

Appointment details

Lecturer in Finance (2 x Posts)



Closing date
15 December 2015

Ref: R150322

Contents

- ▶ About Aston University
- ▶ Welcome from Julia King, DBE FREng The Baroness Brown of Cambridge, Vice Chancellor & Chief Executive
- ▶ Job description
- ▶ Person specification
- ▶ Salary and benefits
- ▶ How to apply and the selection process
- ▶ Outline terms and conditions

▶ About Aston University

Founded in 1895 and a University since 1966, Aston is a long established research-led University known for its world-class teaching quality and strong links to industry, government and commerce. Professor Dame Julia King became Vice-Chancellor of the University in 2006.

Outstanding graduate employability

Aston has been a leading university for graduate employment success for over 25 years. Over 75% of Aston graduates go on to a graduate level job within six months. The majority of Aston students choose to take an integrated placement year or year abroad, making them very attractive to employers. We have strong relationships with national and international graduate employers, as well as smaller and local employers. These relationships are extremely important and make a real contribution to graduate employability.

Aston University is 14th in the UK for 'Top universities by graduate earnings', ahead of UCL, Bristol, Warwick and Loughborough. (The Telegraph, 2015).

Career focussed programmes

Aston's close and established links with business, the public sector and the professions ensure that our career focussed degree programmes are inspiring, challenging and constantly updated to equip students with essential work-related skills and experiences.

Excellence in teaching and research

We are committed to high quality teaching and academic excellence, ensuring we provide the highest standard of education to our students. Aston has an excellent reputation for research which shapes and improves lives. We're proud of the quality of our research and the real world applications developed as

a result – it makes a substantial and beneficial difference to people, organisations and society.

Aston's four academic Schools offer a range of undergraduate and postgraduate degree programmes, and also work with the public and private sectors to develop tailored Foundation Degree programmes.

International

Aston University is a popular choice for international students. We recognise and welcome the important academic contribution and cultural diversity international students bring to our university environment. Students from over 120 countries study at Aston University each year

Aston University is rated as one of the '100 most international universities in the world 2015.' (The Times Higher, 2015).

Birmingham – one of Europe's liveliest cities

Birmingham is internationally recognised as a leader in leisure, entertainment, shopping and sport. It is an international centre for business, commerce and industry, housing numerous UK and overseas banks and law firms. Birmingham attracts 25 million visitors each year and contributes billions to the national economy through manufacturing and engineering.

The University campus is located in the city centre making it very accessible to an extensive network of motorways and railways.

A green, sustainable campus

Located in the heart of a vibrant city, our 40 acre campus houses all the University's academic, social and accommodation facilities for our 9,500 students. All staff have the opportunity to contribute to our sustainability agenda and practices.



Welcome from Julia King DBE, Vice-Chancellor & Chief Executive

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.

The 2014 Research Excellence Framework results reflect the 'world leading' and 'internationally excellent' research carried out by the many leading thinkers amongst our academic staff. Their research directly influences medical breakthroughs, advancements in engineering, policy and practice in government, and the strategies and performance of local and international business. The Times Higher Education REF rankings placed Aston University 35th in the UK and 78% of our submissions were judged to be World Leading or Internationally Excellent.

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.

**Julia King, DBE FEng The Baroness Brown of Cambridge
Vice Chancellor & Chief Executive**

► Job description

We offer two lectureship posts in Finance, for highly motivated and high-quality individuals to contribute to the future development of the Economics, Finance and Entrepreneurship Subject Group. The post-holders will provide academic leadership in their areas of expertise. They will engage, develop and enhance research and undertake external business and policy engagement in Finance, and in shaping the agenda for the Subject Group going forward. We welcome all applications from excellent candidates in Finance, but in particular those with research interests in corporate finance, and governance, venture capital and start-up finance, asset pricing, derivatives and/or financial markets.

Applicants should be at the stage of developing an excellent track record with their research publications in their field of expertise. They should be able to demonstrate an ability to attract funding from research funding bodies or commercial sources, and leading research programmes. They should be able to demonstrate an ability to develop a strong international profile and network in their field, and have the ambition to develop their profile in a vibrant Subject Group.

Applicants should demonstrate a passion for their subject and be able to communicate effectively in teaching, research and the business communities.

The post-holders will report to the Group Head and the Executive Dean, to provide academic support in developing and enhancing the research, teaching and external engagement activities of the School in the field of Finance.

Responsibilities

Research

- Engage, undertake and develop a distinctive individual and collaborative body of research that gets disseminated and published in high impact international journals.
- Build and maintain an international presence in their research, through publishing research and impacting on business policy and practice.
- Develop internal and external networks with other researchers, educational and professional bodies and the business community, fostering collaboration and promoting the Subject Group, School and University.
- Engage in professional activities such as editing journals, professional body accreditation for taught programmes and research conferences.
- Supervise MSc dissertations and undertake PhD and DBA supervision.

Community engagement

- To develop and raise the regional, national and international profile of the research in the Economics, Finance and Entrepreneurship Subject Group.
- To develop research links with key local, national and international bodies and engage with business and the wider community though, for example, contributing to policy development and the commercial exploitation of research and intellectual property.
- To develop and maintain a reputation as a respected authority in their field for external client groups.

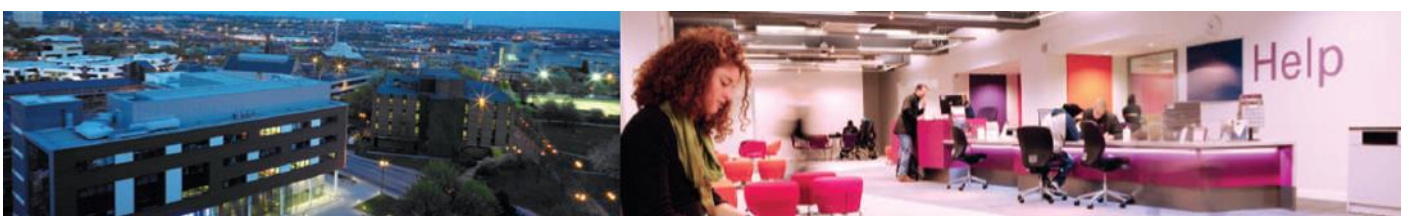
Teaching

- To contribute to the Subject Group's learning and teaching responsibilities.
- To supervise postgraduate students in relevant subject areas.
- To contribute to the development of new and existing teaching programmes.
- To take on administrative roles and responsibilities as would be reasonably expected, including course directorships.

- ▶ Design and develop taught programmes at all levels and collaborate with other schools and subject groups in the design and development of teaching programmes.

Other related activities and functions

- ▶ To demonstrate leadership in teaching and research activities.
- ▶ To participate and support the implementation of the University's strategic plans.
- ▶ To participate in planning and decision making regarding future directions of the Subject Group and the School.
- ▶ To contribute to the development of teams and individuals through formal processes including giving advice, guidance, coaching and feedback to research staff and students, and acting as a personal mentor to peers and colleagues.
- ▶ Develop and undertake activities that lead to a fully competent academic role.



► Person specification

	Essential	Method of assessment
Education and qualifications	<p>A good degree in a relevant discipline.</p> <p>A PhD in Finance or other relevant academic discipline. (Only with a good publication track record, we may accept candidates near completion of their PhD).</p>	Application form
Experience	<p>Proven experience of teaching in relevant Undergraduate or Postgraduate programmes.</p> <p>Strong evidence of research experience through PhD training, research papers and/or publications.</p> <p>Evidence of a sustainable body of research and ability to attract research or commercial funding.</p> <p>Experience of post-graduate and post-doctoral supervision.</p> <p>Experience of teaching on relevant under-graduate and Post-graduate teaching programmes.</p> <p>Proven experience of conducting tutorials, coaching and mentoring students and giving timely and effective feedback to students.</p>	Application form, interview and presentation
Aptitude and skills	<p>Evidence of leadership qualities and management skill.</p> <p>Excellent communication / presentation skills.</p> <p>Ability to work flexibly both as part of a team and as an individual.</p> <p>Willingness to travel overseas and to contribute to the delivery and development of programmes linked to the school's portfolio.</p> <p>Excellent IT skills, including Office suite, data analysis / econometrics software, and learning-related technology.</p>	Interview and presentation
Other	<p>A willingness to undertake further training as appropriate and to adopt new procedures as and when required.</p> <p>Commitment to observing the University's Equal Opportunities policy at all times.</p> <p>Positive attitude towards student pastoral needs and available support services.</p>	Application form and interview

	Desirable	Method of assessment
Education and qualifications	<p>Current membership of relevant professional bodies.</p> <p>Membership of relevant professional or willingness to pursue the Postgraduate Certificate in Teaching & Learning in Higher Education, or equivalent qualification.</p>	Application form
Experience	Experience of using virtual learning environments e.g. Blackboard / Pebble Pad.	Application form and 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 Grade 8 or 9 depending on experience. The salary range for this grade is £33,574 to £46,414 per annum.

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 University Superannuation Scheme.

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 Aston University aims to recruit the most talented individuals. This policy is intended to support this aim by providing assistance to new employees who have to relocate to take up a position. This policy applies to staff appointed to a position from 1 January 2014 at grade 7 (salary point 25) or above on an open-ended contract or to a fixed term position of two years or more, and who have to relocate their place of residence in order to take up the appointment.

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 15 December 2015

Interview date TBA

Please contact Professor Tomasz Mickiewicz, Tel: +44(0) 121 204 3077, Email: t.mickiewicz@aston.ac.uk or Professor Nathan L Joseph; Tel: +44(0) 121 204 3043. Email: n.l.joseph@aston.ac.uk for an informal discussion about the role.

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:

Stephanie Sale
HR Advisor for ABS
+44 (0) 121 204 4306
s.sale@aston.ac.uk

Jenni Medza
HR Administrator
+44 (0) 121 204 4572
j.medza@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 clearance	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	<p>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.</p> <p>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 Visas and Immigration 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.</p>
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 Visas and Immigration website .
Equal opportunities	<p>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.</p> <p>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.</p> <p>An Equal Opportunities Monitoring Form is included with the application form.</p>
Data Protection Act 1998	<p>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.</p> <p>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.</p>
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.

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

Aston University
Birmingham B4 7ET
www.aston.ac.uk

