Two Appointments
Professor of Strategic Management and Professor in Human Resources Management

The faculty

The Faculty of Management and Information Sciences was formed on 1 August 2002 when the Faculty of Business and the Faculty of Information Technology merged to create a new faculty.

It comprises four Schools: Brighton Business School; School of Computing Mathematical and Information Sciences; the Centre for Research in Innovation Management (CENTRIM) and the School of Service Management.

The faculty offers an extended and integrated range of teaching and research across the full range of information and management areas and plays a key role in the university's partnerships along the south coast.

Brighton Business School

Head of School & Director of Postgraduate and Post Experience Programmes: Professor Aidan Berry

Deputy Head of School & Director of Undergraduate Programmes: Dr Robert Griffith Jones

The Brighton Business School is based at Mithras House on the outskirts of Brighton. It is responsible for approximately 2000 students with some 70 full time teaching staff and 26 administrative and technical staff.

The key ambitions for the Business School were set out five years ago and included:

• To be in the upper quartile of Business Schools in the UK in the provision of general business and management courses

Significant progress has been made on this front with many of our courses being nationally accredited and others e.g. the MBA being prepared for external accreditation in this academic year.

• To undertake research of national standing in at least one area of assessment

The Business area of assessment has achieved a 3A in the last two research assessment exercises with substantial improvement within the class between the two. It is recognised that with our existing staff base we should pursue a policy involving all staff as being active in research and encompassing a continuous improvement goal for those staff included in the recent RAE returns. To this end a new research strategy has been agreed and is now being implemented. This involves an expansion in full-time and part-time research degree places, the provision of researcher development interviews and the establishment of further sub-groups and units of research.

Key objectives in the next four years are:

• **Quality enhancement**
Everything we do should be nearer to the best of what we already do. In 2003/4 the School was assessed under the new internal review process and was part of the QAA institutional audit of Brighton in May 2004 which achieved the highest overall grading achievable under that scheme. In the internal review the quality assurance systems were found to work well and we shall strive to keep good and, equally importantly, appropriate systems in place to meet the expanding demands of the new range of courses we now offer.

We are accredited by the ACCA as a Premier College and also by the Chartered Institute of Management as an approved centre for their courses.

Key to quality enhancement is ensuring that there is a 'feel good' factor for staff and students; thus we aim to make the Business School a place where people want to work.

- **Award development**

The last year has been a major year for the development of new and enhanced courses at postgraduate, professional and undergraduate level. For the immediate future it is envisaged relatively few new awards will be introduced but existing provision will continue to be revised and refreshed. The School will continue to enhance its postgraduate and professional courses provision while holding the undergraduate numbers around their current level and in the medium term substituting postgraduate and professional numbers for these.

- **Enhancement of research and scholarship**

The School currently supports research groups in the fields of small business, management development, accountancy, marketing, supply chain management, transitional economics, economic impact assessment and E-learning with the intention of reaching at least a national level standing by the next RAE. The School will continue to actively support staff researching in areas related to pedagogy and individual staff pursuing research degrees. All staff are expected to be active in the dissemination of research and scholarship and this is supported by a research bidding process, regular research and teaching and learning seminars and researcher development interviews.

- ***Approaches to teaching, learning and assessment***

More support will be given to the training, development and accreditation of academic staff. The utilisation of IT in the delivery of courses, and as support for resource based provision will be developed further. An immediate target for the coming year is to roll out the use of StudentCentral (Blackboard) based on the successful implementation on professional courses to all part-time courses.

Courses

The awards offered by the school are organised into programmes in the broad areas of postgraduate, undergraduate and post experience provision and include:

POSTGRADUATE

Research   PhD
            DBA
            M Phil

Taught
Part-time courses
        MBA
        MBA Public Service Management
        MA Change Management

Full-time courses
        MBA
        MBA International Management
        MSc Business Process Management
        MSc International Finance and Capital Markets
        MA Management/International Management
        MA Marketing

POST EXPERIENCE AND PROFESSIONAL

Professional programmes
        Chartered Institute of Management Diploma in Management
        Chartered Institute of Management Executive Diploma in Management
        Masters Programme in Personnel & Development   *comprising*
        Licentiate Stage of Chartered Institute of Personnel & Development

MA Personnel & Development
ACCA Parts 1 and 2 Internally Examined (Premier College Status)
ACCA Part 3
CPE/Post Graduate Diploma in Law/ MA Law

UNDERGRADUATE AWARDS

Business   BA Business Studies
            BA International Business
            BA Business Management
            BA Business Studies with e-commerce
            BA Business Studies with Law
            BA Business Management with Law
            BA Business Studies with Marketing
            BA Business Management with Marketing
            BA Business Studies with Finance
            BA Business Management with Finance

Finance and Law
            BA Accounting and Finance
            BA Accountancy with Law
            BA Law with Accountancy
            BA Law with Business
            BA International Finance & Capital Markets

Foundation Degree Programme
            FdA Business and Finance
            FdA Business and Personnel
            FdA Business and Marketing
            FdA Business
            FdA Policing in Partnership with Communities
            FdSc Public & Emergency Services Management

Other   Graduate Diploma in International Finance & Capital Markets
            Graduate Certificate in Social Enterprise

Programmes are delivered in a variety of modes including full time, part time and intensive. A number of the undergraduate awards include a period of industrial training, which is supported by a specialist administrative unit. All of our programmes have dedicated administrative support in newly refurbished accommodation. Most staff now use networked PCs.

Professional Development

Continuous professional development is key to the delivery of sound academic programmes. Our active staff development programme includes virtually all the staff, and within the last few years, staff have either undertaken additional academic qualifications, added to their professional experience by secondment to appropriate outside organisations, or have been active in research and publication. Facilities are provided for staff to improve their language capabilities and many of the current staff have been involved in this initiative. The University provides a Certificate in Teaching and Learning in Higher Education leading to a Masters award. These teaching and learning related courses provide an opportunity for existing staff to improve and update their experience and knowledge as well as providing an opportunity for those new to lecturing to adapt their existing knowledge and experience to the academic environment. The workload allocation to staff aims to provide a mix of experience, level and type of course. Thus workload allocation provides another element of professional development. We operate a rolling programme to ensure that interest, challenge and involvement are maintained at a high level. Academic staff new to the University will be required to attend a teaching and learning course unless they already have an up to date teaching qualification. In addition to the activities mentioned above, attendance at appropriate short courses and conferences, together with active membership of professional bodies is expected and encouraged. For those new to research there are a number of development opportunities available both within the Business School and the University including the University Certificate in Research Methods. All staff have an annual staff development interview and there is also the option of a researcher development interview.

Research

In the last Research Assessment Exercise the Business School scored a 3A in Business and Management Studies and, ranked by the number of research active staff, was in the top third of ALL universities in this subject discipline, and highest of the new universities. In addition a significant number of staff were entered in the Higher Education Unit of Assessment which scored a 3B. Research is viewed as an essential part of the School's programme of development and we aim to develop a strong research base, which is nationally recognised. Expertise has already been developed in the areas of accountancy, management development, small businesses, supply chain management, transitional economics, safety management, economic impact assessment and E-learning. We currently have nearly 30 part-time students and 5 full time students registered on our PhD and DBA programmes.

International Orientation

We collaborate with overseas employers and education institutions and this activity is actively promoted. In any one year we send out approximately 120 students for periods ranging from 4 to 12 months and receive in return 170 students in exchange from the following universities:

Politecnico di Torino
Pôle Universitaire Léonardo de Vinci
Scuola di Amministrazione Aziendale dell' Universitá di Torino
Universidad Autónoma de Madrid
Universidad de Salamanca
Universidad San Pablo CEU, Madrid
Ecole de Hautes Etudes Commerciales du Nord, Lille and Nice
Ecole Superieure de Commerce Exterieur, Paris
Ecole Superieure de Commerce de Grenoble
Hogeschool voor Economische Studies, Amsterdam
Fachhochschule fur Wirtschaft, Pforzheim
Fachhochschule Mainz
La Salle Philadelphia
University of Örebro, Sweden
University of Ottawa
University of Miami

Quality Assurance

The School has been subject to full internal review as well as external review by the professional bodies whose awards we offer. The latter include the Association of Chartered Certified Accountants, Chartered Institute of Personnel and Development, Chartered Institute of Marketing, Law Society and Joint Academic Stage Board.

In the recent National Student Survey the School's courses were highly rated and were in the upper quartile for all courses in the areas of business and finance.

Other activities

The School is actively building its links with business and the community through its Industrial Placements Office and its alumni. It has a member of staff with responsibility for developing these links. The School is involved, albeit at a low level of activity, in short courses and is working with the University Business Services Office to co-ordinate and promote CPD activity in the locality.

The job

Applications are sought from outstanding individuals who will contribute to the research profile of the Brighton Business School through their own publications, through the identification and winning of research funding or consultancy and through the nurturing and development of research among a group of committed academic staff in the subject area. The people appointed should be able to demonstrate leadership ability, team working and motivational skills as well as excellent teaching skills and a proven track record publishing in high quality journals within the field.

The key aspects of the role will be:

- The development of research/consultancy focused on the relevant subject area perhaps integrated with other research groupings in the School.

- Working with colleagues to devise and implement a strategy to develop and sustain research in this field.

- Research degree supervision either related to traditional doctoral research or the School's DBA.

- Identification of funding opportunities and submission of research bid proposals via traditional and non-traditional routes.

- Working with colleagues in the Brighton Business School to develop the research capacity of existing staff and encourage dissemination of research outputs.

- Advising existing staff on appropriate projects and potential journal outputs.

- Working with other senior colleagues within the Brighton Business School to develop and nurture a culture of research awareness and activity.

- Leading the work of the subject group.

- Working as a key member of a group tasked with the development of research strategy within the Business School.

- Providing leadership in terms of research direction and motivation of staff to improve their research output and capability.

Although not prescriptive or exhaustive the list below provides an indication of the sorts of activities that may form part of the activities of the successful candidate.

- A proactive approach to the identification and generation of funds from traditional (Research Council) and non-traditional (e.g. '3rd leg' or industry) sources.

- The development of a group of research students working around the themes of the subject area.

- Undertaking personal research leading to publication in high quality journals and continuing to referee at a comparable level.

- Conducting research and co-authoring with colleagues within the subject group and the School.

- Managing research projects to agreed time deadlines within budget constraints.

- Supervision and examination of students in the relevant subject area from Masters level to PhD and DBA.

- Contributing to the design, implementation and delivery of existing and new programmes that form part of the Business School's activities.

- Working collaboratively with colleagues nationally and internationally to establish networks and networking opportunities.

- Leading and motivating a team of subject specialists in all aspects of their work.

Selection criteria
The criteria below indicate the qualities that are needed to do the job well. Candidates will be selected according to the extent to which they satisfy these criteria. Evidence of potential will also be considered. Most of the criteria must normally be met in order to qualify for selection.

Essential:

Knowledge and qualifications

- A good (1 or 2:1), relevant degree.

- ideally a postgraduate qualification/PhD or an equivalent level of professional experience.

- Recognised as a subject area expert with up-to-date, sound knowledge including current professional/vocational developments and the range of generic skills required.

Research

- National standing in research in strategy or strategic management with a strong record of publications in quality journals.

- Successful generation of research funding.

- Supervision of research students to completion.

- A track record of collaborative research with colleagues within his/her own University and elsewhere.

- Research contacts with industry, commercial and Government bodies.

- Knowledge of journals, their requirements and subject orientation.

Management of others:

- Ability to enthuse, motivate and organise colleagues on research programmes.

- Ability to recruit, induct and develop staff who meet agreed standards and objectives.

- Commitment to support university staff management policies and procedures and to keep up to date, including attending relevant University of Brighton workshops.

Teamwork and collaboration

- Consultative and co-operative working with others, including support staff, to achieve agreed outcomes and smooth-running programmes.

- Ability to lead a team.

Motivation:

- Commitment to meeting agreed aims and standards on own initiative and to ensure continuous self-development.

Organisation:

- Efficient and able to balance and meet priorities

Teaching and learning expertise

- Understanding of academic and award standards and the range and level of knowledge and skills, both subject-specific and generic, which the programme is intended to foster.

- Competent IT skills and effective use of IT for teaching and learning.

- Competent use and development of a variety of teaching and learning strategies and methods of assessment which are appropriate to:

    - the aims and learning objectives of the proposed programme(s)

    - differences in learning styles

    - different group sizes and individual learning

- stimulation of life-long learning

- development of core, transferable skills

• Enthusiasm for drawing on scholarship, research and professional activity to support learning.

Communication and presentation

• Ability to listen to colleagues, understand their strengths and communicate a clear and achievable research plan for members of the subject group.

• Learning material is clear, well-structured, varied and appropriate to the subject and the situation.

• Competence in guiding and supporting students, including clear feedback about strengths and weaknesses

• Effective methods for communicating full and timely information to students and colleagues, including support staff, to ensure mutual understanding, smooth-running programmes and the needs of all parties are met

Contribution to the school, faculty, university

• Commitment to working with the Head of School and research leaders in a continuing process of development of research capacity of existing staff and contributing to a sustainable and achievable research strategy.

• Commitment to institutional policy and procedures.

• Ability to become part of the research development team of the School, as a leader, mentor, adviser, colleague and active participant in research development.

• Achievement of school aims through successful management and development of areas such as recruitment, admission and induction of students, preparation for QAA visits, etc.

Consultancy

• a significant record of development and/or management of consultancy.

Physical

• Ability to undertake all the physical requirements of the job, such as extensive use of display screen equipment; frequent and efficient travel to a variety of external locations, according to health and safety guidelines.

Criteria for Professor   The university expects to make an appointment at the level of Professor. A copy of the full regulations for the conferment of the title of Professor is enclosed. Candidates at this level are assessed by reference to their:

• contribution by research, professional practice and academic leadership to the advancement of learning and / or application of knowledge;

• contribution as a teacher to the advancement of their subject and to the development of students' learning;

• national / international standing in their subject or their profession.

References   On the enclosed form requesting personal information and details for taking up references, please supply the name, title and address of two referees. They should both have direct knowledge of your work and one should be your most recent employer. If further referees are needed to comment on the professorial criteria, please add these on a separate sheet.

Any request to delay contacting referees should be made clear. Please ensure that they are in a position to respond promptly, giving an alternative contact number and address if they are unlikely to be available at their normal place of work.

Hours of work	The nature of teaching posts is such that staff are expected to work such hours as are reasonably necessary in order to fulfil their duties and responsibilities. It would therefore be inappropriate to define the total hours to be worked in any week. A reasonable norm, however, having regard to the contractual position of other senior staff in the institution, would be thirty-seven, although this should not be regarded as a minimum or maximum.
	Direct teaching responsibility should not exceed eighteen hours in any week or a total of five hundred and fifty hours in the teaching year. This provision will not, however, apply in subject areas where the nature of the curriculum and teaching style make it inappropriate. In such cases, separate arrangements apply. The university has currently identified the following academic areas where teaching methods or modes of delivery make the 18 hour per week limit inappropriate at certain times of the year:

- art and design
- business/management
- health - clinically related subjects
- construction management

	The 550 hour annual maximum will not, however, be exceeded except by mutually agreed overtime.
The salary	The salary for both posts is £47,562 per annum.
	Salaries are paid monthly in arrears through the BACS System directly into the bank or building society account of each member of staff. The university must pay salaries through the BACS system. They cannot be paid by cheque. It will therefore be important to supply account details in order to ensure prompt payment.
Holidays	The annual leave entitlement is 35 working days, pro rata for proportional full-time staff. This is in addition to the statutory holidays applicable in England, local discretionary holidays and days when the University is closed in the interests of efficiency.
Terms & conditions	In determining terms and conditions of employment, the university has regard to recommendations made through the appropriate national negotiating framework. These terms and conditions of service can be varied by local agreements reached through the university's local negotiating framework which comprises a Joint Negotiating Committee supported by two Common Interest Groups. These groups bring together representatives of the university and its recognised trade unions, which are:

- Association of University Teachers (AUT)
- National Association of Teachers in Further and Higher Education (NATFHE)
- UNISON

Corporate Plan	Details of our Corporate Plan can be found at http://staffcentral.brighton.ac.uk/xpedio/groups/Public/documents/staffcentral/doc002403.PDF
How to apply	Please complete the enclosed application form or, if you prefer, send your CV along with the enclosed form recording your personal details and equal opportunities monitoring information.
	If sending a cv, please ensure that you have clearly outlined how your skills and experience meet each of the selection criteria for this role, giving examples of particular relevant achievements.
	If you would prefer to use the application pro forma which has been produced in Word 97, so that the information may be entered onto it directly, this is available for download from http://www.brighton.ac.uk/workinghere/howtoapply.php or by e-mailing the Personnel Department at personnel@brighton.ac.uk.
	Please send your application form/CV to the Personnel Department, University of Brighton, Mithras House, Lewes Road, Brighton, BN2 4AT. Fax: (01273) 642848.

If you wish acknowledgement of receipt of your application, please send a stamped, self-addressed envelope. Otherwise, if you have not been contacted within three weeks of the closing date, you should assume that your application has been unsuccessful.

Closing date   The closing date for applications is **16 March 2006**.

Please quote the appropriate post number

MB 3016 Professor in Human Resources Management
MB3008 Professor in Strategic Management

Interviews   Interviews for the Professor in Human Resources Management and Strategic Management will be held on 6 April 2006 and on 7 April 2006 respectively.

Further information   The following additional information is enclosed:

- Regulations for the Conferment of the Titles of Professor, Professor Emeritus and Visiting Professor

SB/HY/LM/vb
02/06

THE UNIVERSITY OF BRIGHTON

ACADEMIC BOARD

Regulations for the Conferment of the Titles of Professor, Professor Emeritus and Visiting Professor

1.   Introduction

The establishment of a professoriate was approved in June 1985 by the Council of Brighton Polytechnic. The Statutory and General Regulations of the University of Brighton, approved by the Board of Governors on 3 July 1992, gave the Academic Board responsibility for establishing procedures for the award of the titles of Professor, Professor Emeritus and Visiting Professor. These regulations, approved by the Academic Board on 5 December 2002, come into force on 1 January 2003, and supersede all previous versions.

2.   Eligibility for consideration for appointment as professor

2.1.   **Teaching and Research Staff.** Members of the permanent teaching and research staff, usually of Principal Lecturer grade (or equivalent) and above may be considered for a professorship.

2.2.   **Academic Support Staff.** Members of the permanent and normally full-time academic support staff, usually Head of Department grade, may be considered for a professorship.

2.3.   **Holders of senior posts, Dean of Faculty or Heads of Department.** Applicants for a vacant senior post, Dean of Faculty or Head of School may be considered for a professorship.

3.   Criteria

Candidates will be assessed on the level of their academic leadership and professional standing through consideration of the following criteria:

    i.   contribution by research, professorial practice and academic leadership to the advancement of learning and/or the application of knowledge;

    ii.   contribution as a teacher to the advancement of their subject and to the development of student's learning;

    iii.   national standing in their subject or their profession.

4.   Professorial Board

4.1   A Professorial Board shall be established and constituted as follows:

The Vice-Chancellor (Chairman)
One member of the Board of Governors selected by the Chairman of the Board
Two professors appointed by the Academic Board from the Professoriate but not more than one from any one Faculty.

4.2   The members from the Board of Governors and the Professoriate will each be appointed for a period of two years and they may be reappointed. The Pro-Vice-Chancellor (Academic Affairs) will be Secretary to the Professorial Board.

4.3   The Board shall publish a Code of Practice to assist applicants for the title of professor in the preparation of their applications.

4.4 The Board will normally meet during February of each year to consider internal applications. A further meeting will be held normally in July or September to review the Board's work during the academic year. Other meetings will be held as determined by the Vice-Chancellor.

4.5 There will be two routes for appointment:

a) For internal applicants (see paragraph 5 below);

b) For external and internal applicants applying for a vacant senior post, Dean of Faculty or Head of School (see paragraph 6 below).

5. Internal Applicants

5.1 Application

On invitation of the Dean of the Faculty (for teaching and research staff) or a Pro-Vice-Chancellor (for academic support staff) the candidate for consideration for appointment as Professor should submit to the Vice-Chancellor a written application including the names of two referees, an outline of the candidate's career, and should indicate which achievements in particular are thought to merit the appointment. The Board may also invite suitable candidates to apply.

Closing date: 31 January

In exceptional cases the Vice-Chancellor may allow applications to come forward at other times during the year.

5.2 Selection and appointment

a) The Professorial Board will meet to review all applications and a shortlist of those judged to have established a prima facie case for full consideration will be drawn up. The Board may seek information from whatever sources it deems appropriate in order to reach its decisions.

b) A Professorial Appointments Panel, convened separately for each shortlisted candidate and chaired by the Vice-Chancellor, will consider the application with respect to the candidate's own field and also with respect to the maintenance of the appropriate standard for the award of the title of Professor in general both within the University of Brighton and elsewhere.

c) The membership of each Professorial Appointments Panel will consist of all members of the Professorial Board and, additionally:

The Dean of the applicant's Faculty
One other Dean selected by the Vice-Chancellor
Two external experts selected by the Vice-Chancellor.

d) If the candidate is a member of the Senior Management Team or a Dean, the Vice-Chancellor is authorised to approve appropriate amendments to the procedure, including the composition of the Panel.

e) The Panel will conduct an interview with the applicant before coming to its decision. All internal members of the Panel and at least one external expert will normally be present at the interview. In the event of any internal member of the Panel being unavailable the Vice-Chancellor may appoint a substitute.

f) If the Panel considers the title of Professor should be bestowed on the candidate it will make a recommendation to those members of the Professorial Board present who have delegated powers to make the appointment.

g) If the Panel does not consider the candidate suitable for the title of professor, it will inform the candidate of the reasons for its decision. There is no appeal against this decision but the candidate may reapply for consideration after two years or the Board may invite the candidate to apply earlier if appropriate progress has been made.

6. External and internal applicants applying for a vacant senior post, Dean of Faculty or Head of School

6.1 **Interview panel**. In establishing the interview panel the Vice-Chancellor will have due regard to the requirements for the appointment of professors as set out above.

6.2 **Referees**. Applicants applying for a vacant Dean of Faculty, Head of School or other senior post, where the opportunity to be considered for a professorship has been advertised, will be asked to indicate whether they wish to be so considered and, if so, to identify the particular ways in which they meet the criteria. They will also be asked to provide names of two referees who can comment on this aspect of their application.

6.3 **Selection and appointment**. If the Panel considers the title of Professor should be bestowed on the candidate it will make its recommendation to the Vice-Chancellor. Following any such recommendation the Vice-Chancellor will either convene an immediate meeting of the Professorial Board or consult with members individually so as to ensure a prompt decision.

7. The nature of the appointment

7.1 Members of staff appointed Professor will be entitled to use the designation 'Professor' and will continue as a Professor so long as they continue in permanent employment in the University regardless of any change of post or responsibilities unless the University for good cause decides otherwise. The Vice-Chancellor shall have the authority to determine the particular subject designation which may be attached to professorial appointments. On normal retirement, but not resignation, the Board of Governors may, following a recommendation from the Professorial Board, confer on University professors the title 'Professor Emeritus'.

7.2 No other rights or benefits will derive automatically from the appointment.

7.3 Newly appointed professors will normally be required to present an inaugural lecture in the University within 12 months of their appointment.

7.4 The Professorial Board may approve arrangements for the appointment of a 'Visiting Professor'.

7.5 The Vice-Chancellor may, where the opportunity arises, approve arrangements for the establishment of externally-sponsored professors.

7.6 **Emolument**

There is no automatic additional payment associated with the title 'Professor' or 'Visiting Professor'

8. Arrangements for the Consideration and the Conferment of the title of 'Visiting Professor'

8.1 **Distinguished Person**

The Professorial Board may, on the recommendation of the Vice-Chancellor, confer the title 'Visiting Professor' upon a distinguished person who satisfies the criteria as set out in paragraph 3 of the 'Regulations for the Conferment of the Title of Professor' in the University and who undertakes, or will undertake, a regular commitment to the University's academic activities.

The Professorial Board will determine the period of designation and may invite the 'Visiting Professor' to give a public lecture.

8.2 Professors from other institutions working in the University for a limited period

The Vice-Chancellor may confer the title 'Visiting Professor' on those persons of professorial status from other institutions during their period of work in the University.

Approved by the Academic Board on 5 December 2002