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| **Job Title** | Assistant Professor/Associate Professor/Full Professor in Organisational Behaviour/Management |
| **School/Department** | Department of International Business and Management |
| **Job Level** | UNNC Scale B Level 5/6/7 |
| **Job Family** | Research and Teaching |
| **Contract Status/****Appointment Duration** | This post will be offered initially on a fixed-term contract with the University of Nottingham Ningbo China for a period of up to five years. This contract may be extended on an indefinite basis, based on mutual agreement.  |
| **Location** | University of Nottingham Ningbo China |
| **Hours of Work** | Irregular working hours |
| **Responsible to** | Head of Department of International Business and Management |

## Purpose of role:

The purpose of this role will be to lead and deliver individual and collaborative research and teaching in the area of Organisational Behaviour/Management, and make contributions to the direction, strategy, objectives and results of the Nottingham University Business School China by influencing and shaping the available resources as appropriate to meet the current and future needs of the School.

The role holder will be responsible for generating new intellectual understanding/ knowledge through the application of knowledge and for developing ideas for application of research and teaching outcomes.

The role holder will develop new concepts and ideas and will be expected, where appropriate, to develop and win support for innovative research and/or teaching development proposals and funding bids.

The role holder will make a significant contribution to their academic unit via leadership and/or administrative management and/or co-ordination of specific initiatives.

A detailed role profile will be provided if applicants are offered a specific level of appointment.

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| Person specification:The following specification is a minimum expectation of an academic at UNNC. The detailed personal specification will be provided once applicants are offered a specific level of appointment.  |
|  | **Essential** | **Desirable** |
| **Qualifications, certification and training (relevant to role)** | PhD or equivalent in relevant subject area. | * Higher Education teaching qualification or equivalent.
* Membership of a professional body where appropriate.
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| **Skills** | * Excellent English oral and written communication skills, including the ability to communicate with clarity on complex and conceptual ideas to those with limited knowledge and understanding as well as to peers, using high level skills and a range of media.
* Ability to devise, advise on and manage learning and research programmes.
* Ability to manage resources and an understanding of management processes.
* High level analytical capability to facilitate conceptual thinking, innovation and creativity.
* Skills in counselling, pastoral care and motivating students.
* Emerging skills in managing and motivating staff.
* Ability to build relationships and collaborate with others, internally and externally.
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| **Knowledge and experience** | * Sufficient breadth or depth of specialist knowledge in the discipline to develop research programmes and methodologies.
* Experience of developing research methodologies and devising models, approaches, techniques, critiques and methods.
* Research experience within subject specialism.
* Experience and achievement in chosen field, reflected in growing and consistent national reputation.
* Evidence of publication record in international peer-reviewed journals.
* Experience and demonstrated success in delivering teaching within an agreed quality framework.
 | * International reputation in specialist field which continues to grow.
* Experience, achievement and growing reputation in the discipline, reflected in relevant national committee memberships, and/or involvement in national research events.
* A consistent track record of published research in top peer-reviewed journals.
* Extensive experience and demonstrated success in delivering research results.
* Experience of devising, advising on and managing learning and research programmes.
* Experience of counselling, pastoral care and motivating students.
* Experience of executive education
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| **Personal Attributes** | * Ability to work collaboratively in a multidisciplinary environment.
* Ability to work effectively in a multi-cultural environment.
* Ability and motivation to lead an independent successful research programme.
* Ability to work to deadlines and to prioritise tasks.
 | * Evidence of leadership of team(s) to achieve a task/project.
* Ability to attract students (undergraduate and postgraduate) to come and study at the University of Nottingham Ningbo China
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