

Candidate Information

Position:	Reader/Professor of Human Resource Management (HRM)
School/Department:	Queen's Management School
Reference:	23/110611
Closing Date:	Monday 6 February 2023
Salary:	Commensurate with profile.
Anticipated Interview Date:	Thursday 2 March 2023
Duration:	Permanent

JOB PURPOSE:

To undertake research and provide research leadership 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 provide leadership to the School's administration/internationalisation/outreach activities.

MAJOR DUTIES:

Teaching:

1. Oversee the development and review of teaching provision in the HRM area within the School.
2. Develop, teach, and assess modules at all levels, having overall responsibility for their design and quality.
3. Lead the development of new programmes in line with the emerging requirements of the School and the University.
4. Plan and review own teaching load and approach to teaching and coach others in doing the same.
5. Contribute to the delivery and development of the School's Executive Education portfolio.
6. Act as internal examiner for undergraduate, postgraduate and post-experience students.

Research:

1. Lead and contribute to the research strategies of the School and maintain/develop international reputation as an expert in the HRM area.
2. Sustain a track record of internationally competitive refereed journal publications in the HRM area, and present original research at relevant international conferences.
3. Actively engage with, and disseminate research findings to, key non-academic stakeholder groups.
4. Provide supervision of part-time and full-time research students.
5. Direct, mentor and develop research staff, where appropriate.
6. Ensure that research projects are completed on time and within budget.
7. Act as referee and contribute to peer assessment of research.

Administration/Contribution to the Community:

1. Contribute significantly to the development and running of the School and the Organisation, Work and Leadership (OWL) Department by taking on appropriate leadership, administration, and co-ordination roles. Such duties may include, for example, Head of the OWL Department, Director of Research, Programme Director or other recognised official University/School roles.
2. Take responsibility for the appointment, development, and management of all staff of all types in the directly managed team.
3. Contribute to the running and strategic direction of the University through designated committee work or project activities.

ESSENTIAL CRITERIA:

1. PhD in HRM or related discipline.
2. A distinguished programme of international research activity and dissemination of original HRM research in high quality publications.
3. Sustained publication record of international excellence in the HRM area.
4. Recognised as an international expert in the HRM area.
5. Record of securing competitive and external research funding.

6. Successful supervision of PhD students.
7. Significant experience of teaching and assessment in HRM and related subject areas at University level.
8. Demonstrable excellence in classroom teaching and online delivery of teaching.
9. A record of providing support and guidance to students, including pastoral support.
10. A record of providing support and guidance to students, including pastoral support.
11. For Professor: Substantial experience of providing academic leadership at a strategic level (e.g., Director of Research, Head of Subject Group/Department, Head of a Research Centre).
12. Willingness and ability to contribute to the strategic and operational management of the School and the OWL Department.
13. Experience of providing leadership to the wider scholarly community (e.g., decision-making editorial roles in peer-reviewed journals).
14. Demonstrable ability to advance the research and teaching goals of the School.
15. Demonstrable ability to strengthen the School's national and international research networks.
16. Demonstrable evidence of ability to communicate clearly and effectively to students, academic colleagues and to professional bodies.
17. Demonstrable ability to build effective relationships with a wide range of internal and external colleagues.
18. Understanding of resource management processes and skills to apply them effectively.
19. Willingness to advise and coach early- and mid-career colleagues.
20. Demonstrable ability to contribute to the School's international activities.

DESIRABLE CRITERIA:

1. Experience of conducting engaged research and disseminating research findings to non-academic stakeholders.