



UNIVERSITY OF LEEDS

CANDIDATE BRIEF

Faculty Post-Doctoral Research Fellowship (People, Work and Employment Department), Leeds University Business



Salary: Grade 7 (£41,064 – £48,822 p.a. depending on experience)

Reference: BUSWE1017

Closing date: 31 May 2026

Fixed term (2 years because the post is a training/discrete placement):

Location: University of Leeds (Main campus) (with scope for hybrid working)

'We are open to discussing flexible working arrangements.'

Are you an aspiring researcher looking to further your career in one of the UK's leading research-intensive Universities and receive a structured programme of support? Do you have a research background in People, Work and Employment?

Leeds University Business School (LUBS) is a full-service business school built on the rigour of disciplinary strength while working in a pluralistic way to deliver impactful research and education. With a research environment judged to be conducive to producing world leading and internationally excellent research by the REF 2021 panel, the Faculty is investing substantially in the further development of this environment through the Faculty's two year Post Doctoral Fellowship Scheme. We are looking for enthusiastic and highly motivated individuals who can make a significant contribution to our research activities. You will receive a structured programme of support, and dedicated mentors will work with you and advise you on journal article preparation and submission, external funding applications, developing your research area, and career trajectories. You will also have opportunities to develop teaching skills by undertaking teaching duties at definite, identifiable points in the year. You will be part of a cohort of Faculty Post Doctoral Fellows from across the range of disciplines within Leeds University Business School.

Main duties and responsibilities

- Work on submission of high-quality journal articles that have the potential to be world leading quality in terms of their rigour, significance and originality – that is 4* as judged by REF criteria, with the expectation of one article submission per year;
- Explore and start-up a new track of research, with some preliminary data collection during year one and more fully developed ideas during year two. This would be facilitated by involvement with established and emerging teams of researchers in a department/research centre, connected to the core research themes of the department/research centre. By the end of year 2, the expectation would be that the post-doctoral fellow would be in a position to apply for an individual grant, or play a significant part in a collaborative grant proposal;
- Develop career plans via ongoing, structured mentoring, with appropriate colleagues within a department/research centre;



- Where appropriate, contribute towards Undergraduate and/or Postgraduate student education activities for up to 10% of workload hours, which is currently equivalent to 165 hours per annum. These activities include personal tutoring, teaching, marking and responding to student feedback, providing timely assessment and feedback, and supervising and marking dissertations;
- Mentor post-graduate research students in a department/research centre;
- Participate in and contribute to the research culture, including regular attendance at workshops, meetings, collaborative initiatives, blog writing, and external conferences.

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.

Qualifications and skills

Essential

- Recently completed PhD, or a PhD that will be submitted within three months of starting the fellowship, in human resource management, employment relations. If the PhD has not been completed at the point of application, strong evidence of potential to submit within the first three months of the fellowship will be needed.
- Experience of research dissemination, such as articles submitted to journals, conference papers, workshop presentations, book reviews or blog posts;
- Teaching experience, such as seminar support and dissertation supervision;
- Well-developed methodological skills, either in the conduct of qualitative or quantitative techniques, supported by recognised doctoral training of high quality (such as at an ESRC recognised Doctoral Training Partnership);
- Excellent presentation skills, both in terms of written work and oral delivery;
- A record of training in advanced research skills;
- A proven ability to work well both individually and in a team;
- A strong commitment to your own continuous professional development.

Additional information

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.

In addition to the application form candidates will be asked to submit

- Full Curriculum vitae, including any examples of academic awards and prizes;
- A proposal for the post-doctoral fellowship (maximum of 4 sides of A4) – to include plans for the development of key publications and an outline for how your research will be developed through a new research project. It is important that the proposal should clearly connect to the research being undertaken by staff at Leeds University Business School;
- Statement from PhD supervisors about the applicant's academic potential, in terms of career development, publications and how they would benefit from a position in Leeds University Business School;
- Supporting statement from proposed Leeds University Business School research mentors about the plans for the fellowship (it is essential that candidates contact potential mentors to discuss and agree this before making an application – your proposed mentor must be a current member of staff within the department you are applying to.
- Example of written work, such as a PhD chapter, a conference paper or draft article. If the work has been submitted to an academic journal and is currently at advanced stages of the peer review process (e.g., Revise and Resubmit), please provide the decision letter from the journal editorial team and the comments from the reviewers.

CONTACT POINTS:

Professor Jennifer Tomlinson, People, Work and Employment Department.

Email: j.tomlinson@leeds.ac.uk

Or

Professor Annie Wei, Pro Dean for Research and Innovation, Leeds University Business School

Email: y.wei@leeds.ac.uk

Or



Professor Krsto Pandza, Deputy Pro Dean for Research and Innovation, Leeds University Business School

Email: k.pandza@leeds.ac.uk

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

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](mailto: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.

Salary Requirements of the Skilled Worker Visa Route

G7 - Please note that this post may be suitable for sponsorship under the Skilled Worker visa route but first-time applicants might need to qualify for salary concessions. For more information, please visit the Government's Skilled Worker visa 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.

