



Job Description

Job title	Lecturer
Department/School	Marketing, Business & Society (School of Management)
Job family	Education and Research
Grade	8
Reporting to	Head of Department/Group
Responsible for	Any research staff/students appointed to grants held
Location	University of Bath premises

Background and context

The [School of Management](#) is seeking to appoint an Assistant Professor (Lecturer) in Business & Society to join the [Marketing, Business & Society Division](#) within the School of Management.

The School of Management is a vibrant and productive community. In the 2021 Research Excellence Framework (REF), Times Higher ranked the School 7th in the UK for Business and Management Studies and 4th in the UK for its research environment. 93% of research is classed as world leading and internationally excellent.

The School also achieves research excellence in the Business & Society field: the Centre for Business, Organisations & Society (CBOS), which is led by Professor Andrew Crane, is an international hub for the field's leading scholars and has a long-established, global reputation. Colleagues within CBOS 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. The Business & Society Group also achieves teaching excellence on our highly rated undergraduate and master's degrees, including the MSc in Sustainability & Management.

The successful candidate will be an outstanding scholar, with a record of achieving excellence in research and a proven teaching ability. This person will be expected to deliver a sustained record of internationally-leading research across published outputs, funding capture and practical impact, and contribute high quality teaching to undergraduate and postgraduate students. In addition to an enthusiasm to teach across the Business & Society field, we are particularly interested in candidates who are well-placed to teach topics relating to corporate social responsibility (CSR), business ethics, and/or corporate sustainability.

The School is currently undergoing a period of faculty expansion and facility improvement, which includes the development of [a state-of-the-art new building](#). The successful candidate will join us in this building.

Informal enquiries may be made to the Head of the Marketing, Business & Society Division, Dr Sarah Glozer, email S.Glozer@bath.ac.uk and the Subject Group Lead for Business & Society, Dr Stefan Hielscher, email S.Hielscher@bath.ac.uk.

The University of Bath and the School of Management currently hold a Bronze Athena Swan award and actively participates in equality, diversity and inclusion initiatives. We are committed to promoting a diverse and inclusive community – a place where we can all be ourselves and succeed to our fullest potential. We offer a full range of family friendly, inclusive employment policies, flexible working arrangements, campus

facilities and services to support all staff.

Job purpose

To conduct research with a high potential for national/international impact and profile; undertake teaching at undergraduate and postgraduate level; supervise postgraduate research students, and undertake management and administrative 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

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| a | Establish own area of independent research as appropriate to the work of the Department/School, ensuring a commitment to the highest standards of ethics and integrity in research. |
| b | Participate in collaborative research projects as appropriate to the discipline. |
| c | Identify sources of funding and secure funding for own research programme. |
| d | Write papers and submit for publication in leading research journals and/or leading national/international conference proceedings or other outputs as appropriate to the discipline. |
| f | Present research at national and/or international conferences and/ or at other appropriate events. |
| g | Supervise doctoral research students as required. |
| h | 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. |

2 Teaching

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| a | Design, plan and implement effective and inclusive teaching and supporting learning activities. |
| b | Teach across a range of modules/units or within a subject area using appropriate teaching, learning support and assessment methods and technologies. |
| c | Assess the work and progress of students and provide them with constructive feedback. |
| d | Seek ways of improving performance by reflecting on teaching design and delivery and obtaining and analysing feedback. |
| e | Develop ideas for improving the learning environment, teaching and/or assessment and feedback methods. |

Main duties and responsibilities	
f	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.
g	Contribute to outreach and/or Widening Participation activity within the Department, Faculty/School or University.
3	Management and administration
a	Undertake internal roles of responsibility e.g. contribute to committees and working parties, act as Admissions Tutor.
b	Advise and support colleagues with less experience and advise on academic and personal development.
c	Participate in internal initiatives/events to the benefit of the University e.g. open days, outreach activities, student placements.
d	Act as supervisor for the work of others, for example, research teams or projects or as PhD supervisor.

Special conditions
<p>All appointments to Lecturer posts are subject to three years' probation and successful completion of the 'The Pathway to HEA Fellowship for Probationers' (PHEAF). Individuals may be granted exemption from the PHEAF and/or probation at the University's discretion.</p>

Person Specification

Criteria	Essential	Desirable
Qualifications		
PhD or equivalent in relevant discipline	√	
UG degree in relevant discipline or equivalent qualification/experience	√	
Membership of professional body		√
Higher education teaching qualification or professional recognition (e.g. PGCert, FHEA or equivalent)		√
Experience/Knowledge		
Substantial experience in relevant research field		√
An emerging track record in research in relevant subject commensurate with stage of career	√	
Demonstrates depth and breadth of understanding of subject matters at a complex conceptual level		√
Experience of teaching at UG/PG level	√	
Skills		
Excellent written and verbal communication skills including presentation skills	√	
Excellent interpersonal skills, communication style and team working	√	
A creative research vision for development, implementation and delivery of successful research projects	√	
Ability to supervise PhD students	√	
Excellent organisational and administrative skills	√	
Ability to form positive working relationships within the University, community, business and other partners	√	
Attributes		
Commitment to excellence in research and teaching and to providing the highest quality experience for students	√	
Commitment to working within professional and ethical codes of conduct	√	