



**Job Title:** Lecturer in Human Resource Management (Teaching Focussed)

**Grade:** 8

**Salary:** £45,163 to £55,295 per annum, pro-rata if permanent

**Department:** School of Management

**Hours/Contract:** Full-time or job share, permanent

**Reference:** 10785

## Role Purpose

Contribute to the design, production, delivery and development of the School's undergraduate and postgraduate distance learning provision, to campus-based undergraduate and postgraduate provision, as well as to the supervision of postgraduate researchers.

Undertake scholarship in the field of human resource management and/or pedagogy itself in order to maintain up-to-date knowledge of your field and the techniques and approaches to provide high quality education.

Contribute to the School's impact and engagement agenda and will interact with business, the policymaking sector and/or other relevant stakeholders to help maximise the School's contribution to societal and economic wellbeing.

## Main Duties and Responsibilities

### Teaching

- Provide academic leadership within your department, including at programme level in an area of Human Resource Management, Organisational behaviour, Change Management, Employment Relations, or People Analytics.
- Design, develop and deliver highly effective digital learning materials, including module content, asynchronous lectures, synchronous seminars and discussion boards. Set assignment questions/exam papers and carry out marking and invigilation duties.
- For campus-based provision, design and deliver face-to-face learning and teaching (lectures, seminars, tutorials, assessments). Set exam papers/assignment questions, and carry out marking and invigilation duties.
- Deliver highly effective supervision and support to distance-learning and campus-based students e.g. for projects, dissertations etc.
- Cooperate with colleagues in the review and development of the curriculum, leadership on modules and where required, design and launch of new degrees/ awards.
- Contribute to the internationalisation of the curriculum, at module and programme level.
- Support innovation in teaching delivery and/or assessment practice and to enhance student learning and experience.
- If not already obtained, seek external recognition of teaching excellence (e.g. Fellowship of the HEA).
- Contribute to quality assurance and enhancement at School or college level.
- Contribute to the development of colleagues, or of academic management systems.
- Provide pastoral care for students and carry out other related academic duties.





## Scholarship

- Establish and maintain a sound base of knowledge through scholarship of your field to ensure that teaching meets the standards expected within a research-led University.
- Publish research articles in leading peer-reviewed journals and volumes
- Secure, in collaboration with colleagues as appropriate, external research funding through research grants or contracts to support a well-defined scholarship agenda.
- Recruit, supervise and assess postgraduate research students in related fields of expertise
- Consistent with the resources available and School and other obligations, attend and present research findings and papers at academic and professional conferences, and contribute to the external visibility of the Division and School
- Contribute to the enterprise agenda including CPD, working with external organisations, both nationally and internationally, commercialisation, commissioned research and consultancy.
- Reach out to and engage with businesses, the policymaking sector and/or other relevant stakeholders.
- Ensure that all research activities undertaken are in compliance with the 'Research Code of Conduct' operated by the University

## Administration

- Undertake specific School roles and management functions as may be required by your Head of Department or the Dean of the School.
- Provide leadership to colleagues within your Department and across the School as required.
- Attend meetings and participate in other committees and working groups within the School, the College, and the University.
- Engage in continuing professional development.
- Contribute to student recruitment and retention activities in the School and College.
- Coaching and mentoring of more junior members of staff.

## Internal and External Relationships

Participation in research, enterprise and teaching activities in your area within the School.  
Collaboration with School, College and University administration and management.

## Planning and Organising

Long term planning and organisation of work in delivery of aspects of the job specification.  
Seek guidance from academic mentors, administrative support staff and other academic colleagues as required.

## Qualifications, Knowledge and Experience

### Essential

- PhD completed or registered and close to completion or significant relevant experience in human resource management or a relevant field\*
- Recognised expertise in Human Resource Management or a relevant field\*





- Involvement in the design and delivery of teaching to undergraduate or postgraduate distance learning students\*
- Involvement in the design and delivery of teaching to undergraduate or postgraduate campus based students
- Academic Teaching Qualification as defined by HESA or commitment to gain the appropriate category of HEA Fellowship within a reasonable timeframe

### Desirable

- Experience of module leadership
- Experience of undergraduate or postgraduate dissertation supervision
- A record of publications in international journals and with leading publishers, commensurate with career experience
- Experience of PhD student supervision
- A willingness and commitment to generate, maintain and maximise the benefits of industry partnerships
- CIPD membership or willingness to acquire CIPD membership

### Skills, Abilities and Competencies

#### Essential

- Demonstrated ability to contribute to the teaching of one or more distance-learning modules at undergraduate and/or postgraduate levels
- Demonstrated ability to contribute to the teaching of one or more campus-based modules at undergraduate and/or postgraduate levels
- Skills in mentoring/advising and motivating students
- Demonstrated commitment to excellence and innovation in teaching and pedagogical development
- Ability to teach classes using a comprehensive range of delivery methods including synchronous and asynchronous on-line lectures and seminars
- Ability to initiate, develop and deliver high quality scholarship, either pedagogic or subject specific, that is internationally recognised as excellent
- Willingness to attempt to generate external funding to support teaching programmes
- High level of proficiency in English, sufficient to undertake research, teaching and administrative activities utilising English Language materials and to communicate effectively with staff and students
- Excellent written\* and verbal communication skills, including good IT competency
- Ability to work independently and as part of a team on research and teaching programmes
- Ability to plan, organise, implement and deliver programmes of work

#### Desirable

- Ability and willingness to travel and represent the University at external meetings and conferences
- The potential to create impact and engagement beyond the academic community
- Evidence of grant capture

**\*Criteria to be used in shortlisting candidates for interview**





## Criminal Declaration

If you become an employee, you must inform your manager immediately, in writing, if you are the subject of any current or future police investigations/legal proceedings, which could result in a criminal offence, conviction, caution, bind-over or charges, or warnings.

## Supporting University Activities

As a University of Leicester citizen, you are expected to support key university activities such as clearing, graduation ceremonies, student registration and recruitment open days. We expect all staff as citizens to work flexibly across the University if required.

## University Values

**Inclusive** - We are diverse in our makeup and united in ambition. Our diversity is our strength and makes our community stronger.

**Inspiring** - We are passionate about inspiring individuals to succeed and realise their ambitions. We challenge our community to think differently, to get involved, and to constantly embrace new ideas.

**Impactful** - As Citizens of Change we will generate new ideas which deliver impact and empower our community

## Equity and Diversity

We believe that equity, diversity and inclusion is integral to a successful modern workplace. By developing and implementing policies and systems that challenge stereotypes across all aspects of our work, we have a culture that recognises and values the diverse contributions of our staff which benefits everyone. Our strong values of inclusivity and equity support our efforts to attract a diverse range of high quality staff and students, and identify our University as a progressive and innovative workplace that mainstreams equity, diversity and inclusion.

