

## Job Details

<b>Job title:</b>	Professor in Human Resource Management
<b>Vacancy reference:</b>	MGMT19-02
<b>Department:</b>	Department of Management and Marketing, Durham University Business School
<b>Responsible to:</b>	Head of Department
<b>Grade:</b>	Grade 10
<b>Salary Range:</b>	Grade 10 Competitive salary based on our professorial Pay Scales (starting at £64,606 and going considerably higher based on experience)
<b>Working arrangements:</b>	The role is full time but we will consider requests for flexible working arrangements including potential job shares
<b>Open date:</b>	23 September 2019
<b>Closing date:</b>	11 November 2019 at 12pm midday
<b>Preferred start date:</b>	Successful candidates will ideally be in post by Summer 2020.

## Durham University

Durham University is one of the world's leading universities, known for its world class research across four Faculties: Arts and Humanities, Business, Science and Social Sciences and Health. Listed as a top 5 UK and top 100 University (QS World University Rankings 2019), Durham is an extraordinary place in which to base your career. As part of our ambitious strategy we are growing and we look forward to welcoming your application.

Applications are particularly welcome from women and ethnic minority candidates, who are under-represented in academic posts in the University. We are committed to equality: if you have taken a career break or periods of leave, such as maternity, adoption or parental leave, that may have impacted on your career path, you may wish to disclose this in your application. The selection committee will recognise the effect that this may have had on your academic record.

The University provides an inclusive and welcoming working and teaching environment where everyone is treated fairly with dignity and respect. Candidates will be expected to demonstrate these key principles as part of the assessment process.

## Durham University Business School

Dynamic and vibrant, The Business School is Durham University's newest Faculty, comprised of three Departments: Accounting, Economics and Finance and Management and Marketing. The School aims to be a Top 20 European Business School, known for its global reputation, its impact on practice and its strong focus on ethics, responsibility and sustainability. With accreditations from AACSB, AMBA and EQUIS and professional endorsement from the Chartered institutes of Personnel Development and Marketing, the school's vision is to lead business thought and practice to improve global wealth and well-being. The School currently has 160 academic and teaching staff, with plans and resource commitments to grow to 230 by 2027. In addition, 10 funded research centres fuse leading theoretical perspectives with a strong emphasis on practice, noted in <https://www.dur.ac.uk/business>.

With a 2014 REF outcome of GPA 3.05 and a first-equal rank for research environment, 3<sup>rd</sup> in the UK for publication quality and its current Financial Times ranked position of 47<sup>th</sup> in Europe, its full time and online MBA ranks are 43<sup>rd</sup> and 9<sup>th</sup> in the world, respectively. Currently developments are underway for a significant investment in a new building, planned to open in 2022.

## **The Department of Management and Marketing**

The Department is currently composed of circa 75 academic staff in the fields of Strategy, Corporate Social Responsibility and Business Ethics, Entrepreneurship, Leadership & HRM, Organisational Behaviour, Marketing, Operations and Technology Management, and International Business. Members of the Department conduct research in all of these areas. In addition, the Department contributes to three of the cross-disciplinary research centres in areas of particular expertise: Innovation and Technology Management, Marketing and International Business, Leadership and Followership, and Organisations and Society.

For further information on research activities in the Department please visit

<https://www.dur.ac.uk/business/research/management/>.

There are two main undergraduate programmes hosted by the Department: the BA in Business and Management, and the BA in Marketing and Management. There is a suite of MSc programmes specialising in Marketing, Business Analytics, Entrepreneurship, Human Resource Management, International Business, and Supply Chain and Logistics Management, alongside a recently re-launched and growing MBA programme.

For further information on teaching programmes please visit

<https://www.dur.ac.uk/business/programmes/>.

## **Professors at Durham**

The University is committed to developing all of our colleagues to achieve their full potential. We promote and maintain an inclusive and supportive environment to ensure that all colleagues can thrive. Academic colleagues are supported to publish world-leading and world-changing research in their area of interest in highest impact journals with a focus on quality rather than quantity. We will fully support your research needs including practical, help such as resources to attend conferences and to fund research activity, as well as a generous research leave policy and a designated mentor. Sitting alongside world class research; teaching quality and innovation is critical to ensure a first class learning environment and curricula for all of our students. You will be supported to progress through the levels of the Higher Education Academy (HEA).

All of our Professors are encouraged to focus on quality and innovation in their research and teaching, and to provide excellent leadership in the administrative functioning and collegial environment of the Department, discipline and University in support of the wider student experience. We of course value research income, which is a necessary input to drive research outputs and impact.

## **Professor**

Applicants must demonstrate research excellence in the field of Human Resource Management, with the ability to take a leading role in the development of the Department's research and teaching, and to engage fully in the services, citizenship and values of the University. The University provides a working and teaching environment which is inclusive and welcoming and where everyone is treated fairly with dignity and respect. Candidates will be expected to demonstrate these key principles as part of the assessment process.

## **Key responsibilities:**

- Pursue research that is world-leading, and world-changing in terms of originality, significance and rigour, showing leadership in a research field within and/or beyond the academy which is commensurate with the School's continuing emphasis on international excellence;
- To lead the development of successful research project/fellowship proposals in pursuit of suitable national and international funding opportunities to support research and end-user engagement.
- Deliver excellent teaching, offering lectures, seminars and tutorials at undergraduate and taught postgraduate levels. Demonstrate leadership and innovation in the design and delivery of high quality learning environments and curricula.

- Enhance the quality of the research environment in the School, providing leadership of national and international research groups and networks which is recognised at an international level. Engage in the mentoring of early career researchers;
- To attract and provide excellent supervision to research students, and contribute significantly to the development of PhD programmes. Enhance the Department's commitment to its vibrant and international postgraduate culture.
- Contribute significantly to the administrative functioning and collegial environment of the School and wider University, demonstrating sustained excellence in leadership activities which support the functioning of the School and wider University.
- To fully engage in, champion and enhance the values of the School;
- Carry out such other duties as specified by the Head of Department.

### Person Specification

Applicants must demonstrate research excellence in the field of Human Resource Management, preferably with a focus on one or more the following areas: HR analytics and Big Data, Artificial Intelligence for HRM, Strategic HRM, equality and diversity. Applicants must demonstrate the ability to teach our students to an exceptional standard and to engage fully in the services, citizenship and values of the University.

### Research

Candidates will demonstrate world-leading and world-changing research, and leadership in a research field within and / or beyond their institution(s), preferably with a focus on one or more the following areas: HR analytics and Big Data, Artificial Intelligence for HRM, Strategic HRM, equality and diversity. Candidates' research outputs will be consistently recognised as internationally excellent.

### Essential Research Criteria – Grade 10

1. Qualifications - a good first degree and a PhD in Human Resource Management or a related subject.
2. Outputs - evidence of research outputs which are consistently recognised as internationally excellent with some output being evaluated as world class. *Candidates are asked to submit two research papers with their application (as outlined in the How to Apply section below). Candidates may additionally choose to submit evidence such as external peer review of their outputs.*
3. Personal Research Plan - evidence of a personal research plan which supports and enhances the Management and Marketing research strategy.
4. Research Leadership - leadership of national / international research groups and networks, with an internationally recognised contribution to the development of research fields, as well as leadership of research groups and / or mentoring of early career researchers. *Candidates may choose to include information about research group leadership, mentoring of research colleagues, invitations to and engagement with significant external events, engagement with international networks or projects.*
5. PhD Supervision - a significant contribution to the development of PhD programmes and / or groups, including successful recruitment and excellent supervision of PhD students.
6. Research Impact - leadership of research that has demonstrable impact beyond the Candidate's institution(s).
7. Income Generation - evidence of leadership of successful research projects and / or fellowship proposals.

### Teaching

Candidates will be able to evidence excellence in the development and delivery of teaching. They will demonstrate leadership, distinction and innovation in the design and delivery of high quality learning environments and curricula that enables student to achieve their potential.

### Essential Teaching Criteria – Grade 10

1. Qualification - candidates must be or have the ability to attain the rank of Principal Fellow of the Higher Education Academy

(<https://www.heacademy.ac.uk/individuals/fellowship/fellow>), which is the national body that champions teaching excellence.

2. Quality - evidence of excellence in the development and delivery of high-quality on site and/or online and distinctive teaching, at least at a nationally competitive level.  
*Candidates may choose to provide MEQ scores and / or peer reviews of teaching.*
3. Innovation – leadership in the development of innovative teaching and the design of learning environments / curricula that provide high quality on site and/or online teaching and student experience at an internationally competitive level including lectures, small group learning, webinars, online facilitation and/or using technology or other techniques to enhance learning and/or assessment.
4. Strategic - demonstrating leadership in the design and delivery of internationally-excellent teaching programmes and the creation of learning environments that enable students to achieve their potential.

### **Services, Citizenship and Values**

Candidates will demonstrate sustained excellence of leadership in the provision of the administrative and collegial requirements of their Department, Faculty, institution or discipline as well as demonstrating their commitment to equality, diversity and inclusion.

### **Essential Services, Citizenship and Values criteria – Grade 10**

1. Collegial contribution – evidence of a significant contribution to the collegial work and environment of the Candidate's Department, Faculty, institution and / or discipline.  
*Candidates may choose to evidence involvement in equality and diversity initiatives, Faculty or University roles, mentoring activity, engagement with widening participation and membership or engagement with external bodies.*
2. Leadership - evidence of sustained excellence in leadership activities that support the administrative functioning of the candidate's Department, Faculty or University and / or which support the development of their discipline. (*Candidates may choose to detail any leadership roles which they have undertaken, preferably in an academic context*).
3. Communication - candidates must have excellent oral and written communication skills with the ability to engage with a range of students and colleagues across a variety of forums.

### **Contact Information**

#### **Department contact for academic-related enquiries**

Professor Christos Tsinopoulos  
Head of Dept of Management and Marketing  
[chris.tsinopoulos@durham.ac.uk](mailto:chris.tsinopoulos@durham.ac.uk)

Professor Bernd Brandl  
Professor of Management  
[Bernd.brandl@durham.ac.uk](mailto:Bernd.brandl@durham.ac.uk)

Professor Susan Hart  
Executive Dean  
Durham University Business School  
[susan.hart@durham.ac.uk](mailto:susan.hart@durham.ac.uk)

#### **Contact information for technical difficulties when submitting your application**

If you encounter technical difficulties when using the online application form, we prefer you send enquiries by email. Please send your name along with a brief description of the problem you're experiencing to [academic.recruitment@durham.ac.uk](mailto:academic.recruitment@durham.ac.uk)

*Alternatively, you may call 0191 260 4420 from the UK, or +44 191 260 4420 from outside the UK. This number operates during the hours of 09.00 and 17.30 Monday to Thursday and 09.00 and 17.00 Friday, UK time. We will normally respond within one working day (Monday to Friday, excluding UK public holidays). This service is being provided by our partner, greenbean by NRG who will respond to your technical enquiry.*

## University contact for general queries about the recruitment process

Kirsten Shale  
HR Administrator  
Durham University Business School  
[Kirsten.shale@durham.ac.uk](mailto:Kirsten.shale@durham.ac.uk)

## How to Apply

We prefer to receive applications online.

Please note that in submitting your application, both Durham University and greenbean by NRG (working on behalf of the University) will be processing your data. We would ask you to consider the relevant University Privacy Statement <https://www.dur.ac.uk/ig/dp/privacy/pnjobapplicants/> and the greenbean by NRG Privacy Statement <https://www.nrgplc.com/privacy-and-cookies/> which provide information on the collation, storing and use of data.

## What to Submit

All applicants are asked to submit:

1. A CV
2. A covering letter which details your experience, strengths and potential in the requirements set out above;
3. A personal research plan.
4. Two of your most significant pieces of written work, all of which published or submitted since 2014.

Your work should be uploaded as PDFs as part of your application in our recruitment system. Please ensure that your PDFs are not larger than 2mb. Please note that your work may be read by colleagues from across the Department and evaluated against the current REF criteria;

Please save all application documents with your name and document type as PDF files.

***We will notify you on the status of your application at various points throughout the selection process, via automated emails from our e-recruitment system. Please check your spam/junk folder periodically to ensure you receive all emails.***

## Referees

You should provide details of 3 academic referees and the details of your current line manager so that we may seek an employment reference (if they are not listed as an academic referee). Please note:

- We shall via greenbean by NRG seek the academic references during the application process. Academic referees should not (if possible) include your PhD supervisor(s) and a majority should be from a University other than your own (save for early career applicants applying for their first post). **We would ask that you alert your academic referees to this application as soon as possible, and provide them with a copy of the CV you submit with your application**, so that we can quickly obtain references should you be progressed to the long list stage. As part of your application you will be asked whether you give your consent to your academic references being sought at the longlisting stage.
- Academic references sought for long-listed candidates may be made available to the panel during the shortlisting process.
- We will seek a reference from your current line-manager if we make you an offer of employment (albeit you may have also nominated your line manager as an academic referee). Please clearly indicate which referee is your current line-manager and please let us know if we should only approach them once an offer has been made.

## Next Steps

All applications will be considered; our usual practice is for colleagues across the Department to read the submitted work of long-listed candidates. We aim to contact candidates to update them on the progress of their application week commencing 18 November 2019.



Short-listed candidates will be invited to the University and will have the opportunity to meet key members of the Department. The assessment for the post will normally include a presentation to staff in the Department followed by an interview and we currently anticipate that the assessments and interviews will take place over two days in 11 and 12 February 2020.

In the event that you are unable to attend in person on the date offered, it may not be possible to offer you an interview on an alternative date.

### **More about the Durham University Business School**

The Business School is preparing for a future where disciplines combine and converge, disrupting business models, changing the relationship between economies and societies. Faculty investment targets candidates with transformative perspectives on their disciplines, who are highly connected to the world of practice and who have regard for the ethical, sustainable and responsible impact of their research and teaching. Our focused strategy covers research, education and student engagement, building on multi-disciplinary academic excellence, internationally-rated research and superb student support services. Our research is published in leading international journals, is increasingly funded by a broad mix of bodies, including research, government and commercial organisations. We seek to elevate further the status and influence of our research activity and environment through the support and delivery of influential research publications, building enhanced research capacity through income generation and the proof of economic and social value through documented impact on policy and practice.

Over the next ten years, Durham University Business School will pursue its mission across three core domains to become a recognised Top 20 European Business School: Research, Education and Student Engagement. In addition, three transversal themes - internationalisation; ethics, responsibility and sustainability; and external engagement and impact - will shape further our direction of travel.

We are investing to improve on the REF 2014 (GPA 3.05 and a first-equal rank for research environment, 3<sup>rd</sup> in the UK for publication quality), the ambition is to publish even more frequently in world leading outputs, secure higher levels of (including Research Council) funding and develop our impact further. These ambitions are supported by appropriate support for world-class conference attendance, pump priming, seminars and research network building activities and incentives for research publication and impact case studies. Our ethos is one of support and collaboration, with research centres within the school and across the University.

As part of the school's education strategy, our focus is to ensure that our programmes are intellectually leading, contemporary and challenging. Further, we wish to ensure that learning allows students to develop as global citizens with a cross-cultural perspective, fosters connection to worlds of practice and facilitates engagement in the area of ethics, responsibility and sustainability. The School continues to support and recognise faculty members in these areas, for example through our mentoring policy and Enhancing Learning and Teaching Awards. The School has a high-quality portfolio of programmes at undergraduate, masters and doctoral level, across all subject areas – Management, Marketing, Economics, Accounting and Finance – attracting a talented and diverse student intake (with over 130 nationalities). Recent pedagogic developments include the launch of an on-line MBA, two MOOCs, an international MBA with the European Business School in Weissbaden, and two joint DBA with Fudan University and emlyon.

The current School building houses several state-of-the-art lecture theatres providing flexible options for teaching, new breakout spaces for individual and group projects, and a contemporary dining area – alongside numerous sustainable features – which make it a truly world-class facility. Improved business facilities enable us to engage with more corporate partners and host events ranging from small groups to conferences for several hundred delegates. A new Business School is planned to be located in the heart of Durham City forms a central part of an ambitious new University estate strategy.

For more information, please visit the Business School pages at <https://www.dur.ac.uk/business>

### **About Durham University**

As one of the UK's leading universities, Durham is an incredible place to define your career while enjoying a high quality work/life balance. We are home to some of the most talented scholars and researchers from around the world who are tackling global issues and making a difference to people's lives.

The University sits in a beautiful historic city where it shares ownership of a UNESCO World Heritage Site with Durham Cathedral. A collegiate University, Durham recruits outstanding students from across the world and offers an unmatched wider student experience.

Less than 3 hours north of London, and an hour and a half south of Edinburgh, County Durham is a region steeped in history and natural beauty. The Durham Dales, including the North Pennines Area of Outstanding Natural Beauty, are home to breathtaking scenery and attractions. Durham offers an excellent choice of city, suburban and rural residential locations. The University provides a range of benefits including pension and childcare provision and the University's Relocation Manager can assist with potential schooling requirements.

If you'd like to find out more about the University or relocating you and your family to Durham, please visit <https://www.dur.ac.uk/jobs/recruitment/>