



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 Management (Human Resource Management)

Department: Management

Accountable to: Head of Department

Requirements	E/D
1. Research	
Expertise and research interests in Human Resource Management	E
A PhD in Human Resource Management closely related social science discipline, or an interdisciplinary field relevant to human resources	E
A proven record of outstanding research, as evidenced by existing publications of the highest quality, at least two of which must be world-leading	E
Track record of publishing on a continuous basis in top journals	E
A clear, well developed and viable strategy for future outstanding research that will result in further world-leading publications	E
An outstanding international reputation in Human Resource Management or related field	E
Ability to undertake research that has impact and ability to engage in knowledge exchange	D
Track record in successfully bidding for external funding	E
2. Teaching	



A significant track record of excellence in teaching undergraduate, postgraduate, and executive 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	D
3. Other	
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
Evidence of innovation or creativity in research or teaching	D

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

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