

THE UNIVERSITY OF MANCHESTER

PARTICULARS OF APPOINTMENT

FACULTY OF HUMANITIES

ALLIANCE MANCHESTER BUSINESS SCHOOL

INNOVATION MANAGEMENT AND POLICY DIVISION

LECTURER IN INNOVATION MANAGEMENT (TEACHING AND SCHOLARSHIP)

VACANCY REF: HUN-025856

Salary:	Grade 6/7, £40,521 to £56,021 per annum, depending on relevant experience
Hours:	1 FTE
Duration:	Permanent
Location:	Oxford Road, Manchester

Contact information for enquiries

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Professor of Strategic Management and Head of Innovation Management and Policy Division

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Role Summary and Job Description for Lecturer in Innovation Management

**Innovation, Strategy and Sustainability Group,
Innovation Management and Policy Division,
Alliance Manchester Business School**

Alliance Manchester Business School (AMBS) seeks to appoint a teaching and scholarship focused Lecturer in Innovation Management. We are looking for a talented educator who is committed to providing our students with learning experiences that are innovative, engaging and rewarding, befitting a world-class business school. We seek someone who is passionate about student learning and development, who values a scholarly approach to teaching, and who is committed to enhancing teaching and learning in business schools.

The post holder will be based in the Innovation, Strategy and Sustainability (ISS) Group, which is part of the Innovation Management and Policy Division. The successful candidate will provide excellent teaching and learning for our undergraduate and postgraduate students in the area of innovation management, broadly defined.

The ISS group offers two MSc programmes (Innovation Management and Entrepreneurship and Sustainable Business) and its members contribute to one of the school's core undergraduate programmes, the BSc Management (Innovation, Strategy and Entrepreneurship). Innovation-focused units on these programmes are varied and include Innovation and Markets, Foundations of Strategy and Innovation, and International Competitiveness and Innovation. We also provide courses for students from other programmes and on the Doctoral Training Programme. The successful candidate's portfolio of work will reflect both the needs of the group and the candidate's particular areas of interest and expertise.

The Lecturer appointment will be made on the University of Manchester's Teaching and Scholarship basis, with a typical workload split of 80% for teaching, supervision and leadership activities and 20% for scholarship activity. New appointments will receive additional allowance for personal development in the first 3 years. We are a supportive group and are committed to the development of early career staff members, including offering mentoring and where appropriate opportunities to collaborate on developments in teaching and scholarship.

Main Responsibilities

Teaching and Learning: Develop and deliver excellent teaching. Design teaching material and deliver either across a range of modules or within a subject area to relevant levels, i.e. undergraduate, postgraduate and/or post-experience, through lectures, seminars and personal supervision. Develop and apply innovative and appropriate teaching content, techniques and materials that create interest, understanding and enthusiasm amongst students. Use effective and innovative teaching, learning support and assessment methods. Supervise student projects, placements and other academic activities. Organise and support activities and events which engage students in enterprise and entrepreneurship activities. Identify areas where current provision is in need of revision or improvement. Contribute to the planning, design and development of objectives and material. Set, mark and assess assignments and examinations and provide feedback to students. Take responsibility for the design and delivery of own courses, curricula, and assessment methods. Contribute to the enhancement of teaching quality within the subject area, School, Faculty and University. Some overseas teaching may be required.

Scholarship: Engage in subject, professional, and/or pedagogy research as required to support teaching activities and knowledge transfer/impact. Conduct individual or collaborative scholarly projects and contribute to the process of securing funds for own scholarly activities, where appropriate.

Knowledge transfer and Impact: To be productively involved in knowledge creation and transfer in partnership with industry, government, NGOs, learned societies or professional bodies. Striving to use scholarly expertise and evidence to influence professional practice or policy, in industry, government, or other organizational contexts. Involvement in translating research and scholarship into beneficial activity or positive change in the wider community. Creating, developing and exploiting intellectual property, as relevant to the discipline. Participation in advisory committees or professional or practice-based forums relevant to the discipline. Using academic expertise to undertake external activities in support of the University's social responsibility goals.

Service and Leadership: Act as a responsible team member and develop productive working relationships with other members of staff within a multidisciplinary division where teamwork is encouraged. Advise and support professional development in teaching, scholarship and/or knowledge transfer. Actively taking the lead on new projects designed to improve teaching and learning within the group/division. Engage actively in the activities of the Division by, for example, attending seminars regularly and meeting with speakers and visitors to the division. Contribute to the management / administration within the division or School. Participate in and develop internal and external networks, including taking active roles in relevant learned societies and scholarly institutions in the focal field. Undertake other academic and administrative duties as required by the Head of Division.

Person Specification

You should use your application to clearly demonstrate with evidence how you meet the following aspects of the person specification.

LECTURER

Essential Knowledge, Skills, Experience and Qualifications:

- Possession or near completion (by the time of the appointment) of a PhD related to Innovation Management, or Economics of Innovation, or Business and Management, or another relevant discipline
- Possession of sufficient breadth and depth of specialist knowledge in the discipline to work within established teaching programmes and to develop new teaching programmes.
- Ability to lead and coordinate course units
- Ability to contribute to programme administration and programme management
- Excellent presentation and communication skills
- Versatility and willingness to work collaboratively with colleagues

Teaching:

- Demonstrable ability to provide excellent teaching experiences to different student groups, including undergraduates and/or postgraduates, and, ideally, MBA and executive levels, on topics relating to innovation management
- A record of successful teaching in the classroom and online, including providing effective student support for teaching and learning
- A record of effective setting and marking of assessment, including provision of feedback to students
- Successful use of a range of delivery techniques to engage and enthuse students
- Evidence of the commitment to a scholarly approach to teaching and learning, including

reflecting critically on practice, using ideas and methods from academic literatures, and/or contributing to relevant literatures

- Ability to use advanced technologies to enhance learning

Knowledge Transfer and External Engagement:

- Willingness to work collaboratively with external stakeholders (e.g., policy makers, business, accreditation bodies, and/or relevant learned societies) to advance teaching and learning and/or professional practice
- Willingness to work collaboratively with external stakeholders in support of the University's social responsibility goals

Service and Leadership:

- Ability to perform service and leadership tasks effectively
- Commitment to support the division's teaching and learning activities, working with the Head of Group and Associate Head of Teaching to evaluate and improve teaching and learning, and take the lead on new initiatives where appropriate

Desirable

- A specialism in a key industry sector or geographical area related to innovation, strategy and/or sustainability
- Experience engaging and collaborating with policymakers and professionals
- Evidence of having had sole responsibility for the design and delivery of own units and assessment methods.



The Faculty of Humanities and Alliance Manchester Business School

The Faculty of Humanities

[The Faculty of Humanities](#) is made up of five Schools: Environment, Education and Development; Law; Social Sciences; Arts, Language and Cultures; and the Alliance Manchester Business School. With 36 discipline areas, a total income over £230m per annum, over 16,800 students, some 1290 academic and 680 professional support staff, the Faculty is equivalent to a medium-sized university in the UK. [REF 2021 results](#) confirmed The Faculty and the University of Manchester as a genuine international powerhouse, with exceptional performances in a wide range of disciplines.

Alliance Manchester Business School

At Alliance Manchester Business School, '[Original Thinking Applied](#)' sits at the heart of everything we do. With triple accreditation from AACSB International, AMBA and EQUIS, we provide world-class, industry-focused education to undergraduates, postgraduates and executives across the globe. Our centres in Dubai, Hong Kong, São Paulo, Shanghai and Singapore open up a world of opportunities for our students, researchers and clients. All over the world, we engage with businesses of all sizes to share expertise and form rewarding partnerships. Ranked 2nd in the UK for research power, our influential research impacts all

areas of business and management – from accounting and health management to big data and human rights.

Established in 1965 as one of the UK's first two business schools, we are proud to be part of the prestigious University of Manchester and the UK's largest campus-based business and management school.

Innovation Management and Policy Division

The ISS group is part of the Division of Innovation Management and Policy, one of the school's four divisions. The Innovation Management and Policy Division is a leading centre for innovation, strategy and entrepreneurship, researching crucial innovation challenges facing firms and public services and delivering teaching at all levels. The Division also provides independent advice, helping public and private sector organisations to apply innovation in their own areas of work. The division includes over 50 academics, who are each affiliated with one of the following subject groups: Innovation, Strategy and Sustainability, or the Masood Entrepreneurship Centre. The Division is home to the [Manchester Institute of Innovation Research](#) (MloIR), a world-leading centre built on more than five decades of interdisciplinary science, technology and innovation studies. The Division also includes the [Masood Entrepreneurship Centre](#) (MEC), one of the UK's leaders in practitioner-based, applied enterprise education. MEC has helped create 31 new start-ups in the last year and over 260 MEC-supported businesses now employ over 1,000 people. Division Members are also affiliated with the [Sustainable Consumption Institute](#) (SCI), which focusses on multiple sustainability challenges concerning processes of consumption and production, from climate change and resource scarcity to social inequality and environmental injustice.

Our Vision and Mission

Our vision is to be a world-renowned Business School, harnessing virtuosity for the enduring benefit of humankind. Our mission is to give everyone the opportunity to transform their lives and, in doing so, help them transform the organisations they work for and the wider communities in which they live. This vision and mission are captured in our School strapline, Original Thinking Applied. As one of the original Business School established in the UK, we are inspired by Manchester which is renowned as the original modern city with an ethos of enterprise, culture and innovation. Our thinking has generated research on issues including the transitions to sustainability, the conditions for innovation in services, changing patterns of work and employment and public sector infrastructure finance and accountability. Our work is applied in our research-led teaching and consultancy, impact and public engagement.

Working for The University of Manchester

The University of Manchester is the largest single-site university in the UK with around 38,000 students and more than 11,000 staff. Our [vision](#) is to become one of the top 25 research universities in the world and we are committed to delivering an outstanding teaching and learning experience, contributing to the social and economic success of local, national and international communities, producing the highest calibre graduates, and developing our staff to be amongst the very best of their peers. To achieve our ambitious goals, we aim to attract and retain the very best people to work across a range of academic disciplines and support functions.

The University of Manchester strives to make our community a welcoming, caring and enthusiastic one, fuelling ambition with opportunities and support to help us all achieve our personal and professional goals.

Our diverse job opportunities include an attractive [benefits package](#) with family-friendly policies that provide for flexible working. We care deeply about career and personal development, offering a structured induction programme for new staff, an annual performance and development review, staff training for all career stages and mentoring opportunities to support career development.

We have a genuine commitment to [equality of opportunity](#) for our staff and students and are proud to employ a workforce that reflects the diverse community we serve. As a global institution, situated at the heart of a lively, culturally diverse city, we welcome applicants of all nationalities. To help [international job applicants](#) plan for life in the UK, we have put together some useful information on passports and visas, travel to the UK, accommodation and a number of other practical considerations. We also offer a generous [relocation service](#) to those relocating to Manchester.

The City and the Region of Manchester

Manchester is one of the great European cities and the University's main campus is within walking distance of the city centre. The city's architecture represents one of the high points of Victorian achievement. The modern city is a major centre of banking, commerce and manufacturing, and hosts MediaCityUK UK, the country's most significant centre for creative and digital businesses.

Manchester has a highly cosmopolitan atmosphere and its cultural life is internationally renowned. Within a fifteen-minute walk of the campus there are three outstanding professional theatre companies, the halls of the Hallé and BBC Philharmonic orchestras, the HOME arts centre and other cinemas, and Europe's fastest-growing Chinatown. Amongst developments enriching the area's cultural life have been the opening of The Lowry at Salford Quays; the Bridgewater Concert Hall; Urbis, the Imperial War Museum North, designed by Daniel Libeskind, and the refurbished City Art Gallery.

Manchester is renowned internationally for sport: it is a venue for Test cricket and the home of Manchester United and Manchester City. The Commonwealth Games were held in Manchester in 2002. The University is a stakeholder in the Commonwealth Pool – now known as the Manchester Aquatics Centre – which offers on campus, world-class swimming facilities. Housing

is varied, plentiful and, by English standards, moderately priced. There are excellent schools across the region.

Manchester is well served by a major international airport, with direct scheduled flights to many destinations in Europe as well as North America and Asia. Manchester Piccadilly railway station has been refurbished and is served by inter-city and other train services – with a direct link to Manchester Airport. The expanding network of Metrolink tram services offers an alternative mode of public transport from certain parts of the conurbation. Some of the most beautiful countryside in Europe is just over a thirty-minute drive from the University, in the Peak District National Park, while the Lake District and Snowdonia are also within easy reach.

Commitment to Equality, Diversity and Inclusion

The University of Manchester and Alliance Manchester Business School are committed to creating an environment where diversity is celebrated and everyone is treated fairly, regardless of gender, gender identity, disability, ethnic origin, religion or belief, sexual orientation, marital or transgender status, age, or nationality.

We have a genuine commitment to equality of opportunity for our staff and students and are proud to employ a workforce that reflects the diverse community we serve.

Our university is a very diverse community: 16% of our staff are from a black and minority ethnic background, women make up 48% of our workforce, and international staff members make up 22%. We also have more than 40,000 students, including 11,000 international students from more than 160 countries.

Equality Objectives:

1. Improve the representation of women and black and minority ethnic (BME) staff in senior leadership, academic and professional support positions.
2. Take action to further understand and improve the experience of disabled staff as indicated in the staff survey.
3. Take action to further understand and address any differential outcomes of undergraduate students in relation to access, retention, attainment and progression to a positive graduate destination in relation to disability, ethnicity, gender and socio-economic status.
4. Take action to understand and address any inequalities for researchers.
5. To better understand the challenges, obstacles and barriers faced by different groups at the University and to foster good relations between people who share a relevant protected characteristic and those who do not share it.
6. Better understand the potential impact of university functions on certain groups by improving disclosure rates and reporting mechanisms for age, disability, ethnicity, caring responsibilities, religion or belief (including lack of belief) sexual orientation and gender reassignment.

Charter Marks:



Alliance Manchester Business School currently holds an Athena Swan Bronze Award. The Athena Swan Charter was established in 2005 to encourage and advance the careers of women in STEMM employment. In May 2015 the Charter was expanded to include non-STEMM Schools, professional and support staff, technical staff, and Trans staff and students. The Charter now also recognises work undertaken to address gender equality more broadly, and not just barriers to progression that affect women.



The [Race Equality Charter Mark](#) aims to improve the representation, progression and success of minority ethnic staff and students within higher education.

It is owned by the Equality Challenge Unit, ECU, which works to further and support equality and diversity for staff and students in Universities and Colleges.

The framework for the race equality charter mark builds on the experience and methodology of ECU's Athena SWAN Charter.

The University of Manchester was proud to be one of the 31 higher education institutions involved in the trial of the Race Equality Charter Mark



The University of Manchester placed 20th in the 2019 Stonewall Equality Index making it the most inclusive University in England for Lesbian, Gay, Bisexual and Trans employees.

Stonewall is Britain's leading charity for lesbian, gay, bi and trans equality, working to create a world where every single person can be accepted without exception.

Stonewall's Top 100 is compiled from submissions to the Workplace Equality Index, a powerful benchmarking tool used by employers to assess their achievements and progress on LGBT equality in the workplace, as well as their wider work in the community and on service provision.

Each organisation must demonstrate their expertise in 10 areas of employment policy and practice, including networking groups, senior leadership, procurement and how well they've engaged with LGBT communities.



The University is a Disability Confident employer, committed to interviewing all disabled applicants who meet all of the essential criteria set out in the person specification.

Learning, Development and Progression

Staff Learning and Development

The Staff Learning and Development (L&D) team support the personal and professional development of all staff in the University.

They work closely with learning experts around the University including those based in local HR teams and those supporting academic staff and early career researchers (ECR)

L&D offer everything from off the shelf, face to face training, to bespoke one to one development support. By planning activity both in response to the strategic goals of the University and the learning needs of individuals, we aim to become a truly leading learning organisation.

Faculty of Humanities Researcher Development Team

The Faculty of Humanities Researcher Development Team works in collaboration with methods@manchester and artsmethods@manchester to offer relevant, effective and comprehensive professional development for researchers at various stages of their careers. The team work alongside other University training providers, each School in the Faculty and with Researcher Development teams in the other Faculties allowing for shared delivery of training events, and promoting an interdisciplinary approach to the development of first-class research skills



Humanities Teaching Academy

The Humanities Teaching Academy brings together a range of teaching and learning enhancement activities, from training and CPD through to dissemination, projects and awards. Wherever colleagues are on a teaching journey, from TA to Programme Director, opportunities are available to help them develop, share or be recognised for their teaching practice. Development opportunities include:

Academic Staff Promotion

As an equal opportunities employer, Alliance Manchester Business School is committed to promoting equality and diversity for all and will support all suitably qualified candidates for promotion.

The University has a transparent Academic promotions processes and criteria. It seeks to reward activity that contributes to the success of the University in achieving its goals. Colleagues will be expected to take an active approach to their own career development but will be given support and advice with their applications.

Academic Staff Probation

The University of Manchester has a supportive probation process to ensure newly appointed colleagues are provided with effective support, allowing them to achieve their full potential and to satisfy their career aims in research and scholarship. All probationers will be supported by a mentor and a probation supervisor, and supported through the Faculty “New Academics” development programme