



Chair/Reader/Senior Lecturer in Employment Relations or HRM

Job reference: 38029
Closing date: 28 February 2016

The University

The University of Birmingham was recognised for its commitment to academic excellence and innovation by being named The Times and Sunday Times University of the year 2013-14. Our heritage as the UK's first civic university – the original 'redbrick' – is combined with one of the most compelling and ambitious agendas in higher education.

Ranked by QS as 62nd in the world university rankings, Birmingham is a leading member of the Russell Group (the Vice Chancellor is the current Chair) and a founder member of the Universitas 21 global network of research universities (<http://www.universitas21.com/>). The University is a pioneer in sector leading initiatives. These include our 'Birmingham Fellows' programme, which has so far seen 66 of the world's best early career academics join us; the much emulated unconditional offers strategy to exceptional candidates introduced in 2012-13; and the University School which will open in 2015, and are testament to an institution that rewards and encourages excellence in research and education and which has, unsurprisingly, seen impressive league table rises recently.

We have a clear vision for the future, ambitious leadership, world-leading academic strengths, and a secure financial base. Our five-year strategic plan 'Shaping Our Future: Birmingham 2015' was published in 2010 and the University is already demonstrating significant progress against this plan that will lift us into the international elite. In support of this, the University is investing in our future, including an investment plan of over £200m in our stunning parkland campus which will see a new Library, Sports Centre and student accommodation, and world class academic appointments.

Our research grant capture is increasing significantly - in 2011/12, new research grant awards increased by over 50% and the figure was sustained last year. In 2012/13 the University ranked third for competitively won ESRC research grants and second for the AHRC. We are recruiting undergraduate students with the finest academic credentials in our history and applications to study here in 2014 are growing rapidly and more impressively than either nationally or for comparable universities. The University has a significant international presence: our office in Guangzhou, China is testament to our substantive collaboration with the local government and universities there; we have partnership agreements with many of the world's leading universities; an office in New Delhi and a presence in Brussels which gives the University an outstanding understanding of European funding and influence with officials and politicians. In Brazil, the Universities of Birmingham and Nottingham are working together in a unique collaboration to develop a network of strategic partnerships with Brazilian universities, as well as the oil and gas industry. These initiatives have been central to the UK Government's outreach into Brazil, and this year will bring in the region of 20 doctoral researchers to the University as part of a prestigious scholarship programme.



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Inevitably, these are just a few of our recent achievements, as the University community works together to enhance further our research achievements and educational provision. Our policy facing activity continues to go from strength to strength with notable success led from the College of Social Sciences such as the Public Services Academy and the establishment of Policy commissions in Local Public services, Healthy Ageing, and Wealth Distribution. We are long established as leaders in the field of Medicine, with strengths in the research and treatment of cancer, heart, and liver disease as well as infections with a global significance including TB. In the Physical Sciences we boast outstanding academic and research credentials, including Chemical Engineering where we were recognised with a Queen's Anniversary Prize in the Jubilee year.

As well as our focus on research excellence, we are committed to delivering a first-class experience for our students in every aspect of their university life. This is also why the University has been ranked 11th place in the Times Higher Education Student Experience Survey 2013 and 17th out of 124 UK universities in The Complete University Guide for 2014. These latest league table results further strengthen Birmingham's position as a top 20 university and reflect its recent performance in other highly regarded league tables, such as the Sunday Times University Guide 2014, which ranked the University in 16th place overall.

Areas particularly highlighted in the latest league tables include the excellent student experience and the quality of the courses available. With one of the widest range of offerings in the UK, 17 of our 48 subjects were ranked in the top 10 in the Complete University Guide (with two in first place). In addition, the University was ranked 10th place overall and first place for self-made millionaires in the 2013 Wealth-X Survey, which measures the financial success of alumni.

Birmingham has been challenging and developing great minds for more than a century. The University of Birmingham School and Sixth Form will continue this tradition, providing an outstanding academic education for Birmingham's young people and serving as a centre of teacher education in the region. The School and Sixth Form will be a comprehensive co-educational 11-16 school plus a sixth form, taking 150 per year into Year 7 and up to 200 per year into the Sixth Form. Located near the University of Birmingham's main Edgbaston campus, it will have particularly strong links with School of Education in the College of Social Sciences reflect our values, including a commitment to academic excellence and to raising aspirations and widening participation in higher education. As such, the emphasis will be on preparing pupils for entrance to selective universities.

The University's cultural profile was enhanced with the opening of the beautiful Bramall Music Building in 2013. This houses the Elgar Concert Hall, named after our first Professor of Music, Sir Edward Elgar, and is a wonderful venue that enhances the quality of our Music department, already ranked second in the UK, and the importance of music as a part of the social and cultural life of the institution. This complements our reputation in music and our music scholarship scheme which attracts the most talented musicians from across the world to study at Birmingham.

The Bramall Music Building is one amongst a number of cultural assets that include the Shakespeare Institute at Stratford-upon-Avon, the Ironbridge Institute at the centre of this world heritage location in Shropshire, and the Barber Institute of Fine Arts, our art gallery that is home to works from many of the greatest artists in the western tradition and the world's second largest collection of Byzantine coins. Our Edgbaston campus also includes Winterbourne House and Garden, a unique Edwardian heritage attraction that is home to over 6,000 plant species from around the world.

Sport is integral to life at Birmingham and we are ranked second in the UK for the quality of student sport. Our new sports development will open in 2015 and will include the city of Birmingham's first 50m swimming pool that will not only provide facilities for our performance sportsmen and women but also offer a new resource to the local community. It was perhaps this combination of performance in, and commitment to, sport that attracted the 2012 Jamaican track and field team to our campus for their pre-Olympic training camp. After winning his second gold medal at the Games, Usain Bolt and his colleague Yohan Blake saluted, to a worldwide television audience, the facilities, support and warm welcome that they and their team mates had received from the University.



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We receive over 75,000 applications each year from students wishing to study here and welcome 24,000 successful students to the campus from 150 countries. A £5m investment in employability services has seen the numbers of graduates who find work within the first six months of graduation increase significantly for the second year in a row, and in a time of recession. A long-term project improving the academic support available to students and plans for the development of a state-of-the-art student services hub have led to satisfaction rankings in the National Student Survey rising faster than the national average, with overall satisfaction now standing at 88% (which is higher than the sector average).

Not only does Birmingham have serious ambition but we also have financial resources to realise those ambitions, and our plans for the future are underpinned by long established financial probity. We are large: we contribute £1 billion to our region's economy and our turnover was £493 million in 2012/13. Our surpluses and substantial philanthropic support are re-invested into the intellectual and physical fabric of the institution, enabling us to plan with confidence for the future and to continue to invest in the facilities and services that are required for high-quality research, and an outstanding student learning experience.

Led by Vice-Chancellor Professor David Eastwood, the University is structured for swift decision making, enabling us to capitalise on our academic range, financial strength and opportunities that emerge in the fast changing global HE environment.

The city of Birmingham

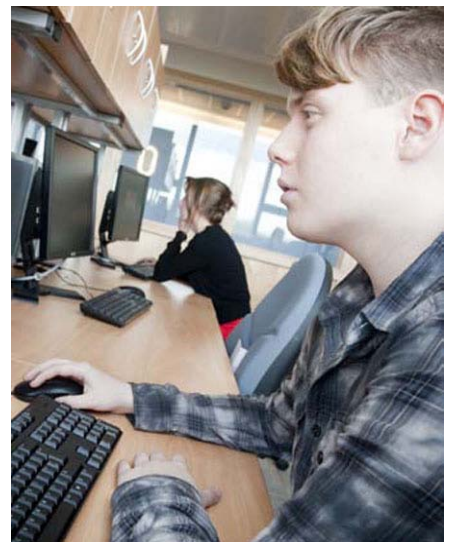
Birmingham is a major European centre and the second city of the United Kingdom. It is a city of business and ballet, canals and world-class concerts, jewellery and jazz, historical interest and contemporary vision. Birmingham has a diverse community that creates a vibrant, multicultural and exciting place to live and work.

The heart of Birmingham is symbolised by Symphony Hall, considered one of the greatest concert venues in the world and a fitting home for the globally respected City of Birmingham Symphony Orchestra (CBSO). Symphony Hall forms part of the impressive International Convention Centre, which overlooks attractive canals at the hub of the UK's canal network. At the magnificent Hippodrome Theatre is the internationally renowned Birmingham Royal Ballet, adding further cultural depth to the city. Apart from London's West End, Birmingham boasts the highest concentration of live theatre in the UK, including regular tours by major opera companies. A brand new £189m Library of Birmingham has recently opened, housing a collection of one million books, the library also has more than 200 public access computers, theatres, an exhibition gallery and music rooms making this the largest library in Europe.

The City Museum and Art Gallery houses the world's finest collection of Pre-Raphaelite paintings, alongside a major collection of Old Masters, Modern and Contemporary pictures. The restored Gas Hall Gallery has international touring exhibitions, while the Halcyon and Ikon galleries feature innovative contemporary works. National landmark sites abound, including the National Indoor Arena, the National Exhibition Centre, National Motorcycle Museum, National Car Heritage Museum, and the National Sealife Centre.

The iconic Bullring is one of the largest dedicated shopping facilities in Europe. Sports and recreation are also well served; the city offers international Test cricket, top-flight football, International Championship golf and top-class rugby. The International Convention Centre and National Indoor Arena have spawned a whole new development at the centre of the city. The National Exhibition Centre, on the outskirts of the city, remains one of the largest exhibition facilities in Europe. Birmingham is also home to over 200 restaurants serving up 27 different kinds of cuisine and has more Michelin starred restaurants than any other English city outside London.

Birmingham is at the crossroads of the UK's motorways. From Birmingham International Airport, more than 50 different airlines operate scheduled services to 100 destinations worldwide. The University has its own dedicated railway station, while 50 million passengers a year use Birmingham New Street Station, which will be at the centre of the proposed high speed rail network. London is 90 minutes away by shuttle service, with trains every 20 minutes until the evening.



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There is a high standard of all types of private accommodation, with high-quality affordable family housing in several attractive residential suburbs and excellent transport connections to smaller local towns. Public parks and large domestic gardens are an integral part of this green city. Birmingham is also the ideal base for exploring one of Britain's most fascinating regions for tourism, being within an hour's drive of Stratford-upon-Avon, Warwick, the Potteries, and the Cotswolds. Quality public and private schools are widely available, with several consistently rated in the top 10 on examination performance in annual league tables for England and Wales.

College of Social Sciences

The College of Social Sciences consists of four Schools: Birmingham Business School; School of Education; School of Government and Society; and the School of Social Policy.

The College brings together over 429 academics (including around 70 professors) and almost 200 administrative staff across a range of disciplinary and interdisciplinary fields.

The College provides:

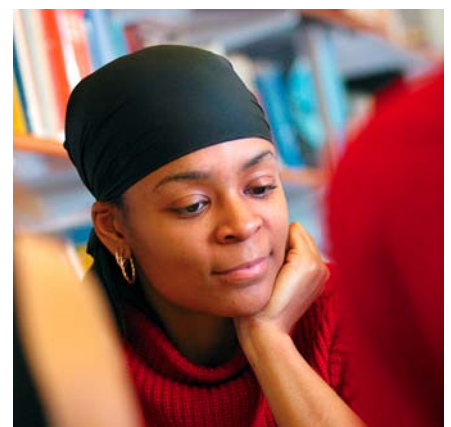
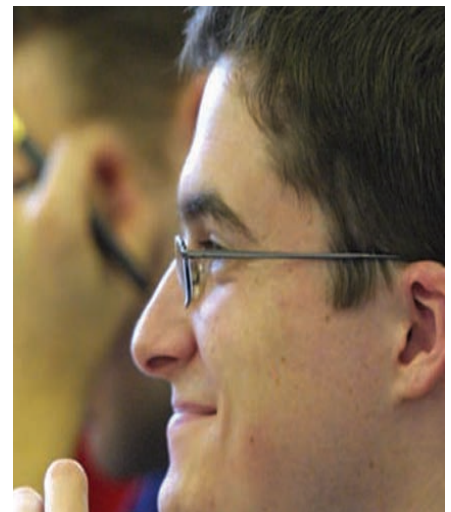
- Access to research partnerships, expertise and research capacity, generating considerable research investment and ensuring all our activities are relevant to the current world of practice
- A diverse range of successful taught undergraduate and postgraduate courses
- A range of postgraduate research and doctoral opportunities
- Knowledge transfer into business, government, and society
- Continuing professional and management development programmes

Across the four schools we teach more than 9000 students (this equates to around a third of the total number of students studying at Birmingham). Some of our students are registered at the University for four years while others are here for only a few months and around 20% of our student body is international. The schools are encouraged to work in an interdisciplinary nature and have been proactive in initiating numerous cross-school and university wide projects on a range of cutting edge research areas. Our annual income is in the region of £80m per annum.

Birmingham Business School is an integral part of the College of Social Sciences. The College is overseen by a College Board which comprises the Head of College, the four Heads of School, College Directors of Education and Research and Knowledge Transfer and the College Head of Operations. It is also attended by the College Business Partners in HR, Planning and Finance. It has a well developed infrastructure including teams of specialists in: research applications; HR; communications and marketing; alumni relations; e-learning; web enabling; and IT. Much of this specialist support is aligned to schools. Within the strategic framework set by the University, the College has considerable autonomy in pursuing its academic ambitions. In turn, much of this autonomy is passed onto schools.

The College is fully supportive of the University's five year strategy: 'Shaping our Future: Birmingham 2015'. At the heart of this strategy are five mutually supportive goals: enhancing research power; providing students with a distinctive, high-quality experience; sustaining our financial strength; enhancing our performance as an engaged University; and becoming the destination of choice amongst our peers. Further details of this strategy can be downloaded here www.birmingham.ac.uk/university/about/2015.aspx

For more details about the College of Social Sciences visit: www.birmingham.ac.uk/university/colleges/socsci/



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Birmingham Business School

Birmingham Business School (BBS) has been a major player in business education for more than a century, but we are not complacent.

The School is currently recruiting a number of new Chair positions and further appointments to our senior faculty and professional services teams to help us achieve our ambition of being a top ten UK and internationally recognised Business School.

This investment includes the creation of new undergraduate and postgraduate programmes (on campus, overseas and distance learning) and the development of new Research Clusters in the areas of:

- Accountability and Governance
- China
- Entrepreneurship and Diversity
- Environmental Economics and Sustainability
- Financial Resilience
- Global Value Chains

Birmingham offered the first business degree in England when students were recruited in 1902, and postgraduate programmes soon followed in 1905. Today, staff supervise and teach around 150 doctoral research students, 2500 undergraduate students and 1400 postgraduate taught students across a wide range of business and economic disciplines. We are a truly international school with an overseas student population of around 50%. Our flying faculty also teach around 700 students in Singapore.

The School enjoys an international reputation with over 120 lecturing and research staff with wide-ranging specialisms who, together with an international Advisory Board (chaired by Lord Digby Jones) ensure we continually draw upon the input and expertise of high profile external stakeholders.

In its current form, Birmingham Business School was created in 1989, with the Department of Economics joining in 2008 as part of the creation of the College of Social Sciences. The School is accredited by AMBA and EQUIS and is currently undertaking the AACSB accreditation process. The School already has strong links with a number of international institutions including the Singapore Institute of Management (SIM) and Hong Kong School of Professional Education and Executive Development and is working in close collaboration with the University's new Guangzhou Centre - a unique facility established in co-ordination with the Guangzhou municipality to facilitate joint research and education initiatives in Guangzhou and the wider region.

A contemporary edge is provided in our main site at University House – a purpose built building situated in its own extensively landscaped grounds on the edge of the main University of Birmingham Edgbaston campus. The School is about to expand its estate further with the creation of a new, purpose built Postgraduate Teaching Centre.

Crucially, this interdisciplinary School is embedded within one of the UK's leading universities, constantly in the world's top 100, which offers opportunities for extensive and exciting research and teaching collaborations; for example, across science and engineering, medicine and public policy and management.

Birmingham Business School is ranked 69th overall in The Financial Times European Business School rankings (20th in the UK) and 11th in the UK in their Global Financial MBA rankings. Similarly, The Economics recently ranked the School's MBA 12th in the UK (85th worldwide). Expansion also rank the School 50th in their global MBA rankings (only 8 other UK Schools made their ranking criteria).

Our Economics programmes are ranked 9th out of 114 UK Universities in the Guardian 2014 University Guide and our Business and Management Studies programmes rank in the top 20.

For more details about the School including a virtual tour of University House visit www.birmingham.ac.uk/business



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Management

Management at Birmingham Business School comprises five individual departments. Members of the departments have or are currently working on projects funded by prestigious bodies including the British Academy, the ESRC, the Leverhulme Trust, Government Departments, NESTA, the European Union, the ILO and high-profile organisations in the private sector.

- Department of Entrepreneurship and Local Economy
- Department of Managerial Economics
- Department of Organisation, Work and Employment
- Department of Procurement and Operations Management
- Department of Strategy and International Business

Job outline

- Duration of post – Full-time, permanent
- Post is open to – internal/external candidates
- Grade – 9/10
- Salary – For Senior Lecturer starting salary is normally in the range of £47,801 to £55,389 with potential progression once in post to £72,224 a year. For Reader in the range of £57,047 to £72,224. For Chair appointments – a competitive package for an outstanding candidate.
- Informal Enquiries – please contact Dr Rory Donnelly (0121) 4145144, r.donnelly@bham.ac.uk
- Department of Organisations, Work and Employment (OWE)

The appointment

To contribute to the delivery of the School and Department's strategy by leading and developing the research of the department in the field of international and comparative employment relations, and to have the ability and willingness to play a leading role in the Department and/or School as appropriate. To engage in teaching at undergraduate and postgraduate levels and undertake PhD supervision.

Planning and Organising

- Involved in strategic planning over a number of years and contribute to the Institution's planning process

Decision Making

- Involved in the Departmental Management Team, Learning and Teaching meetings and Departmental meetings

Internal/External Relationships

- Lead and develop internal and external networks

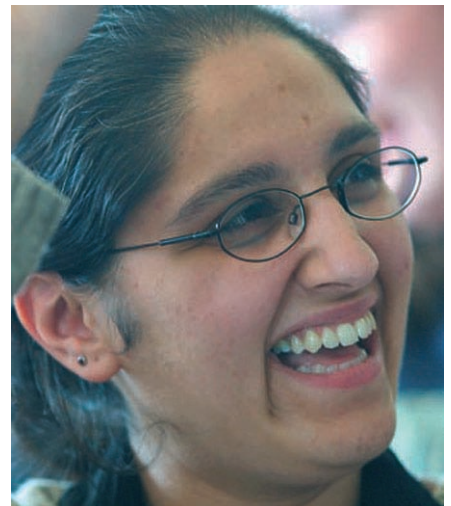
Person specification

- A PhD in a relevant field, or equivalent research experience
- Experience of undergraduate and postgraduate teaching
- Excellent presentation skills

At Senior Lecturer level:

Research requirements

- An excellent national reputation and a developing international profile through significant original research work and a clear record of impact. Evidence of success under the following headings, as appropriate to the discipline:
- High level peer esteem as evidenced by
 - Excellent reputation in the UK and often internationally, reflected in sustained high quality output, level of innovation, impact on subject and recognition
 - An excellent and sustained record of peer reviewed research publications
- Successful and sustained supervision of doctoral students to completion



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- Substantial and sustained research income generation, e.g. through research grants, contracts, research consultancy or other external funding
- Sustained high value impact knowledge transfer and enterprise that is of manifest benefit to the College and University

Learning and teaching requirements

- An excellent teaching profile and performance in terms of both impact and quality. The teaching quality demonstrated to be informed by an appropriate level of scholarship. Evidence of success under the following headings:
 - High national reputation for the development of teaching and learning excellence within the discipline
 - Successful and sustained use of a range of appropriate teaching methods, and assessment strategies that promote high quality learning, including learning that is flexible, distinctive and current and stimulates learners' natural curiosity
 - Significant and sustained contribution to one or more of the following: strategic development of new programmes; approaches to learning; the development of learning resources
 - High quality and sustained contributions to fostering excellence in teaching activities more widely, i.e. in the Department/School or College and/or externally
 - Track record of substantial and sustained high value impact on the enhancement of the student experience, and/or employability
 - Mentoring and expert advice which develops the skills of colleagues in teaching and in fostering learning

Management and administration-related requirements

- Demonstrated significant achievement in management and administration-related activities, which may include leadership of activities/initiatives. Evidence of success under the following headings
 - Successful and sustained performance in significant administrative/managerial role (s) (e.g. exams officer)
 - Significant and sustained high quality innovative contributions to the management/administration of the Department/School/College or University
 - Successful and sustained contribution to the corporate life of the School/College/University, displaying willingness to contribute actively to committees, collaborative teaching and administrative tasks

For appointment at Reader level candidates should be able to demonstrate (in addition to the requirements for SL as outlined above):

- Evidence of sustained grant capture
- Outstanding distinction in original research, which has had a demonstrable international impact.
- Recognition as an "agenda setter" and leader in the discipline internationally
- Demonstrable evidence of esteem in the field, which would enhance the reputation of the University

At Chair level:

- An outstanding and sustained international research profile with significant and substantial outputs of international quality
- Evidence of a sustained record of generating research grant income together with evidence of successful and sustained research collaborations
- Evidence of developing and delivering excellence and enhancement in design and delivery of teaching
- Evidence of outstanding and sustained leadership in teaching
- Evidence of well-developed management and leadership skills and contributions
- Proven ability to lead, develop and motivate colleagues

Main responsibilities

- To lead delivery of research that contributes to the progress of the discipline, in particular by developing work in international or comparative employment relations
- To contribute to the leadership of the Department and/or School through taking on a significant leadership role
- To publish high quality research in international journals of high repute in the field of employment relations and/or closely related fields



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- Make major contributions to the broader theoretical and/or methodological debates of the discipline
- To secure the publication of key results in leading journals and/or books which further develop reputation in the subject area
- To provide expert advice and mentoring to colleagues
- Provide research leadership, through leading bids for external research grants which develop and sustain research support in the field and advance the reputation of the School and University
- To support colleagues through advice and mentoring of their funding bids.
- Supervise and examine research students
- Part of this workload may involve teaching on the School's offshore programmes in Singapore, Hong Kong and Guangzhou
- Contribute to the planning, teaching, examining and marking of undergraduate and postgraduate modules
- Supervise and examine dissertations on both undergraduate and postgraduate level;
- Take full part in the Department
- To develop programme curricula within the School, ensuring these meet the standards within the University and external institutions
- To oversee the development and review of teaching provision in the subject area for students at all levels, having responsibility for their design and quality
- To develop and review approaches to teaching which advance techniques and standards locally, contribute to institutional policy and serve as a contribution to the wider debate
- To plan and review own teaching load and approach to teaching, and coach others in doing the same
- Take an active part in the life of the OWE Department and the Business School, including participation in departmental seminars and attending departmental meetings as required
- To promote and market the work of the Department and the School in the subject area both nationally and internationally

How to apply

Applicants are invited to submit their application online to us, via www.hr.bham.ac.uk/jobs

