



Post Title	Lecturer in Strategy & International Business (Teaching Focused) - 59528
Organisation Advertising Description	Birmingham Business School Department of International Strategy
Salary & Grade	Full time starting salary is normally in the range £40,792 to £48,677. With potential progression once in post to £54,765 a year
Duration of Post	Permanent

Social Sciences at Birmingham

Thank you for your interest in working in Social Sciences at Birmingham. The College is a welcoming and collegiate place to work, and it is also highly successful – with good student satisfaction, an excellent record on employability of our graduates, and carrying out thought-provoking research which impacts on all areas of society. Our influence on society dates back to the University’s civic roots. A century ago we pioneered business and social work education. More recently, we founded the UK’s first University secondary school and will continue to expand our global reach as we take pride in being at the very heart of the University’s new campus in Dubai.

The College has an exciting and ambitious growth and diversification plan over the next 10 years. This includes investment in new academic posts (such as these ones), leveraging external research income from government, business and philanthropic sources, extending our links with the city and the region, as well as improving the quality of the student experience on campus, overseas and through digital education.

The College is currently home to over 900 staff, including almost 500 academic staff. Our proportion of female professors and readers has grown in the last three years and we have staff from over 53 countries around the world. But we are committed to doing more to improve equality and diversity and make the College a place that better reflects our city and the wider community. We will do this drawing on the world-leading research carried out in the College on this area, including within centres and institutes such as the Centre for Research in Race and Education (CRRE) and the Department of Inclusion and Special Needs in the School of Education, the Institute for Research into Superdiversity (IRiS) in the School of Social Policy, a strong research cluster on inclusivity in work in the Birmingham Business School, and our work on gender and feminist theory in Government and Society.

We are happy to discuss flexible working.

Department of Strategy and International Business (SIB)

Birmingham Business School's strategic plan calls for a substantial expansion of faculty numbers over the next four years. The School has recently launched several new postgraduate taught programmes, which encompasses a wide range of themes in management and business studies.

These posts, based in the Department of SIB, offer the opportunity to work in a vibrant, fast growing and forward looking multi-disciplinary School which gives high priority to undertaking internationally recognised research.

The School's objectives include attaining an excellent research rating, expanding international links, and attracting high quality faculty from across the world. Part of the workload of the post holder may involve teaching on the School's offshore programmes in Singapore; the School and Department also have a presence in the University's new campus in Dubai.

We are looking for an individual with expertise in one or more of the following areas: Strategic Management, International Business and Research methodology. Other areas within Strategy (non-exhaustive): Corporate Governance, Innovation, Entrepreneurship, Leadership, Commerce and Enterprise – will be considered.

The successful candidate will be required to teach on undergraduate and the MSc/MBA programmes. You will contribute to the implementation of the School's strategy through design, development and delivery of a range of programmes of study within SIB. You will also contribute to the research profile of the department and the Birmingham Business School.

Our offer

We genuinely want colleagues who join us to be able to flourish and develop their academic career here.

We start by supplementing an induction session which is run centrally by the University with a structured induction in the College, including offering you an induction "buddy" who you can ask all those questions you may not want to ask a line manager.

If you are a Lecturer on probation (usually a three year term) we will give you protected time and a reduced workload in the first couple of years so you can really establish your research and/or teaching career. You will also have an academic mentor who will meet regularly with you. We are happy to provide other staff with a mentor if they feel it would be helpful.

We offer developmental programmes (including a series of seminars "CoSS Essentials" annually) to assist you develop your career further, and when the time is right, we offer support to assist you in formulating an application for promotion.

We also have excellent support for research, both pre and post-award, for developing publications for the Research Excellence Framework exercise and for impact development.

Social Sciences also has a staff-run [Early Career Academic and Research Staff network](#) which is run jointly with the College of Arts and Law and also hosts the

[WIN:WIN](#) network – a bottom up initiative which has been in place since 2013 convened by and for academic staff which holds termly events. The University's [Rainbow Network](#) aims to provide a space for staff and PhD students who identify as lesbian, gay, bisexual, transgender, queer, or questioning, as well as friends and allies of these communities, to meet and develop contacts across campus, and we are leading work to develop a [LGBTQ inclusive curriculum](#) for our students. We support flexible working, and offer enhanced maternity, parental and adoption leave and staff have access to two on-site nurseries, as well as a [parent and carers network \(amongst other network groups\)](#). The College has a nursing and quiet room located in the School of Education.

On return from maternity leave we support female staff who can drop either teaching or research for a term in order to re-establish themselves in the workplace.

Our campus

Our beautiful campus is one of our greatest assets. Our 250-acres of parkland give the University an excellent work environment. Transport links are excellent, as we have our own train station on site and we are situated on a main route to the City centre.

Our city

Birmingham is a city on the up. It is one of the youngest cities in Europe in terms of its population profile and also one of the most diverse. It has coupled its proud heritage as the workshop of the world with a modern outlook.

Birmingham is a truly diverse city with a rich cultural mix which is reflected in its restaurants, shops and cultural activities. You can find more information on Birmingham's [official visitor website](#).

Birmingham is within an hour's drive of Stratford-upon-Avon and the Cotswolds. 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, and the city will be a major hub for the high-speed rail network. London is 80 minutes away by shuttle service, with trains every 20 minutes.

Job Summary

Contributing to the whole range of teaching and administration.

Teaching is likely to include a substantial contribution to: (a) the management, development (including programme/module review) and delivery of teaching and assessment at all levels; and (b) enhancement of the student experience or employability. The role will typically also involve developing and advising others, including: (a) providing expert advice to staff and students, and (b) developing and advising others on learning and teaching tasks and methods.

Teaching focussed role-holders should advance the practice of teaching in their modules within the school, take a role in leading curriculum development, and play an important role in student academic support. They should also deliver excellent teaching that inspires students, and is informed by discipline-based research.

Management and administration is likely to involve contributions at Departmental and School level, and/or making an important contribution to some managerial/leadership (e.g. working groups) within the University. This may include developing and making substantial contributions to knowledge transfer, enterprise, business engagement, public engagement widening participation, schools outreach, or similar activities at Department/School level or further within the University.

Main duties

Teaching focused Lecturer role-holders will:

- Contribute to leading curriculum development and/or renewal; and
- Develop and manage approaches to teaching and learning that are innovative to the subject area or institution; and
- Advise others on aspects of learning, teaching and assessment; and
- Deliver (where appropriate to the discipline) specific professional programmes; and
- Advance the practice of teaching in their modules and within the school, and play an important role in student academic support; and
- Inform their teaching practice by discipline based research; and
- Frequently update their own subject expertise, and undertake personal professional development in teaching, including self-reflection on own teaching, using student and peer review feedback, to enhance own teaching and learning processes; and
- Typically carry a higher teaching load than those staff who carry out both teaching and research; and
- Develop and make substantial contributions to knowledge transfer and enterprise (including business engagement, public engagement) and similar activity that is of manifest benefit to the College and the University.

In addition, they may play an important role in the recruitment and admission of students; and co-supervise, with a research focused or research and teaching focused member of staff, doctoral students to completion.

Learning and Teaching

To use a variety of methods teaching and advising individuals and groups of undergraduates, postgraduates, or CPD students. Where appropriate to the discipline this may include:

- Teach and examine courses at a range of levels
- Plan and review own teaching approaches and acting as a mentor to encourage others to do the same
- Develop programme proposals and make substantial contributions to the design of teaching programmes more widely in the Department or School, as appropriate
- Where appropriate, undertake and develop the full range of responsibilities in relation to supervision, marking and examining (including summative assessment, assessed work contributing to the final award – as a mark or as credit- such as unseen examinations, essays dissertations or presentations)
- Use appropriate approaches to learning and teaching in their field
- Disseminate appropriate practices through suitable media
- Develop and advise others on learning and teaching tasks and methods.
- Devise & supervise projects, student dissertations and practical work
- Develop and make substantial contributions to knowledge transfer, enterprise, business engagement, public engagement or similar on own specialism that enhances the student experience or employability and is of manifest benefit to the College and the University

Management/ Administration

To contribute to Departmental /School administration or have a high level of responsibility for others. This may include:

- Contribute to the administration/management of teaching across the Department/School
- Lead and manage a team to devise and implement a new and/or revised process (e.g. new programme or a recruitment drive)
- Advise on personal development of colleagues and students
- Make a major contribution to some administrative activities within the University (e.g. appeals panels, working groups).
- Manage enterprise, business development, and public engagement activities that are of manifest benefit to the College and University.
- Develop and make substantial contributions to knowledge transfer, enterprise, business engagement, public engagement, widening participation, schools outreach.

Person Specification

- Normally, a higher Degree relevant to the discipline area (usually PhD) or equivalent qualifications, or working towards a PhD.
- Extensive research/teaching experience and scholarship within subject specialism.
- Proven ability to devise, advise on and manage learning.
- Skills in managing, motivating & mentoring others successfully at all levels.

Teaching

- Ability to design, deliver, assess and revise teaching programmes.
- Extensive experience and demonstrated success in developing appropriate approaches to learning and teaching and advising colleagues
- Experience and achievement in knowledge transfer, enterprise and similar activity that enhances the student experience or employability

Management Administration

- Ability to contribute to School/Departmental management processes
- Ability to assess and organise resources effectively
- Understanding of and ability to contribute to broader management/administration processes.