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 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 high-quality publications, at least one of which must be world-leading	E
Sustained track record of publishing in relevant top journals	E
A clear, well-developed strategy for sustained high-quality research that will result in world-leading publications	E
An 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
Ability to attract 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	
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

E – Essential: Requirements without which the job could not be done.
D – Desirable: Requirements that would enable the candidate to perform the job well.