



## Person Specification

This form lists the essential and desirable requirements needed in order to do the job.

Applicants will be shortlisted **solely** on the extent to which they meet these requirements.

**Job title:** Associate Professor in Accounting

**Department:** Accounting

**Accountable to:** Head of Department

| Requirements   | E/D |
|--|-----|
| <b>1. Research</b>   |     |
| Expertise and research interests in Accounting   | E   |
| A PhD in a relevant discipline   | E   |
| A proven record of outstanding research, as evidenced by existing high-quality publications, at least one of which must be world-leading | E   |
| A clear, well-developed strategy for sustained high-quality research that will result in world-leading publications                      | E   |
| Ability to undertake research that has impact and ability to engage in knowledge exchange  | D   |
| Ability to attract external funding  | E   |
| Willingness to engage in collaborative research with other members of the Department, and with related research centres and disciplines  | E   |
| Significant experience as a referee for high-quality leading journals  | E   |
| <b>2. Teaching</b>   |     |
| A significant track record of excellence in teaching Accounting with significant experience at postgraduate level                        | E   |



|  |   |
|--|---|
| A commitment to high quality teaching and fostering a positive learning environment for students, including pastoral care                    | E |
| Experience and commitment to supervise PhD students  | E |
| Teaching-related administrative experience   | E |
| Leadership in course and/or programme development and innovation   | E |
| <b>3. Other</b>  |   |
| A commitment to work as part of a team in assisting the smooth running of the Department and its teaching programmes                         | E |
| Commitment and ability to participate in effective departmental administration and contributing to strategic decision-making                 | E |
| Commitment and ability to provide leadership in advancing research and teaching  | E |
| Excellent written and oral communication skills, including an ability to place one's specialist work within a broader social science context | E |
| Evidence of innovation or creativity in research or teaching   | D |
| Track record of good citizenship in the wider academic community   | E |

**E – Essential: Requirements without which the job could not be done.**

**D – Desirable: Requirements that would enable the candidate to perform the job well.**