



## 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
<b>1. Research</b>	
Expertise and research interests in Human Resource Management	E
A PhD in Human Resource Management, a closely-related social science discipline, or an interdisciplinary field relevant to human resource management	E
A proven record of outstanding research, as evidenced by existing high-quality publications, at least one of which must be world-leading	E
Track record of publishing in top journals [or with leading book publishers] in the discipline of origin	E
A clear, well-developed strategy for sustained high-quality research that will result in world-leading publications	E
An emerging international reputation in management, specifically in Human Resource Management	E
Ability to undertake research that has impact and ability to engage in knowledge exchange	D
Ability to attract external funding	D
Willingness to engage in collaborative research with other members of the Department, and with related research centres and disciplines	E



## 2. Teaching

A significant track record of excellence in teaching undergraduate, masters, and/or 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

Leadership in course and/or programme development and innovation

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

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.**