

RESOURCING/

JOB DESCRIPTION:



**Lecturer/Senior Lecturer in Financial Accounting
Education & Research (E&R) OR Education,
Scholarship and Professional Practice (ES&P)**

Ref Number:	SS-074-19
Salary Scale:	<i>For Lecturer appointment:</i> Grade 7: £34,189 - £39,609 or Grade 8: £40,792 - £48,677 per annum <i>For Senior Lecturer appointment:</i> Grade 9: £50,132 - £58,089 per annum
Contract:	Ongoing AND Full-time (E&R OR ES&P)
School/Department:	Kent Business School
Location:	University of Kent, Canterbury Campus
Responsible to:	Director of Kent Business School or nominee
Closing Date for applications:	25 August 2019
Interviews are expected to be held on:	11 September 2019
Expected start date:	ASAP Thereafter

The Role

Kent Business School is seeking to appoint a *Lecturer/Senior Lecturer in Financial Accounting*. More specifically, we are looking for a scholar who is keen to make a strong contribution to both research and teaching in this important area. The successful applicant will lead and contribute to the delivery of our Financial Accounting modules on our undergraduate and postgraduate programmes. Apart from a successful teaching record, he or she will ideally have developed an original and productive research agenda, demonstrating the ability or clear potential to publish in internationally-ranked, peer-reviewed journals and to sustain a successful track record in publishing in these journals in the case of an appointment at Senior Lecturer level.

We encourage applications from candidates who are enthusiastic about contributing to teaching and programme administration and have developed a research profile. Relevant professional qualifications as well as a track record in attracting research and enterprise funding would be desirable. We are also keen to encourage applications from candidates with

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a strong and successful track record in developing or leading taught programmes and, at the Senior Lecturer level, would be willing to make a strong contribution to the leadership of the group or wider cognate area.

While we envisage appointing research-active accountants to an *Education and Research position*, we also value practice-based scholarship and will consider applications from fully qualified practitioners with a strong track record of programme leadership and teaching in higher education. Successful applicants may be offered an *Education and Research* or an *Education, Scholarship & Professional Practice* position, depending on their profile and qualifications.

The School offers the post holder a competitive salary, generous support for research and/or scholarship as well as a collegial work environment.

Disciplinary Area

Teaching & Student Engagement

Accounting is one of our large subject areas. The School offers a number of programmes and modules at both undergraduate and postgraduate levels, most of which allow students to qualify for a wide range of exemptions from relevant professional bodies. These include the following:

- [BA Accounting & Finance](#)
- [BA Accounting & Management](#)
- [MSc International Accounting & Finance](#)

In addition, KBS offers a wide range of modules and co-curricular opportunities in the disciplinary area. The new post holder would have an opportunity to lead and/or contribute to the delivery of modules in the Accountancy area on our undergraduate as well as postgraduate programmes, including the MBA. These would include the following:

- *Advanced Financial Accounting*
- *Financial Accounting 1 & 2*

He or she would also have the opportunity to develop relevant curriculum in this area and interact with a dynamic group of Accounting and Finance researchers, most of whom are currently based in our Accounting and Finance subject groups. Supervision of Doctoral students in these areas may also be part of their role for Education and Research appointments.

Research & Innovation

KBS as a school wants to be known for leadership in sustainable innovation. Applications are welcome from applicants who can help strengthen this profile in the advertised subject. Members of the Accounting Group have established strong international reputations for their research in public sector or critical accounting and accounting history across numerous publications and books. *Robert Jupe*, a recognised authority on British rail privatisation, has highlighted the many failings and contradictions of privatisation amongst which the most disturbing have been major problems with safety across the rail network. *Li-cheng Chang* has established a strong presence in the critical accounting literature concerning changes in the culture of the British National Health Service (NHS) and the many shortcomings in the patient care which have arisen from the effects of a greater reliance on performance measures derived from accounting practices. *Warwick Funnell's* body of work compliments this research

with publications which seek to highlight the impact of the New Public Management (NPM) in many countries with the privatisation of previous core public services, such as prisons. He is also amongst the leading international researchers in various aspects of accounting history, including the public sector.

We welcome applications from accounting scholars who can complement this profile and have a track record that combines research output in highly rated journals with engaging with professional bodies and achieving research or consultancy income.

Further information on Education

and research may be found on the School's website: 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, including the directorship of taught programmes.
- To engage in individual and collaborative research and/or 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/or 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 accounting programmes, most especially : *Advanced Financial Accounting and Financial Accounting 1 & 2*.
- 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 programmes in their subject area, if and when required.
- Supervise research and/or project students, either jointly or independently.
- Undertake administrative duties assigned by the Director of the School.

- Contribute to executive education programmes.
- 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 Director of the Kent Business School or their nominee.

The post holder may be asked to:

- 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.
- Undertake some teaching outside the School to support Higher and Degree Apprenticeships delivery.

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.

For Education & Research Positions

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 (e.g., ACCA, CIMA, or ICAEW)		✓	A
Fellowship of the Higher Education Academy and/or teaching qualification (PGCHE), or equivalent*		✓	A

* Candidates without qualification will be expected to obtain one upon joining the University.

Experience / Knowledge	Essential	Desirable	Assess via
Specific knowledge in the advertised subject area	✓		I,T
Teaching experience in Financial Accounting	✓		A
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	✓*	✓**	A
Evidence of successful (at Senior Lecturer level sustained) publication activity in relevant 3* or 4* rated journals, as judged by the Chartered ABS International Guide to Academic Journal Quality	✓		A
Track record of high-impact research publications, as evidenced by citation record (e.g. in <i>Web of Knowledge</i> , <i>Scopus</i> , or <i>Google Scholar</i>)		✓	A
Evidence of income generation, e.g., through research grants, enterprise activity, and consultancy; or competitively awarded internal grants, scholarships, or comparable awards		✓	A
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		✓	A
Experience in delivering technology enabled learning and teaching		✓	A
Evidence of PhD supervision (or equivalent)	✓*	✓**	A
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)		✓	A

* Senior Lecturer, **Lecturer

Skills / Abilities	Essential	Desirable	Assess via
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Teaching skills appropriate to higher education at both undergraduate and postgraduate levels	✓		I,T
Ability to teach modules, such as , <i>Advanced Financial Accounting and Financial Accounting 1 & 2</i>	✓		I,T
Ability to design taught programmes at undergraduate and postgraduate levels, including executive education programmes	✓*	✓**	I
Ability to conduct impactful research	✓		I
Research leadership & management skills	✓*	✓**	I
Excellent communication and interpersonal skills	✓		I,T
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 programme-level and institutional accreditations, including but not restricted to AMBA, AACSB or EQUIS	✓		I
Willingness to work with professional bodies, such as, e.g., ACCA, ICAEW, CIMA, or CIPFA, and engage in related programme accreditations	✓		I
Willingness to engage proactively in translating into practice the mission and vision 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 assessed via:

A = application form or CV/cover letter
I = interview questions
T = test or presentation at interview

For Education, Scholarship and Professional Practice Positions

Qualifications / Training	Essential	Desirable	Assess via
Master's degree (or equivalent) in the subject area or another relevant discipline	✓		A
PhD (or equivalent) in relevant area (awarded or near completion)		✓	A
A relevant professional qualification from a relevant professional body (e.g., ACCA, ICAEW, or CIMA)	✓^	✓	A
Fellowship of the Higher Education Academy and/or teaching qualification (PGCHE), or equivalent*	✓		A

* Candidates without qualification will be expected to obtain one upon joining the University

^ Candidates without PhD-level (or equivalent) qualification must be fully qualified by a professional body.

Experience / Knowledge	Essential	Desirable	Assess via
Specific knowledge in the advertised subject area	✓		I,T
Teaching experience in Financial Accounting	✓		A
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	✓*	✓**	A
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)	✓*	✓**	A
Evidence of (at Senior Lecturer level sustained) engagement with the profession	✓^		A
Evidence of successful publication activity in relevant professional journals, successful presentations at relevant professional conferences, or equivalent evidence demonstrating candidates maintain and develop currency of knowledge	✓^		A
Evidence of successful publication activity in relevant academic journals ranked in the Chartered ABS International Guide to Academic Journal Quality, rated 2* or above , demonstrating	✓~		A

candidates maintain and develop currency of knowledge.			
Evidence of income generation, e.g. through enterprise and consultancy activity; or competitively awarded internal grants, scholarships, or comparable awards		✓	A
Experience in delivering technology enabled learning and teaching		✓	A
Evidence of research or project supervision	✓*	✓**	A

* Senior Lecturer, **Lecturer

^ Applies to candidates who are professionally but **not** academically qualified; i.e., applicants without PhD-level (or equivalent) qualification.

~ Applies to candidates who are academically but **not** professionally qualified; i.e., applicants with PhD-level (or equivalent) qualification.

Skills / Abilities	Essential	Desirable	Assess via
Teaching skills appropriate to higher education and the ability to teach modules, such as , Advanced Financial Accounting and Financial Accounting 1 & 2 at both undergraduate and postgraduate level	✓		I,T
Ability to design taught programmes at undergraduate and postgraduate levels, including executive education programmes	✓*	✓**	I
Ability to conduct impactful scholarship		✓	I
Scholarship leadership & management skills	✓*	✓**	I
Excellent communication and interpersonal skills	✓		I,T
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 programme-level and institutional accreditations, including but not restricted to AMBA, AACSB or EQUIS	✓		I

Willingness to work with professional bodies, such as, e.g., ACCA, ICAEW, CIMA, or CIPFA, and engage in related programme accreditations	✓		I
Willingness to engage proactively in translating into practice the mission and vision 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 assessed via:**

A = application form or CV/cover letter

I = interview questions

T = test or presentation at interview

Indicative Performance Criteria

General Criteria for Lecturers/Senior Lecturers:

Research (Education & Research appointments only)

- Evidence of publication output of original research at internationally excellent or world-leading level.
- Evidence of leading and managing a research effort.
- 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 more 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:

For the Senior Lecturer post, 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, Director of Kent Business School, kbsdiretor@kent.ac.uk. You may also contact Professor Warwick Funnell, Professor of Accounting and Public Sector Accountability and Head of the Accounting group, w.n.funnell@kent.ac.uk, or Mrs Ashley Casson, Director of Studies for Accounting and Finance, a.casson@kent.ac.uk