



OPPORTUNITY

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gets real.



Reference: 0190-25

Grade: Grade 08/09

Salary: £38,249 - £42,882, per annum, depending on experience

Contract Type: Permanent

Basis: Full time

Job description

Job Purpose:

Aston Business School is seeking to appoint a Lecturer in **Leadership/People Management** to join the Leadership and Management Department. We particularly welcome applications from candidates with a research interest in **healthcare settings**, where we have a well-established and growing team of colleagues working on healthcare management, wellbeing, and HRM. This role will contribute to the **research, scholarship, and teaching** profile of the Leadership and Management Department. The successful candidate will be expected to contribute to research publications, research funding applications, doctoral supervision, high-quality teaching across our programmes, and meaningful engagement with external stakeholders to deliver impactful, socially responsible research aligned with the department's ethos.

Main Duties/Responsibilities

Research

- ▶ Develop research objectives, projects and proposals for personal/joint research programmes consistent with the School's research priorities.
- ▶ Write or contribute to high-quality publications
- ▶ Identify sources of funding, develop and submit funding applications, securing external research funding.
- ▶ Participate in and contribute to external research networks as appropriate.
- ▶ Supervise and manage research projects.
- ▶ Supervise postgraduate students at Masters and doctoral levels.
- ▶ Foster an environment that support student research at postgraduate level.
- ▶ Collaborate in research initiatives with colleagues in and beyond the School as appropriate.

In addition, at grade 9

- ▶ Publish research in high-quality peer-reviewed journals.

Teaching and Learning

- ▶ Teach students at different levels including foundation, undergraduate and postgraduate students, and to carry out the associated examining processes.
- ▶ Contribute to/ be responsible for the design and content of specific areas of teaching and learning within the School's teaching Programmes, with guidance.
- ▶ Provide academic support and advice to foundation, undergraduate and postgraduate students.
- ▶ Collaborate with colleagues across disciplines in the continuous review and development of Programmes and the curriculum.
- ▶ Employ and promote innovative and modern teaching, learning and assessment including digital delivery.
- ▶ Engage in quality assurance processes, including module evaluation and feedback analysis.

In addition, at grade 9

- ▶ Lead on module and content design with greater independence.

- ▶ Demonstrate pedagogical innovation and reflective teaching practice, with a commitment to professional development.
- ▶ **External Engagement**
- ▶ Contribute to student placement schemes with companies and research institutions both in the UK and overseas.
- ▶ Contribute to plans to demonstrate research impact and secure commercialisation, identifying and pursuing opportunities for translational research where appropriate to role and discipline.
- ▶ Enhance the University's reputation with professional/scholarly bodies e.g. by promoting understanding of the subject.

In addition, at grade 9

- ▶ Develop research and development collaborations with industry partners to secure additional direct funding where appropriate to focus and subject discipline.

Citizenship

- ▶ Carry out specific School roles and functions as may be reasonably required (e.g. Programme Co-ordinator, Personal Tutor, Admissions Tutor), these being equitably distributed across the academic staff.
- ▶ Provide pastoral care and support to students.
- ▶ Take part in and, if required, manage staff seminars, cross-departmental activities and events e.g. Open Days, Sixth Form Conferences etc.
- ▶ Display and promote Aston values through own actions and behaviour.
- ▶ Undertake such other duties as may be reasonably requested and that are commensurate with the nature and grade of the post.

In addition, at grade 9

- ▶ Take part in and, on occasion, act as Chair of one or more of the School committees, these responsibilities being equitably distributed across the academic staff.

Additional responsibilities

- ▶ Engage in continuous personal and professional development in line with the demands of the role, including undertaking relevant training and development activities.
- ▶ 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
Education and qualifications	<ul style="list-style-type: none"> ▶ A good first degree and a doctorate (or near completion) in a relevant field such as HRM, Organisational Behaviour, Work Psychology, or related disciplines. <p>In addition, at grade 9</p> <ul style="list-style-type: none"> ▶ A recognized teaching qualification / membership of the Higher Education Authority at Fellow level or willingness to do so within 12 months of taking up appointment. 	Application form and interview
Experience	<ul style="list-style-type: none"> ▶ Experience of teaching and assessing within a degree programme. ▶ Experience of using VLE's e.g. Blackboard ▶ Experience of initiating and conducting research up to doctoral level. ▶ Experience of writing up/ contributing to the writing up of research for high quality publications. <p>In addition, at grade 9</p> <ul style="list-style-type: none"> ▶ Experience of publishing research in high quality publications. 	Application form and interview
Aptitude and skills	<ul style="list-style-type: none"> ▶ Ability to develop own teaching materials and contribute to course and programme development. ▶ Ability to provide tutorial and counselling advice to undergraduate and postgraduate students. ▶ Excellent communication skills to build external contacts that will support research and teaching activity. 	Application form and interview

	Essential	Method of assessment
	<ul style="list-style-type: none"> ▶ Ability to develop and maintain a research programme and to publish in international journals. ▶ Ability to secure research funds from external sources. ▶ Ability to harness IT as a research and teaching tool ▶ A willingness to undertake further training as appropriate and to adopt new procedures as and when required. ▶ Commitment to observing the University's Equal Opportunities Policy at all times. ▶ Ability to attend the University as and when required for scheduled teaching, relevant meetings and student support. <p>In addition, at grade 9</p> <ul style="list-style-type: none"> ▶ Ability to lead taught modules and programmes for undergraduate and postgraduate students. ▶ Evidence of securing research income and of maintaining an ongoing pipeline 	

	Desirable	Method of assessment
Education and qualifications	<ul style="list-style-type: none"> ▶ Membership of a relevant professional body. ▶ A Postgraduate Certificate in Professional Practice (PGCPP), or equivalent qualification. 	Application form
Experience	<ul style="list-style-type: none"> ▶ Experience of teaching or working in healthcare-related sectors. ▶ Enterprise, policy engagement, or consultancy work in the HRM or leadership space. 	Application form and interview

	Desirable	Method of assessment
Aptitude and Skills	<ul style="list-style-type: none"> ▶ Interest or experience in interdisciplinary research or collaboration, especially across leadership, healthcare management, and workplace wellbeing. ▶ Strong engagement with external stakeholders (e.g., healthcare organisations, policy bodies, or HR/leadership consultancies) to translate research into real-world impact. 	Application form and interview

University values

All staff are expected to demonstrate/promote the University's values and expectations, which are an integral part of our strategy and underpin the culture of the University. In addition, our leaders are expected to be accountable, help to execute strategic visions of the University and share and set clear expectations that inspire those around them.

Values + Behaviours


Innovation
We strive for excellence within ourselves and others, providing solutions to new and existing challenges.


Collaboration
We work best when we are collaborative, working together to contribute to the Aston community.


Ambition
We strive together for improvement and innovation looking ahead to see the bigger picture.


Inclusion
We treat everyone in our community equally and how they would like to be treated.


Integrity
We are open, honest and fair. We take ownership of the way we work and how we treat each other.

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 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.

Contact information

Enquiries about the vacancy:

Name: Roberta Fida
Job Title: Head of the Leadership and Management Department
Email: r.fida@aston.ac.uk

Name: Aoife McDermott
Job Title: Professor of Human Resource Management
Email: a.mcdermott10@aston.ac.uk

Enquiries about the application process, shortlisting or interviews:

Recruitment Team via recruitment@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: [Benefits and Rewards | Aston University](#)

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: You should ensure that you meet the eligibility requirements, including meeting the [English language standards](#). If you do not meet the eligibility criteria, any application for a work visa would be unsuccessful. Please see UKVI guidance for further information on eligibility, knowledge of English requirements and approved test centres <https://www.gov.uk/tier-2-general>

With the end of free movement for EU/EEA/Swiss nationals from 1 January 2021, the UK's new immigration system applies to all non-UK/Irish nationals who require a visa.

Where an individual is subject to UK immigration control, they will require a visa to work in the UK.

The following individuals do not need a visa for the UK, but do still have to prove their right to work before employment can commence:

- **British Citizens or Irish Nationals**
- **EU/EEA/Swiss nationals with Settled or Pre-settled status under the EU Settlement Scheme**
- **Non-EEA nationals with Indefinite Leave to Remain/Settlement in the UK**

The main routes available for those who need a visa to work in the UK are **Skilled Worker**, **Global Talent** and the **Graduate Route**.

You can find further information about each of these visa routes on our candidate immigration page.

If you will conduct research in your role, you may need to apply for and obtain ATAS clearance before Aston can issue a Certificate of Sponsorship for your visa application. Please see below for further details.

Academic Technology Approval Scheme (ATAS):

If you will conduct research in your role and you apply for a Skilled Worker or Temporary

Worker GAE visa, you may need to apply for and obtain ATAS clearance before Aston can issue a Certificate of Sponsorship for your visa application.

This process can take at least 6 weeks to process, and Aston will consider this when confirming your expected start date. Processing times will increase between April and September and can longer to complete.

There is no fast-track option available. ATAS certificates will be processed in order of receipt.

You can find more information about ATAS on our candidate immigration page.

Before you start and Right to Work

90-day entry vignette

If you have applied for your visa outside of the UK, you will receive a vignette in your passport which is usually valid for 90 days. Please make sure to travel to the UK within the 'valid from' and 'valid to' dates on this visa. If you entered the UK before or after these dates, you would not 'activate' the visa and you would need to leave and re-enter the country.

You will also receive a decision letter confirming details about your immigration permission and where to collect your Biometric Residence Permit.

Cost of Living - Estate and Letting Agents

There are numerous Estate and Letting Agents in and around Birmingham that can help you find suitable accommodation. The Midland Landlord Accreditation Scheme provides a list of professional agencies and landlords who have applied with them for accreditation. Whilst accreditation is not a guarantee of quality, it provides some reassurance about the standard of the service they provide.

You can also use property search websites such as Rightmove or Zoopla.

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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