



## Teaching Fellow/Senior Teaching Fellow in Digitalization and Business Intelligence

**Reference:** R220452

**Salary:** £34,304 to £60,022, per annum. Grade 8 to Grade 10, depending on experience

**Contract Type:** Continuing

**Basis:** Part Time (7.4 hours per week, 0.2FTE)

# Job description

We have an opportunity in the Operations and Information Management (OIM) Department for Teaching Fellow / Senior teaching Fellow in digital transformation and business intelligence. Appointments will be made based on the experience and academic profile of the candidate.

Applicants should have either established or have an emerging track record of achievement in digital transformation and business intelligence with a background and wider interests in information systems and information technology. We would particularly welcome candidates who have strengths in digital transformation, business intelligence, block chain, cloud-computing, data governance, data privacy/security, machine learning, artificial intelligence, internet-of-things, digital twins or business dashboards.

Applicants should have experience of teaching at different levels – ideally at under-graduate and at post-graduate levels (MSc/MBA) 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 the design of new modules and courses, based on innovative research, including those delivered by distance learning.

Practical skills in new digital solutions/apps, networks and cloud based solutions are desirable, as are the use of business intelligence software tools (e.g. Power BI, Tableau, etc.) and some programming skills (e.g. Python, SAS, R, etc.). The candidate's ability to link these tools and techniques to managerial decision making is crucial.

Applicants with practical experience of digital transformation projects and business intelligence software are strongly encouraged to apply. Candidates from a range of sectors (e.g. banking, law, retailing and manufacturing) are welcome. We also encourage candidates with practical business consulting experience to apply for this position.

We seek applicants who can teach students in the Business School (e.g. those on general business courses, marketing, law, HR, finance and analytical degrees), and who are able to produce impactful related research. The ability to supervise DBA/PhD students is essential.

The ability to deliver industry certified courses in the above subjects is desirable.

## **Job Purpose:**

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

The majority of academic staff will undertake a balance of research and teaching and learning activities. Whilst ability and effectiveness should be demonstrated in all areas, individuals may be focused on research, teaching and learning, or external engagement. This balance will be discussed and agreed with individuals annually in personal development review meetings in line with operational needs, School and University strategy and with consideration of the individual's career goals and development plans.

## **Main Duties/Responsibilities:**

### **Teaching and Learning**

- ▶ To teach in a developing capacity, students at different levels as appropriate including 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, offering guidance to others as 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, 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 and 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 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 Support**

#### **Grade 9**

- ▶ To support pedagogical and/or academic research programme consistent with the priorities and strategy of the School
- ▶ To support the outcomes of research in professional journals, textbooks and at professional conferences etc.
- ▶ To disseminate the findings of pedagogical research to colleagues within and beyond the School

- ▶ To apply knowledge to teaching
- ▶ To apply for research funds from external grant awarding bodies
- ▶ To supervise doctoral students

### **Grade 10**

- ▶ To support research programme consistent with the School's research priorities
- ▶ To support the outcomes of research in good quality national and internationally rated journals.
- ▶ To support research projects, people and resources (e.g. Principal Investigator and/or Project Leader)
- ▶ Where appropriate to School/University strategy and subject discipline, to build partnership links with external companies to enhance Aston's research and industry profile.
- ▶ To supervise and manage research projects, research staff and students
- ▶ Where research is the focus, to mentor and coach peers and colleagues
- ▶ To support postgraduate students at Masters and Doctoral levels and to foster an environment which encourages research among students at postgraduate level.
- ▶ To collaborate in research initiatives with colleagues in and beyond the School as appropriate
- ▶ Where research is the focus, to mentor junior colleagues in effective teaching practice
- ▶ To support research capable of demonstrating impact e.g. research which has the potential to benefit the economy, society, culture, public policy or services, health, the environment or quality of life.

### **External Engagement**

- ▶ To develop student placement schemes with companies and research institutions both in the UK and overseas.
- ▶ To develop plans to demonstrate research impact and secure commercialisation, identifying and pursuing opportunities for translational research where appropriate to role and discipline.
- ▶ To establish partnerships for commercialisation including patents, inventions and other exploitable intellectual property as applicable to the subject area and/or to lead to improved practice, policy development or professional development.
- ▶ To engage with translational research with a view to external collaboration and establishing partnerships with outputs such as commercialisation, improved practice and policy, receiving support from a mentor where appropriate.
- ▶ To develop Research and Development collaborations with industry partners to secure additional direct funding where appropriate to role and discipline.
- ▶ To contribute to businesses, the public sector and communities e.g. through innovation, knowledge transfer, cultural enrichment, advising government bodies, contributing to and influencing government (UK or overseas) policy-making and standards.
- ▶ To enhance the University's reputation with professional/scholarly bodies e.g. by promoting public understanding of the subject.

## **Citizenship**

- ▶ To carry out specific School roles and functions as may be reasonable required e.g. Module Leader, Programme Director
- ▶ 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 Departmental 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.
- ▶ To be respectful to colleagues, students and other stakeholders at all times

## **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>Undergraduate degree in relevant subject.</p> <p>A doctorate in a relevant academic discipline. (In some situations we may consider extensive professional or academic experience in place of a doctorate degree).</p> <p>Recognised teaching qualification at the appropriate level e.g. PGCPP (or equivalent) / membership of Advance Higher Education (A-HE) Academy, or with a commitment to attain within 24 months.</p>	Application form
<b>Experience</b>	<p><b>Grade 9</b></p> <p>Experience of teaching and assessing within a degree programme.</p> <p>Experience of curriculum design, review and implementing innovative ideas</p> <p>Experience of using VLE's as a learning tool (e.g. Blackboard).</p> <p>Experience of initiating/contributing to pedagogic research appropriate to grade.</p> <p>Experience of carrying out high quality research and publishing in high quality research outlets</p> <p><b>Grade 10</b></p> <p>Experience of mentoring, coaching colleagues in research, teaching and learning</p>	Application form, interview and presentation
<b>Aptitude and skills</b>	Ability to lead the development and implementation of research and/or teaching strategy.	Interview and presentation

	Essential	Method of assessment
	<p>Ability to design and develop the curriculum.</p> <p>Highly developed communication and presentation skills</p> <p>Ability to develop internal and external networks that will raise the profile of the subject/University.</p> <p>Ability to develop and maintain an ongoing research programme</p> <p>An established track record of publishing in high quality peer reviewed academic journals</p> <p>Ability to attract research funding</p> <p>Ability to harness IT as a research and teaching tool</p> <p>Ability to provide tutorial and counselling advice to undergraduate and postgraduate students.</p> <p>Ability to take on leadership role at Academic Department/School/University level.</p>	

	Desirable	Method of assessment
<b>Education and qualifications</b>	<p>Membership of relevant professional body (e.g. The Institute of Engineering and Technology, British Computer Society)</p> <p>Professional qualifications and certifications and equivalent extensive work experience.</p>	Application form
<b>Experience</b>	<p>Experience in and use of methods and techniques in digital transformation and business intelligence (e.g. in banking, law, retail or manufacturing sectors) or from consulting experience.</p>	Application form, interview and presentation

	Desirable	Method of assessment
	<p>Expertise in techniques and software such as Tableau, Power BI. Use of languages such as R, Python, Python and other web-based technologies for research and teaching of digital transformation and business intelligence.</p> <p>Ability to develop teaching cases of digital transformation and business intelligence by linking with practitioners of topical application areas.</p> <p>Consulting experience of digital transformation projects – technical and non-technical.</p> <p>International and/or inter-cultural experience. Working with industry in applied projects (e.g. Knowledge Transfer Projects) to generate impact.</p>	
<b>Aptitude and Skills</b>	<p>Ability to link to business and academia by engaging in applied teaching and research in the area of digital transformation and business intelligence.</p> <p>An innovative 'hands-on' and 'can-do' mindset.</p>	Interview and presentation



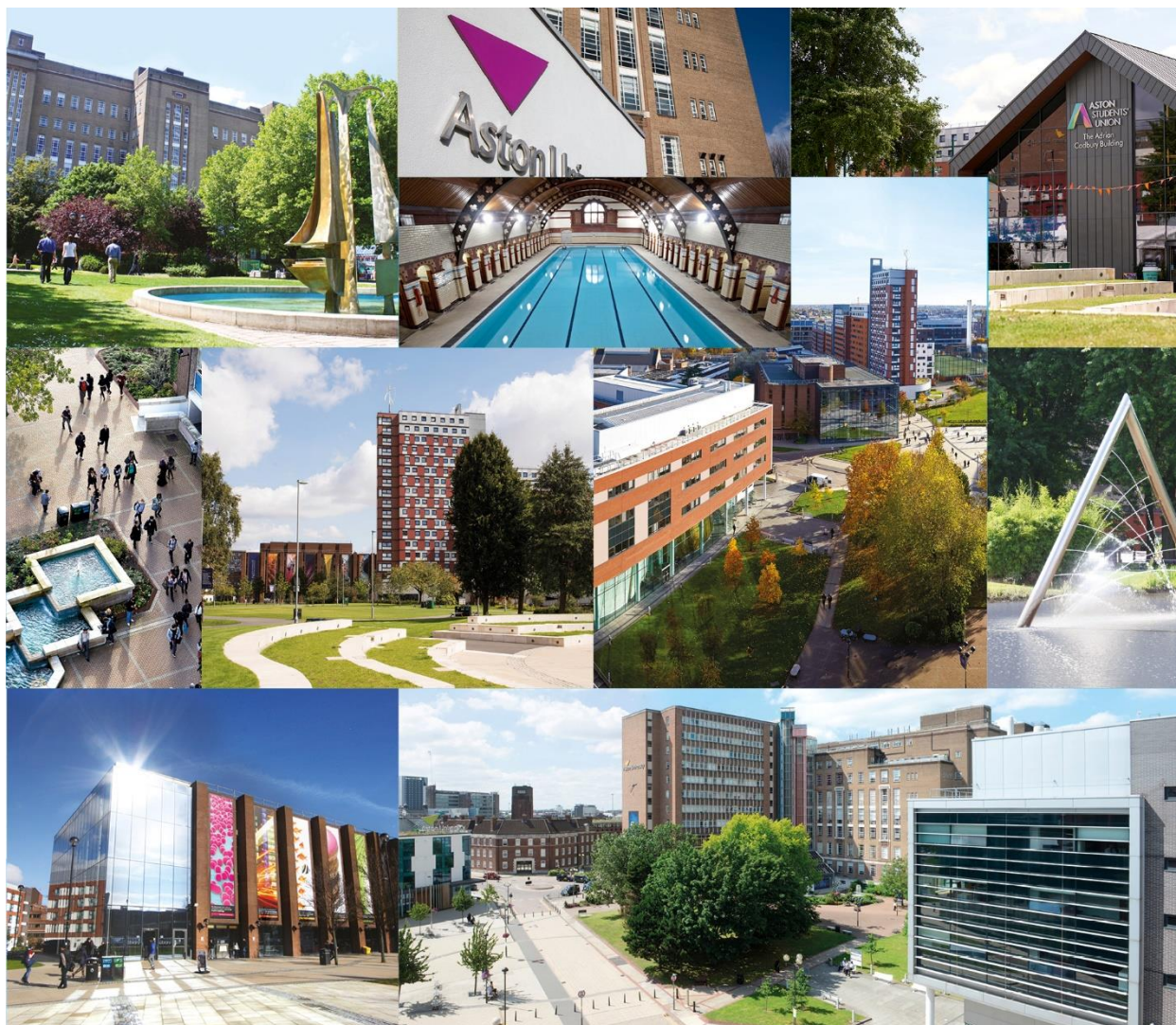
# How to apply

You can apply for this role online via our website <https://www2.aston.ac.uk/staff-public/hr/jobs>.

Applications should be submitted by 23:59 GMT 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 [jobs@aston.ac.uk](mailto:jobs@aston.ac.uk).



# Contact information

## Enquiries about the vacancy:

Name: Professor Ben Clegg  
Job Title: Head of Department  
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 [jobs@aston.ac.uk](mailto:jobs@aston.ac.uk) or 0121 204 4500.

# Additional information

Visit our website <https://www2.aston.ac.uk/staff-public/hr> for full details of our salary scales and benefits Aston University staff enjoy

**Salary scales:** <https://www2.aston.ac.uk/staff-public/hr/payroll-and-pensions/salary-scales/index>

**Benefits:** <https://www2.aston.ac.uk/staff-public/hr/Benefits-and-Rewards/index>

**Working in Birmingham:** <https://www2.aston.ac.uk/birmingham>

**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:

### Post-Brexit transition period / EU Settlement Scheme

The post-Brexit transition period ended on 31 December 2020. If you are an EU/EEA citizen and you were a resident in the UK before 31 December 2020, you and your family members (including non-EU citizens need to apply to the EU Settlement Scheme to continue to live, work and study in the UK beyond 30 June 2021. The deadline for applying to the EU settlement scheme is 30 June 2021. You can apply via the Government webpage <https://www.gov.uk/settled-status-eu-citizens-families>  
Irish Nationals do not need to apply for settlement as they retain the right to work in the UK.

### New immigration system for EU/EEA and Swiss Nationals who were not resident in the UK before 31 December 2020

A new immigration system has been introduced for people arriving in the UK from EEA countries with effect from 1 January 2021. In addition to those who have always required a visa, EU citizens moving to the UK to work will need to get a visa in advance. You can find more information on the following website. Candidates should check their eligibility to enter or remain in 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 requirements. If you do not meet the eligibility criteria, any application for a work visa would be unsuccessful.

If you require a visa to work in the UK the most common types of visa are:

### **Skilled Worker Visa**

<https://www.gov.uk/skilled-worker-visa>

### **Global Talent Visa**

If you are a leader or potential leader in one of the following fields you may be eligible to apply for a Global Talent Visa:

- Academia or Research
- Arts and Culture
- Digital Technology

Please click the following link for further information and to check your eligibility for this visa.

<https://www.gov.uk/global-talent>

**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:** Your personal data will be processed in compliance with the Data Protection Act 2018 and the General Data Protection Regulation ((EU) 2016/679) ("GDPR"). The University's Data Protection Policy and Privacy Notices, including the Job Applicant Privacy Notice can be found at <https://www2.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 <https://www2.aston.ac.uk/staff-public/hr/policies>

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