the subject</i></li> </ul>	
<b>Other</b> eg special circumstances (if any) appropriate to the role such as unsocial hours, travelling, Gaelic language requirements etc.	<ul style="list-style-type: none"> <li>• <i>Willingness to engage in the full range of AACSB &amp; EQUIS accreditations as well as University activities, including student recruitment, teaching off-campus and overseas, and developing online courses.</i></li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>

# Person specification – Lecturer (Teaching and Scholarship)

	Essential	Desirable
<b>Education/Qualifications</b> Academic, technical and professional education and training	<ul style="list-style-type: none"> <li>Masters (or higher-level qualification<sup>3</sup>) in a relevant discipline, combined with practice engagement as consultant, entrepreneur or professional for a period of at least 3 years</li> </ul>	<ul style="list-style-type: none"> <li>Chartered Management and Business Educator (CMBE)</li> <li>Fellowship of Advance HE</li> </ul>
<b>Work and Other relevant experience (including training)</b> e.g. Specialist knowledge, levels of experience, supervisory experience, research	<ul style="list-style-type: none"> <li>Record of delivering <u>executive programmes</u> overseas, especially <u>China</u></li> <li>Experience with institutional business school accreditations (AACSB or EQUIS)</li> <li>Demonstrable evidence of effective teaching in higher education</li> <li><b>Maintaining currency</b> of subject knowledge through relevant practice engagement activity in the <b>past 3 years</b><sup>4</sup></li> </ul>	<ul style="list-style-type: none"> <li>Evidence of Impact and Outreach</li> </ul>
<b>Personal qualities and abilities</b> e.g. initiative, leadership, ability to work on own or with others, communication skills	<ul style="list-style-type: none"> <li>Excellent interpersonal skills, including oral and written communication skills</li> <li>Appropriate language skills to operate in target market (China)</li> <li>Ability to work independently and as part of a team, relating well to colleagues</li> <li>Ability to build rapport with students and external stakeholders</li> <li>Enquiring, critical approach to work</li> <li>Engaging and entrepreneurial approach to opportunities in teaching and scholarship</li> <li>Ability to think creatively and innovatively and impart enthusiasm for the subject</li> </ul>	<ul style="list-style-type: none"> <li>Ability and willingness to initiate and sustain international collaborations, including international travel as required</li> </ul>
<b>Other</b> e.g. special circumstances (if any) appropriate to the role such as unsocial hours, travelling, Gaelic language requirements etc.	Willingness to engage in the full range of AACSB & EQUIS accreditations as well as University activities, including student recruitment, teaching off-campus and overseas, and developing online courses.	

<sup>3</sup> The School encourages the pursuit of doctoral studies also of its practice-focused faculty and will put support into place for successful candidates if they are Masters-qualified.

<sup>4</sup> To maintain currency of knowledge we require faculty to meet the following criteria:

- Masters-qualified practitioners:** Either through current and substantial work as consultant or entrepreneur which extends beyond one year; OR, alternatively, through maintaining a professional qualification plus 2 Peer-Reviewed Journal (PRJ) articles aimed at academic, practice, or professional audiences; or 1 PRJ in combination with 2 other outputs (e.g. textbook, teaching case).
- PhD holders:** Normally 2 practice-oriented outputs (e.g., articles in a professional, applied or pedagogical research journal, teaching cases, textbooks, book chapters, conference presentations, applied research / consultancy projects or reports) in combination with sustained professional engagement (e.g. FHEA, CMBE; Company Board membership, non-exec directorships).

# 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> 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)



# Equality & Diversity



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>

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.

<https://www.abdn.ac.uk/staffnet/governance/equality-and-diversity-277.php>

## How to apply

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

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The closing date for receipt of applications is 09 August 2020

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Should you wish to make an informal enquiry please contact  
Professor Martin Meyer, Dean and Head of the Business School  
[martin.meyer@abdn.ac.uk](mailto:martin.meyer@abdn.ac.uk)

or

Professor Donald Hislop, Head of Business Management  
+44-(0)1224 273236; email [donald.hislop@abdn.ac.uk](mailto:donald.hislop@abdn.ac.uk)

or

Professor Haina Zhang, Director of Internationalisation  
[haina.zhang@abdn.ac.uk](mailto:haina.zhang@abdn.ac.uk)

Please do not send application forms or CVs to Professors Meyer, Hislop or Zhang.

**Please quote reference number BUS142A on all correspondence**

