

Lecturer/Senior Lecturer (Teaching and Research) in Entrepreneurship

Faculty of Humanities

Alliance Manchester Business School

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At Alliance Manchester Business School, '[Original Thinking Applied](#)' sits at the heart of everything we do.



THE UNIVERSITY OF MANCHESTER
PARTICULARS OF APPOINTMENT
FACULTY OF HUMANITIES
ALLIANCE MANCHESTER BUSINESS SCHOOL
INNOVATION MANAGEMENT AND POLICY DIVISION
LECTURER/SENIOR LECTURER (TEACHING AND RESEARCH)
IN ENTREPRENEURSHIP

VACANCY REF: HUM-025869

- Salary:** Lecturer (Grade 7): £45,585 to £56,021
Senior Lecturer (Grade 8): £57,696 to £68,857
Per year and depending on experience
- Hours:** 1 FTE
Flexible working: Individuals who may wish to consider flexible working arrangements are actively encouraged to contact the recruiting managers.
- Duration:** Permanent
- Location:** Oxford Road, Manchester
- Responsible to:** Professor Mark Healey, Head of Innovation Management and Policy Division, Alliance Manchester Business School
- Applications:** To apply, please visit: <http://www.manchester.ac.uk/aboutus/jobs>
When applying online, please upload a curriculum vitae and a cover letter explaining how you meet the person specification for the post and what your research and teaching would contribute to the School.
Applicants should also arrange for the submission of three letters of recommendation and provide the names and contact information for the three referees. All letters will be treated as confidential.

Contact information for enquiries

Professor Mark Healey
Professor of Strategic Management
mark.healey@manchester.ac.uk
Role Summary and Job Description

LECTURER/SENIOR LECTURER (TEACHING AND RESEARCH) IN ENTREPRENEURSHIP

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

Manchester is a city where ideas that change the world are born. The city and the University have a rich history of enterprise and have ambitions to build the world's next great innovation ecosystem. Be part of this mission by joining Alliance Manchester Business School to undertake influential and impactful research on entrepreneurship that expands the frontiers of the field and helps entrepreneurs flourish and new ventures grow.

We seek an innovative scholar with an emerging or developing research reputation, a track record of excellence in teaching, and a commitment to real-world impact. As a key member of our growing group of scholars in entrepreneurship, strategy and innovation, you will drive cutting-edge research, secure external funding, and publish in top-tier journals. You will inspire and guide students, fostering an entrepreneurial mindset and building practical skills by designing and teaching engaging courses in entrepreneurship across a range of innovative programmes. Collaborate with industry partners and contribute to our growing reputation for excellence in entrepreneurship.

The position offers an internationally competitive salary, reasonable teaching load, generous research support, and a vibrant environment committed to generating social and economic impact and delivering excellent teaching, led by top-tier research. The standard model is 40% of time focussed on research and scholarship, 40% on teaching, and 20% on service and leadership. New lecturers enjoy a three year probation period with a reduced teaching load.

We will support the successful applicant in pursuing an exciting and innovative research agenda in a relevant area of entrepreneurship. The scope of research and teaching in entrepreneurship and innovation at AMBS is broad and interdisciplinary. Hence, we welcome applications from any area of entrepreneurship.

Interests of current faculty include creativity and entrepreneurship, entrepreneurial decision making and behaviour, entrepreneurial ecosystems and regional development, entrepreneurial leadership and team dynamics, growth and strategies of new ventures, innovation and technology entrepreneurship, and sustainable and social entrepreneurship. Members of the division are leading international scholars in their areas, having published their work in journals such as Academy of Management Journal, Academy of Management Review, Entrepreneurship Theory and Practice, Journal of Business Venturing, Journal of Management, Journal of Management Studies, Organization Science, Organization Studies, Research Policy, and Strategic Management Journal.

Context and Purpose

The overall purpose of the post is to help the School and University to attain its core goals:

- *Research and Discovery.* The University of Manchester is a powerhouse of research, with a history of world-changing achievements, and is ranked among the leading research universities globally. We strive to achieve research excellence across all our disciplines, with outputs that have 'impact' on the business community and policy makers.
- *Teaching and Learning.* As an institution built on world-class research, we want to share knowledge to challenge and transform our students, giving learners of all ages and backgrounds the chance to contribute to positive change, improving their lives and those of others. We will inspire learners with challenging ideas, knowledge and wisdom, and help them develop the capabilities needed for a stellar career.
- *Social Responsibility.* We were the first British university to set social responsibility as a core goal. From our access programmes and scholarships to our research tackling the world's biggest questions, we make a difference on a local, national and global scale. We will now establish our University as the sector's leader for social impact by engaging our communities in our work, enabling all our people to help bring about a better world and embedding responsible processes and environmental sustainability in all our key activities.

Research at Alliance Manchester Business School

Inspired by the city of Manchester's history as a world-leader in enterprise, innovation and creativity, our research ethos is Original Thinking Applied. We undertake cutting-edge and influential research which has a transformative impact on policy and practice.

Our founding ethos places us at the frontiers of business and management. We have grown into one of the country's largest business schools, with a range of disciplines and theoretical perspectives unrivalled in the UK. In the 2021 UK government Research Excellence Framework (REF) exercise, AMBS was placed third in the UK for research power, which measures the quality and scale of research. Our research ethos underpins three goals:

1. To produce influential innovative research of the highest international quality that places AMBS at the empirical and theoretical frontiers of business and management, offering novel perspectives and exploring often overlooked themes.
2. To have impact beyond academia both locally and globally by creating new knowledge which informs policy and practice and, in so doing, yields lasting economic, social, and cultural benefits.
3. To develop world-class engaged scholars, providing them with the resources to develop

the most exciting and innovative research agendas which address some of the world's most pressing and seemingly intractable challenges.

Main Responsibilities

The normal terms and conditions of The University of Manchester apply to the post. You will be involved in research, teaching (at undergraduate, postgraduate and executive levels), and engagement in the field of entrepreneurship, broadly defined. Your portfolio of work will reflect both the needs of the School and your particular areas of interest and expertise.

By publishing original research in leading scholarly outlets, you will help enhance the reputation of the school in the entrepreneurship field. As a member of the Innovation, Strategy and Sustainability (ISS) Group, you will teach on related degree programmes at undergraduate and/or postgraduate levels. The ISS group offers an MSc in Innovation Management and Entrepreneurship, alongside other undergraduate and postgraduate programmes concerning entrepreneurship (e.g., BSc Management with Innovation, Strategy and Entrepreneurship). The ISS group delivers teaching that spans a variety of subject areas: foundations of innovation, strategy, and entrepreneurship; creativity and design; innovation management; new product development; small business venturing; innovation and the knowledge economy; advanced strategic management; business sustainability and eco-innovation; clusters and innovation ecosystems; governance of emerging technologies; and science and technology policy.

Members of the ISS Group are affiliated with the [Manchester Institute of Innovation Research](#) (MIoIR), a world-leading centre built on more than five decades of interdisciplinary science, technology and innovation studies. The Division is also home to 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 are employing over 1,000 people.

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:

4. Possession or near completion (by the time of the appointment) of a PhD in entrepreneurship or related area (e.g., strategic management, organization theory, psychology, sociology, economics, etc)
5. A strong analytical background, bringing advanced qualitative or quantitative (or a mix of) methodological skills to entrepreneurship research
 - Excellent presentation and communication skills
6. Versatility and willingness to work collaboratively with colleagues

Research:

- An emerging research trajectory at an internationally excellent level, evidenced by a developing record of publications in leading peer-reviewed academic journals and acceptance at major academic conferences
- Evidence of positive recognition in relevant international research communities

Teaching:

7. Demonstrable ability to provide excellent teaching experiences to different student groups, including undergraduates and/or postgraduates, on topics relevant to entrepreneurship
8. A record of successful teaching in class-room and online, including providing effective student support for teaching and learning
9. A record of effective setting and marking of assessment, including provision of feedback to students
10. Successful use of a range of delivery techniques to enthuse and engage students

Knowledge Transfer and External Engagement:

- Versatility and willingness to work collaboratively with external stakeholders on problems relevant to entrepreneurship

- A demonstrable commitment to knowledge creation and transfer in partnership with entrepreneurs, business enterprises, industry, government, NGOs, learned societies and/or professional bodies
- An evident commitment to research impact and engagement with policy and practice

Service and Leadership:

11. Some involvement in internal service and leadership, such as undertaking departmental roles or contributing to the development of others
12. Some involvement in service to relevant external academic or professional institutions or networks

Desirable

13. An evident commitment to obtaining external research funding or active participation in externally funded research
14. A specialism in a key industry sector/area of entrepreneurship, developed through rigorous empirical research
15. Ability to teach at MBA and/or executive education
16. The ability to and communicate effectively with policymaker and practitioner audiences
17. Some external activity relevant to the University's social responsibility goals

SENIOR LECTURER

As above, plus

18. An established record and continuing trajectory of producing world-leading and internationally excellent research outputs in the field of entrepreneurship
 19. A track record of applying for and/or securing external research funding, grants, and other forms of external sponsorship
 20. Experience of supervising research degree students
 21. Evidence of a developing reputation in relevant international research communities
 22. Experience, track record and/or ability in the leadership and management of areas such as programme administration, teaching administration and/or research administration
 23. Ability to mentor and support colleagues in their research and teaching
- Evidence of substantial experience in and responsibility for the design and delivery of own courses and assessment methods

- A track record of innovation in the design, content, and or/delivery of effective teaching
- A demonstrable commitment to impactful engagement with policy actors, business and/or other external stakeholders
- Evidence of capacity to contribute creatively and constructively to the management of a significant organizational unit or area of activity within the University
- Sustained involvement in service to learned societies, scholarly institutions or external research networks



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 Innovation Management and Policy Division 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 is one of four divisions in Alliance Manchester Business School. The division includes over 65 academics, who are each affiliated with one of the following subject groups: Innovation, Strategy and Sustainability; Health Management, or the Masood Entrepreneurship Centre. The Division is home to the [Manchester Institute of Innovation Research](#) (MIOIR), 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 human kind. 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 is 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 MediaCity 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