

FURTHER PARTICULARS FOR THE ROLE

Senior Lecturer in Business Statistics

Aston Business School

Reference Number: R120074

Closing date: Friday 27th April 2012

Interview date: TBC

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Please note that your application will only be considered for the post that you have applied for. If you would like to be considered for Lecturer and Senior Lecturer then you will need to submit two applications (Lecturer - Reference no: R120073. Senior Lecturer - Reference no: R120074).

ROLE DESCRIPTION

Post Title: Senior Lecturer in Business Statistics

Job Purpose: To lead in the development and delivery of research and teaching activities of the School.

Duties and responsibilities:

Teaching

1. To be responsible for setting standards and monitoring delivery and student progress against standards within the area of responsibility.
2. To contribute to the design, development and delivery of a range of programmes of study.
3. To contribute to the development of School teaching and learning strategies.
4. To teach undergraduate and postgraduate students and to carry out the associated assessment and examining processes.
5. To provide academic support, supervision and advice to undergraduate and postgraduate students.
6. To promote the use of a range of methods and techniques in teaching, learning and assessment.
7. To contribute to the management of quality, audit and other external assessments in own areas of responsibility.

Research

1. To pursue a personal research programme consistent with the research priorities of Aston Business School that will make a significant impact by leading to an increase in knowledge and understanding of the use of Statistical Methods in business.
2. To publish the outcomes of research in outlets of international standing.
3. To actively seek and secure external research funding as principal investigator and project leader.
4. To supervise and manage research projects.
5. To supervise postgraduate students at Masters and Doctoral levels.
6. To contribute to the development of the School's research strategy.
7. To collaborate in research initiatives with colleagues in and beyond Aston Business School as appropriate.

Community Engagement

1. To be involved in activities to raise the regional profile of Aston Business School and the Operations and Information Management group, particularly with schools and businesses.
2. To forge relationships with key local bodies.

3. To raise funding for third-stream activities and Intellectual Property exploitation.

Other related activities and functions

1. To carry out specific (School) roles and functions as may be reasonably required, these being equitably distributed across the academic staff.
2. To advise others on strategic issues such as student recruitment, marketing, staff appointments and student and other performance matters.
3. To take part in the work of University or School Committees as appropriate.
4. To engage in training programmes in the University (e.g. through Staff Development) which are consistent with the needs and aspirations of the academic and the School.
5. To diligently support quality assurance measures within the University (e.g. by reviewing delivered modules annually, setting and receiving student feedback questionnaires).
6. To undertake such other duties as may be reasonably requested and that are commensurate with the nature and grade of the post.

PERSON SPECIFICATION

MOA = Method of assessment

Application Form (AF) Interview (I)

	ESSENTIAL	MOA
Education/Qualifications	A good degree in a relevant subject	AF
	A PhD in a relevant discipline	AF
Experience	Experience of initiating and conducting research to doctoral level	AF, I
	Experience of publishing research outcomes	AF, I
	Experience of initiating and conducting independent research	AF, I
	A track record of publications in international journals	AF, I
	Familiarity with major research areas in Business Statistics	AF, I
	Experience in applying for/ obtaining research grants	AF, I
	Experience in teaching basic areas of probability and statistics such as probability distributions, inferential statistics, hypothesis tests, regression analysis and panel data	AF, I
Aptitudes and Skills	Ability to develop a research programme and to publish in international journals	AF, I
	Ability to take part in course and programme development	AF, I
	Competence in IT skills and Internet usage	AF, I
	Ability to lecture to undergraduate and postgraduate students in basic areas of probability and statistics as listed above	AF, I
	Ability to provide tutorial and counselling advice to undergraduate and postgraduate students.	AF, I
	Ability to develop specialist statistics-based modules, according to research interests or to suit joint MSc programmes	AF, I
Training and	A willingness to undertake further training as appropriate and	I

Development	to adopt new procedures as and when required.	
Other	Commitment to observing the University's Equal Opportunities policy at all times.	I
	Ability to attend the University as and when required for scheduled teaching, relevant meetings and student support.	I

	DESIRABLE	MOA
Education/Qualifications	Postgraduate Certificate in Teaching & Learning in Higher Education, or equivalent qualification	AF
	Membership of relevant professional body	AF
Experience	Teaching, consultancy or research experience in Marketing Analytics	AF, I
	Teaching, consultancy or research experience in Data Mining	AF, I
	Teaching, consultancy or research experience in Web Analytics	AF, I
	Teaching, consultancy or research experience in Stochastic Frontier Analysis and/or other uses of regression-based methods for efficiency and productivity analysis	AF, I
	Teaching experience in Databases and Spreadsheets	AF, I
	Teaching, consultancy or research experience in Yield Management	AF, I
	Teaching, consultancy or research in Operational Research or Operations or Information Systems Management	AF, I
	Teaching, consultancy or research experience in forecasting methods	AF, I
	Experience in supervising doctoral students	AF, I
	Experience in executive course development	AF, I
Experience in administrative tasks relevant to the post, such as course director	AF, I	

OUTLINE TERMS AND CONDITIONS OF THE APPOINTMENT

<i>Term of appointment:</i>	Continuing appointments are offered. The appointment is Grade 10 and the salary range for this grade is £45,486 - £52,706 per annum (exceptionally to £68,724). This appointment will be subject to the Terms and Conditions of Service for Academic (Teaching) Staff. Copies of these Terms and Conditions are available on http://www1.aston.ac.uk/staff/hr/my-aston/
<i>Holiday entitlement:</i>	30 days per annum, in addition to up to 13 days per annum public and University holidays.
<i>Pension:</i>	Eligible staff are offered a defined benefit pension with the Universities Superannuation Scheme (USS).
<i>Research start up fund for new academics:</i>	<p>All academic staff joining Aston Business School receive a start-up fund of £3,000 (for Lecturers and Teaching Fellows) and £6,000 (for Senior Lecturers). This fund must be used to cover the cost of any IT equipment required, but any unused money can be put towards research costs.</p> <p>Alternatively Individuals who have not previously held an academic appointment are eligible for a research start-up fund of £10,000 if laboratory based and £5,000 otherwise (pro rata for part time), in accordance with the rules of the University's scheme. This fund must be spent on research activities and must be used within 18 months of starting the academic appointment at Aston University.</p>
<i>Performance related pay:</i>	In addition to the basic salary, the University operates a PRP scheme. Awards are determined on an annual basis.
<i>Consultancy:</i>	<p>Academic staff (Lecturers, Senior Lecturers, Readers and Professors) are permitted to use up to 50 days per annum for consultancy activities provided that the University is safeguarded against conflicts of interest (including IPR), indemnified against financial risk, fairly reimbursed for the use of any University facilities and provided that the activities undertaken do not detract from the contributions to Aston for which he or she is being employed.</p> <p>The University's policy paper 'Consulting Policy at Aston', is made available to newly-appointed academic staff during their induction.</p>
<i>Qualifications:</i>	Successful candidates will be required to produce evidence of their qualifications upon joining the University.
<i>Teaching qualifications:</i>	It is the normal expectation that all teaching staff who are not able to satisfy the requirements of an advanced teaching qualification (such as the University's PG Certificate in Professional Practice (PGCPP)) on appointment should be able to do so within two years of

appointment. This may be extended to four years in exceptional circumstances or where staff hold part-time posts.

- Relocation:* Newly-appointed staff are required to establish their homes within reasonable daily travelling distance to and from the University. The University operates a relocation scheme to assist newly-appointed staff in meeting this requirement. Full details of the relocation scheme are included with offers of appointment.
- Medical examination:* It is a condition of appointment that newly-appointed staff receive medical clearance from the University's Health Centre.
- Eligibility to work in the UK:* Candidates who are not citizens of the United Kingdom, or of another EEA member country, should ensure that they meet the requirements of one of the 5 tiers of the immigration points based system. Candidates should check their eligibility to enter or remain in the UK **in advance of making any job application** using the [points-based calculator](#) on the UK Border & Immigration Agency (UKBA) website. If you do not meet the minimum points requirement, you will not be able to work in the UK and any application for employment would be unsuccessful.
- Document checks:* As a result of the implementation of sections 15 to 26 of the Immigration, Asylum and Nationality 2006 Act on 29 February 2008, the University requires all prospective and, in some cases, current employees, to provide documentation to verify their eligibility to work in the UK. Details of the documents accepted for clearance in the UK are attached in Appendix A. Further information about these requirements can be found on the UK Border Agency website www.ind.homeoffice.gov.uk.

Full details of the salary scales, terms and conditions of service and associated policies and procedures are available on the recruitment website.

FURTHER ADVICE

Please contact Professor Emmanuel Thanassoulis (Head of Operations and Information Management Group), for an informal discussion about the post.

Email: e.thanassoulis@aston.ac.uk. If you wish a call back please provide a contact number.

If you would like information on the progress of your application, or advice on any aspect of the appointment process generally, or the terms and conditions of service, please do not hesitate to contact:

Kam Randhawa	HR Advisor	+44 (0) 121 204 4586	k.randhawa3@aston.ac.uk
Jenni Medza	HR Assistant	+44 (0) 121 204 4570	j.medza@aston.ac.uk

EQUAL OPPORTUNITIES STATEMENT

Aston University undertakes to promote equality and diversity within the University Community in all aspects of its work. Further, it aims to ensure through its admissions policies for students and its recruitment and selection processes for staff that it encourages applications from all groups represented in the wider community at a local, national and international level. The University will endeavour not to discriminate unfairly or illegally, directly or indirectly, against students or potential students, staff or potential staff. This commitment applies to all functions of the University and to any stage of an individual's career at Aston. For further details of policies and codes of practice on race, gender, disability, religion and belief, sexual orientation and age see: <http://www.aston.ac.uk/staff/equalops/>

An Equal Opportunities Monitoring Form is included with the application form.

DATA PROTECTION ACT 1998

Your application will only be used to inform the selection process, unless you are successful, in which case it will form the basis of your personal record with the University which may be stored in manual and/or electronic files. Information in statistical form on present and former employees is given to appropriate outside bodies.

Data you provide on the Equal Opportunities Monitoring Form will be included in a general database, for statistical monitoring purposes enabling the University to monitor the effectiveness of its Policy, Code of Practice and Guidelines on Equal Opportunities in Employment. Individuals will not be identified by name.