

Candidate Brief

Teaching Fellow / Snr  
Teaching Fellow  
Business Analytics /  
Operational Research

**Reference:** R190014

**Salary:** £33,199 to £58,089 per annum (Grade 8 to 10)

**Contract Type:** Full or Part time

**Basis:** Continuing

**Closing Date:** 23.59 hours GMT on Sunday 17 February 2019

**Interview Date:** To be confirmed

EXCELLENT  
DIFFERENT  
DISTINCTIVE  
ASTON



## **Job description**

We have an opportunity in the Operations and Information Management (OIM) Department for a Teaching Fellow / Senior Teaching Fellow in Business Analytics/Operational Research. The appointments will be made based on the experience and academic profile of the candidate.

Applicants should have experience of teaching at different levels – ideally at under-graduate and at post-graduate levels and have potential to deliver executive education courses. Applicants should be able to demonstrate effective and innovative teaching practices and a willingness to participate in new the design of new modules and courses.

We would particularly welcome candidate with an interest in one or more of the following topics: systems thinking and systems analysis, big data analytics, data mining and predictive modelling, visualisation, optimisation, machine learning, analytics and gamification. Candidates with experience in service sectors (Banking, Law, Retail) and manufacturing sectors are welcome.

We are seeking expertise in operations research techniques that can be used for gamification, systems thinking and operations management improvement, as well as skills in software such as R, SAS, Unity, and other web-based technology. Those who can teach operations research to other areas of expertise within the Business School (e.g. Marketing, Law, HR, Finance), and that have experience of teaching at MBA level and/or distance learning are particularly welcome. The ability to deliver industry certification courses (e.g. SAS, R) would also be an advantage.

Applicants should be able to demonstrate the effective and innovative teaching practices they have employed at undergraduate and postgraduate levels. In addition, applicants should have experience of supervising UG and PG dissertation students working on development projects.

### **Job Purpose:**

To contribute to, develop and enhance the teaching and scholarship activities of the School independently, and as part of a team, through professional practice and expertise.

### **Main Duties/Responsibilities:**

#### **Teaching and Learning**

- ▶ To teach in a developing capacity, students at different levels as appropriate including foundation, undergraduate and postgraduate students and to carry out the associated examining processes.
- ▶ To be responsible for specific areas of teaching and learning within teaching programmes, with guidance if appropriate.
- ▶ To ensure own teaching meets quality standards, monitoring delivery and student progress.
- ▶ To cooperate with colleagues across disciplines in the continuous review and development of Programmes and the curriculum.
- ▶ To use of a range of innovative methods and techniques in teaching, learning and assessment, covering clinical practice if relevant, including pursuing digital and modern methods of delivery.
- ▶ To engage in supporting and promoting quality assurance measures within the University e.g. by collaborating with academic colleagues in the evaluation, and development of modules within a subject area in terms of content, delivery, assessment as well as reviewing delivered modules, setting and receiving student feedback questionnaires.
- ▶ To develop own teaching materials, methods and approaches and contribute to the design and content of specific areas of teaching and learning within the School's teaching Programmes.
- ▶ To identify the learning needs of students and define appropriate learning objectives to ensure that the content, methods of delivery and learning materials meet the defined learning objectives.

- ▶ To create a teaching environment that develops challenging thinking, debate, and the ability to engage in critical discourse and rational thinking.
- ▶ To identify appropriate assessment criteria and assess the progress of students, providing feedback by reference to the criteria
- ▶ To undertake academic administration relevant to the needs of the post.

## **Research**

- ▶ To pursue and develop a pedagogical and/or academic research programme consistent with the priorities and strategy of the School.
- ▶ To publish the outcomes of research in professional journals, textbooks and at professional conferences and seminars etc.
- ▶ To disseminate the findings of pedagogical research to colleagues within and beyond the School
- ▶ To apply knowledge acquired from scholarship to teaching.

## **External Engagement**

- ▶ To develop student placement schemes with companies and research institutions both in the UK and overseas.
- ▶ To enhance the University's reputation with professional/scholarly bodies by participating in existing networks and by developing new links capable of demonstrating impact.
- ▶ To represent the interests of the subject and School via activities to raise the regional, national and international profile, particularly with industry, the professions, schools and businesses.

## **Citizenship**

- ▶ To carry out specific School roles and functions as may be reasonable required e.g. Module Leader, Personal Tutor
- ▶ To manage own teaching, scholarship and administrative activities
- ▶ To provide pastoral care and support to students.
- ▶ To act as personal tutor providing first line support to students.
- ▶ To take part in and, if required, manage staff seminars, cross-departmental activities and events e.g. Open Days, Sixth Form Conferences and other outreach activities, etc.
- ▶ To contribute to Academic Department meetings and on occasion, act as chair of one or more of the School committees, these responsibilities being equitably distributed across the academic staff.
- ▶ To display and promote Aston values through own actions and behaviour.
- ▶ To undertake such other duties as may be reasonably requested and that are commensurate with the nature and grade of the post.
- ▶ To be pro-active in one's own personal development and training needs.

## **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

	Essential	Method of assessment
<b>Education and qualifications</b>	<p>Degree in relevant subject discipline.</p> <p>Masters/Post Graduate Diploma in a relevant subject discipline.</p> <p>Recognised teaching qualification a relevant discipline/ Membership of the Higher Education Academy at Fellow level.</p>	Application form
<b>Experience</b>	<p>Experience of teaching and assessing within a degree programme.</p> <p>Experience of preparing and presenting information in a clear and concise way.</p> <p>Experience of developing own teaching and learning materials.</p> <p>Experience of using VLE's as a learning tool e.g. Blackboard.</p> <p>Experience of initiating/contributing to pedagogic research up to doctoral level in subject discipline.</p>	Application form, interview and presentation
<b>Aptitude and skills</b>	<p>Excellent communication skills to build external contacts that will support teaching and pedagogic research activity.</p> <p>Ability to prepare written proposals and applications to external bodies for e.g. accreditation purposes, grant applications.</p> <p>Ability to explain complex concepts and theories in a clear and understandable manner to a range of abilities.</p> <p>Ability to develop own teaching materials and contribute to course and programme development.</p> <p>Highly developed interpersonal skills with the ability to provide tutorial and counselling advice to undergraduate and postgraduate students.</p> <p>Good organisational skills including the ability to meet deadlines.</p> <p>Competence in the use of IT including virtual learning environments such as Blackboard and Pebble Pad.</p>	Interview and presentation

	Desirable	Method of assessment
<b>Education and qualifications</b>	<p>Membership of relevant professional body.</p> <p>Professional Qualifications or equivalent extensive work experience.</p> <p>PhD or DBA.</p>	Application form
<b>Experience</b>	<p>Experience of big data analytics, data mining, systems thinking and systems analysis, predictive modelling, visualisation, optimisation, analytics in the service sector (Banking, Law, Retail),</p> <p>Knowledge of:</p> <p>Machine learning. Expertise in techniques and software such as: R, SAS, serious game use, other web-based technologies (e.g. virtual reality) for development and teaching.</p>	Application form, interview and presentation
<b>Aptitude and skills</b>	<p>Experience of using virtual learning environments e.g. Blackboard / Pebble Pad.</p> <p>International and/or intercultural experience.</p> <p>Involvement with learned societies.</p> <p>Organisation of conferences and other events</p> <p>Potential to manage and develop new modules, programmes and teaching activities.</p>	Interview and presentation

## How to apply

You can apply for this role online via our website [www.aston.ac.uk/jobs](http://www.aston.ac.uk/jobs). Applications should be submitted by 23.59pm on the advertised closing date. All applicants must complete an application form, along with your CV.

Any CV sent direct to the Recruitment Team and Recruiting Manager will not be accepted. If you require a manual application form then please contact the Recruitment Team via [recruitment@aston.ac.uk](mailto:recruitment@aston.ac.uk).

## Contact Information

### Enquiries about the vacancy:

Name: Professor Ben Clegg

Job Title: Head of the Operations and Information Management Department

Tel: +44 (0) 121 204 3063

Email: [b.t.clegg@aston.ac.uk](mailto:b.t.clegg@aston.ac.uk)

### Enquiries about the application process, shortlisting or interviews:

Recruitment Team via [recruitment@aston.ac.uk](mailto:recruitment@aston.ac.uk) or 0121 204 4500.

## Additional Information

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

**Salary Scales:** <http://www.aston.ac.uk/staff/hr/payroll-pensions-and-benefits/salary-scales/>

**Benefits:** <http://www.aston.ac.uk/staff/hr/payroll-pensions-and-benefits/>

**Working in Birmingham:** <http://www.aston.ac.uk/birmingham/city-living/>

**Employment of Ex-Offenders:** Under the Rehabilitation of Offenders Act 1974, a person with a criminal record is not required to disclose any spent convictions unless the positions they applying for is listed an exception under the act.

**Eligibility to work in the UK:** Candidates who are not citizens of the United Kingdom, or another EEA member country, should check their eligibility to enter or remain the UK in advance of making any job application via the UKVI website <https://www.gov.uk/browse/visas-immigration/work-visas>. Before applying you should ensure that you meet the requirements, including meeting the English language standards. If you do not meet the eligibility criteria, any application for a work visa would be unsuccessful

**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 student 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.



An Equal Opportunities Monitoring Form is included within the application form. 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, Codes of Practice and Guidelines on Equal Opportunities in Employment. Individuals will not be identified by name.

**Data Protection Act 1998:** Your personal data will be processed in compliance with the DPA and from 25 May 2018 with the GDPR. The University's Data Protection Policy and Privacy Notices, including the Job Applicant Privacy Notice can be found at <http://www.aston.ac.uk/data-protection>. 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.



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)