

## Job Description

### Senior Lecturer/Reader in Strategy and Corporate Social Responsibility (CSR) (Education and Research)

<b>Salary:</b>	Grade 9, 10
<b>Contract:</b>	Full time
<b>School/Department:</b>	Kent Business School
<b>Location:</b>	Canterbury
<b>Responsible to:</b>	Dean of Kent Business School or nominee

#### Job purpose

The successful applicant will develop and deliver innovative and engaging teaching on strategy and corporate social responsibility (CSR) modules at both undergraduate and postgraduate levels and undertake internationally excellent research in the area of Strategy. The School is particularly keen to appoint scholars who are able to teach one or more of the following subjects: business and corporate strategy, strategic management, corporate social responsibility, and business ethics.

The role is offered on an Education and Research (E&R) contract, appropriate for candidates with a strong research record and trajectory who can produce high quality outputs and enhance the University's research profile most notably in the area of Strategy. The role holder will also be expected to make a strong contribution to the leadership of the Department of Leadership and Management. Evidence of income generation, impactful research, or corporate engagement are expected.

While the post is based at Canterbury, 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 competitive salary, support for research, and a collegial and cohesive work environment.

#### Key accountabilities

- To deliver and contribute to the design of high-quality, demand-driven and student-centred taught programmes; as well as to provide academic leadership in this area.
- To lead and engage in research 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.
- To engage in internationally excellent and/or world-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.
- To support the management of the School, by taking on key roles and serve on School or University working groups or committees, as required.

## Key duties

The following are the main duties for the job. Other duties, commensurate with the grading of the job, may also be assigned from time to time.

- Teach and administer modules within the subject area including business and corporate strategy, strategic management, corporate social responsibility, and business ethics.
- Provide academic and operational leadership within the discipline area.
- 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.
- Act as Directors of Studies for programmes in their subject area, if and when required.
- Undertake research, independently and collaboratively, and 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.
- Engage in or lead efforts to attract contract research funding.
- Supervise research and/or project students, either jointly or independently.
- Contribute to executive education programmes and Higher and Degree Apprenticeships, if and when required.
- Engage in the School's student enterprise and employability activities.
- Assume a key leadership role across the Business School.
- Engage on a continuous and meaningful basis with colleagues in the School and contribute to a cohesive and collegial work environment.

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

## 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.

## Health, safety & wellbeing considerations

This job involves undertaking duties which include the following health, safety and wellbeing considerations:

- Regular use of Screen Display Equipment
- Ability to occasionally travel in a timely and efficient manner between campuses

## Person specification

The person specification details the necessary skills, qualifications, experience or other attributes needed to carry out the job. Applications will be measured against the criteria published below.

Selection panels will be looking for clear evidence and examples in an application, or cover letter (where applicable), which back-up any assertions made in relation to each criterion.

#### **Essential Criteria:**

- PhD (or equivalent) in a relevant area (A)
- Specific knowledge and research reputation in the advertised subject area (I&T)
- Significant experience of high-quality teaching at undergraduate and postgraduate level in the Strategy and CSR subject area including business and corporate strategy, strategic management, corporate social responsibility, and business ethics (A, I&T)
- Fellowship of the Higher Education Academy and/or teaching qualification (PGCHE), or equivalent  
Candidates without qualification will be expected to obtain one as part of their probation (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)
- A strong research record of world leading and internationally excellent research, as evidenced by sustained publication activity in reputable journals (CABS3 and above as judged by the Chartered ABS list) (A&I)
- Established record of success in generating external research income (A)
- Experience in delivering technology enabled learning and teaching (I)
- Proven track record of PhD supervision (A)
- Teaching skills appropriate to higher education at both undergraduate and postgraduate levels (I&T)
- Ability to lead, manage and conduct impactful research (I)
- Research leadership & people management skills (I)
- Excellent presentation skills, with the proven ability to communicate effectively, both orally and in writing, with students, colleagues and external audiences (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)
- Ability to collaborate with colleagues within and beyond the School (I)
- Outstanding leadership skills with the ability to inspire, motivate and challenge colleagues, negotiate, communicate ideas effectively (I)
- Firm commitment to achieving the University's vision and values, with a passion for a transformative student experience and multidisciplinary, impactful research (I)
- Commitment to deliver and promote equality, diversity and inclusivity in the day-to-day work of the role (I)

#### **Essential Criteria for Reader Only:**

The title of Reader can be conferred by the University as a mark of personal distinction in research and scholarship to someone who has made a significant research contribution to the advancement of their subject (normally at both national and international level), has coupled this with leadership and brought external recognition to themselves and a University.

- Record of securing and managing major research grants appropriate to the discipline (A)

#### **Desirable Criteria:**

- A professional qualification from a relevant professional body or association (A)
- Track record of high-impact research publications, as evidenced by citation record (e.g. in *Web of Knowledge*, *Scopus*, or *Google Scholar*) (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)
- 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)
- Ability to design taught programmes at undergraduate and postgraduate levels, including executive education programmes and Higher and Degree Apprenticeships (I)

*Assessment stage: A - Application; I - Interview; T - Test/presentation at interview stage*