

**JOB TITLE:** ASSISTANT OR ASSOCIATE PROFESSOR IN  
INTERNATIONAL BUSINESS

**REPORTS TO:** DEAN OF THE SCHOOL

### Background

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Cambridge Judge Business School seeks to appoint an outstanding scholar to contribute to the development of the Strategy and International Business subject area. The position offers the opportunity to become a leading member of a highly visible group of researchers within a world-class university, and the chance to interact with business leaders and public policy makers at the highest level.

Since 1990, Cambridge Judge Business School forged a reputation as a centre of rigorous thinking and high-impact education, situated within one of the world's most prestigious research universities, and in the heart of the Cambridge Cluster, the most successful technology cluster in Europe. The School pursues innovation through inter-disciplinary insight, its entrepreneurial spirit and its collaborative ethos. Cutting edge research is rooted in real-world challenges. Undergraduate, graduate and executive programmes attract creative thinkers, thoughtful and collaborative problem-solvers, and current and future leaders, drawn from a huge diversity of backgrounds and countries. The close proximity to London facilitates collaboration with top global corporations, NGOs and national and international policy-making institutions.

### The role

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The appointee will contribute significantly to developing and growing Strategy and International Business group's research in the School, including developing relationships in teaching and research with other parts of the University, as may be appropriate. He/she or they will make their mark by working in collaboration with their colleagues to develop and realise a long-term vision for their specific area of expertise.

#### 1. Research

The appointee will produce original research of the highest calibre and foster the development of a vibrant and productive research culture in the subject group, based on the School's core values of academic excellence, collaboration and engagement, and impact in academia, business and society. Substantial investments in the School's 10-year plan, including PhD scholarships and an earmarked Distinguished Visiting Professor scheme, support the development of an exciting research environment. Cambridge is a draw for excellent PhD students from all over the world. Faculty are expected to select and supervise PhD students with a view of developing future academic leaders for the world's top business schools.

#### 2. Teaching

The appointee applicant will be able to deliver innovative, informative, and impactful International Business teaching to undergraduate and graduate masters students across the CJBS programmes as well as research students, and to interact with practicing managers in executive education. The teaching load compares favourably with most business schools in the US and Europe, being generally lighter. Teaching in Cambridge is divided into three terms of only eight weeks' length, so our courses tend to be considerably shorter than the semester length courses in other universities. Teaching arrangements vary amongst faculty, based on

expertise, preferences, and school needs. There are also opportunities for teaching credit when supervising some graduate student projects, supporting programme candidacy interviews, and for other specified school functions such as higher-level administration. Teaching allocation decisions will authentically consider faculty preferences and concentrated teaching, to afford more time for research, for tenure-track faculty members during their pre-tenure period.

### 3. Executive Education

Executive Education is a growing activity at Cambridge Judge Business School. Faculty are encouraged to use the executive education stage to disseminate their research and expertise to companies and use it as one vehicle to achieve visible impact on business practice.

### 3. Administration

Administrative duties are shared equitably and appropriately among faculty. If faculty undertake major School-wide administrative roles their teaching load is suitably reduced. Efforts are made to reduce administrative load for tenure-track faculty members during their pre-tenure period.

## The person

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Academic excellence is key for us. Candidates will have a PhD that provides them with a head start to pursue an academic career and have a strong commitment to research. The successful candidate will show potential to publish in leading journals and contribute to the intellectual leadership to a subject group at the School. Information on the relevant subject groups can be found at [www.jbs.cam.ac.uk/research/groups](http://www.jbs.cam.ac.uk/research/groups).

The ideal candidate will have a proven research record in empirical work and evidence of teaching excellence in International Business.

Collaboration and engagement are core values at the School. The appointee will be expected to engage with colleagues in the School and the wider University, with leading academics elsewhere, as well as with leaders in business and society.

Impact is very important for us. The successful candidate will be encouraged to both academic and practitioner audiences. They will shape the research agenda in their field and, at the same time, have a strong and visible impact on policy and business practice.

## Benefits

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Salary is competitive. The appointment will be from 1<sup>st</sup> September 2023 or as soon as possible thereafter.

University Officers are required to reside in the vicinity of Cambridge. There are no limits to the amount of outside work which may be undertaken – except, of course, that any such outside commitments must not interfere with performance in his/her academic work. There is an entitlement to sabbatical leave, accumulated on the basis of one term's leave for every six terms in office.

The University of Cambridge comprises more than 150 departments, faculties, schools and other institutions, plus a central administration and 31 independent and autonomous colleges. It is one of the world's oldest and most successful Universities, with an outstanding reputation for academic achievement and research.

With excellent benefits, extensive learning opportunities and a stimulating and attractive environment, the University of Cambridge is a great place to work. Our employees are eligible for a wide range of competitive benefits and services. We give them access to numerous discounts on shopping, health care, financial services and public transport. We also offer final salary pensions and tax-efficient bicycle and car lease schemes.

We have two nurseries and a holiday play scheme to help support those with childcare responsibilities and we offer various types of family-friendly leave to aid employees' work-life balance (including a maternity leave scheme). In addition, we operate a number of initiatives to promote career development, health and well-being.

Further details can be found at [www.admin.cam.ac.uk/offices/hr/staff/benefits](http://www.admin.cam.ac.uk/offices/hr/staff/benefits). There is also a range of information about living and working in Cambridge at [www.cam.ac.uk/jobs](http://www.cam.ac.uk/jobs).

#### Application arrangements

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Informal enquiries about the position may be made to Professor Yasemin Kor ([y.kor@jbs.cam.ac.uk](mailto:y.kor@jbs.cam.ac.uk)), Professor Chris Marquis ([c.marquis@jbs.cam.ac.uk](mailto:c.marquis@jbs.cam.ac.uk)), Professor Shaz Ansari ([s.ansari@jbs.cam.ac.uk](mailto:s.ansari@jbs.cam.ac.uk)), or to Professor Mauro Guillén, as Director of Cambridge Judge Business School, at [m.guillen@jbs.cam.ac.uk](mailto:m.guillen@jbs.cam.ac.uk). Please do not send formal applications to any of these individuals.

The closing date for applications is **20 November 2022**.

To submit an application for this vacancy, please access the University's Web Recruitment System, where you will need to register an account (if you have not already) and log in before completing the online application form. The system allows you to upload up to five documents. These should be arranged as follows:

- Curriculum vitae.
- Covering letter explaining your interest in the post.
- A one-page statement specifying research interests and future plans.
- Evidence of teaching performance.

In addition, three reference letters will be required. Applicants are asked to forward to each of their referees a copy of the reference request letter (template available on the website [www.jbs.cam.ac.uk/jobs](http://www.jbs.cam.ac.uk/jobs)) and of the Further Particulars (this document), requesting that they send their reference direct to Ms Kal Sandhu, Human Resources Manager, to reach her at [hr@jbs.cam.ac.uk](mailto:hr@jbs.cam.ac.uk) by **20 November 2022**. The letters may be addressed to the Strategy and International Business group subject head, Professor Yasemin Kor.

Furthermore, please note you will be asked to submit published or working papers if you are invited to interview, but there is no need to send these with your application. Further information about the School is available at <https://www.jbs.cam.ac.uk/>

Applicants may be contacted for an initial telephone conference call prior to a final decision on whether they will be called for interview.

#### Equality of opportunity at the University

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The University of Cambridge is committed to a proactive approach to equality, which supports and encourages all under-represented groups, promotes an inclusive culture and values diversity. Entry into employment with the University is determined by personal merit and by the application of criteria required for the post. No applicant for an appointment or member of staff will be treated less favourably than another on the grounds of sex (including gender reassignment), marital or parental status, race, ethnic or national origin, colour, disability (including HIV status), sexual orientation, religion, age or socio-economic factors.

The University has various diversity networks which help it to progress equality; these include the Women's Staff Network, the Disabled Staff Network, the Black and Minority Ethnic Staff Network and the Lesbian, Gay, Bisexual and Transgender Staff Network.

## Information if you have a disability

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The University welcomes applications from individuals with disabilities and is committed to ensuring fair treatment throughout the recruitment process. Adjustments will be made, wherever reasonable to do so, to enable applicants to compete to the best of their ability and, if successful, to assist them during their employment.

We encourage applicants to declare their disabilities in order that any special arrangements, particularly for the selection process, can be accommodated. Applicants or employees can declare a disability at any time. Applicants wishing to discuss any special arrangements connected with their disability can, at any point in the recruitment process, contact a member of Cambridge Judge Business School's HR team who are responsible for recruitment to this position by email on [hr@jbs.cam.ac.uk](mailto:hr@jbs.cam.ac.uk). Alternatively, applicants can contact the HR Business Manager responsible for the department they are applying to via [hrenquiries@admin.cam.ac.uk](mailto:hrenquiries@admin.cam.ac.uk).