



Job Title: Associate Professor in Management and Artificial Intelligence

Grade: 9

Salary: £59,966 to £67,468 per annum, pro-rata if part-time

Department: School of Management

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

Job Family: Teaching and Research

Reference: 12282

Role Purpose

To provide academic leadership in the field of Artificial Intelligence and Management, with a particular focus on our core areas of Human Resource Management (HRM), Organisational Behaviour, Employment Relations and Business Ethics. Lead world-class research in this area, both in terms of research outputs and grant funding capture, help develop interdisciplinary collaborations, and contribute to the development of teaching and external engagement capacity in line with School priorities.

This role will help consolidate emerging strengths and drive forward new teaching and research initiatives in these areas.

Resources Managed

The postholder will be expected to manage a range of academic resources, both research and teaching. These include but are not limited to research budgets secured via external funding, oversight of associated staff, and the coordination of research-related infrastructure and activities. Possible responsibility for leading collaborative bids/initiatives involving other Schools or external partners, and for supporting colleagues involved in AI-related teaching or research. The postholder will support the mentoring and development of early career researchers and supervise postgraduate research students. The postholder will also manage teaching resources through leading and/or teaching on programmes and/or modules. They will manage materials production and high quality delivery within teaching teams, and ensure marking and moderation standards are met. They will lead/participate in standard University Quality Assurance and Governance processes as necessary.

Main Duties and Responsibilities

Research:

- Provide academic leadership in developing a coherent and distinctive research presence in the area of Artificial Intelligence in Management.
- Pursue and publish high-quality, peer-reviewed outputs suitable for submission to REF (4* or equivalent), with an emerging international profile.
- Secure external research funding through competitive bids, including collaboration across Schools, institutions, and sectors.
- Supervise doctoral researchers and support the development of research talent, particularly ECRs.
- Coordinate cross-School research initiatives with potential to formalise a thematic research centre in AI applications in management practice.

Teaching:

- Design and deliver high-quality, research-informed teaching in core HR and management subjects and AI-related topics across undergraduate and postgraduate programmes.





- Innovate in curriculum development, including embedding AI themes across modules and contributing to new programme design.
- Supervise postgraduate research (PGR) students, providing academic and pastoral support, and fostering a strong research culture among doctoral researchers.
- Provide academic leadership in pedagogic enhancement, including supervision of project-based learning, placement activities, or inter-disciplinary modules.
- Undertake module and/or programme leadership responsibilities, supporting curriculum coherence and student experience.

Service:

- Provide leadership and collegial support across the School and College, contributing to strategic initiatives and committee work.
- Provide a coordinating role in the development of AI in management as a cross-cutting research theme, fostering collaboration between colleagues working in distinct applied domains (e.g. healthcare, education, climate change).
- Contribute to research environment enhancement activities, such as mentoring early career researchers, developing funding bids, and supporting REF preparation.
- Represent the School externally, contributing to academic citizenship, peer review, and engagement with professional bodies, funding agencies, or networks.
- Support inclusive and positive academic culture through active participation in School events, staff development, and student-facing activities.

Internal and External Relationships

- Collaborate closely with colleagues across the School of Management and wider College to support interdisciplinary research, curriculum development, and strategic planning.
- Act as a key liaison between research-active staff in AI-related areas and senior leadership teams, contributing to the visibility and coherence of emerging themes.
- Supervise postgraduate research students and contribute to the development of the doctoral community, including partnerships with the Doctoral College.
- Develop and maintain strong external relationships with academic peers, research networks, funding bodies, and relevant professional associations in the field of AI and management. Engage with non-academic stakeholders (e.g. industry, policy, third sector) to develop impactful research collaborations, consultancy, and knowledge exchange initiatives.

Planning and Organising

- Lead the planning and delivery of high-quality teaching and assessment across undergraduate, postgraduate, and doctoral levels, including curriculum development and programme design in areas related to management and AI.
- Contribute to and coordinate aspects of the School's research strategy in AI and its application to management, identifying funding opportunities, supporting grant applications, and shaping collaborative projects.
- Develop and oversee work plans for self-managed research activity, ensuring appropriate time is allocated for teaching, research, supervision, and service.
- Contribute to the operational planning and academic leadership of the School by taking responsibility for defined strategic areas and participating in relevant committees and working groups.





- Support the mentoring and professional development of colleagues, particularly early-career researchers and those working in AI-related fields.

Qualifications, Knowledge and Experience

Essential

- A PhD (or equivalent) in a relevant area of management including Human Resource Management, Employment Relations Organisational Behaviour, Organisational Psychology, or related discipline*
- An established track record of high-quality publications suitable for submission to REF, including outputs on the role or impact of AI in HR and/or Management contexts*
- Experience of successful undergraduate and postgraduate teaching, curriculum design, and assessment in business and management relevant subjects*
- Evidence of postgraduate research supervision and completion (e.g., PhD students supervised to completion or in progress).
- Demonstrable experience of research leadership, including securing or contributing to externally funded research projects*
- Experience of academic leadership, including mentoring colleagues or leading teaching or research initiatives.
- A clear research agenda and vision aligned with School and University priorities, including the potential to develop a coherent research grouping or centre on AI in Management.
- Fellowship of the HEA or equivalent (or willingness to obtain within 12 months of appointment)*.

Desirable

- Experience of interdisciplinary research or collaboration with sectors such as education, health, environment, or policy, particularly in relation to AI.
- Experience of delivering effective higher education across modes (i.e., both on campus and distance learning).
- Experience of organising academic conferences, seminars, or workshops that contribute to the profile of the School or discipline.
- Experience in supervising professional doctorates.
- Demonstrable public engagement or knowledge exchange work that highlights the social or ethical dimensions of AI in organisations.
- Membership of or eligibility for professional bodies relevant to management and/or artificial intelligence.
- Experience using digital and AI tools to enhance teaching, research, or engagement.

Skills, Abilities and Competencies

Essential

- Ability to provide academic leadership and to inspire and coordinate colleagues across research and teaching initiatives.
- Proven ability to communicate complex ideas effectively in both written and oral formats to academic and non-academic audiences.
- Ability to develop and deliver high-quality teaching at undergraduate, postgraduate, and doctoral levels, including supervision of postgraduate research students





- Capacity to initiate and sustain impactful research, with clear evidence of strategic planning and delivery of outputs and outcomes
- Competence in developing collaborative partnerships within and beyond academia, including industry or policy bodies.
- Strong organisational skills, including the ability to manage competing priorities, support team delivery, and contribute to School-level strategic aims.
- Demonstrated commitment to equality, diversity and inclusion in academic and workplace practices.

Desirable

- Ability to lead or contribute to the establishment of a research centre or thematic grouping (e.g. on AI in Management or related areas).
- Familiarity with governance processes within a university setting and capacity to contribute effectively to committee work or strategic planning.
- Capacity to secure external income through grant applications, industry collaboration, or enterprise activities.
- Ability to act as a mentor or coach to colleagues and students, supporting their academic and professional development.

**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 encouraged to support key university activities such as clearing, graduation ceremonies, student registration and recruitment open days. We encourage all staff as citizens to work flexibly across the University if required. If supporting these activities is likely to affect your workload, please speak to your line manager in the first instance

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

Freedom of Speech

The University is committed to upholding freedom of speech and academic freedom within the law throughout our recruitment processes. We ensure that all candidates are considered based on merit and suitability for the role, without regard to their lawful viewpoints or the expression of challenging or





controversial ideas. Our recruitment policies and practices are designed to protect applicants from discrimination or adverse treatment on the basis of their opinions, and to foster an environment where open debate and diverse perspectives are valued as essential to our academic mission.

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 equality 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 equality, diversity and inclusion.

