Appointment details
Senior Lecturer in Economics

Job Ref: R170079
Closing Date: 5 April 2017
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- 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 business and the professions. Professor Alec Cameron became Vice Chancellor of the University in 2016, building on a strong legacy left by the Baroness Brown of Cambridge.

Outstanding graduate employability

Aston has been a leading university for graduate employment success for over 25 years. More than 80% 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.

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 ranked 29th in the world and 9th in the UK as one of the 'most international universities in the world.' (The Times Higher World University Ranking, 2016-17).

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 14,355 students. All staff have the opportunity to contribute to our sustainability agenda and practices.
Welcome from Professor Alec Cameron,
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 mid-sized, focused university Aston has the advantages of agility, innovation and team working that some other institutions 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 recognised the quality and impact of Aston research. This research directly influences medical breakthroughs, advancements in engineering, innovation, 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 are an important focus at Aston. We are committed to doing all we can to address the needs of students and to assisting them to achieve their career ambitions on graduation.

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

Professor Alec Cameron
Vice Chancellor & Chief Executive
University values

All staff are expected to demonstrate / promote the University’s values and expectations, which are an integral part of our 2020 strategy and underpin the culture of the University. Our vision is to be the UK’s leading University for business and professions, where original research, enterprise and inspiring teaching deliver global impact. More information about the university’s values is available at www.aston.ac.uk/staff/working/dare-to-succeed/values/

In addition, our leaders are expected to be accountable, help to execute strategic visions of the University, share and set clear expectations that inspire those around them. Further information on our leadership expectations can be found at: http://www.aston.ac.uk/EasySiteWeb/GatewayLink.aspx?alId=158042

Staff expectations

All staff are expected to;

- Be committed to delivering high performance
- Recognise and praise the high performance of others
- Remain open to new ideas and seek to act quickly for positive change
- Develop themselves, and support the development of others
- Be ambitious, for themselves, their teams and the university
- Engage with others, listen, observe and communicate
- Focus on excellent customer service, finding solutions and saying “yes”
- Make reasoned decisions without fear of blame
- Engender trust through their own actions
- Be fair in all matters
Aston Business School

Aston Business School has been conducting pioneering research into contemporary business and management issues for more than 60 years, making us one of the most firmly established business schools in the UK.

We are renowned for the quality of our teaching, the impact of our research and our supportive environment.

We provide students with an inspirational educational experience coupled with strong business links, offering them rapid career progression in international business.

We have a talented and ambitious faculty with a strong research reputation and a broad academic publication record. Our faculty also work with and support businesses and the community in many ways.

Our mission is to be the most inspiring and innovative business school in Europe.

Triple accredited

We are in the top one per cent of business schools worldwide with triple accreditation from AMBA, AACSB and EQUIS, the leading accreditation bodies for business schools in the UK, USA and Europe.

Other rankings include:

National Student Survey (NSS) 2015

- 90% overall satisfaction for undergraduate programmes at Aston University
- 95% for Marketing
- 92% for Economics and Law
- 91% for Accounting

Sunday Times University Guide 2015

- Top 20 for Business overall
- 5th for Accounting and Finance
- Top 10 for Marketing

Universal Rankings 2014

- Joint 8th best business school in the UK, awarded four Palmes of Excellence

World leading

100 per cent of our business research achieved 3* and 4* impact in the 2014 Research Excellence Framework, the system for assessing the quality of research in UK higher education institutions.

Top for enterprise

We are one of only three business schools in the UK to receive the Small Business Charter Award at Gold Level for demonstrating exceptional dedication to supporting the small business community.

School organisation

The School is led by its Executive Dean, Professor George Feiger, supported by a team of Associate Deans and Heads of Academic Subject Groups. Together, the Deans, Heads of Subject Group, the Head of CELCA and the Head of Administration constitute the School’s management committee.

The School is further supported in its work by an Advisory Board, whose membership is drawn from key stakeholders from the city of Birmingham and beyond.
Job description

Aston Business School seeks to appoint a highly motivated, high-profile academic with the ability and interest to provide research, teaching and impact leadership in the field of economics.

The holder of this post will influence the future direction of the Economics, Finance and Entrepreneurship subject group in areas of research, development of taught programmes, PhD and DBA supervision and external engagement. We expect that the successful candidate will bridge economics with some of the other themes already strongly represented within the group: entrepreneurship and small business, international business, and/or finance.

Candidates should demonstrate excellence in, and passion and enthusiasm for their field. This should be evidenced by very good, sustained record of publications in leading international economics journals, engagement with business and policy developers, and research grants. The successful candidate will have a reputation in the field of economics and a network in the international community. We anticipate that the successful candidate will have experience of external funding for research, either from governmental sources or from industry. The successful applicant is expected to contribute to teaching in both economics and econometrics modules.

The post-holder will report to the Group Head and the Executive Dean.

Responsibilities

Job Purpose

To provide academic leadership, develop and enhance the research, teaching and external engagement activities of the School in the field of Economics.

Research

- To build and maintain a global presence in their field, with an international reputation, through publishing research outcomes in outlets of international standing and impacting on business policy and practice.
- To lead and develop internal and external networks with other research, educational and professional bodies and the business community, fostering collaboration and promoting the Subject Group, School and University.
- To supervise the work of others (where appropriate) in research teams, including MSc dissertations, DBA and PhD dissertations.

Community engagement

- To raise the regional, national and international profile of the Economics, Finance and Entrepreneurship Subject Group in terms of the quality and relevance of its research and teaching.
- To forge relationships with key local, national and international bodies and engage with business and the wider community though, for example, contributing to policy development and commercial exploitation of research and intellectual property.
- To build and maintain a reputation as the respected authority in the field of Economics.

Teaching

- To contribute to the Group's learning and teaching responsibilities in economics and econometrics.
- To supervise postgraduate students in relevant subject areas.
- To develop taught programmes in economics at all levels and collaborate with other schools and subject groups in the design and development of these programmes.
- To contribute to the development of existing taught programmes in economics.
- To take on administrative roles and responsibilities as would be reasonably expected.

Other related activities and functions

- To exercise leadership in teaching and research activities in economics.
- To ensure the implementation of the University's strategic plans.
- To contribute to planning and decision making regarding the future directions of the Subject Group and the School, demonstrating excellent judgment in such activities.
- To contribute to the overall management of the Subject Group and the School as required, including budget...
To contribute to the development of teams and individuals through formal processes including giving advice, guidance, coaching and feedback to research staff, and acting as a personal mentor to peers and colleagues. Engage in professional activities such as editing journals, professional body accreditation for taught programmes and research conferences.

Additional responsibilities

- Engage in continuous personal and professional development in line with the demands of the role, including undertaking relevant training and development activities to develop themselves and support the development of others.
- Ensure and promote the personal health, safety and wellbeing of staff and students.
- Carry out duties in a way which promotes fairness in all matters and which engenders trust.
- Promote equality of opportunity and support diversity and inclusion as well as working to support the University's environmental sustainability agenda and practices.
### Person specification

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<th>Essential</th>
<th>Method of assessment</th>
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<tr>
<td><strong>Education and qualifications</strong></td>
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<tr>
<td>A good degree in a relevant discipline</td>
<td>Application form</td>
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<td>A PhD in economics</td>
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<td><strong>Experience</strong></td>
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<td>Significant research experience including research teams</td>
<td>Application form, interview and presentation</td>
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<td>A successful track record of attaining research- or commercial funding</td>
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<td>A sustained track record of publication in internationally recognised quality journals, and an international reputation in financial economics</td>
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<td>Experience of post-graduate and post-doctoral supervision</td>
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<td>Experience of teaching on relevant undergraduate and postgraduate programmes</td>
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<td><strong>Aptitude and skills</strong></td>
<td>Interview and presentation</td>
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<td>Excellent communication / presentation skills across a variety of media and a range of audiences.</td>
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<td>Ability to work flexibly both as part of a team and as an individual.</td>
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<td>Willingness to travel overseas and to contribute to the delivery and development of programmes linked to the school’s portfolio.</td>
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<td><strong>Other</strong></td>
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<td>A willingness to undertake further training as appropriate and to adopt new procedures as and when required.</td>
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<td>Commitment to observing the University’s Equal Opportunities policy at all times</td>
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<th>Desirable</th>
<th>Method of assessment</th>
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<tr>
<td><strong>Education and qualifications</strong></td>
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<td>Current membership of relevant professional bodies</td>
<td>Application form</td>
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<td>PG Certificate in Teaching &amp; Learning in Higher Education or equivalent qualification or recognition by the Higher Education Academy at least the level of Fellow.</td>
<td>Application form</td>
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<tr>
<td><strong>Experience</strong></td>
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<td>Consulting experience at a senior level with executives and policy makers</td>
<td>Application form, interview and presentation</td>
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<td><strong>Aptitude and skills</strong></td>
<td>Interview and presentation</td>
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<td>Positive attitude towards student pastoral needs and available support services</td>
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Salary & benefits

This post is offered on a continuing basis. The appointment is Grade 10 and the salary range for this grade is £48,387 to £55,998 per annum.

Holiday entitlement

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

Pension

Eligible staff are offered membership of the University Superannuation Scheme which is a hybrid pension arrangement. For further information please visit www.uss.co.uk/members/members-home.

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. Positions which are externally funded fall outside of this policy. Individuals may be eligible to claim costs in line with the relevant funding arrangements.

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 5 April 2017

Interview date Provisional date of
Please contact Professor Tomasz Mickiewicz, for an informal discussion about the role.
Tel: +44(0) 121 204 3007   Email: t.mickiewicz@aston.ac.uk

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:

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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
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 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.

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
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.

**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](http://www.aston.ac.uk/hr).