



Candidate Information

Position: L/Lec.(Ed.)/SL/Reader in HRM or OB
School/Department: Queen's Management School
Reference: 23/110634
Closing Date: Monday 27 February 2023
Salary: Lecturer/Lecturer Education: £38,592 - £53,353 per annum. Senior Lecturer: £54,949 - £63,673 per annum. Reader: £61,823 - £67,540 per annum.
Anticipated Interview Date: Tuesday 14 & Wednesday 15 March 2023

JOB PURPOSE:

In line with the respective job profiles for Lecturer, Lecturer (Education), Senior Lecturer, and Reader - to undertake research and provide research leadership, to design and deliver modules, to lead the development of undergraduate, postgraduate, and executive education programmes, and to provide leadership to administration, internationalisation, & outreach activities.

MAJOR DUTIES:

Teaching:

1. Oversee the development and review of teaching provision in the Department of OWL.
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.
7. Routinely communicate complex and conceptual material to students using high level skills and a range of media (online, face-to-face).
8. Develop and implement appropriate and innovative assessment strategies to assess student performance.
9. Contribute to the enhancement of the student learning experience, ensuring that course design and delivery comply with the appropriate benchmarks and regulations.

Research:

1. Contribute to, develop or lead the research strategies of the Department of Organisation, Work, & Leadership (OWL), and the School.
2. Develop or maintain international reputation as an expert in the HRM/OB areas.
3. Build and sustain a track record of internationally competitive refereed journal publications in the HRM/OB areas, and present original research at relevant international conferences.
4. Actively engage with, and disseminate research findings to, key non-academic stakeholder groups.
5. Contribute to and/or lead funding bids/join multi-disciplinary funding bids which develop and sustain support for HRM/OB research as well as advance the reputation of the Department of OWL, School and the University.
6. Provide supervision of part-time and full-time research students.
7. Direct, mentor and develop research staff, where appropriate.
8. Ensure that research projects are completed on time and within budget.
9. Act as referee and contribute to peer assessment of research.
10. Maintain and develop teaching and subject expertise.
11. Use the findings of own and others' scholarly activity to enhance the quality of educational experience of students.

Administration/Contribution to the Community:

1. Contribute to the development and running of the Department of OWL and the School by taking on appropriate leadership, administration, and co-ordination roles. Such duties may include, for example, Programme Director, Advisor of Studies, Exam Liaison Officer, 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/OB or related subject areas.
2. For Lecturer (Education):
 - Evidence of engagement in scholarly activity (e.g., conference paper presentations, book chapters, journal articles, publication of professional materials).
 - Demonstrable ability to develop research collaborations.
 - Evidence of a detailed knowledge of the HRM/OB areas.
3. For Lecturer:
 - Indication of development of a programme of international research activity and dissemination of original HRM/OB research in high quality publications.
 - Indication of development of a publication record of international excellence in the HRM/OB areas.
 - Indication of development into an international expert in the HRM/OB areas.
4. For Senior Lecturer and Reader:
 - A programme of international research activity and dissemination of original HRM/OB research in high quality publications.
 - Publication record of international excellence in HRM/OB.
 - Recognised internationally as an expert in HRM/OB.
 - Record of securing competitive external to support research (Reader).
 - Successful supervision of PhD students (Reader).
5. In line with norms for the specific post applied to:
 - Proven track record of teaching and assessment in HRM/OB and related subject areas at University level.
 - Demonstrable excellence in classroom teaching and online delivery of teaching.
 - Indication of willingness or ability to provide support and guidance to students, including pastoral support.
6. In line with norms for the specific post applied to:
 - Willingness and ability to contribute to the strategic and operational management of the School and the OWL Department.
 - Experience of providing leadership to the wider scholarly community (e.g., ad-hoc peer reviewer, conference session chair).
7. For Reader:
 - Experience of providing academic leadership at a strategic level (e.g., Director of Research, Head of Subject Group/Department, Head of a Research Centre; Director of Education).
8. In line with norms for the specific post applied to:
 - Willingness or demonstrable ability to advance the research and teaching goals of the School.
 - Willingness or demonstrable ability to strengthen the School's national and international research networks.
9. Demonstrable evidence of ability to communicate clearly and effectively to students, academic colleagues and to professional bodies.
10. Demonstrable ability to build effective relationships with a wide range of internal and external colleagues.
11. Understanding of resource management processes and skills to apply them effectively.
12. For Senior Lecturer and Reader:
 - Willingness to advise and coach early-career colleagues.
13. 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.