

Candidate Information

Position:	Senior Lecturer/Reader in HR Management and Organisational Behaviour
School/Department:	Queen's Management School
Reference:	22/110166
Closing Date:	Monday 3 October 2022
Salary:	Senior Lecturer - £54,949 to £63,673 per annum. Reader - £61,823 to £67,540 per annum.
Anticipated Interview Date:	Monday 24 & Tuesday 25 October 2022
Duration:	Permanent

JOB PURPOSE:

To undertake research in line with the School's research strategy, to design and deliver modules, to lead the development of undergraduate, postgraduate and executive education programmes, and to contribute to the School's internationalisation, outreach, and administrative activities.

MAJOR DUTIES:

Teaching:

1. Develop, teach, and assess modules at all levels, having overall responsibility for their design and quality.
2. Contribute to the enhancement of quality within the HRM/OB teaching portfolio, ensuring that course design and delivery comply with the appropriate benchmarks and regulations.
3. Lead the development of new modules/programmes in line with the emerging requirements of the School and University.
4. Contribute to the delivery of the School's Executive Education portfolio.
5. Act as internal examiner for undergraduate, postgraduate and post-experience students.

Research:

1. Maintain/develop international reputation as an expert in HRM/OB.
2. Sustain a track record of internationally competitive refereed journal publications in the HRM/OB areas, and present original research at relevant international conferences.
3. Disseminate research findings to non-academic stakeholder groups.
4. Develop innovative proposals and lead research funding bids.
5. Provide supervision of part-time and full-time research students.
6. Direct, mentor and develop research staff, where appropriate.
7. Ensure that research projects are completed on time and within budget.
8. Act as referee and contribute to peer assessment of research.

Administration/Contribution to the Community:

1. Contribute to the development and running of the School/HRMOB Group by taking on appropriate leadership, administration, and co-ordination roles. Such duties may include, for example, Programme Director, Advisor of Studies or other recognised official University/School roles.
2. Act as mentor or appraiser to colleagues, advising on their personal development and ensuring that they are meeting the standards required. Contribute to the running and strategic direction of the University through designated committee work or project activities.

Planning and Organising:

1. Contribute to/lead strategic processes for the School and University.
2. Plan and deliver research, teaching and consultancy or similar programmes and ensure that resources are available.
3. Contribute to the management of quality, audit, accreditation and other external assessments.

Resource Management Responsibilities:

1. Provide academic leadership within programme areas by, for example, co-ordinating the work of others to ensure that modules/programmes are delivered effectively or organising the work of a team through agreeing objectives and work plans.
2. Develop and manage staff and resources in support of major research, teaching and administrative activities.

Internal and External Relationships:

1. Lead and develop links with internal and external networks, e.g., chairing and participating in institutional committees, building up contacts with external examiners/assessors, educational bodies, accrediting bodies, employers, professional bodies.

ESSENTIAL CRITERIA:

1. PhD in HRM/OB or related discipline.
2. An established programme of research activity and dissemination of original HRM/OB research in high quality publications.
3. A sustained track record of high-quality peer reviewed HRM/OB journal publications as appropriate to norms for Senior Lecturer/Reader.
4. Ability to develop and lead a major programme of individual or collaborative HRM/OB research.
5. Successful supervision of PhD students (for Reader).
6. Experience of teaching and assessment in HRM/OB at University level.
7. Demonstrable excellence in classroom teaching and online delivery of teaching.
8. A record of providing support and guidance to students, including pastoral support.
9. Evidence of administrative and academic leadership activities as appropriate to norms for Senior Lecturer/Reader.
10. Willingness and ability to contribute to the strategic and operational management of the HRMOB Group.
11. Demonstrable ability to advance the teaching and research goals of the HRMOB Group and the School.
12. Demonstrable ability to strengthen the School's national and international research networks.
13. Demonstrable evidence of ability to communicate clearly and effectively to students, academic colleagues and to professional bodies.
14. Demonstrable ability to build effective relationships with a wide range of internal and external colleagues.
15. Willingness to advise and mentor early career colleagues.
16. Demonstrable ability to contribute to the School's international activities.

DESIRABLE CRITERIA:

1. Completed PGCHET (or equivalent) with HEA membership.
2. An established record of success in applying for research funding or other resources to support research.
3. Experience of providing leadership to the wider scholarly community (e.g., via editorial activity).