



UNIVERSITY OF LEEDS

CANDIDATE BRIEF

Chair in Human Resources Management (HRM) or Management Consulting, Leeds University Business School



Competitive Salary

Reference: LUBSC1417

Closing date: 27 October 2019

We will consider job share/flexible arrangements

Chair in Human Resources Management (HRM) or Management Consulting, Work and Employment Relations Division, Leeds University Business School

Are you an experienced academic leader looking for a challenging senior leadership position? Are you passionate about delivering world-leading research and an exceptional student experience?

[The Work and Employment Relations Division \(WERD\)](#) of Leeds University Business School is one of the largest interdisciplinary groupings of social scientists working in the fields of HR, employment relations and the sociology of work and employment in the UK. Through its associated research centre, the [Centre for Employment Relations, Innovation and Change \(CERIC\)](#), the rigour and quality of the Division's research is widely recognised for both excellence and impact on policy and practice. From January 2020, the Division will jointly host the ESRC Digital Futures at Work Research Centre (DigiT), an £8 million investment in research into the impact of digitalisation on the future of work. Professor Mark Stuart is co-director of this prestigious new ESRC research centre and Professor Chris Forde is deputy director.

WERD's flagship MA HRM programme is one of the most popular HR programmes in Europe. The Division also offers a BA HRM programme, an MSc Management Consulting, and from September 2020, a path-breaking MSc Data Analytics and HRM. The Division also leads the University's Q-Step Centre.

To build on and consolidate success, WERD would like to appoint an experienced and enthusiastic academic to a chair within the division. The successful candidate will have a strong track record of outstanding research and be able to provide intellectual leadership of research and teaching in the areas of HRM (broadly defined) or management consulting.

Applications are particularly welcome from candidates whose research:

- Compliments our developing research interests in technology at work; professions and knowledge work; regulation and labour market change; CSR and ethical HRM;
- Addresses gaps in our research portfolio around HR Strategy and performance or international and comparative HRM.



You will have experience of leading research projects which meet international standards of academic excellence, and integrating this research into innovative learning and teaching. With a track record of sustained delivery of ambitious and imaginative academic leadership you will possess experience of effective team working and collaborative development alongside with excellent communications skills. Detailed experience of leading research initiatives and developing links with research groups in the UK and internationally will support you in this role.

[Leeds University Business School](#) is internationally renowned for the quality of its teaching, its research and its facilities. A triple accredited and top ranking European business school with more than 3000 students from around 100 countries and more than 200 academic staff, our work covers the full spectrum of business disciplines, teaching undergraduate, masters and doctoral students and creating new knowledge through research. Within Leeds University Business School, the Work and Employment Relations Division and affiliated Centre for Employment Relations, Innovation and Change (CERIC) are focal points for research into work, employment, people management, professional work and management consulting.

With its ambitious team, the Division is looking to become one of the leading teams for research and education in the fields of HRM (broadly defined) and/or Management Consulting.

What does the role entail?

As a Chair in HRM or Management Consulting, your main duties will include:

- Establishing and leading a world-class research programme achieving sustained high levels of research funding individually and/or in collaboration with others and maintaining high quality research outputs in leading internationally-recognised publications;
- Inspiring students through research-led teaching on undergraduate and postgraduate taught courses, taking a lead role in the development of modules and programmes and achieving high standards of student feedback;
- Promoting the discipline and internationally winning prestige for both the discipline and the University;
- Representing the University externally, developing and maintaining networks and promoting links with Research Councils and external organisations;



- Providing a major contribution to the strategic academic development, direction and leadership of the School as well as making a significant contribution to the University through its governance structures;
- Supporting and mentoring less-experienced academic and research staff to promote career development and the nurturing of academic talent;
- Attracting high-quality postgraduate research students to the University and providing them with supervision that supports timely completion and subsequent employability;
- Leading and delivering major initiatives and/or multidisciplinary areas of work which improve School, Faculty or University performance.

These duties provide a framework for the role and should not be regarded as a definitive list. Other reasonable duties may be required consistent with the grade of the post.

What will you bring to the role?

As a Chair in HRM or Management Consulting, you will have:

- A PhD or other doctorate in a relevant discipline or equivalent research experience;
- A track record of integrating research with learning and teaching to deliver an excellent student experience, and an ability to lead the development of a portfolio of modules or courses;
- A high-level track record of leading research programmes and shaping research, innovation and impact agendas at national and international levels;
- A track record of sustained delivery of ambitious and imaginative academic leadership, both through your own work and through the encouragement and stimulation of colleagues;
- An excellent track record of research and publications meeting international standards of academic excellence and impact, including a significant quantity of 4* REF equivalent published research making a lasting and significant mark within the discipline;
- Sustained levels of research funding individually and/or in collaboration;
- The ability to work across subject areas, linking appropriately with other disciplines and research groups and/or leading major research initiatives;
- A track record of effective team working and collaborative development;



- A willingness and demonstrated capacity to take on a significant leadership role in Faculty/School development with the ability to think laterally, to be imaginative and to anticipate trends and opportunities;
- Excellent organisational and communication skills;
- A commitment to promoting and supporting diversity, equality and inclusion within the School.

How to apply

You can apply for this role online; more guidance can be found on our [How to Apply](#) information page. Applications should be submitted by **23.59** (UK time) on the advertised closing date.

Contact information

To explore the post further or for any queries you may have, please contact:

Professor Andy Charlwood (Head, Work and Employment Relations Division)

Tel: +44 (0)113 343 2384

Email: a.charlwood@leeds.ac.uk

Additional information

Working at Leeds

Find out more about the benefits of working at the University and what it is like to live and work in the Leeds area on our [Working at Leeds](#) information page.

Candidates with disabilities

Information for candidates with disabilities, impairments or health conditions, including requesting alternative formats, can be found on our [Accessibility](#) information page or by getting in touch with us at disclosure@leeds.ac.uk.



Criminal record information

Rehabilitation of Offenders Act 1974

A criminal record check is not required for this position. However, all applicants will be required to declare if they have any 'unspent' criminal offences, including those pending.

Any offer of appointment will be in accordance with our Criminal Records policy. You can find out more about required checks and declarations in our [Criminal Records](#) information page.

