

**Lecturer / Senior Lecturer (Teaching and Research) in
International Business**

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

PMO DIVISION

**LECTURER / SENIOR LECTURER (TEACHING AND RESEARCH) IN
INTERNATIONAL BUSINESS**

VACANCY REF: HUM-022063

- Salary:** Lecturer £40,521 to £56,021 Senior Lecturer £57,696 to £68,857 per annum according to relevant experience
- Hours:** 1 FTE
- 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 Mario Kafouros
Head of Division
PMO Division
Alliance Manchester Business School

Contact information for enquiries

Professor Axèle Giroud

Head of Group

axele.giroud@manchester.ac.uk

Role Summary and Job Description

Lecturer/Senior Lecturer in International Business

This position will be situated within the Comparative and International Business Group, which is part of the People Management and Organisation Division in the Alliance Manchester Business School.

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/Senior Lecturer role is research-and-teaching focused. Over the year, 40% of the workload will focus on research, personal development and scholarship. The remaining time will focus on teaching, supervision and administrative activities (including preparation, delivery and assessment).

Early career researchers benefit from additional time allocated to developmental activities. 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. Our group is composed of numerous senior professors and senior lecturers guiding and mentoring early career researchers to achieve excellence in their publication portfolio.

Overall Purpose of the Job:

The main requirements of this post will be to undertake research in the general area of international business, and in other interrelated areas (e.g., such as global strategy, global innovation, emerging markets multinationals, international entrepreneurship, international business theory, institutions, and corporate governance of MNEs), to provide teaching and engage in administrative and leadership activities when relevant.

In detail, the requirements are:

- To contribute to Alliance MBS's reputation for world class research in the above areas.
- To disseminate the results of research through publication in appropriate peer-reviewed international journals and books at a level of excellence consistent with a world-class institution, through academic conferences, and through publication in other journals oriented at policymakers and practitioners.
- To develop and deliver teaching on undergraduate and postgraduate International Business programmes and other interrelated programmes.

- To supervise PhD students as well as undergraduate and postgraduate student dissertations.
- To contribute to the wider activities of the Comparative and International Business subject group, its management/administration and development within the Business School and the University of Manchester.

**Person Description: Lecturer
Essential**

- A doctoral degree (or close to submission), in a subject relevant to frontiers of international business.
- The ability and commitment to write for publication in leading academic peer-reviewed journals
- The ability to teach a variety of international business and international management courses, and research methods at undergraduate and postgraduate levels.
- The ability and commitment to research in areas related to international business.
- Versatility and willingness to work collaboratively with colleagues within an interdisciplinary context where teamwork is encouraged.
- Good presentation and communication skills.

Desirable

- Research interests that connect well with interest of staff within the CIB group and capture frontier issues in IB research.
- A record of accomplishment for undertaking high-level research that progressed towards publications in academic peer-reviewed journals in the domain of International Business and other relevant areas including global strategy, global innovation and international entrepreneurship.
- Experience and track record of effective teaching.
- Credible commitment and experience in securing external research funding.
- Experience and track record of using qualitative and/or quantitative research methods and the respective software packages (e.g. NVivo, MAXQDA, R, Stata, SPSS, Mplus, SmartPLS).
- Member of a well-developed network of scholars relevant to the field of International Business.
- The ability and commitment to write for and communicate effectively with practitioners.

Person Specification: Senior Lecturer

Essential

- Research interests that connect well with interest of staff within the CIB group and capture frontier issues in IB research.
- A record of accomplishment for undertaking high-level research
- A track record of publications in top-tier academic peer-reviewed journals in the domain of International Business and other relevant areas including global strategy, global innovation and international entrepreneurship.
- Experience and track record of teaching a variety of international business and other relevant subject areas.
- A doctoral degree in a subject relevant to frontiers of international business.

- Demonstrated ability to lead and supervise junior researchers
- Member of a well-developed network of scholars relevant to the field of International Business.
- Versatility and willingness to work collaboratively with colleagues within an interdisciplinary context where teamwork is encouraged.
- Effective communication skills.

Desirable

- Credible commitment and experience in securing external research funding.
- Experience and track record of using qualitative and/or quantitative research methods and the respective software packages (e.g. NVivo, MAXQDA, R, Stata, SPSS, Mplus, SmartPLS).
- The ability and commitment to write for and communicate effectively with practitioners.

Key Responsibilities, Accountabilities or Duties (depending on experience): Lecturer/Senior Lecturer Teaching and Research

- **Research and Scholarship:** To disseminate research through publications in 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. Determine relevant research objectives and prepare research proposals. Contribute to the development of research strategies. Carry out independent research and act as principal investigator and project leader. Act as a referee and contribute to peer assessment. Make presentations at national and international conferences and other similar events.
- **Teaching and learning support:** Design, develop and deliver a range of programmes of study (sometimes for entirely new courses) at various levels. Review on a regular basis course content and materials, updating when required. Develop and apply innovative and appropriate teaching techniques and material which create interest, understanding and enthusiasm amongst students. Ensure that course design and delivery comply with the quality standards and regulations of the University and School.
- **Communication:** Disseminate conceptual and complex ideas of a wide variety of audiences using appropriate media and methods to promote understanding.
- **Liaison and Networking:** Lead and develop internal networks for example by chairing and participating in University committees. Lead and develop external networks for example with external academic communities including examiners and

assessors. Develop links with external contacts such as other educational bodies, employers, and professional bodies to foster collaboration.

- **Managing people:** Provide academic leadership to those working within programme areas, as course leader or equivalent, by for example co-ordinating the work of others to ensure that courses are delivered effectively or organising the work of a team by agreeing objectives and work plans. Contribute to the development of teams and individuals through the appraisal system and provide advice on personal development. Could act as a line manager (e.g. of research teams). Act as a personal mentor to peers and colleagues.
- **Teamwork:** Lead teams within areas of responsibility. Ensure that teams within the School work together. Act to resolve conflicts within and between teams.
- **Pastoral care:** Responsible for dealing with referred issues for students within own educational programmes. Provide first line support for colleagues, referring them to sources of further help if required.
- **Initiative, Problem solving and Decision making:** Resolve problems affecting the delivery of courses within own educational programme and in accordance with regulations. Make decisions regarding the operational aspects of own educational programme. Contribute to decisions which have an impact on other related programmes. Provide advice on strategic issues such as the balance of student recruitment, staff appointments and student and other performance matters. Spotting opportunities for strategic development of new courses or appropriate areas of activity and contributing to the development of such ideas.
- **Planning and Managing resources:** Responsible for the delivery of own educational programmes. Contribute to the overall management of the School in areas such as budget management and business planning. Be involved in School level strategic planning and contribute to wider strategic planning processes in the institution. Plan and deliver research, consultancy or similar programmes and ensure that resources

are available. Contribute to the management of quality, audit and other external assessments.

- Engage actively in the Division by, for example, attending seminars regularly and meeting with seminar speakers and research visitors to the division;
- Undertake other academic and administrative duties as required by the Head of Division;
- To supervise undergraduate and postgraduate student dissertations
- To contribute to the wider activities, management/administration and development of the School



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 70 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 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