

Appointment details

Lecturer in Social Responsibility (CSR) and Ethics



Closing date

Friday 30th August 2013

Ref: R130213

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▶ About Aston University

At a time of significant change within the Higher Education sector, with more emphasis being placed on widening participation, graduate employment, the student experience and the impact of research on society, Aston looks forward to the future with confidence.

Aston's vision is to be the UK's leading University for business, enterprise and the professions, where original research has a positive impact on the world around us. Aston's strategy 'Forward to 2020' describes Aston as a top research-led international University renowned for developing future leaders of business and the professions.

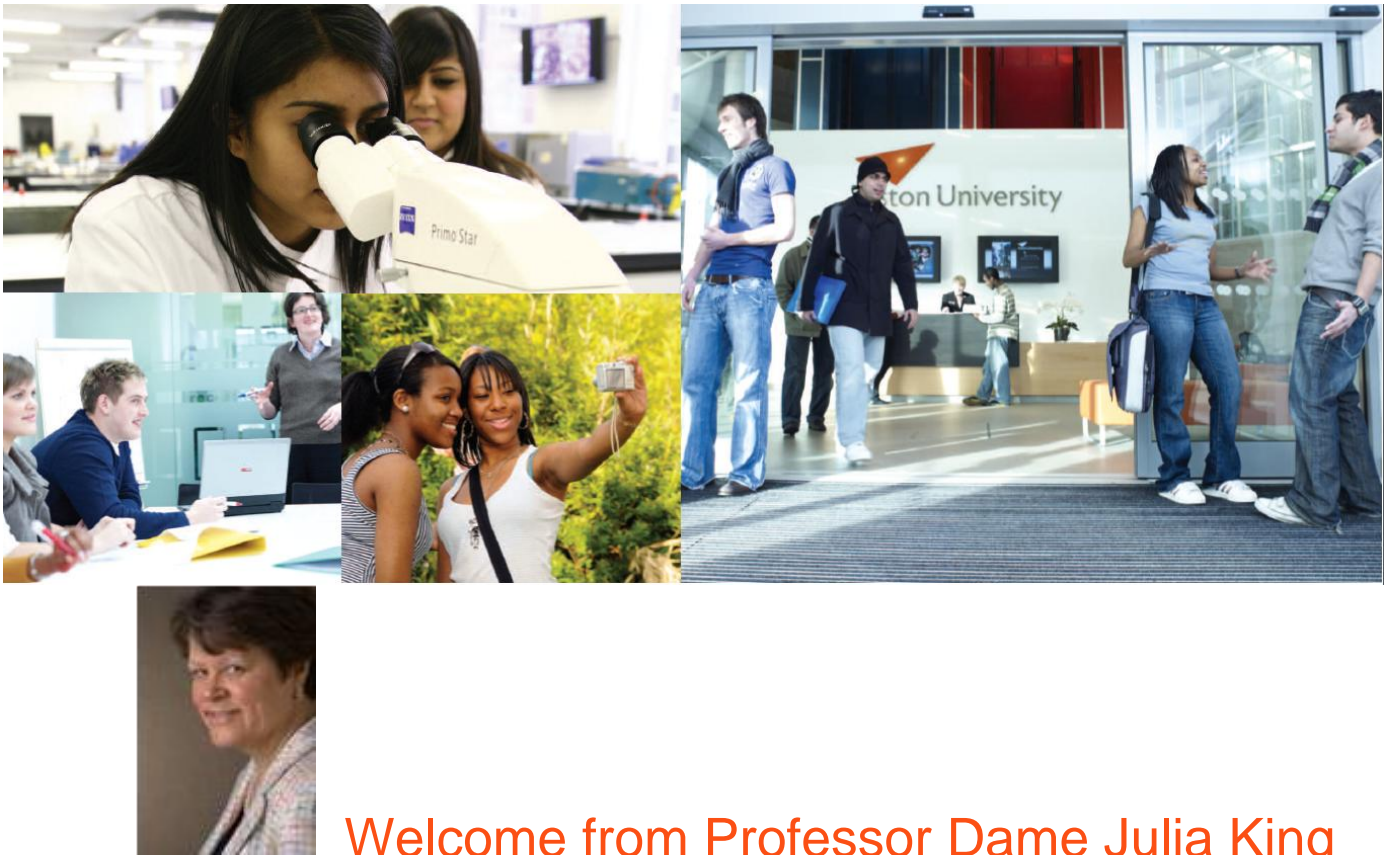
We already 'punch above our weight' and have high, yet realistic, aspirations for 2020 that include:

- ▶ Ranked within the top 1% of universities in the world, and consistently in the Top 20 in the UK
- ▶ In the Top 5 for Graduate Employability in the UK and Top 40 worldwide
- ▶ Focussed on the needs of business and the professions, with all Aston undergraduate students taking part in integrated work experience
- ▶ Carrying out world class research that leads to the creation of practical and applicable

solutions for the challenges of the future, and contributes to the development of research leaders and entrepreneurs

- ▶ Providing an inspiring, challenge-based education for students, equipping them to develop into global citizens, with the skills, knowledge and confidence they will need to achieve their goals and reach their full life potential
- ▶ Engaging with our community and city, recruiting students with talent regardless of income and background, and partnering with business, the professions and the public sector
- ▶ Putting sustainability at the centre of all we do, ensuring that Aston is one of the greenest and most sustainable of all UK universities, in the Top 5 of the People and Planet League.

Students are at the heart of everything we do within Aston's small and friendly community – in the way we think and in the way we act. The student experience is distinctive and unique at Aston because it is built and lived by students and staff as equal partners in the relationship. Our students are engaged in all aspects of their academic and social lives at Aston; our staff are genuinely interested in their students, their success and their welfare, and are universally approachable and friendly.



Welcome from Professor Dame Julia King

Dear applicant

The HE sector is currently experiencing an unprecedented scale and pace of change, combined with a high degree of ambiguity and uncertainty. Those universities able to adapt swiftly to a changing and increasingly competitive market will thrive. As a small, focussed University we have the advantages of agility, innovation and team working that some of our competitors do not. Our integrated placement year, our applicable, exploitable research, and our commitment to widening participation all help to make Aston distinct.

Our research legacy will be determined by our performance in the REF. If we perform to our true potential we will have a successful outcome, with greater and more stable income streams, growing numbers of links to business and a stronger international research reputation.

Teaching quality and the student experience must also continue to be an important focus. Like a number of other highly ranked institutions, we need to continue to improve student feedback and assessment, and we must continue to do all we can to address the needs of students.

We very much look forward to receiving your application and learning more about how you would contribute to Aston's continuing success.

A handwritten signature in black ink, appearing to read 'J King'.

Professor Dame Julia King
Vice-Chancellor

► Job description

Please note that one post is available; at either Lecturer or Senior Lecturer level. Your application will only be considered for the post that you have applied for. If you would like to be considered for Lecturer (R130213) and Senior Lecturer (R130214) you will need to submit two applications.

Aston Business School is one of Europe's leading business schools, with the majority of its research rated world-leading or internationally excellent in RAE 2008, QAA 24/24 for teaching quality and accredited by AACSB, AMBA and EQUIS. Aston was an early signatory to the UN backed Principles of Responsible Management Education (PRME) and is at the forefront of responsible management education. There is a thriving research culture and strong demand from well-qualified students for all undergraduate, postgraduate and post-experience courses.

This post requires an enthusiastic individual, with experience of teaching and an active research profile to contribute to the growing interdisciplinary teaching and research activities in relation to ethics, social responsibility and sustainability within the School. Teaching can include undergraduate, MBA and/or the MSc in Social Responsibility and Sustainability. Research interests in any areas related to Ethics, Social Responsibility and Sustainability in a Business context are sought.

This post will be located in the Work & Organisational Psychology Group and individuals will have the opportunity to work with colleagues with similar interests within the group and across the School. We encourage applications from all methodological perspectives, and we are keen to discuss new perspectives in order to enhance our existing research profile, and teaching provision. Applicants should be able to demonstrate effective and innovative teaching practice at undergraduate and postgraduate levels.

Responsibilities

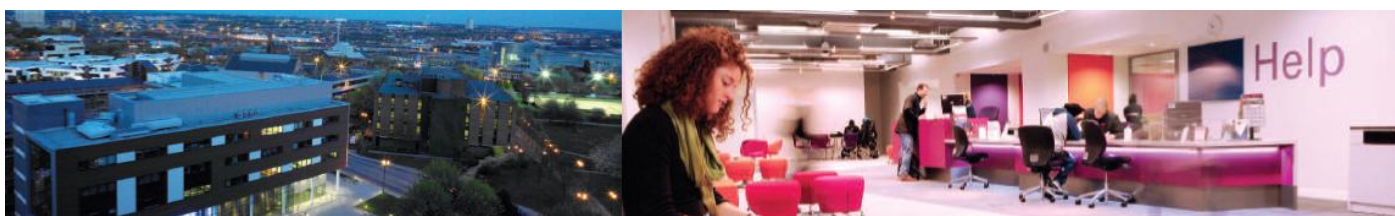
To contribute to the development and delivery of research and teaching activities of the School.

Teaching

1. To cooperate with colleagues in the continuous review and development of Programmes and the curriculum.
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 deliver teaching of the highest quality to 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 and the Work and Organisational Psychology Group that will make a significant impact by leading to an increase in knowledge and understanding of ethics and responsible management.
2. To publish the outcomes of research in outlets of national and international standing.
3. To actively seek and secure external research funding.
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, national and international profile of Aston Business School particularly with businesses, community groups, government and professional bodies, other Schools/Universities and the professions.
2. To support, and (where applicable) to contribute to Aston University's continuing professional development programme and activities

Other related activities and functions

1. To ensure the implementation of the University's strategic plans within the area of work.
2. To carry out specific (School) roles and functions as may be reasonably required, these being equitably distributed across the group staff.
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

	Essential	Method of assessment
Education and qualifications	A good undergraduate degree in a relevant subject	Application form
	A doctorate in a relevant academic discipline	Application form
Experience	Experience of teaching in relevant undergraduate and postgraduate programmes, including research student supervision	Application form, interview and presentation
	Initiating, conducting and supervising research to doctoral level	Interview
	Experience of developing a research programme, publishing research outcomes (preferably in international journals) or demonstrated potential to do so	Application form, interview and presentation
	Research interests in ethics, social responsibility or sustainability	Application form, interview and presentation
	Experience of securing research funds from external sources or demonstrated potential to do so	Application form, interview and presentation
Aptitude and skills	Ability to work in a team	Interview
	Excellent English Language communication skills (written, oral and presentation skills)	Application form, interview and presentation
	Competence in IT skills and Internet usage	Presentation
	Ability to take part in course and programme development	Interview
	Ability to provide tutorial support and advice to undergraduate and postgraduate students	Application form
Training and Development	A willingness to undertake further training as appropriate and to adopt new procedures as and when required	Interview
	Where no advanced teaching qualification is held, willingness to undertake the University's PG Certificate in Professional Practice (PGCPP) within 2 years of appointment	Interview
Other	Commitment to observing the University's Equal Opportunities policy at all times	Interview
	Ability to attend the University as and when required for scheduled teaching, relevant meetings and student support	Interview

	Desirable	Method of assessment
Education and qualifications	Postgraduate Certificate in Teaching & Learning in Higher Education, or equivalent qualification	Application form
Experience	Experience with virtual learning environments	Interview and presentation
	Experience of module or programme leadership	Application form and interview
	International and/or intercultural experience	Interview

► Salary & benefits

The minimum period for which initial appointments are made is normally five years, with the possibility of transfer to continuing appointments. The appointment is at either Grade 8 (salary range for this grade is £32,267 - £36,298 per annum) or Grade 9 (salary range for this grade is £37,382 - £44,607 per annum). The level of appointment will be dependent upon skills and experience.

Holiday entitlement 30 days per annum, in addition to 13 days public and university holidays.

Pension Eligible staff are offered a defined benefit pension with the Universities Superannuation Scheme (USS).

Contribution pay The University's Performance Development and Reward Scheme provides for salary enhancement for staff who are considered to be performing at an exceptional level on a consistent basis.

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.

Visit our website: aston.ac.uk/hr for full details of our [salary scales](#) and the [benefits](#) Aston University staff enjoy.

► How to apply and the selection process

Please visit our website aston.ac.uk/jobs to apply online. If you do not have internet access, call 0121 204 4500 and leave your name and address quoting the job title and reference number.

Closing date for applications Friday 30th August 2013

Interview date Monday 30th September 2013

Please contact Ann Davis, Head of the Work and Organisational Psychology Group, or Carole Parkes, Director of Social Responsibility and Sustainability, for an informal discussion about the role.

Ann Davis:

Tel: +44(0) 121 204 3261 Email: a.j.davis@aston.ac.uk

Carole Parkes:

Tel: +44(0) 121 204 3195 Email: c.l.parkes@aston.ac.uk

For further information on the Group, please see here <http://www1.aston.ac.uk/aston-business-school/research/groups/wop/>

If you would like information on the progress of your application, advice on any aspect of the appointment process, or a conversation about our terms and conditions of service, please contact:

Kam Randhawa
HR Advisor
+44 (0) 121 204 4586
k.randhawa3@aston.ac.uk

Manpreet Kaur
HR Administrator
+44 (0) 121 204 4590
m.kaur10@aston.ac.uk

► Outline terms and conditions of the appointment

Qualifications Successful candidates will be required to produce evidence of their qualifications upon joining the University

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. Further information about these requirements can be found on the [UK Border Agency website](#).

Equal opportunities

Aston University promotes equality and diversity in all aspects of its work. We aim to ensure, through our admissions policies for students, and our staff recruitment and selection processes, that we encourage 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.

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 will 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.

Disclosure and Barring Service (DBS)

Under the Rehabilitation of Offenders Act 1974, a person with a criminal record is not required to disclose any spent convictions unless the position they are applying for is listed as an exception under the act.

Research start up fund for new academics

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.

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.

Teaching Qualifications

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.

Full details of our terms and conditions of service and associated policies and procedures are available online at www.aston.ac.uk/hr.

Aston University
Employable Graduates
Exploitable Research

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