



UNIVERSITY OF LEEDS

University of Leeds
Leeds LS2 9JT
Switchboard: +44 (0) 113 243 1751
Direct line: +44 (0) 113 343 5775

HUMAN RESOURCES

JOB REF: LUBSC1103

UNIVERSITY OF LEEDS

Faculty of Business

CHAIR IN INTERNATIONAL MANAGEMENT

5 Year Fixed Term 25% Position

1. CONTEXT AND SUMMARY

The Leeds University Business School (LUBS) is enjoying a rapidly growing international reputation. The School seeks to solidify and expand its position as a node of global excellence in business and management scholarship through the appointment of a professor in international management. The School places a premium on international levels of scholarship and research excellence and appointees will be expected to provide leadership in research to academic colleagues across the various divisions of the School.

The person appointed will:

- take on a significant strategic advisory role in the organisation and show exemplary leadership in research quality, with particular emphasis on the development of early and mid-career members of the faculty;
- deliver international quality research outputs at the highest level that contribute to the School's impact both nationally and globally;
- assist in the development and delivery of a world-class doctoral experience;
- provide assistance in the evaluation of the research productivity and research quality of the faculty by working closely with the Pro-Dean of Research and Innovation, the Faculty Research & Innovation Committee and the Heads of the Divisions of the School.

2. MAIN POSTHOLDER RESPONSIBILITIES

- Undertake research in the any of the various areas of business, management and economics scholarship at the highest international levels, notably ABS rated 4* journals.
- Assist the Dean, Deputy Dean, Pro-Dean of Research & Innovation and the Heads of the relevant Divisions of the Faculty to profess and promote the Faculty nationally and internationally, winning prestige for both the School and the University; including working to integrate the Faculty more effectively with global academic communities and networks.
- Provide a major contribution to the strategic academic development, direction and leadership of the School and University.
- Support and mentor PhD students and junior and mid-career academic and research staff to promote career development and the nurturing of academic talent at an international level of quality.
- Work with academic colleagues and PhD students to develop joint research of the highest quality in terms of publication and impact.
- Help shape, enhance and promote the research culture of the School and the University through ongoing involvement with members of staff across and within the relevant Divisions of the Faculty.
- Assist the Pro-Dean, Research & Innovation, and the Faculty Research and Innovation Committee in the evaluation and enhancement of the research productivity and research quality of the Faculty.
- Foster and enable high quality international linkages and networks for research and research related education and development.

3. RESPONSIBILITIES – RESEARCH, INNOVATION & IMPACT

- Develop and lead excellent research, innovation and impact at the highest of international levels while generating a record of research output in internationally-recognised publications of the highest standard (particularly ABS listed 4* journals).
- Assist in attracting sustained high levels of research funding in collaboration with members of the Faculty and develop and maintain networks and promote links with Research Councils and external organisations.
- Provide academic leadership and guidance to colleagues working within their own research area and more widely across the School and University; working with and enhancing research teams and promoting the development of a vibrant and sustainable research culture, community and environment in the School.
- Attract high quality postgraduate research students to the University and provide them with excellent supervision which supports timely completion and subsequent employability.
- Build and sustain relationships with external bodies to assist in the further development of the School's research, innovation and impact agenda.
- Promote the integration of research interests within the School, across the University and with key external stakeholders.
- Promote the integration of research with other research interests within and, as appropriate, outside the School; particularly with research teams at other major research universities.

- Assist with the integration of mid-career and early researchers with the larger international academic community and established associations.

4. RESPONSIBILITIES – LEADERSHIP & MANAGEMENT

- Make a dynamic, ambitious, energetic contribution to the development and delivery of the School's academic mission.
- Adhere to University values and standards, including the Leadership and Management Standard, and in line with University policies and procedures and local Faculty/School benchmarks as appropriate, upholding high professional standards and leading by example.
- Exercise leadership in alignment with the University Leadership and Management Standard (<http://www.sddu.leeds.ac.uk/sddu-University-of-leeds-leadership-and-management-standard.html>), ensuring that appropriate staff training and development is identified and undertaken.
- Sustain own continuing professional development as a leader.
- Maintain a safe and healthy work environment, including ensuring compliance with health and safety legislation and the undertaking of appropriate risk assessments.
- Comply with the University's financial and procurement procedures and regulations, undertaking relevant induction/training.
- When and as appropriate help attract and recruit talent to the school.

This job description provides a framework for the role and it may be necessary to undertake other duties commensurate with the post as might reasonably be required.

5. PERSON SPECIFICATION

Candidates will be expected to demonstrate appropriate levels of experience and skill to enable them to achieve the requirements of the job description. The following skills and abilities are essential in this context:

- Have a PhD or other doctorate in a relevant discipline or equivalent research experience.
- Demonstrate an ability to provide academic leadership in research as evidenced by their own work and through the encouragement and stimulation of colleagues.
- Demonstrate a significant track record in international associations through major executive roles, editorial/editorial board positions of REF equivalent 4/4* (tier 1) journals, fellowships and other positions of strategic influence on areas of scholarship.
- Demonstrate an ability to mentor and develop less experienced colleagues for a successful academic career in a global competitive market.
- Able to evidence a track record of continuous improvement in the performance of doctoral students as well as early and mid-career colleagues through academic leadership.
- Evidence a track record of research and publication at the highest level of academic excellence, including a significant quantity 4* REF equivalent published research and an extensive level of citations.
- Demonstrate international links and evidence of effective engagement with and influencing of national and international research agendas.

- Demonstrate ability to work across subject areas, linking appropriately with other disciplines and research groups.
- Demonstrate a track record of effective team working and collaborative development.
- Evidence willingness and capacity to take on a significant role in Faculty/School development.
- Demonstrate excellent organisational and communication skills.
- Demonstrate ability to think laterally, to be imaginative and to anticipate trends and opportunities.

6. INFORMAL ENQUIRIES

Preliminary enquiries about the post may be made to:

Nicola McArthur, Faculty Human Resources Manager-
telephone: +44 (0)113 343 5110 / e-mail: n.l.mcarthur@adm.leeds.ac.uk

7. SUPPORTING INFORMATION

About the Faculty and its Mission and Strategy

The University of Leeds was formed with its own Royal Charter in 1904, the first university to be founded in the Yorkshire and Humber region and retains its regional primacy today. It has a long and distinguished tradition in Economics, within which Accounting and Industrial Studies also developed, but the University's emergence as a force in Business and Management began in 1994, and then gained further momentum when the Business School was formed from the School of Business and Economic Studies in 1997.

LUBS was brought together physically by its move to its present site, the Maurice Keyworth Building, in 1999. This £10.7 million project was the culmination of a fund-raising campaign and extensive conversion of a Grade 2 listed building to its modern, purpose-design. Since that time, research funding has been achieved to convert nearby facilities to facilitate expansion.

Led by its present Dean, Professor Peter Moizer, who took up his appointment in 2008, the Business School is one of the nine Faculties of the University in its own right.

The Dean of the School is a member of the University's Faculty Management Group, participating fully in the major strategic decisions of the University.

Leeds University Business School is a leading, full-service business school and one of the most highly regarded in Europe. We are proud to hold the 'Triple Crown' accreditations from AACSB, AMBA and EQUIS, placing us in the top 1% of business schools globally. The School's state-of-the-art home is at the western end of the campus, in the Maurice Keyworth Building. This beautiful site has been cleverly renovated and modernised, from its former function as a grammar school, to provide excellent facilities for learning, teaching and research. It is a highly positive working environment with high levels of autonomy yet support in the UK's second largest financial city after London.

There are around 1500 undergraduates and over 1300 postgraduate students studying on a diverse and flexible range of degree programmes. The School has a truly international reach and the student community comes from over 80 countries.

We have over 180 academic staff, covering ten research centres which provide dedicated resource in different areas. We are a top ten business and management research institution, according to the 2014 Research Excellence Framework (REF) and one of a small, elite group to appear in the top ten across multiple categories. The School is ranked 56th in the Financial Times (FT) European Business Schools rankings. International Business has been rated number one in the world, according to tables published in the FT Masters in Management rankings. MSc Accounting and Finance has enjoyed similar success in the FT Masters in Finance rankings, being named the number one such programme.

We have well-established connections with the business community, both in the region and throughout the UK. This includes some important strategic partnerships including Marks and Spencer, Yorkshire Bank and the Financial Times. These connections also enable 100 undergraduates each year to achieve career-enhancing placements in an impressive range of blue-chip companies.

LUBS' mission is to make an exceptional impact on business and society globally through leadership in research and teaching. The two key elements crucial to achieving this mission are:

- Research: to produce and disseminate research of world class quality, within the School and through international partnerships which increases knowledge, skills, understanding and impact.
- Student Education: to enable individuals to develop their academic potential, their employability, their global and cultural insight and their ethical awareness to enhance their potential to benefit business and society.

Student Education

The Faculty of Business is a full-range school, encompassing first-degree, MBA, specialist Masters, research, and enterprise and knowledge transfer programmes. We teach over 2,600 students from more than 80 countries.

The Undergraduate Programme at the University of Leeds offers considerable choice through an extensive range of joint honours, as well as single honours degrees. Many students study both in LUBS and in another Faculty of the University. The main programme areas are Management, International Business, Accounting and Economics. There is also a joint programme in Management with Marketing and a degree in Human Resource Management. All students have the opportunity to undertake both a one-year work placement and to spend a year studying abroad. We have strong links with employers and Leeds has been named as one of the top universities in the UK for enterprising students.

The Leeds MBA comprising linked full-time and executive programmes is accredited by the Association of MBAs (AMBA). The combined annual intake is approximately 70, of whom 30 are from the UK. Our part time Executive MBA has been ranked top in the North of England in The Economist 2013 rankings as well as being 3rd in the world for salary and 7th in the UK for career development. The executive programme is taken part-time by practising managers and comprises modules delivered intensively in workshops which are held at Weetwood Hall, the University's purpose-designed hotel and conference centre three miles from the campus.

Specialist Masters Programmes have expanded considerably. There are over 900 students of almost 50 nationalities undertaking a strong portfolio of programmes, the most popular being those in Marketing, Finance, International Business and Human Resources. Our programmes are globally recognised and ranked, including the Financial Times Masters in Management and Masters in Finance rankings, and runner up for the Times University of the Year 2014. Many of our programmes are professionally accredited including CIPD, AMBA

and BPS. We offer a professional focus with professional skills classes and careers and employability support for all students.

Research Degrees. There are almost 150 doctoral students within the Business School: 55 in Management, 21 in Accounting and Finance, 16 in Marketing, 18 in Economics, 12 in International Business and 25 in Work and Employment Relations. The University is part of the Economic and Social Research Council (ESRC) accredited White Rose 6.

Doctoral Training Centre, a collaboration between the Universities of Leeds, York and Sheffield, which offers a wealth of supervisory expertise and training opportunities across the social sciences.

Research Excellence

We believe that research should make a difference, inspiring business managers, existing policy makers and informing society. As part of a Russell Group University innovative and challenging interdisciplinary research is at the heart of what we do.

The intellectual strengths, in which the School has developed an international reputation, include strategic management of multi-national enterprises; finance; corporate governance; organisational cognition and development; strategic decision-making; regulation of employment relations; the changing nature of work; and international marketing strategy.

Members of the Faculty are at the forefront of major developments in basic and applied research across the spectrum of business, management, accounting, finance and economics. They also contribute to the social science disciplines from which the field draws many of its insights. Senior staff of the School have held leadership positions and committee membership with, or advised major policy-making bodies and learned societies. These include the Academy of International Business (Professor Peter Buckley), the Academy of Management (Professor Timothy Devinney), the Economic and Social Research Council's Training and Development Board and Research Grants Boards (Professor Richard Thorpe). Leading journals such as the *Academy of Management Perspectives*, *Journal of Management Studies* and *Work Employment and Society* have been edited from Leeds.

Ranked in the UK top ten for research according to the RAE (2008 & 2014), we have developed research centres and groups cutting across traditional boundaries. A vibrant pervasive research culture is evident through LUBS' research centres which are flexible, high-quality, multi-disciplinary groups at the forefront of their subjects. They take opportunities rigorously to analyse issues through enduring theoretical processes and to form close relationships with the world of practice. Leading research centres include the Centre for Decision Research; Centre for International Business at the University of Leeds (CIBUL); the Socio-Technical Centre; the Centre for Advanced Studies in Finance (CASIF); The International Institute of Banking and Financial Services (IIBFS); the Credit Management Research Centre (CMRC) and the Centre for Employment Relations, Innovation and Change (CERIC).

LUBS has been awarded competitive research grants and fellowships at the highest level, including from the Research Councils, the EU, Government Departments, and industry; these include an EPSRC innovations in medical health research project lead from the Faculty of Engineering, a Marie Curie early career network project which the Faculty leads and which is jointly delivered by six business schools across Europe, and the Consumer Data Research Centre, which is a multimillion UK£ initiative into big data.

International Profile and Initiatives

International issues form the fundamental purpose of CIBUL, an integral part of the White Rose Centre for East Asian Studies (WREAC), a five year £4.5 million national initiative of AHRC, ESRC and HEFCE. The scope of CIBUL extends into the work of several other research centres, including the Centre for Advanced Studies (CASIF) which aims to promote international collaboration in the training of research postgraduates and has created a programme of advanced research training for post-Masters students from Tsing Hua University, China. In Economics much of the research is conducted in collaboration with colleagues in the US (University of Southern California, Rice University, University of Rochester) and in continental Europe. LUBS co-ordinates an international Corporate Governance Research Network through which academic staff from 13 countries and four continents communicate. There is an ambitious research agenda ranging across many of the major issues in corporate governance.

The School has founded the India and South Asia Business Centre (ISABC) to build upon the expertise of CIBUL to facilitate new research, enterprise/knowledge transfer and teaching opportunities. It has harnessed its excellent relationships in India and China to conclude agreements with the Indian Institutes of Management at Ahmadabad and Calcutta. These are among the leading business schools in India, with students of exceptionally high calibre. Postgraduate students from both schools have now experienced teaching and organisation-based projects in Leeds.

Although LUBS already has a highly diverse faculty and student body, it is seeking to achieve an even greater international profile with more international research and more outgoing and incoming study opportunities. Relationships with several leading universities in China are developing with a view to agreeing student exchange or recruitment at undergraduate level. LUBS has re-profiled its Study Abroad partnerships and identified excellent summer school opportunities in Denmark and Brussels for its MBA students. The University of Leeds, more generally, is a founding member of the World Universities' Network (WUN) which facilitates opportunities to create internationally collaborative relationships in research and teaching.

LUBS is accredited by EFMD under the European Quality Improvement System (EQUIS), the AACSB and the Association of MBAs (AMBA). We are members of AACSB and are currently progressing through the accreditation process. For further information, see:

www.efmd.org/equis

www.mba.org.uk

www.aacsb.edu

<http://smallbusinesscharter.org/>

In addition to the research ratings (see 'Research' above), LUBS gained the equivalent of a rating of 'Excellent' from the Quality Assurance Agency for the quality of its learning and teaching.

In '*Which MBA?*' published annually by *The Economist Intelligence Unit*, LUBS' position has risen to 52nd in the world, 10th in the UK. Particularly highly rated were Leeds' alumni salary increases (6th in the world), student quality (14th), student diversity (21st) and internationalisation of alumni (27th).

Interdisciplinary Collaboration

We believe in cross-departmental collaboration and the development of national and international partnerships with other Universities and businesses. Interdisciplinary collaboration is vital in order to understand the changing and challenging international business environment, to push old boundaries and forge fresh ones.

Management and Staffing Structure

There are six academic divisions:

- Accounting and Finance
- Economics
- International Business
- Management
- Marketing
- Work and Employment Relations

The development and delivery of the School's strategy is the responsibility of the Dean, working with the Strategy Group and with the Faculty Executive Group (FEG) which comprises the Pro-Deans for Research and for Learning and Teaching, the heads of the six constituent divisions, the directors of postgraduate and undergraduate studies, Finance Manager, Marketing Manager, and HR Manager.

The Heads of Division report to the Dean.

Other leading bodies within the School are:

- Strategy Group
- Research Committee
- Learning and Teaching Committee, with Postgraduate and Undergraduate sub-committees
- Graduate School Committee
- Promotions Committee
- School Board, of which all members of staff are members

Professional Staff

External reviewers, consultants and examiners consistently report that the professional staff, who are complementary to the academic staff, are one of the School's strengths.

LUBS has consistently aimed to ensure that its academic staff may give priority to research and teaching: management and administrative roles are undertaken by professional staff wherever possible. The range of the professional staff has increased in order to enable LUBS to establish itself as a leading international business school. Staff are deployed in the management of Learning and Teaching (Undergraduate, Postgraduate, PhD Offices, Teaching Quality, Virtual Learning Environment), Careers, Research, Enterprise and Knowledge Transfer, Marketing including Alumni Relations, Finance, Information

Technology, Human Resources, Facilities including Health and Safety, and Strategy and Governance.

The School's policy is constantly to improve the professional services it provides to students, staff and external constituents. It does so through learning opportunities within the group, development through secondments and shadowing, and benchmarking with other leading business schools.

8. FURTHER INFORMATION

The salary, which is negotiable, will be within the Professorial range - minimum £60,512 p.a. (pro rata).

Participation in the Staff Review and Development Scheme is a condition of employment for academic and related staff.

The University of Leeds is an equal opportunities employer. We welcome applications from all sections of the community regardless of gender, ethnic origin or disability. Women and members of ethnic minorities and disabled people are under-represented in the University in posts at this level and the University would therefore particularly welcome applicants from members of such groups whilst, however, affirming that the appointment will be made entirely on merit.

The University offers generous terms and conditions of employment, a wide range of benefits, services, facilities and family friendly policies. Full details are available on the Human Resources web pages accessible at www.leeds.ac.uk/hr.

University Values

All staff are expected to operate in line with the university's values and standards, which work as an integral part of our strategy and set out the principles of how we work together. More information about the university's strategy and values is available at <http://www.leeds.ac.uk/comms/strategy/>.

Disclosure and Barring Service Checks

A Disclosure and Barring Service (DBS) Check is not required for this position. However, applicants who have unspent convictions must indicate this in the 'other personal details' section of the application form and send details to the Recruitment Officer.

Disabled Applicants

The post is located in the Maurice Keyworth Building.

Disabled applicants wishing to review building access are invited to contact the department direct. Additional information may be sought from the Recruitment Officer, email disclosure@leeds.ac.uk or telephone + 44 (0)113 343 1723.

Disabled applicants are not obliged to inform employers of their disability but will still be covered by the Equality Act once their disability becomes known.

Further information for applicants with disabilities, impairments or health conditions is available in the applicant guidance.

Data Protection

The information you provide in your application will be used to consider your suitability for the post you have applied for. If your application is not successful, the information will be disposed of confidentially within 9 months. If your application is successful and you are appointed, your information and future data will be processed in accordance with the University's Data Protection Code of Practice. A copy of this code can be obtained from either the University of Leeds Human Resources Department or by visiting: http://www.leeds.ac.uk/secretariat/data_protection_code_of_practice.html.

Health and Safety Responsibilities

You are required to adhere to, and comply with the provisions of the Health and Safety at Work Act, related Regulations, and act in accordance to the University's Policy on Health and Safety which can be accessed via: <http://www.leeds.ac.uk/safety/>.

In addition, you are also required to co-operate with regard to the implementation of the Health and Safety arrangements and should not interfere with or misuse anything provided in the interest of Health, Safety and Welfare at Work.

The University of Leeds is proud to be a multi-cultural community. We value diversity, and are determined to ensure:

- that we treat all individuals fairly, with dignity and respect;
- that the opportunities we provide are open to all;
- that we provide a safe, supportive and welcoming environment – for staff, for students and for visitors.

Equality and Diversity Statement

We recognise that we still have work to do to secure a truly inclusive community, and we are committed to a wide-ranging plan of action to tackle discrimination and to promote diversity.

The Equality and Diversity Statement forms part of the University's Equality and Diversity Policy, which applies to staff and students alike and, along with the Policy on Dignity and Mutual Respect, is available on the University's website at: <http://www.equality.leeds.ac.uk/university-policies-2/>.

Further information and advice are available from The Equality Service, tel: +44 (0) 113 343 3927 or by email: equality@leeds.ac.uk.

Information for international staff moving to the UK can be found at: <http://www.internationalstaff.ac.uk>.

9. HOW TO APPLY

Applicants should study the further particulars, job description and the person specification, then complete the online application form addressing each of the criteria as instructed, attaching any additional information as required by following the online instructions.

Applications should include the following:

- a completed **online application form** – <https://jobs.leeds.ac.uk>
- a copy of your **curriculum vitae**.

Closing date for applications:	Monday 11 th April 2016
Job Reference number:	LUBSC1103
Anticipated Interview Date:	Tuesday 10 th May 2016 (pm)

Should you have any queries regarding the application process, please contact David Brett, Reward, Recruitment and Resourcing Administration Officer:
telephone +44 (0)113 343 5775, email: d.j.brett@adm.leeds.ac.uk.

References

It is the custom of this University to approach the referees of only those candidates who are invited to interview. Applicants are asked, therefore, to indicate clearly if they do not wish such approaches to be made.