

Lecturer in Management – maternity cover

Business School

Closing date: 10 February 2021

Interview date: TBC

Reference number: BUS152A



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 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 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 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.

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 in Management.

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

Main purpose of the role:

The Business School is seeking to appointment a maternity cover Lecturer post for up to 9 months. The appointment is open to candidates interested in *Teaching & Research* as well as *Teaching & Scholarship* positions. The appointment will take responsibility for delivering a wide range of courses across the School's undergraduate and postgraduate portfolio on campus and through our off campus and online programmes.

Key Responsibilities:

Key duties of the role include:

Teaching and Promotion of Learning:

- *To contribute to 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 proactively engage in teaching innovation*
- *To deliver courses in wider business management discipline as well as the subject specific modules.*

• **Administrative and Support**

- *To undertake department level administration, as determined by the Head of School and Academic Line Manager.*

• **Specifics for Teaching and Research appointments:**

- *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.*

• **Specifics for Teaching and Scholarship appointments:**

- *Plan and lead curriculum development in the subject area;*
- *Develop innovative approaches to teaching and learning;*
- *Engage in pedagogic scholarship directly relevant to your teaching activities and disseminate best practice.*

AT A GLANCE:

SALARY:

Grade 7, £41,526 -
£49,552 per annum

HOURS OF WORK:

Full-time, 37.5 hours

CONTRACT TYPE:

9 months maternity
cover

CANDIDATE BACKGROUND

Effective and innovative teaching are key aspects of the post. The successful candidates will join our Business Management discipline. They will work with colleagues across the School towards developing a strong international reputation in their discipline that is aligned to the [School's mission and vision](#).

Teaching and Research Appointments:

Experience in teaching and teaching leadership, research excellence and an enthusiasm to encourage and support research capacity building within the School are important requirements. Successful applicants will have demonstrated excellence in teaching and achieved initial publication success.

Teaching and Scholarship Appointments

Teaching leadership and scholarship on effective teaching techniques are key aspects of the post. Successful applicants will have demonstrated excellence in teaching as course/module convener. They will have obtained relevant teaching and, where applicable, professional qualifications.

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.

Although this post is likely to be working remotely initially due to COVID-19 it is expected that they will be working from the Aberdeen campus in due course.

TERMS OF APPOINTMENT

Salary will be on the Grade 7 salary scale (£41,526 - £49,552 per annum) and negotiable with placement according to qualifications and experience.

As this appointment is to cover a period of maternity leave it is available for 9 months.

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 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. Please do not hesitate to contact HR Adviser Marian Elliott-Jones (m.elliott-jones@abdn.ac.uk) for further information.



PERSON SPECIFICATION – TEACHING & RESEARCH

	<i>Essential</i>	<i>Desirable</i>
Education/Qualifications Academic, technical and professional education and training	<ul style="list-style-type: none"> • <i>PhD (or equivalent) in a relevant discipline, awarded or near completion</i> 	<ul style="list-style-type: none"> • <i>Possessing or in the process of attaining Postgraduate Teaching Qualifications ¹</i>
Work and Other relevant experience (including training) e.g. Specialist knowledge, levels of experience, supervisory experience, research	<ul style="list-style-type: none"> • <i>Demonstrable evidence of effective teaching in higher education (commensurate with career stage)</i> • <i>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 since 2016, and a pipeline of papers under submission</i> 	<ul style="list-style-type: none"> • <i>Experience in developing or running online programmes or modules</i> • <i>Potential for Impact and Outreach</i> • <i>Evidence-based potential for securing funded projects</i> • <i>Desire to supervise doctoral students</i> • <i>Record of working in industry and practice experience</i>
Personal qualities and abilities e.g. initiative, leadership, ability to work on own or with others, communication skills	<ul style="list-style-type: none"> • <i>Excellent interpersonal skills, including oral and written communication skills</i> • <i>Ability to work independently and as part of a team</i> • <i>Ability to relate well to colleagues and build a rapport with students</i> • <i>Enquiring, critical approach to work</i> • <i>Engaging and entrepreneurial approach to opportunities in teaching and research</i> • <i>Ability to think creatively and innovatively and impart enthusiasm for the subject</i> • <i>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</i> 	<ul style="list-style-type: none"> • <i>Ability and willingness to initiate and sustain international collaborations, including international travel as required</i> • <i>Ability and willingness to engage in inter-disciplinary research or scholarship and teaching</i>
Other e.g. special circumstances (if any) appropriate to the role such as unsocial hours, travelling, Gaelic language requirements etc.	<i>Willingness to engage in</i> <ul style="list-style-type: none"> • <i>AACSB & EQUIS accreditation activities</i> • <i>the development of online modules and to travel and teach overseas</i> • <i>the full range of University activities, incl. Knowledge Transfer and student recruitment activities</i> 	<ul style="list-style-type: none"> • <i>Ability and willingness to engage in the development and capture of student recruitment opportunities in <u>emerging</u> markets</i>

PERSON SPECIFICATION – TEACHING AND SCHOLARSHIP

	Essential	Desirable
Education/Qualifications Academic, technical and professional education and training	<ul style="list-style-type: none"> • <i>PhD (or equivalent) in a relevant discipline; <u>alternatively</u>: Masters in a relevant discipline in combination with professional experience of 3+ years/ professional qualification</i> • Relevant Teaching Qualification (or equivalent) 	<ul style="list-style-type: none"> • <i>Chartered Management and Business Educator (CMBE)</i> • <i>Fellowship qualifications of Advance HE</i>
Work and Other relevant experience (including training) e.g. Specialist knowledge, levels of experience, supervisory experience, research	<ul style="list-style-type: none"> • <i>Demonstrable evidence of effective teaching in higher education</i> • <i>A record of engagement in teaching relevant administration</i> • <i>Established record of scholarship in teaching practice</i> • <i>Maintaining currency of subject knowledge through relevant activity in the past 3 years²</i> 	<ul style="list-style-type: none"> • <i>Record of inter-disciplinary working in research or scholarship and teaching</i> • <i>Evidence of Impact and Outreach generated by research</i> • <i>Demonstrated ability to provide supervision to doctoral students</i>
Personal qualities and abilities e.g. initiative, leadership, ability to work on own or with others, communication skills	<ul style="list-style-type: none"> • <i>Excellent interpersonal skills, including oral and written communication skills</i> • <i>Ability to work independently and as part of a team</i> • <i>Ability to relate well to colleagues and build a rapport with students</i> • <i>Enquiring, critical approach to work</i> • <i>Engaging and entrepreneurial approach to opportunities in teaching and research</i> • <i>Ability to think creatively and innovatively and impart enthusiasm for the subject</i> 	<ul style="list-style-type: none"> • <i>Ability and willingness to initiate and sustain international collaborations, including international travel as required</i>
Other e.g. special circumstances (if any) appropriate to the role such as unsocial hours, travelling, Gaelic language requirements etc.	Willingness to engage in: <ul style="list-style-type: none"> • <i>AACSB & EQUIS accreditation activities</i> • <i>the development of online modules and to travel and teach overseas</i> • <i>the full range of University activities, incl. Knowledge Transfer and student recruitment activities</i> 	<ul style="list-style-type: none"> • <i>Ability and willingness to engage in the development and capture of student recruitment opportunities in emerging markets</i>

² To maintain currency of knowledge we require faculty to meet the following criteria:

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. Fellowship of AdvanceHE, CMBE; Company Board membership, non-exec directorships; maintenance of professional certification or qualification).

Masters-qualified practitioners: In addition to their professional practice / qualification, normally through **2 Peer-Reviewed Journal (PRJ) articles** aimed at academic, practice, or professional audiences; or **1 PRJ in combination with another output** (e.g. textbook, teaching case, peer-reviewed conference presentations, or reports).

UNIVERSITY OF ABERDEEN

*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 centre of everything it does. 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 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.

2019 HIGHLIGHTS

SCOTTISH UNIVERSITY OF THE
YEAR (TIMES & SUNDAY TIMES)

70TH IN THE WORLD FOR
RESEARCH CITATIONS (THE)

32ND IN THE WORLD FOR
CONTRIBUTION TO THE UN
SUSTAINABLE DEVELOPMENT
GOALS (THE)

28TH MOST INTERNATIONAL
UNIVERSITY IN THE WORLD
(THE)

15TH EQUAL IN THE UK FOR
OVERALL STUDENT SATISFACTION
(NSS)

11TH BEST STUDENT INTAKE IN
THE UK (TIMES & SUNDAY TIMES)

PERCENTAGE OF SCOTTISH
INTAKE FROM MOST DEPRIVED
AREAS UP FROM 4.5% IN
2018/19 TO 9% IN 2019/20

CURRENT CONTEXT

The University will build on the significant achievements above in 2020 and beyond. Underpinning our high performance and significant growth is a £100m investment in Aberdeen's estate which will include the completion of a new Science Teaching Hub, the regeneration of the historic King's Quarter, and a new Business School building. The University has also invested in 50 new academic posts, and 2020 will see the launch of 5 Interdisciplinary, cross-institution Research Centres that will catalyse world-leading research in our areas of research strength. The 5 Interdisciplinary Challenges are: Energy Transition; Social Inclusion and Cultural Diversity; Environment and Biodiversity; Data and Artificial Intelligence; and Health, Nutrition and Wellbeing.

The University of Aberdeen is a recent recipient of The Queen's Anniversary Prize, awarded to recognise world-class excellence in innovation and practical benefit to people and society. The University was given this award for health service research leading to improvements in academic and clinical practice and delivery of health care.

INTERNATIONAL

Aberdeen is also increasing its international presence, positioning the University as a global organisation, and building on its established partnership in Qatar with new partnerships in Sri Lanka, with the International Institute of Health Sciences, and in China, with Shanghai University and SCNU.

The University of Aberdeen is proud to be the first UK University to operate on a dedicated campus in Qatar. Phase 1 of this partnership with AFG College has successfully recruited over 600 students. Phase 2 will see the creation of a substantially larger campus, with capacity for at least 5,000 students and research activity. For further information on our Qatar campus, visit <https://www.abdn.ac.uk/qatar/>.



ABERDEEN 2040

On Founders' day in 2020, our 525th anniversary as a University, we launched our new strategy 'Aberdeen 2040'. Over the next 20 years, four strategic themes will shape our learning, discovery and strategic actions:

INCLUSIVE: We welcome students, staff and partners from all backgrounds, organisations and communities. We value diversity.

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

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

SUSTAINABLE: We understand and nurture our environment, and take care of our resources, including our people and our 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 and become change-makers across the globe. 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.

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 energy 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, 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 P&J Arena, 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



EQUALITY & 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 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 at 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) user 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.

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

HOW TO APPLY

Applications should include a curriculum vitae and personal statement of no more than two sides of A4, outlining your reasons for making an application.

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

The closing date for receipt of applications is 10 February 2021

Should you wish to make an informal enquiry please contact:

Professor Martin Meyer martin.meyer@abdn.ac.uk .

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

Please quote reference number BUS152A on all correspondence