

# 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: Professor in Organisational Behaviour**

**Department: Management**

**Accountable to: Head of Department**

Requirements	E/D
Expertise and research interests in Organisational Behaviour	E
A PhD in Organizational Behavior or related management discipline	E
A proven record of outstanding research that makes a significant contribution to the discipline, as evidenced by existing impactful high-quality publications, at least two of which must be world-leading	E
A productive track record of top tier publications	E
A clear, well developed and viable strategy for continued outstanding research that will result in further world-leading publications	E
An outstanding international reputation in Organisational Behaviour	E
Track record in successfully bidding for external funding	E
Ability to undertake research that has impact and ability to engage in knowledge exchange	D
Evidence of innovation or creativity in research or teaching	E
A commitment to high quality teaching and fostering a positive learning environment for students, including pastoral care	E

A significant track record of excellence in teaching Organisational Behaviour at undergraduate, postgraduate, or executive programmes in management level.	E
Experience and commitment to supervise PhD students	E
Experience and commitment to work as part of a team in assisting the smooth running of the Department and its teaching programmes, and to serve in wider university administration	E
Experience of mentoring and developing colleagues to support them in their career development	E
Ability and willingness to act, at some point, as Head of Department	E
Track record in providing leadership in effective departmental administration and contributing to strategic decision-making	E
Track record in providing 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
Demonstrable record of intellectual leadership	E
Willingness to engage in collaborative research with other members of the Department, and with related research centres and disciplines.	E
Teaching-related administrative experience	E
Leadership in course and/or programme development and innovation	E
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.**