



UNIVERSITY OF LEEDS

CANDIDATE BRIEF

**Lecturer in Human Resource Management (Teaching and Scholarship),
Leeds University Business School**



Salary: Grade 7 (£33,797 – £40,322 p.a.) or Grade 8 (£41,526 – £49,553 p.a.)

Reference: LUBSC1432

Closing date: 15 September 2019

Fixed-term for 12 months

We will consider job share and flexible working arrangements

Various positions are available

Lecturer in Human Resource Management (Teaching and Scholarship)

Work and Employment Relations Division

Leeds University Business School

Are you an enthusiastic teacher, committed to delivering a first class learning and teaching experience, with a demonstrated ability to teach effectively at undergraduate and postgraduate level? Are you passionate about delivering an exceptional student experience, in a research-intensive Russell Group University?

As Lecturer, you will carry out teaching within the School, Faculty and University and contribute to academic leadership in the field of business, with specific emphasis on human resource management, management or the broader areas of work and employment studies. You will contribute to the research agenda in the Centre of Employment Relations Innovation and Change (CERIC) in these areas, and will play a leading role in delivering the Work and Employment Relations Division's masters programme in HRM and Management Consulting.

You will have a first degree and PhD (or equivalent professional experience), work well both independently and as part of a team, with a proven ability to deliver enterprise teaching at all levels. The role also requires high levels of self-motivation, the ability to meet deadlines and excellent communication skills.

Leeds University Business School (LUBS) is a leading international business school and a strong research intensive Faculty of the University of Leeds. It holds a '5' rating for international excellence in research, and accreditation from EQUIS and AMBA. The Work and Employment Relations Division (WERD) seeks staff with experience of teaching and supporting students who will contribute to the Division's teaching programmes.

What does the role entail?

As a Lecturer in Human Resource Management (Teaching and Scholarship), at grade 7, your main duties will include:



- Providing support and guidance to students, providing timely feedback, acting as a personal tutor, resolving issues and/or referring to specialist parties, where appropriate e.g. student counselling services;
- Developing creative and innovative assessment and teaching methodologies to enhance the student experience;
- Undertaking research-led teaching, including assessment and examinations and contributing towards module design and review;
- Conducting individual or collaborative scholarly projects to contribute to the strategic agenda and priorities of the School;
- Participating in the effective supervision of Undergraduate and Postgraduate students undertaking dissertations/projects as required.

In addition, as a Lecturer at grade 8, your main duties will also include:

- Undertaking innovative research-led teaching at different levels, and contributing towards the planning and development of module design and quality assurance mechanisms;
- Leading and managing initiatives which facilitate School, Faculty or University performance or business;
- Contributing at an appropriate level to School and Faculty policy and practice in teaching;
- Pursuing, developing and taking forward pedagogic developments, producing scholarly publications and disseminating findings across the University and externally;
- Involvement in the recruitment, management and development of staff and acting as a mentor to more junior/less experienced colleagues.

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 Lecturer in Human Resource Management (Teaching and Scholarship), at grade 7, you will have:



- A PhD, or will be close to submission, in management, HRM, sociology of work, organisations or professions or a related discipline (or equivalent professional experience);
- Experience of teaching undergraduate and/or postgraduate students, with an enthusiastic approach to all aspects of teaching;
- Effective communication skills, as demonstrated by previous publications in peer reviewed journals and conference presentations;
- Ability to motivate and engender enthusiasm in others, as evidenced, for example, in student feedback obtained from teaching;
- Ability to maintain currency in the research area of HRM;
- A commitment to scholarly excellence, including the development of creative and innovative teaching and assessment methodologies;
- Evidence of the ability to work both independently and as a member of a team;
- An awareness of the current issues facing Higher Education;
- The ability to prioritise work and manage time effectively in a busy environment;

In addition, as a Lecturer at grade 8, you will have:

- A proven record of teaching at undergraduate and/or postgraduate levels, with an enthusiastic approach to teaching and the ability to interact with students in ways that will enhance the student experience;
- Experience of proactively developing new teaching approaches and materials, assessments activities and contributing to curriculum development;
- Experience of collaborating on scholarly projects to contribute to the School's Student education culture/activity;
- The ability to contribute to management and administrative processes and structures, including managing resources and/or staff.

You may also have:

- Experience of teaching HRM in a University environment;
- Commercial experience and/or links with commercial organisations;
- Ability to build partnerships with industrial, professional and public sector organisations.



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

Tel: 0113 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.

