



Job title	Associate Professor in Organisational Behaviour and Human Resource Management	Job family and level	Research and Teaching Level 6
School/ Department	Nottingham University Business School	Location	Jubilee Campus

Purpose of role

The person appointed will be expected to engage in high quality research in the areas of Organisational Behaviour and Human Resource Management. Specifically, the post holder's research will be aligned to one or more of the four strategic research priorities of the Work, Employment and Organisation Research Group (WEORG). Further details of these priorities can be found on the WEORG website: <https://www.nottingham.ac.uk/business/who-we-are/centres-and-institutes/weorg/research.aspx>

The post holder will also contribute to teaching in the areas of Organisational Behaviour and Human Resource Management on the range of programmes offered by the School at undergraduate, postgraduate and executive levels. The post holder will also be required to make an appropriate contribution to administration.

	Main responsibilities (Primary accountabilities and responsibilities expected to fulfil the role)	% time per year
1	<p>Research</p> <ul style="list-style-type: none"> ▪ To undertake original research in an area of Organisational Behaviour and Human Resource Management that is in alignment with one or more of the strategic research priorities of the Department's WEORG research group. ▪ To publish research in internationally acclaimed peer-reviewed journals at an internationally excellent and world-leading level. ▪ To seek external research funding as appropriate. ▪ To produce research suitable for dissemination to conferences, workshops and meetings with international and national repute. ▪ To forge collaborations within and outside the University as appropriate. ▪ To encourage and work with other members of the Department/School on joint research activities, including research seminars. ▪ To undertake research student supervision as required. ▪ To contribute fully to School research activities, including the provision of information required for the REF or similar activities. 	40%
2	Teaching	40%

	<ul style="list-style-type: none"> ▪ To prepare and deliver lectures, seminars/tutorials at undergraduate, postgraduate and executive levels in the area of Organisational Behaviour and Human Resource Management. ▪ To participate in the assessments for initial and higher degrees and diplomas of the University and to act as invigilator in such examinations as required. ▪ To contribute to course and curriculum development and design, including course management (where appropriate). ▪ To support and comply with the University and School teaching quality assurance standards and procedures, including the provision of such information as may be required. ▪ To be able to supervise dissertations by postgraduate and undergraduate students. 	
3	<p>Administration</p> <ul style="list-style-type: none"> ▪ To undertake significant administrative work/management functions and generally to assist with efficient and effective completion of the work of the School and the University. This may include participation in relevant committees and working groups. ▪ To act as a personal tutor for both undergraduate and postgraduate students as required. ▪ To take part in and contribute to staff development activities consistent with continuous professional development. ▪ To be responsible for, and comply with, the University's quality assurance standards and procedures. ▪ Any other duties appropriate to the grade and role of the person appointed. 	20%

Person specification

	Essential	Desirable
Skills	<ul style="list-style-type: none"> ▪ Excellent oral and written communication and interpersonal skills, with the ability to communicate vision and strategy effectively with a range of colleagues within the Business School, across the University and with user groups. ▪ The ability to deliver a variety of core courses in Organisational Behaviour and Human Resource Management at all levels. ▪ An ability to publish research in internationally acclaimed peer-reviewed journals at an internationally excellent and world-leading level in an area aligned to one or more of the strategic research priorities of the Department's WEORG research group. ▪ Ability to generate research funding. ▪ Evidence of significant administrative role/skills. ▪ Excellent communication and presentation skills. ▪ Ability to develop own research area and flexibility to collaborate with colleagues. ▪ Ability to work well in a team. ▪ Ability to work to deadlines and prioritise tasks. ▪ Willingness to develop and pursue engagement with practice. 	<ul style="list-style-type: none"> ▪ Skills in pastoral care and motivating students at all levels. ▪ Research interests and ability to teach in areas of Organisational Behaviour and Human Resource Management at both theoretical and empirical levels.

<p>Knowledge and experience</p>	<ul style="list-style-type: none"> ▪ Extensive research and teaching experience with an established national and growing international reputation in the field of Organisational Behaviour and Human Resource Management . ▪ A track record of publications in world leading and/or internationally excellent, peer reviewed journals in a relevant area. ▪ Significant teaching experience in relevant subjects at HE level. ▪ Successful record of supervising PhD students to completion. ▪ Participation in academic networks. ▪ Extensive experience in developing and devising new research programmes, models, techniques and methods. ▪ Proven record of promoting and maintaining collaborative links with industry/business/community. 	<ul style="list-style-type: none"> ▪ Proven record of attracting research funding and/or leading research projects.
<p>Qualifications, certification and training (relevant to role)</p>	<ul style="list-style-type: none"> ▪ PhD or equivalent supported by research and teaching experience in relevant area. 	<ul style="list-style-type: none"> ▪ Membership of a professional body, where appropriate. ▪ Higher education teaching qualification or equivalent.



The University of Nottingham is focused on embedding equality, diversity and inclusion in all that we do. As part of this, we welcome a diverse population to join our work force and therefore encourage applicants from all communities, particularly those with protected characteristics under the Equality Act 2010.



The University is a signatory of the Declaration on Research Assessment (DORA). As such we commit to focus on the scientific content of publications (where requested or provided as part of the recruitment and selection process) as a basis for review of quality, and consideration of value and impact of research conducted, rather than any proxy measures such as Journal Impact Factor.

Expectations and behaviours

The University has developed a clear set of core expectations and behaviours that our people should be demonstrating in their work, and as ambassadors of the University's strategy, vision and values. The following are essential to the role:

- Valuing people** Understands that it is essential to provide a structure that people can thrive in. Knows how to communicate with people to create a healthy working environment and get the best out of people.
- Taking ownership** Communicates vision clearly, providing direction and focus. Knows how to create a productive environment where people are inspired and can work cross-departmentally in partnership.
- Forward thinking** Has the ambition to be a pioneer in own area, anticipating the future change, needs and challenges. Knows how to innovate within their work context and champions others to be inspired to be part of this ambition
- Professional pride** Keeps up to date on latest thinking, trends and work practices. Supports team to be thought leaders; willing to challenge if obstacles get in the way.
- Always inclusive** Establishes far reaching partnerships, well beyond own area across a broad range of networks. Understand role to pay due regard to the needs of the whole community.

Key relationships with others

