

# RESOURCING/

## Job Description:

### Lecturer/Senior Lecturer in Business Analytics

*Teaching and Research*



<b>Ref Number:</b>	<b>SS-033-19</b>
<b>Salary Scale:</b>	<b>Lecturer Grade 7: £34,189 – £39,609 <u>or</u> Grade 8: £40,792 - £48,677 <i>per annum</i></b> <b>Senior Lecturer Grade 9: £50,132 - £58,089 <i>per annum</i></b>
<b>Contract:</b>	<b>Ongoing and Full-time</b>
<b>School/Department:</b>	<b>Kent Business School</b>
<b>Location:</b>	<b>University of Kent, Medway Campus</b>
<b>Responsible to:</b>	<b>Dean of Kent Business School or nominee</b>
<b>Closing Date for applications:</b>	<b>30 June 2019</b>
<b>Interviews are expected to be held on:</b>	<b>w/c 22 July 2019</b>
<b>Expected start date:</b>	<b>As soon as possible</b>

#### The Role

Kent Business School (KBS) is seeking to appoint a Lecturer/Senior Lecturer in Business Analytics to support the expansion of our Medway campus. We are looking for a dedicated scholar who is keen to make a strong contribution to teaching and research in this important area as well as to our student enterprise and business engagement activities. The successful applicant will lead and contribute to the delivery of business analytics modules on both our undergraduate and postgraduate programmes. Apart from a successful teaching record, the post holder will have developed an original and productive research agenda, demonstrating the ability or clear potential to publish in internationally-ranked, peer-reviewed journals. Evidence of income generation, impactful research, scholarship, or corporate engagement is expected in the case of appointments at Senior Lecturer level. We encourage applications from educators with experience in demand-driven curriculum development, technology-enabled learning, and/or executive education and Higher and Degree Apprenticeships.

While the post is based at Medway, the successful candidate may be expected to take up teaching and other responsibilities at the University's other campuses, study centres and off campus for the delivery of Higher and Degree Apprenticeships. The School offers the post holder a supportive and collegial work environment as well as an attractive incentive package to include an excellent salary and research funding. Colleagues are engaged and present for

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most of the working week to ensure time for exchange and collaboration. Colleagues on Teaching and Research contracts will benefit from comparatively moderate contact hours (typically 6-7 hours per week per term).

### **Our School at Medway**

At Medway, Kent Business School offers undergraduate programmes in Business and Management and Finance and Investment. Both programmes offer an optional year in industry – an important feature driving significant student growth in recent years and supporting the strong focus on employability and business engagement at Medway. Kent Business School at Medway is one of the fastest growing and most dynamic ventures across the entire University.

In September 2018, Kent Business School at Medway introduced a number of Post-Graduate Programmes, including an MSc in Digital Marketing and Analytics, and an extended MSc in Management.

The majority of KBS staff at Medway are research active and strongly connected with the relevant subject groups at Canterbury. The School recently appointed three professors at Medway to provide leadership, and support the development of collaborative research both with colleagues in the other Schools based at Medway, and within the wider University.

### **Disciplinary Area**

#### **Business Analytics at Kent Business School**

Business Analytics is an area of research and teaching that resides within the *Management Science* group. This group covers a wide range of research areas in Operational Research and Systems Thinking. These include research in big data analytics, machine learning, risk management, simulation, optimisation, DEA, multivariate analysis, multi-methodology, Soft OR/Systems, supply chain management and logistics, including green logistics and disaster management. The group is a member of [NATCOR](#). The group currently runs MSc programmes, including the following:

- [MSc Business Analytics](#)
- [MSc Logistics and Supply Chain Management](#)

In addition, the group contributes to the [Kent MBA](#) and makes an important service teaching contribution covering business analytics across a range of programmes.

We are keen to promote collaboration between subject groups and across the University. While the post holder would join a group that corresponds to their respective research profile, in this instance Management Science, we would expect them to work with colleagues from a variety of backgrounds. We give preference to candidates with experience and a proven record of accomplishment in developing or contributing to such collaborations.

Further information on teaching and research may be found on the School's website: [www.kent.ac.uk/kbs](http://www.kent.ac.uk/kbs)

#### **Key Accountabilities / Primary Responsibilities**

- To deliver and contribute to the design of high-quality, demand-driven and student-centred taught programmes; as *Senior Lecturer* to provide academic leadership in this area.

- To engage in individual and collaborative research and scholarship leading to high-quality publications at acceptable levels of volume and academic excellence, develop income from research, enterprise, or corporate engagement individually or in collaboration with others. As *Senior Lecturer*, to engage in internationally excellent and/or world-leading research and scholarship, leading research, enterprise or consulting projects as well as other initiatives on behalf of the School; to generate income; and to contribute to the School's overall strategy.
- To contribute fully to the School and University by participating in meetings, working groups, committees and other School and University activities; at *Senior Lecturer* level, to support the management of the School, by taking on key roles and serve on School, Faculty or University working groups or committees, as required.

### Key Duties

- At *Senior Lecturer* level, provide academic and operational leadership within the discipline area.
- At *Senior Lecturer* level, assume a key leadership role across the Business School.
- Undertake research and scholarship, independently and collaboratively, and at *Senior Lecturer* level provide leadership to more junior academic colleagues within the group and the School as required.
- Prepare articles of world-leading and internationally excellent quality for submission to refereed academic journals and grant applications, or engage in scholarship at the forefront of the discipline.
- Engage in the School's student enterprise and employability activities.
- Engage in or lead efforts to attract contract research or consultancy funding.
- Teach and administer modules within the subject area<sup>1</sup>, including: Business Analysis and Practice and Business Analytics.
- Contribute to the management and development of existing programmes, modules and other activities and to the development of new modules, programmes and other activities within the subject area, including professional body accreditations.
- Act as Directors of Studies for programme in their subject area, if and when required.
- Supervise research and/or project students, either jointly or independently.
- Undertake administrative duties assigned by the Dean of the School.
- Contribute to executive education programmes and Higher and Degree Apprenticeships.

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<sup>1</sup> Academic staff on Teaching and Research contracts will benefit from comparatively moderate contact hours. Typically staff not holding substantive roles of responsibility or qualifying for remission for other reasons would be expected to deliver around 6 hours per week per term. Probationers undertaking a PGCHE qualification would normally qualify for 50% remission from teaching in their first year of probation and 25% in their second.

- Undertake consultancy assignments, either as part of his/her base load (i.e. with a corresponding reduction in other duties) or, within the University's standard procedures, for separate remuneration.
- Undertake some teaching at the School's other campus and/or Study Centres.
- Engage on a continuous and meaningful basis with colleagues in the School and contribute to a cohesive and collegial work environment.

Such other duties, commensurate with the grading of the post that may be assigned by the Dean of the Kent Business School or their nominee.

### Health, Safety & Wellbeing Considerations

This role involves undertaking duties, which include the Health, Safety and wellbeing issues outlined below. Please be aware of these, when considering your suitability for the role.

- Regular use of Screen Display Equipment

### Internal & External Relationships

**Internal:** Other academic and administrative staff within Kent Business School, and other departments across the Canterbury and Medway campuses; central registry staff on all Kent sites; staff associated with the Faculty Support Office, HR.

**External:** HE and accreditation bodies, Funding bodies, local employers, national, international and EU government departments, charities and other not-for-profit organisations, appropriate professional bodies.

### Person Specification

The Person Specification details the necessary skills, qualifications, experience or other attributes needed to carry out the job. Please be aware that your application will be measured against the criteria published below.

Selection panels will be looking for clear evidence and examples in your application which back-up any assertions you make in relation to each criterion.

Qualifications / Training	Essential	Desirable	Assess via*
PhD (or equivalent) in relevant area – awarded or near completion	✓		A
A relevant professional qualification or membership of relevant professional body or association		✓	A
Fellowship of the Higher Education Academy and/or teaching qualification (PGCHE), or equivalent*		✓	A

\* Candidates without qualification will be expected to obtain one as part of their probation

<b>Experience / Knowledge</b>	<b>Essential</b>	<b>Desirable</b>	<b>Assess via*</b>
Specific knowledge in the advertised subject area	✓		<b>I &amp; T</b>
Teaching experience in the advertised subject area	✓		<b>A</b>
Relevant service to the institution, as evidenced through effective programme convenorship, successful curriculum development, substantial engagement in quality assurance and enhancement activities; leadership in institutional and/or professional accreditations; or comparable activity	✓*	✓**	<b>A</b>
Evidence of successful publication activity in relevant 3* or 4* rated journals, as judged by the <a href="#">Chartered ABS International Guide to Academic Journal Quality</a>	✓		<b>A &amp; I (Portfolio of manuscripts - up to 5)</b>
Track record of high-impact research publications, as evidenced by citation record (e.g. in Web of Knowledge, Scopus, or Google Scholar)		✓	<b>A</b>
Evidence of income generation, e.g., through research grants, enterprise activity, consultancy, etc.	✓*	✓**	<b>A</b>
International recognition for research and scholarship, as evidenced, for instance, through visiting appointments at reputable international universities and business schools, co-authorships or project-based collaborations with scholars at internationally recognised institutions		✓	<b>A</b>
Experience in delivering technology enabled learning and teaching		✓	<b>A</b>
Proven track record of PhD supervision	✓*	✓**	<b>A</b>
Evidence of impactful scholarship (e.g., publication of textbook or teaching cases; senior fellowship of the HEA; or track record of leading projects to enhance learning and teaching)		✓	<b>A</b>

\* Senior Lecturer, \*\*Lecturer

<b>Skills / Abilities</b>	<b>Essential</b>	<b>Desirable</b>	<b>Assess via*</b>
Teaching skills appropriate to higher education at both undergraduate and postgraduate levels	✓		<b>I &amp; T</b>
Ability to teach a breadth of undergraduate and postgraduate modules, such as <i>Business Analysis and Practice</i> and <i>Business Analytics</i>	✓		<b>I &amp; T</b>
Ability to design taught programmes at undergraduate and postgraduate levels, including executive education programmes	✓*	✓**	<b>I</b>
Ability to conduct impactful research	✓		<b>I</b>
Research leadership and management skills	✓*	✓**	<b>I</b>
Excellent communication and interpersonal skills	✓		<b>I &amp; T</b>

Ability to engage with business and policy stakeholders, meeting employer and stakeholder needs to the benefit of the University and School	✓		I
Resilience under pressure	✓		I

\* Senior Lecturer, \*\*Lecturer

Additional Attributes	Essential	Desirable	Assess via*
Ability to collaborate with colleagues within and beyond the School	✓		I
Keenness to contribute to the development of the programmes, research and other activities of the School	✓		I
Willingness to contribute to a cohesive and supportive corporate culture and a collegiate work environment	✓		I
Willingness to engage in activities aimed at obtaining and maintaining programme-level and institutional accreditations, including but not restricted to AMBA, AACSB or EQUIS	✓		I
Willingness to engage proactively in translating into practice the <a href="#">mission and vision</a> of the School	✓		I
Willingness to maintain currency of knowledge through engagement in professional practice, <u>where appropriate</u> , through active professional body membership*	✓		A & I

**\*Criterion to be evidenced in/at:**

**A** = application form or CV/cover letter

**I** = interview questions

**T** = test or presentation at interview

While the School seeks to appoint to an open-ended position, we will also consider applications from early career researchers completing their PhDs who can demonstrate *potential* to publish in relevant 3\* or 4\* rated journals, as judged by the [Chartered ABS International Guide to Academic Journal Quality](#). Potential is demonstrated by manuscripts under review in these journals. In these instances and similar cases, we reserve the right to make a 1 year fixed-term appointment.

### Indicative Performance Criteria

#### General Criteria for Lecturers/Senior Lecturers: Research

- Evidence of publication output of original research at internationally excellent or world-leading level.
- Evidence of leading and managing research.
- At *Senior Lecturer* level success in obtaining competitively awarded research grants or consultancy contracts.
- Sustained record of successful postgraduate research supervision.

## Teaching

- Evidence of quality in teaching and learning demonstrated across a range of metrics, including student satisfaction; of innovation in curriculum design.
- Evidence of innovation in teaching, supervision, or assessment, including appropriate uses of technology.
- Sustained high-quality teaching across modules, as evidenced by surveys, questionnaires and peer review.
- Evidence of the integration of research, scholarship and professional practice with teaching activities.
- Evidence of involvement in external examining or other forms of engagement in upholding academic standards.
- Evidence of commitment to improving the student experience.
- Evidence of engagement in the adoption of new learning technologies, including digital learning approaches.

## Esteem and External Engagement including Professional Practice

- Academic distinctions (e.g. academic awards; editorship of, or refereeing for, journals; grant reviewer for awarding bodies; services for learned societies; election to Fellowships).
- Transfer of research findings into practical applications and/or enrichment of the wider culture through creativity in the social sciences.
- External and visiting appointments.
- Invited talks or workshops and/or organisation of professional development workshops.
- Influence on the formulation of policy.
- Advancement of the discipline through a distinctive contribution to intellectual leadership, professional, clinical or vocational practice.
- Evidence of successful engagement with professional bodies, securing institutional or programme-level accreditations for the University and School, acquiring and/or maintaining professional qualifications.

## Service to the University and School

- Evidence of enhancing the international standing and profile of the School and University.
- At *Senior Lecturer* level, evidence of successful management of junior and/or support staff where such opportunities exist.
- Responsible and effective involvement in the broader arena of the School and/or University, including, where appropriate, a role providing support, pastoral care and guidance to students or colleagues.
- Evidence of exceptional collegiality.

## Additional Criteria for Senior Lecturer appointment:

Applicants must demonstrate a higher standard of achievement in either excellence in practice/activity or leadership within and/or beyond the discipline and their University and how their achievements have been recognised in impact and recognition. Candidates must also demonstrate a strong record of research leadership and successful grant applications.

At Senior Lecturer level, the post holder will also be expected to undertake a major leadership role within the School.

### **Further Enquiries**

For informal discussion only, please contact Professor Martin Meyer, Dean of Kent Business School, [kbsdirector@kent.ac.uk](mailto:kbsdirector@kent.ac.uk). You may also contact Professor Marian Garcia, Professor of Marketing and Innovation and Academic Lead for Medway ([m.garcia@kent.ac.uk](mailto:m.garcia@kent.ac.uk)).