

LECTURER IN ACCOUNTING

Job Ref: REQ17575

As part of the University's ongoing commitment to redeployment, please note that this vacancy may be withdrawn at any stage of the recruitment process if a suitable redeployee is identified.

Job Description

Please note that this is a generic job description for the position of Lecturer.

Job Grade

Research, Teaching and Enterprise Grade 6/7

Job Purpose

To contribute to and enhance the research, teaching and enterprise activities of the School of Business and Economics in the area of Accounting in support of the University Strategy, Building Excellence.

Job Duties

Research

- To pursue a personal research programme consistent with the research priorities of the School of Business and Economics that increases the global visibility and reputation of the University.
- To secure external research funding.
- To supervise and manage research projects.
- To publish the outcomes of research in outlets of international standing.
- To attend and contribute to major international conferences.
- To supervise postgraduate students at Masters and Doctoral levels.
- To collaborate in research initiatives with colleagues both within the University and externally.

Teaching

- To work with colleagues in the School to deliver an exceptional learning environment for students.
- To teach and inspire undergraduate and postgraduate students, and to conduct associated assessments.
- To provide academic and pastoral support to undergraduate and postgraduate students.
- To promote the use of a range of methods and techniques in teaching, learning and assessment.
- To engage in the evaluation and development of modules for which you have responsibility, in terms of content, delivery and assessment.
- To be responsible for the design and content of specific areas of teaching and learning within the School's undergraduate and postgraduate programmes.
- To cooperate with colleagues in the continuous review and development of the School's taught programmes and curriculum.

Enterprise

- To engage with business, public and voluntary organisations through knowledge exchange activities such as student projects and placements, research collaboration, consultancy and specialist training.
- To create social, cultural and economic impact from academic, especially research, activity.
- To secure external funding in support of these activities.
- To seek opportunities for the commercialisation of research and the formation of social enterprises.

Related Activities and Functions

- To work effectively with relevant administrative, technical and academic staff in the School and across the University.
- To carry out specific administrative roles and functions as may be reasonably required.
- To take part in and, on occasion, act as chair of one or more School committees.
- To engage in training programmes in the University (e.g. through Staff Development) which are consistent with your needs and aspirations and those of the School.
- To undertake such other duties as may be reasonably requested and that are commensurate with the nature and grade of the post.
- To engage fully with the annual Performance and Development Review (PDR) process.

Points To Note

The purpose of this job description is to indicate the general level of duties and responsibility of the post. The detailed duties may vary from time to time without changing the general character or level of responsibility entailed

Special Conditions

All staff have a statutory responsibility to take reasonable care of themselves, others and the environment and to prevent harm by their acts or omissions. All staff are therefore required to adhere to the University's Health, Safety and Environmental Policy & Procedures.

All staff should hold a duty and commitment to observing the University's Equality & Diversity policy and procedures at all times. Duties must be carried out in accordance with relevant Equality & Diversity legislation and University policies/procedures.

Successful completion of probation will be dependent on attendance at the University's mandatory courses which include Respecting Diversity and, where appropriate, Recruitment and Selection.

Organisational Responsibility

Reports to the Dean of School. However, in the first instance the post-holder will report to the Head of the Accounting and Financial Management Discipline Group.

Person Specification

Your application will be reviewed with respect to meeting the essential and desirable criteria listed below. Applicants are strongly advised to explicitly state and evidence how they meet each of the essential (and desirable) criteria in their application. Stages of assessment are as follows:

- 1 – Application
- 2 – Test/Assessment Centre/Presentation
- 3 – Interview

Essential Criteria

| Area | Criteria | Stage |
|----------------------|--|-------|
| Experience | Evidence of research and/or academic activity with specific and current expertise in Accounting. | 1 |
| | Experience of working in a high quality academic research environment. | 1 |
| | Evidence of authoring original work, in the high quality refereed academic journals. | 1 |
| | Candidates from outside of academia must be able to demonstrate the ability to make the transition to becoming a top academic | 1,2,3 |
| Skills and abilities | Ability to develop an original research programme on your own initiative and to persuade others of its importance. | 2,3 |
| | Ability to identify and develop potential social / cultural / economic impact from professional activity. | 2,3 |
| | Knowledge of research and enterprise funding opportunities in UK HE and understanding of how to secure funding. | 2,3 |
| | A clear trajectory towards achievements at a higher academic level. | 1,2,3 |
| | Excellent communication and interpersonal skills which give you the ability to engage with students, colleagues, business and other agencies on a wide variety of matters. | 1,2,3 |
| | Ability to work as part of and to lead a team. | 2,3 |
| | Excellent IT skills. | 1 |
| Training | Commitment to and evidence of continuing professional development. | 1,3 |
| Qualifications | Relevant PhD (or close to completion) or equivalent experience. | 1 |
| Other | Commitment to observing the University's Equal Opportunities policy at all times. | 1,3 |

Desirable Criteria

| Area | Criteria | Stage |
|----------------------|--|-------|
| Experience | Experience of presenting research work at international conferences. | 1 |
| | Experience of teaching and assessment at undergraduate and postgraduate level. | 1,3 |
| | Experience of successfully supervising the projects of taught and research students or company staff at equivalent levels. | 1,3 |
| | Experience of work in or in collaboration with business. | 1 |
| Skills and abilities | Ability to take part in module and programme development. | 3 |
| | Knowledge of the challenges faced in UK HE. | 1 |
| Qualifications | Achieved or progressing towards appropriate professional status. | 1 |

Conditions of Service

The position is full time and open-ended. Salary will be on Research and Teaching, grade 6/7 (£34,956 - £46,924) per annum, subject to pay award. The starting salary to be confirmed on offer of appointment. The post is available from 1st February 2018.

The appointment will be subject to the University's normal Terms and Conditions of Employment for Academic and Related staff, details of which can be found [here](#).

The University is committed to enabling staff to maintain a healthy work-home balance and has a number of family-friendly policies which are available at <http://www.lboro.ac.uk/services/hr/a-z/family-leave-policy-and-procedure---page.html>.

We also offer an on-campus nursery with subsidised places, subsidised places at local holiday clubs and a childcare voucher scheme (further details are available at: <http://www.lboro.ac.uk/services/hr/a-z/childcare-information---page.html>)

In addition, the University is supportive, wherever possible, of flexible working arrangements. We also strive to create a culture that supports equality and celebrates diversity throughout the campus. The University holds a Bronze Athena SWAN award which recognises the importance of support for women at all stages of their academic career. For further information on Athena SWAN see <http://www.lboro.ac.uk/services/hr/athena-swan/>

Informal Enquiries

Informal enquiries should be made to Professor Huainan Zhao, Professor of Finance email at H.Zhao6@lboro.ac.uk

Applications

The closing date for receipt of applications is **30th July 2017**. Interviews will take place on **30th August 2017**.

