Management School

Faculty of Social Sciences

Senior Lecturer in Strategy

Pursue the extraordinary

Overview

The Faculty of Social Sciences is a large and diverse grouping of thirteen departments, including 'classical' social science departments, but also several other major subject areas, some of which are distinctive to Sheffield. This rich and exciting disciplinary mix, encompassing both world-leading academic research and education and also a strong practitioner focus in particular areas, uniquely positions the faculty among Sheffield's peer institutions.

About Sheffield University Management School

Sheffield University Management School, the Faculty of Social Sciences' largest department, has achieved accreditation from the three largest and most influential business school associations: AACSB, AMBA and EQUIS.

The Management School operates within the University and Faculty with a world-class research reputation and ambition. As such, the School has cutting-edge research at the heart of its activities and as the base of its strategic focus. Our vision is to use this research base to be recognised as a leading international Management School known for delivering an outstanding student experience and impactful socially-responsible research in a collegiate learning environment. We are proud to deliver intellectually rigorous cutting-edge research, and excellent teaching and learning in a stimulating, innovative environment. Through the distinctiveness of our graduates, excellence of our staff and network of international partners, we seek to inform the practice of management and to make a difference to our global community.

The mission of Sheffield University Management School is to develop knowledgeable and employable students, promote socially-responsible work practices and have a positive impact on organisations and society throughout the world. We sustain a research-intensive environment that creates, advances and disseminates knowledge with respect to management inquiry, for the benefit of students, private and public sector organisations and society in general. Our relocation to a fully refurbished building in June 2013 provides modern facilities in which to achieve our ambitions.

We seek to create an environment in which all staff can develop their research interests through national and international collaboration, links with industry and commerce, conference attendance and a lively seminar series. Promoting synergy between research and teaching is also a key objective.

The Management School has an intake of around 1,300 undergraduate students on its core programmes in Business Management, International Business Management, Accounting and Financial Management as well as its dual degrees with Mathematics, Economics, Sociology, East Asian Studies, and Modern Languages. Postgraduate programmes include a suite of MBAs and 16 MSc programmes in subjects including Human Resource Management (accredited by CIPD); Entrepreneurship and Management; Information Systems Management; International Management; Management (AMBA accredited), Occupational Psychology (accredited by the BPS), Logistics and Supply Chain Management, and Leadership and Management. In addition, there is a strong and growing doctoral programme with over 80 full/part time registrations.

We currently employ over 100 academic who are supported by a comprehensive team of professional administrative staff.

Our website offers more information about all aspects of the School's activity. Please see http://www.sheffield.ac.uk/management for more details.

Job Role

We are looking to appoint a research-active Senior Lecturer in the field of Strategy. The appointee must be able to teach Strategy as a core discipline, at undergraduate and postgraduate levels. We encourage applicants with research interests in any area of strategy but are particularly interested in: strategic management, strategy in practice, and strategic entrepreneurship, or research interests in strategy in specific sectors or industries such as; design, cultural and creative industries, digital industries, advanced manufacturing and new technologies.

You will take a pro-active role in enhancing the Sheffield University Management School's reputation for high quality and innovative teaching and research. You should be able to show evidence of delivering (i) first class research that combines theoretical sophistication with practical relevance, has attracted external research funding and has generated impact, and (ii) an excellent student experience at both undergraduate and postgraduate level.

You will hold a PhD in a relevant area (or equivalent) and as a senior member of academic staff you will have significant teaching experience, substantial evidence of high quality research publications, a track record of generating research funding, have PhD supervision completions and experience of taking a leadership role.

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You will make a full and active contribution to the principles of the 'Sheffield Academic'. These include the achievement of excellence in applied teaching and research, and scholarly pursuits to make a genuine difference in the subject area and to the University's achievements as a whole. Further information on the underpinning values of the Sheffield Academic can be found at: http://www.shef.ac.uk/hr/sheffieldacademic.

Job Description

Main Duties and Responsibilities

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- Conduct innovative research and scholarship evidenced by publication in top internationally rated journals in your own field.
- Produce written research work for publication in high quality, key journals and give presentations at seminars and conferences.
- Generate income through research grants and/or through success in increasing research student numbers.
- Determine research objectives, and initiate and implement a programme of research.
- Lead a research project group, unit or centre, allocating resources and planning work, often over the length of the grant, and delegating work to appropriate staff.
- Lead the implementation of innovative teaching methods and contribute to the development of teaching policy.
- Design teaching programmes for courses, which includes identifying learning objectives and selecting appropriate curricula, selecting teaching methods, resources and reading, and determining, designing and producing study material.
- Deliver teaching courses which includes preparing teaching material, communicating subject matter and encouraging critical discourse to develop rational thinking.
- Coordinate team teaching, including liaison with other academic staff and/or postgraduate assistants, to ensure the course complements other courses taken by students.
- Engage in teaching that enhances the design and delivery of the department's existing undergraduate and postgraduate programmes.
- Engage in research and publish outputs in a way that enhances the international standing of the department.
- Carry out course evaluation, including facilitating student feedback; reflecting on own teaching and implementing ideas for improving own performance.
- Carry out a pastoral role for students such as acting as personal tutor. If necessary refer them to the appropriate authority for guidance.
- Involvement in professional activities such as refereeing papers, editing journals, refereeing research grants, external examining, organising conferences, committee membership and involvement with professional bodies.
- Self-generate work through research and scholarly pursuits plus innovation in teaching and administration.
- Provide academic leadership both within the department and more broadly in the discipline.
- Act in senior roles at University, Faculty or departmental committees in order to contribute to the development of teaching/learning/research policy locally.
- Demonstrate external recognition including major contributions to the field through academic achievement.
- Plan and prioritise own work, and forward plan up to five years for some tasks. For teaching plan up to one year ahead unless there are significant teaching programme changes or new courses then plan for up to two years ahead of their introduction.
- Any other duties, commensurate with the grade of the post

Person Specification

Applicants should provide evidence in their applications that they meet the following criteria. We will use a range of selection methods to measure candidates' abilities in these areas including

reviewing your on-line application, seeking references, inviting shortlisted candidates to interview and other forms of assessment action relevant to the post.

	Criteria	Essential	Desirable
	Qualifications and experience		
1.	A first degree and a relevant PhD (or equivalent qualifications / experience)	X	
2.	Proven teaching ability, ideally with a recognised teaching qualification.	X	
3.	Previous experience of working as a Lecturer/Senior Lecturer.		X
4.	Evidence of high quality research output for publication.	X	
5.	Experience of supervising undergraduate students.	X	
6.	Experience of supervising postgraduate students.	X	
7.	Evidence of sustained and continuing research performance.	X	
8.	Experience of research grant capture and management, and project management.	X	
9.	Well-established personal reputation and professional standing with evidence of scholarship that is recognised internationally in terms of originality, significance and rigour.		X
	Management skills		
10.	Ability to lead taught modules and programmes.	X	
11.	Ability to supervise and monitor the work of research students.	X	
12.	Experience of motivating a team of staff.	X	
	Communication skills		
13.	Excellent communication skills, both written and verbal, and excellent interpersonal skills with the ability to liaise effectively with colleagues, students and external stakeholders.	X	
14.	High quality reporting writing and presentation skills.	X	
	Team working		
15.	Ability to work both within a team and independently.	X	
16.	Experience of building and developing a team.		X
17.	Experience of reviewing individual and team progress and performance.		X
	Supporting staff performance		
18.	Ability to mentor colleagues in developing both their research agendas as well as teaching portfolios.	X	
	Problem solving and decision making		
19.	Ability to plan and prioritise own daily work and forward plan up to five years for some tasks.	X	
	Project management		
20.	Ability to design and deliver modules to a high standard.	X	
21.	Experience of project management and managing grants, projects, people and resources.	X	
22.	Experience of writing and submitting proposals for funded research.	X	
	Personal effectiveness		
23.	Experience of developing network of contacts within the	X	

	discipline.		
24.	Experience of academic leadership and the ability to contribute to departmental and Faculty management	X	
25.	Proven ability to work to and meet deadlines.	X	
26.	Experience of working effectively on a collaborative basis	X	
27.	Excellent organisational skills and the ability to undertake some administrative duties.	X	

Further Information

This post is open ended.

This post is full-time
This role has been identified as a full-time post, but we are committed to exploring flexible working opportunities with our staff which benefit both the individual and the University. Therefore, we would consider flexible delivery of the role subject to meeting the business needs of the post. See www.sheffield.ac.uk/hr/wellbeing/info/wlb.html for more information.

Reward and Recognition – The Deal

Terms and conditions of employment: Will be those for Grade 9 staff.

Salary for this grade: £49,772 - £55,998 per annum. Potential to progress to £64,894 per annum through sustained exceptional contribution.

The Deal is the pay, rewards and many benefits you earn for being a valued member of our University and by being ambitious and performing at your best.

If you join the University you will have access to The Deal and your own personalised pay, reward and benefits portal where you can access a comprehensive selection of benefits and offers to suit your changing lifestyle needs, for example childcare vouchers, Cycle to Work initiative, shopping discounts along with access to extensive development and training options – over a third of staff work in Investors in People (IiP)

To find our more visit www.sheffield.ac.uk/hr/thedeal/benefits

Through The Deal we are committed to making the University a remarkable place to work and we support this through a number of sector leading initiatives such as Juice and Sheffield Leader.

*the*Sheffield**LEADER**

Our innovative Health and Wellbeing programme, Juice, promotes happiness and wellbeing through a broad range of inclusive activities (www.shef.ac.uk/juice)

Our leadership development has been designed to ensure that our leaders have the knowledge, skills and behaviours needed by the University (www.sheffield.ac.uk/hr/sld/sheffieldleader).

We are also proud of our award-winning equality and diversity action which enhances working life for all. 92% of staff tell us they are treated with fairness and respect (staff survey 2016) www.shef.ac.uk/hr/equality

In our staff survey (2016) 94% of staff said they were proud to work for the University and 89% of our staff would recommend the University as an excellent place to work. To find out more about what it's like to work here have a look at our webpages, http://remarkable.group.shef.ac.uk/,

www.sheffield.ac.uk/staff/survey and www.sheffield.ac.uk/jobs/staffbenefits

Closing date: For details of the closing date please view this post on our web pages at www.sheffield.ac.uk/jobs

Informal enquiries:

For informal enquiries about this job and the recruiting department, contact: Professor Marian Jones (m.v.jones@sheffield.ac.uk).

For administration queries and details on the application process, contact the lead recruiter: Kathryn Hewitt (k.hewitt@sheffield.ac.uk).

For all online application system queries and support, visit: https://www.sheffield.ac.uk/jobs/applying

Health assessment:

All new employees will undertake a Health Assessment Questionnaire. The questionnaire is to assess the individual's fitness for the job role which they have been offered and ensures appropriate health advice and guidance can be provided. The assessment will be carried out on behalf of the University by Health Management Limited (HML).

Selection-Next Step

Following the closing date, you will be informed by email whether or not you have been shortlisted to be invited to participate in the next stage of the selection process. Please note that due to the large number of applications that we receive, it may take up to two working weeks following the closing date before the recruiting department will be able to contact you.

The University of Sheffield is committed to achieving excellence through inclusion.

The University of Sheffield is proud to be a Two Ticks employer

www.sheffield.ac.uk/hr/equality/support/twoticks

The University has achieved the Athena SWAN award for Women in Science, Engineering and Medicine .

Pursue the extraordinary