

Job Description

Job title	Lecturer / Senior Lecturer in International management
Department/School	School of Management
Job family	Education and Research
Grade	8 / 9
Reporting to	Head of Division
Responsible for	Any research staff/students
Location	University of Bath premises

Background and context

Context

We are seeking to appoint a new colleague as Lecturer/Senior Lecturer in International Management to sit within the Strategy and Organisation Division. Applications are welcome from outstanding candidates with research interests in any area of International Management, however, candidates must also be able to lead pedagogical thinking and deliver inspiring teaching in the field of international management and international business.

Background

You would be joining a vibrant and pluralistic Division that is home to colleagues who publish in leading journals, such as Academy of Management Review, Journal of Management Studies, Strategic Management Journal, Organization Science and Organization Studies, Human Relations, Research Policy, Journal of World Business and Journal of Business Venturing. Colleagues are active contributors to the academic community, editing journals, taking up leadership positions in professional bodies, organising workshops and conferences and supporting and training new researchers. You should share our passion for research and education and our desire to influence practice.

The Division hosts four research centres that support outstanding international research and scholarship, the Centre for Research on Entrepreneurship and Innovation at Bath (CREI@Bath), the interdisciplinary Research Centre for Strategic Change and Leadership (CSCL), the Future of Work Research Centre and the International Centre for Higher Education Management. We support and encourage interaction between academics, scholarly practitioners and doctoral students and offer a wide range of activities, including seminars, theory master classes and academic writing workshops.

Informal enquiries may be made to the Head of the Strategy and Organisation Division, Professor Nancy Harding: hnh25@bath.ac.uk or the Deputy Dean Professor Brian Squire: mnpbcs@bath.ac.uk

Job purpose

To conduct research with a high potential for international impact and profile; undertake teaching at undergraduate and postgraduate level; supervise postgraduate students, and undertake management and leadership duties commensurate with the role.

Main duties and responsibilities

The job duties and responsibilities listed below are intended to describe the general nature of the role. The duties and responsibilities and the balance between the elements in the role may change or vary over time depending on the specific needs at a specific point in time, or due to changing needs in the department/group.

Jobholders should note that there may not be an immediate requirement to carry out all the activities listed below.

1	Research & scholarship
a	Lead or be an active member of a research team as appropriate to the discipline, including supervision of research students, ensuring a commitment to the highest standards of ethics and integrity in research.
b	Establish or become part of collaborative research projects at a national or international level as appropriate to the discipline.
c	Develop/negotiate and manage research activity, and or applied research contracts and or consultancies including some with international partners
d	Attract external funding to support research activity.
e	Maintain a regular output of high quality research which is published in leading research journals or other outputs as appropriate to the discipline.
f	Present research at national and/or international conferences and/ or at other appropriate events.
g	Engage effectively in non-academic impact of research, including substantial knowledge or technology exchange and/or public engagement activities, involving a range of partnerships with external organisations.
h	Contribute to the development and implementation of one or more of the research centres and to research strategies in the Division/School.

2	Teaching
a	Deliver a wide range of effective and inclusive teaching and supporting learning activities
b	Assess the work and progress of students and provide them with constructive feedback.
c	Seek ways of improving performance by reflecting on teaching design and delivery and obtaining and analysing feedback.
d	Develop and apply innovative approaches to improving the learning environment, teaching and/or assessment and feedback methods
e	Engage in professional development in relation to teaching, learning and assessment, including the use of an evidence-informed approach, which utilises the outcomes of research and scholarship, to enhance practice.
f	Contribute to course development and the development of new programmes of study demonstrating an inclusive approach to delivery.
g	Participate in teaching initiatives at a regional, national and/or international level to develop/or consolidate teaching interests of the Department/School.
h	Contribute to outreach and/or Widening Participation activity within the Department, Faculty/School or University.

i.	Contribute actively to the leadership, management or directing of teaching and teaching programmes.
3	Management and leadership
a	Undertake specific leadership roles in the Department /Faculty e.g. Director of Studies, and contribute to institutional committees and working parties.
b	Manage and support colleagues with less experience and facilitate their academic and personal development.
c	Represent the Department in external relations as required.
d	Foster and develop internal or external networks of benefit to the Department /School /University

Person Specification

Criteria	Essential	Desirable	Measured by
Qualifications			
PhD or equivalent in relevant discipline	√		AF
UG degree in relevant discipline or equivalent qualification/experience	√		AF
Membership of professional body		√	AF
Higher education teaching qualification or professional recognition (e.g. PGCert, FHEA or equivalent)		√	AF
Experience/Knowledge			
Substantial experience in relevant research field	√		AF/Int
Established track record in research in relevant subject commensurate with stage of career	√		AF/Int
Strong record of research funding as appropriate to the discipline	√		AF/Int
Demonstrates depth and breadth of understanding of subject matter at a complex conceptual level	√		AF/Int
Experience of teaching at UG/PG level	√		AF/Int
Up to date knowledge of content and methods of teaching and /or supporting learning including the value and use of learning technologies	√		AF/Int
Skills			
Academic leadership	√		AF/Int
Ability to articulate a research vision and strategy for development, implementation and delivery of successful research projects	√		AF/Int
Excellent written and verbal communication skills including presentation skills	√		AF/Int
Excellent interpersonal skills, communication style and team working	√		AF/Int
Evidence of positive working relationships within the University, community, business and other partners	√		AF/Int

Attributes			
Commitment to excellence in research and teaching and to providing the highest quality experience for students	√		AF/Int
Commitment to working within professional and ethical codes of conduct	√		AF/Int

* AF = Application form; Int = Interview