



Job Title: Associate Professor in Human Resource Management Data Analytics and Interpretation
Grade: 9
Salary: £52,560 to £59,135 per annum pro rata
Department: School of Business
Hours/Contract: Full-time permanent (other arrangements, such as job share, will be considered)
Reference: 3240

Role Purpose

You will be expected to provide leadership in research in Human Resource Management Data Analytics and Interpretation: developing research collaborations, submitting grant applications, attending and organising conferences and seminars, enhancing impact activity and the research profile of the School, commensurate with your level of seniority.

You will contribute and take a leading role in the delivery and development of the School's undergraduate, postgraduate and distance learning curriculums as well as the supervision of postgraduate researchers.

You will provide leadership in 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.

You will be responsible to the Head of Department and Dean of ULSB and will undertake research, scholarship, teaching and administration and other activities supporting the work of the School in line with the School strategy.

Main Duties and Responsibilities	% Time
<p>Research</p> <ul style="list-style-type: none"> • Produce research of international excellence that will contribute to the School's high ranking research profile and at a level compatible with inclusion in future REF exercises. • Engage and collaborate with international networks to publish research articles in leading peer-reviewed journals and volumes. • Contribute to and lead the development of larger bids for external research funding through research grants or contracts, both on a disciplinary and interdisciplinary basis, in the School and College, to support a well-defined research agenda, which will deliver outputs of international excellence • Raise your external profile and that of the School by presenting research papers at academic and/or professional conferences, refereeing or reviewing publications or grant applications, and externally examining postgraduate research students. • Develop your impact agenda and make a meaningful contribution to impact activity within the School and College. • Contribute to the enterprise agenda including CPD, working with external organisations, both nationally and internationally, commercialisation, commissioned research and consultancy. 	40





<ul style="list-style-type: none"> • Reach out to and engage with businesses, the policymaking sector and/or other relevant stakeholders. • Recruit, supervise and assess postgraduate research students in related fields of expertise • Ensure that all research activities undertaken are in compliance with the 'Research Code of Conduct' operated by the University 	
<p>Teaching</p> <ul style="list-style-type: none"> • Provide academic leadership within the School and your Department, including at programme level and across your own specialist area. • Develop and deliver highly effective 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 students e.g. for projects, dissertations etc. • Lead and cooperate with colleagues in the review and development of the curriculum, leadership of modules and, where required, design and launch of new degrees/ awards. • Contribute to the internationalisation of the curriculum, especially at module level. • Engage with scholarship and pedagogical research to lead innovation at programme level in teaching delivery or assessment practice and to enhance student learning and experience. • If not already obtained, seek external recognition of teaching excellence at a senior level (e.g. Senior Fellowship of the HEA). • Contribute to quality assurance and enhancement at School or College level. • Support the development of colleagues, or of academic management systems. • Provide pastoral care for students and carry out other related academic duties. • Engage in CPD to support innovation at module and programme level in teaching delivery and/or assessment practice. • Contribute to international enterprise initiatives. 	40
<p>Administration</p> <ul style="list-style-type: none"> • Be willing to take on Senior Academic Leadership roles and provide leadership within the School or College as may be required by your Head of Department or the Dean of the School. • Attend meetings and participate in other committees and working groups within the School, the College, and the University. 	20





<ul style="list-style-type: none"> 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	
<p>Participation in research, enterprise and teaching activities in your area within the School.</p> <p>Collaboration with School, College and University administration and management.</p>	
Planning and Organising	
<p>Shaping the strategic direction and leading the planning of work in delivery of aspects of the job specification.</p> <p>Participation in the departmental operational planning process supporting the strategic direction of the unit and wider department.</p> <p>Seek guidance from academic mentors, administrative support staff and other academic colleagues as required.</p>	
Qualifications, Knowledge and Experience	
<p>Essential</p> <ul style="list-style-type: none"> PhD or significant relevant experience in Human Resource Management or a related field* Recognised expertise in human resource management data analytics and interpretation* Sustained record of publications at the highest international standard in international journals and with leading publishers in human resource management and data analytics* Evidence of an emerging record of research income generation, commensurate with career experience* A track record engagement and impact aligned with the future strategic priorities of the School Experience of PhD student supervision* Experience of successfully fulfilling academic leadership roles* Experience of delivery of teaching to undergraduate and postgraduate campus based students* Experience of teaching quantitative data analysis.* Experience of implementing machine learning and data science algorithms and techniques.* Academic Teaching Qualification as defined by HESA or commitment to gain the appropriate category of HEA Fellowship within a reasonable timeframe An understanding and commitment to Equality, Diversity and Inclusion <p>Desirable</p> <ul style="list-style-type: none"> Experience in generating, maintaining and maximising the benefits of industry partnerships Contribution to design of modules, course and curriculums and experience of delivering innovative research informed teaching Experience teaching professional skills in Business, Economics, Management, or a related area Skills in mentoring/advising and motivating students Experience of or familiarity with Distance Learning provision 	





- CIPD Membership

Skills, Abilities and Competencies

Essential

- Proven ability to initiate, develop and deliver high quality research and to publish in forms consistent with research that is internationally recognised as excellent*
- Evidence of significant impact and engagement beyond the academic community
- Ability to network and collaborate at an international level.
- Willingness to attempt to generate external funding to support research programmes
- Ability to lead an administrative area effectively
- Demonstrated ability to contribute to the teaching of one or more modules at undergraduate and postgraduate levels*
- Demonstrated commitment to excellence and innovation in teaching and pedagogical development
- Ability to teach classes using a comprehensive range of delivery methods including lectures, seminars, tutoring
- 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 apply sophisticated statistical and numerical techniques for the analysis of quantitative data*
- 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 to identify and secure placement or internship opportunities for students
- Ability and willingness to travel and represent the University at external meetings and conferences
- Ability to lead other staff either in a line management role or otherwise effectively

****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.

VITAL

The University encourages all staff to live our [VITAL values](#) which are:

Valuing People, Innovators, Together, Accountable, Leaders.

Equality and Diversity





We believe that equality, 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.

