

THE UNIVERSITY OF MANCHESTER

PARTICULARS OF APPOINTMENT

FACULTY OF HUMANITIES

ALLIANCE MANCHESTER BUSINESS SCHOOL

**LECTURER/SENIOR LECTURER OF HUMAN RESOURCE MANAGEMENT/
EMPLOYMENT RELATIONS**

VACANCY REF: HUM-13840

Salary:	£36,261 to £50,132 for Lecturer, £51,630 to £61,618 for Senior Lecturer per annum (according to relevant experience)
Hours:	Full Time
Duration:	Permanent
Location:	Oxford Rd, Manchester

Enquiries about the vacancy, shortlisting and interviews:

Contact: Dr Anthony Rafferty, Subject Area Group Head

Email: anthony.rafferty@manchester.ac.uk

Or

Contact: Jill Rubery, Director, WEI

Email: jill.rubery@manchester.ac.uk

AMBS is looking to make a number of major appointments into the Division of People, Management and Organisations (PMO), including a Lecturer / Senior Lecturer of Human Resource Management / Employment Studies. The successful candidate will join the Human Resource Management, Employment Relations & Law (HRMERL) group, which comprises a vibrant group of academics, with strengths across areas of HRM, employment relations and law. We are looking for someone who can contribute significantly to the research and teaching of the HRMERL group and the wider Division, engage in research and scholarly activities (including, publishing in top-tier journals, and bidding for external grants), and undertake teaching activities (including undergraduate, postgraduate, MBA, and Executive Education). You will be well-supported with a generous research allowance, competitive salary, and enjoy the newly refurbished AMBS building, close to the city of Manchester, with its bespoke facilities, including a behavioural lab, and newly constructed Executive Education Centre.

The HRMERL group consists of 21 academics whose research interests are reflected in the research themes of the Work and Equalities Institute as outlined below. Members of the HRMERL group publish in leading journals such as British Journal of Industrial Relations, Work, Employment and Society, Human Resource Management Journal, Human Resource Management, Industrial Relations, Human Relations, Journal of Management Studies, New Technology, Work and Employment, International Journal of Human Resource Management Economic and Industrial Democracy, European Journal of Industrial Relations, Industrial and Labor Relations Review, Industrial Relations Journal, and Work and Occupations. The HRMERL group has a vibrant academic community, with an active group of doctoral students, regular informal and formal seminars, and wider participation within the Division,

School and the University. The HRMERL group is part of the 75-strong PMO Division, which specialises in human resource management and employment relations, management and organisation studies, comparative and international business, and organisational psychology. Many members of the Division are active participants in the Work & Equalities Institute (WEI), the newly formed Institute for Health Policy & Organisation (IHPO), and other University research institutes.

The Work and Equalities Institute was founded in 2017 to develop new thinking on how to address the challenges posed by changes in work, employment and equalities, and to identify and promote the conditions for more inclusive and fair work and employment arrangements. It draws on the more than 25 years of both research and involvement in informing the evidence-base and policy agendas of international organisations such as the European Commission and the International Labour Organisation, as well as national organisations such as the Equality and Human Rights Commission, the Chartered Institute of Personnel and Development and the Trades Union Congress. The Institute's research ranges from the local to the global, and is an important contributor to The University of Manchester's global inequalities research beacon. Its research is interdisciplinary, drawing on expertise across human resource management, industrial relations, labour economics, organisational psychology, employment law, technology, organisation studies, sociology and social statistics. It has a very active network of over 20 doctoral students and over 40 members of academic staff within AMBS as well as many cross school members. Its research activities are organised under four themes: Business Transformations and Work Futures; Fair Treatment at Work; Inequalities and the Life Course; and Regulation and Representation. Further details are to be found here: <https://www.wei.manchester.ac.uk/>

AMBS has a long history of world-leading research in the organisation and delivery of health services, concentrated in the award-winning AMBS Health Services Research Centre. As HSRC forms a key part in the newly established Institute for Health Policy and Organisation at the University of Manchester, researchers in AMBS are set to make a step-change in the scope, ambition and impact of their interdisciplinary work in this field. The IHPO will serve as a leading academic research institute in the area of health policy, organisation and management, generating world class research, achieving the highest levels of engagement and impact on policy and practice and building the next generation of international research leaders. The Institute is built around three broad themes of research: organisation and workforce; regulation and leadership; and, health and care in the wider context. To achieve our aims, we seek to attract ambitious faculty of the highest calibre committed to making a meaningful impact to join our vibrant research community at this exciting moment.

We expect that the successful candidate will demonstrate an excellent publication record and contribute to the further development of the HRMERL group and the wider Division by sustaining a high level of publication output in leading journals within their field. We are looking for candidates with an ability to win external research funding, have good networks, and participate regularly with academic international associations and conferences, such as the Academy of Management (AOM), The International Labour and Employment Relations Association (ILERA) and the Society for the Advancement of Socio-economics (SASE). Members of the HRMERL group teach a range of undergraduate and postgraduate courses, including the MSc International Human Resource Management/ Human Resource Management, as well as contributing to the full-time MBA, part-time blended Global MBA, and doctoral programme.

Key Responsibilities, Accountabilities or Duties:

LECTURER

The main requirements of this post will be to provide teaching and to lead and undertake research in the general area of human resource management and employment studies with a specific teaching focus on human resource management. In detail, the requirements are:

- To lead teaching on various human resource management modules (including modules with an international perspective) on the undergraduate Management degree programme.
- To provide teaching on the postgraduate human resource management programmes.
- To supervise undergraduate and postgraduate student dissertations on specific topics in HRM, as well as other topics relevant to the appointee's area of research expertise.
- To contribute to AMBS's reputation for world class research and build expertise in research areas linked to the Work and Equalities Institute's key themes. These being: Business Transformations and Work Futures; Fair Treatment at Work; Inequalities and the Life Course; and Regulation and Representation.
- To design and undertake innovative research projects that contribute to the activities of the WEI, attract research funding, have significant impact outside of academia and generally raise the profile of employment research at AMBS.
- **To disseminate research through publication in peer-reviewed journals and books at a level of excellence consistent with a world-class institution, through academic conferences, and through publication in other journals oriented at policymakers and practitioners.**
- **To participate in the provision of executive education, development and other activities aimed at the policy and practitioner communities, particularly in subjects drawing on the research and teaching activities referred to above.**

SENIOR LECTURER

- **To play an active role in the wider activities and management of the School.**
- Design, develop and deliver a range of innovative programmes at various levels including acting as Programme Director.
- Provide academic leadership to those working within programme areas and act as a personal mentor to peers and colleagues.
- Ensure that course design and delivery comply with the quality standards and regulations of the University, School and clients.

- Lead and develop links with external contacts and networks such as other educational bodies, employers, and professional bodies to foster collaboration.

PERSON SPECIFICATION

Essential

- A doctoral degree in human resource management, employment studies, or an aligned subject area.
- A track record of publication in top peer reviewed journals.
- A track record of research in areas aligned to the themes of the Work and Equalities Institute.
- Experience of teaching.
- The ability to teach a wide range of students at both undergraduate and post-graduate level.
- The ability to write and communicate effectively with policymaker and practitioner audiences.
- Versatility and willingness to work collaboratively with colleagues

Desirable

- Experience of teaching at undergraduate and post-graduate level, student support and relevant administrative tasks.
- Experience and track record of undertaking high level research and securing research funding.
- Experience of, and interest in, teaching students in human resource management and/or quantitative methods.

SENIOR LECTURER

For the appointment of **Senior Lecturer**, in addition to the above essential requirements for a Lecturer, candidates must have:

Essential

- Experience of teaching at undergraduate and post-graduate level, student support and relevant administrative tasks.
- Experience and track record of undertaking high level research and securing research funding.
- Experience, and track record in programme administration and experience in management.
- Ability to mentor and support colleague in their teaching, research and publication.

Desirable

- Experience of supervising doctoral students
- Experience of, and interest in, teaching students in human resource management and/or quantitative methods.

SENIOR LECTURER

For the appointment of **Senior Lecturer**, in addition to the above essential requirements for a Lecturer, candidates must have:

Essential

- Experience of teaching at undergraduate and post-graduate level, student support and relevant administrative tasks.
- Experience and track record of undertaking high level research and securing research funding.
- Experience, and track record in programme administration and experience in management.
- Ability to mentor and support colleague in their teaching, research and publication.

Desirable

- Experience of supervising doctoral students
- Experience of, and interest in, teaching students in human resource management and/or quantitative methods.
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