

**THE UNIVERSITY OF MANCHESTER**  
**PARTICULARS OF APPOINTMENT**  
**FACULTY OF HUMANITIES**  
**ALLIANCE MANCHESTER BUSINESS SCHOOL**  
**LECTURER IN INTERNATIONAL BUSINESS**  
**PEOPLE MANAGEMENT AND ORGANISATION DIVISION**  
**VACANCY REF: HUM-021136**

**Salary:** £43,414 to £53,353 per annum, depending on relevant experience

**Hours:** Full time  
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

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**Enquiries about the vacancy, shortlisting and interviews:**

**Name:** Professor Axèle Giroud, Head of Comparative & International Business group

**Email:** [axele.giroud@manchester.ac.uk](mailto:axele.giroud@manchester.ac.uk)

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**Role Summary and Job Description**

**Comparative and International Business Group,  
People Management and Organization Division,  
Alliance Manchester Business School**

Applications are invited for a Lecturer in International Business. The successful candidate is expected to conduct research at the highest level and publish it in top-tier journals as well as teach at Undergraduate and/or Postgraduate levels in International Business and related subject areas (including dissertation supervision and seminar and tutorial support).

The post is based within the Comparative & International Business (CIB) group of the People, Management and Organisations division (PMO). The Comparative and International Business group in the Alliance Manchester Business School is composed of internationally renowned

researchers. The research conducted by successful candidates will complement existing areas of expertise and specialism of the group, which currently include global sustainable strategies, capability development of multinational enterprises, non-market strategies, institutions and innovation, the comparative institutional analysis of markets, Asian business systems, emerging market multinationals, corporate social responsibility, inclusive global supply chains, social international entrepreneurship, and multinationals and human rights development.

This Lecturer role is teaching-and-research focused. Over the year, 40% of the workload will focus on research, personal development and scholarship. The remaining 60% will focus on teaching, supervision and administrative activities (including preparation, delivery and assessment). The successful candidate will have the opportunity to work with others in the group and more widely on research, engagement and other activities as part of their own personal development and to advance the scholarly and research-related activities of the School.

## **Main Responsibilities**

**Research and Scholarship:** To conduct research and publish it in top-tier peer-reviewed journals and books at a level of excellence consistent with a world-class institution, through academic conferences, and through publication in other outlets oriented at policymakers and practitioners. Develop research objectives, projects and proposals. Conduct individual or collaborative research projects. Identify sources of funding and contribute to the process of securing funds. Extend, transform and apply knowledge acquired from scholarship to teaching, research and appropriate external activities. Write or contribute to publications or disseminate research findings using other appropriate media. Make presentations at conferences or exhibit work in other appropriate events.

**Teaching and learning support:** 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 higher research degree students, through lectures, seminars and personal supervision. Use appropriate teaching, learning support and assessment methods. Supervise student projects, field trips and, where appropriate, placements. 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 work and examinations and provide feedback to students. Contribute to the enhancement of teaching quality within the subject, School or Faculty.

**Liaison and Networking:** Participate in and develop external networks, for example to identify sources of funding, contribute to student recruitment, secure student placements, market the

institution, facilitate outreach work, generate income, obtain consultancy projects, or build relationships for future activities.

**Managing people:** Advise and support colleagues with less experience and advise on personal development. Depending on the area of work could be expected to supervise the work of others, for example in research teams or projects or as PhD supervisor.

**Teamwork:** Act as a responsible team member and develop productive working relationships with other members of staff. Could be required to take the lead in a project. Collaborate with colleagues to identify and respond to students' needs.

**Initiative, Problem-Solving and Decision-Making:** Identify the need for developing the content or structure of modules with colleagues and make proposals on how this should be achieved. Develop ideas for generating income and promoting the subject. Develop ideas and find ways of disseminating and applying the result of research and scholarship. Sole responsibility for the design and delivery of own modules and assessment methods. Collaborate with colleagues on the implementation of assessment procedures. Advise others on strategic issues such as student recruitment and marketing. Contribute to the accreditation of courses and quality control processes.

### **Person Specification**

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

### **Person Description**

#### ***Essential Knowledge, Skills, Experience and Qualifications***

- A doctoral degree (or close to submission), in a subject relevant to frontiers of international business or equivalent.
- A high academic standing with a growing reputation in subject specialism.
- Possess sufficient breadth and depth of specialist knowledge in the discipline to develop teaching and research programmes in the field of Comparative, International Business and/or International Management.
- Possess strong qualitative and/or quantitative methodological skills in the field of Comparative, International Business and/or International Management.
- Good presentation and communication skills.
- We also welcome membership or collaborative experience with appropriate learned societies and/or professional bodies as well as the ability to write and communicate effectively with policymaker and practitioner audiences.

**Research:**

- The ability and commitment to research in areas related to comparative and international business, and/or international management.
- The ability and commitment to conduct research and publish it in the world's top-tier peer-reviewed journals.
- An emergent record of output of world leading and top-tier peer-reviewed journal publications.
- Some success in obtaining external research funding or active participation in externally funded research is welcomed.
- Some involvement in supervision of PGR students.
- Evidence of positive recognition in the relevant international research communities.

**Teaching:**

- The ability to teach a variety of comparative, international business and international management courses, and research methods at undergraduate and postgraduate levels.
- A record of successful teaching, including class-room or online delivery and related support in respect of allocated teaching duties.
- A record of effective setting and marking of assessment, including provision of feedback to students.
- A record of effective delivery of student support as required by post.
- Use a range of delivery techniques to enthuse and engage students.

**Knowledge Transfer and External Engagement:**

- Versatility and willingness to work collaboratively with colleagues within an interdisciplinary context where teamwork is encouraged.
- Some evidence of productive involvement in knowledge creation and transfer in partnership with industry, government, NGOs, learned societies or professional bodies
- Some external activity in support of the University's social responsibility goal
- Some activity that enhances public understanding of, and engagement with, knowledge and research, or that contributes to a well-informed public debate

### Service and Leadership:

- Ability to engage in service and leadership tasks in respect of allocated duties



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.

## **People Management and Organisations Division**

The People Management and Organisation Division is one of four divisions in the Alliance Manchester Business School. The division includes over 63 academic staff members, who are each affiliated with one of the following subject groups: Organisational Psychology, Human Resource Management, Employment Relations and Law, Comparative and International Business, and Management and Organisational Studies.

## **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 20<sup>th</sup> 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](mailto:methods@manchester) and [artsmethods@manchester](mailto: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.