



UNIVERSITY OF LEEDS

CANDIDATE BRIEF

Associate Professor, Management and Organisations Department



Salary: Grade 9 (£61,759 – £73,708 p.a. depending on experience)

Reporting to: Head of Department

Reference: BUSMO1006

Closing date: 12 April 2026

Location: Main campus

We are open to discussing flexible working arrangements.

Associate Professor, Management and Organisations Department, Faculty of Business

Overview of the Role

Are you an experienced and influential academic with the proven ability to carry out teaching and research in management? Do you have an excellent research track record and the vision and drive to tackle new challenges? Are you passionate about delivering world leading research and an exceptional student experience?

We are looking for an outstanding candidate to join the Management and Organisations Department of Leeds University Business School. Our distinctive and vibrant teaching programmes remain highly popular whilst our research activities continue to grow. The Department has a strong research focus, and members of the Department publish in leading Management, Strategy and OB journals.

With an active research agenda, you will have a track record of publishing high quality work. You will also be an engaging and effective teacher, with significant experience of module leadership. You will also have experience of attracting and supervising PhD students successfully and gaining research income.

We welcome applications from candidates whose research and teaching aligns with our departmental focus on the fields of strategy, entrepreneurship and organisational behaviour who have the ability to forge strong partnerships across subject areas and disciplines, you will have excellent organisational, collaborative and communication skills.

What does the role entail?

As Associate Professor your main duties will include:

- Leading a clear and impactful research agenda, attracting external income on an individual and collaborative basis to underpin high quality research activity;
- Being recognised as an authority in your field, developing and maintaining an external profile as appropriate to the discipline;



- Maintaining a high quality record of regular and original research publications that are of national and international standing;
- Promoting the integration of your own research area with other research interests within and, as appropriate, outside the Department, Faculty and University;
- Providing high quality postgraduate supervision and attracting research students to the University, and to supervise other students as appropriate;
- Undertaking research-led teaching at different levels on undergraduate and/or postgraduate taught courses;
- Playing a significant role in the design, development, planning and review of modules and programmes within the Department, as required;
- Offering leadership in the management and administrative processes of the Department, and where appropriate, Faculty and University;
- Being an active member of the team, supporting colleagues and participating in Departmental research and administration activities;
- Acting in a collegiate and cooperative way and contributing to a positive and inclusive culture in the Department

The above 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?

Essential

- A PhD in a field or discipline related to management;
- An established and growing international reputation for innovative and impactful research, including a strong record of research and publications commensurate with a 3* and 4* rating as defined by the Research Excellence Framework (REF), as well as a healthy pipeline of future publications;
- Significant experience of teaching management subjects effectively at all levels within higher education, including module and programme design, review and development;
- Experience of supervising taught undergraduate and postgraduate students;
- Outstanding communication and team working skills, including experience of collaboration on cross-disciplinary projects;
- Proven ability to provide academic leadership;



- Excellent inter-personal skills and the ability to work as a member team.

Desirable

- Success in obtaining research funding with the potential to obtain further external funding in the future and clear plans for the pursuit of grant income;
- Ability to build partnerships with industrial, professional and public sector organisations on interdisciplinary collaboration, knowledge exchange and funding;
- A successful record of influencing management policy or practice through your research;
- A willingness to periodically undertake teaching overseas with international partner institutions.

We are particularly interested in those with expertise in one or more of the following areas:

- Strategy
- Innovation
- Entrepreneurship
- Organisational Behaviour
- Occupational Psychology

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.

Your application should include:

- A copy of your curriculum vitae.
- Covering letter - we ask that candidates state in a cover letter how they see themselves adding to the teaching and research of the Department including an outline of short- and medium-term research plans and current work in progress.
- Examples of outputs - All applicants should also submit two outputs (ones under submission or at an advanced stage of development) as part of the application process.



Contact information

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

Professor Andy Charlwood, Head of Management and Organisations Department

Tel: +44 (0) 113 343 2384

Email: a.charlwood@leeds.ac.uk

Professor Diane Holt, Chair in Entrepreneurship, Professor in Management and Organisations

Email: D.Holt@leeds.ac.uk

Additional information

Working at Leeds

We are a campus-based community and regular interaction with campus is an expectation of all roles in line with academic and service needs and the requirements of the role. We are also open to discussing flexible working arrangements. To find out more about the benefits of working at the University and what it is like to live and work in the Leeds area visit our [Working at Leeds](#) information page.

Our University and School

As an international research-intensive university, we welcome students and staff from all walks of life. We foster an inclusive environment where all can flourish and prosper, and we are proud of our strong commitment to student education.

At Leeds University Business School, we work hard to ensure that our shared University values (collaboration, compassion, inclusivity and integrity) guide all our activities. We are committed to developing our culture so that we are able to work together to deliver our purpose to “make an exceptional impact on the economy, society and the planet”. We aim to do this by pursuing our goals of developing innovative solutions for society and building a community of responsible leaders.

Everyone at the Business School has a part to play in realising this vision - whether you are involved in education, research, external engagement or professional support. Everyone has skills, knowledge, talent and experience of value - we all have something to offer, and we all have a part to play in contributing to collective success.



This is at the heart of who we are and how we treat one another. We want all colleagues to feel excited about going to work, to feel valued, to be challenged, to feel part of something bigger and to have fun along the way. To make this a reality we expect all colleagues to champion our shared values, to help us to strengthen our culture and to contribute to our common purpose.

We are dedicated to diversifying our community and we welcome the unique contributions that individuals can bring, and particularly encourage applications from, but not limited to Black, Asian, people who belong to a minority ethnic community; people who identify as LGBT+; and disabled people. Candidates will always be selected based on merit and ability.

Information for disabled candidates

Information for disabled candidates, impairments or health conditions, including requesting alternative formats, can be found under the 'Accessibility' heading on our [How to Apply](#) information page or by getting in touch by emailing HR via hr@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.

For research and academic posts, we will consider eligibility under the Global Talent visa. For more information, please visit the Government's page [Apply for the Global Talent visa](#).

