

Lecturer in Operations Management



OPPORTUNITY

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Reference: 0782-26

Grade: 08

Salary: £38,784 to £46,049, per annum, depending on experience

Contract Type: Permanent

Basis: Full Time

Job description

We have an opportunity at Aston Business School in the Operations and Service Management (OSM) Department for Lecturer in Operations Management specialising in project management.

We welcome candidates who are operations and project management specialists and have project management qualifications and or experience which may include the following domains: information technology design and implementation, new product and service development, construction, complex systems, innovation and organisational change.

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 the design of new modules and courses based on innovative research including those delivered by distance learning.

It is essential to have proven practical skills in a range of project management methods (e.g. Prince 2, API, PMI, etc.), tools (MS Project, CPA, etc.) and techniques (e.g. agile, scrum, etc.), as is the ability to demonstrate an advanced understanding of good project management practices including regulation (public and or private sector), PMO practices, funding approaches, budgeting and financial reporting, earned-value reporting, performance metrics, team building, data-management, scheduling, analytics, leadership, risk mitigation and contingency planning. The ability to link tools and techniques to managerial decision making and deliver industry certified courses is essential.

Applicants with practical experience of successful project management are strongly encouraged to apply. Candidates from a range of sectors (e.g. professional services, environmental, construction, crises management, IT 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 can conduct independently led impactful related research and publish in top tier journals. The potential to supervise DBA/PhD students is essential.

Job Purpose

To contribute to, develop and enhance the research and engagement, teaching and scholarship activities of the Business School. Most academic staff will undertake a balance of activities. Ability and effectiveness should be demonstrated in all areas; however, individuals should be focused on research or external engagement. This balance will be discussed and agreed with individuals annually in personal development review meetings in line with School needs, University strategy in with consideration an individual's career goals and development plans.

Main Duties/Responsibilities

Teaching and Learning

- ▶ To teach students at different levels as appropriate including undergraduate and postgraduate students and carry out associated assessments
- ▶ 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 a range of innovative methods and techniques in teaching, learning and assessment
- ▶ To engage in supporting and promoting quality assurance measures within the University
- ▶ To develop 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 defined learning objectives
- ▶ To create a teaching environment that develops critical thinking, debate, and the ability to engage in innovative thinking. Use of recent case studies and links to businesses are encouraged
- ▶ To identify appropriate assessment criteria and assess the progress of students by providing timely formative and summative feedback by reference to clear criteria
- ▶ To undertake academic administration efficiently and effectively 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 University, School and Department
- ▶ To publish the outcomes of research in top tier academic journals, scholarly books and academic conferences
- ▶ To disseminate the findings of pedagogical research to colleagues within and beyond the school in professional publications
- ▶ To apply knowledge acquired from research to teaching
- ▶ To apply for research funds from external grant awarding bodies
- ▶ To supervise master level and doctoral students.

External Engagement

- ▶ To assist with student placement schemes with companies 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 help establish partnerships for commercialisation including patents, inventions and other exploitable intellectual property as applicable to the subject area leading to improved practice, policy development or professional development
- ▶ To assist in the development of research collaborations with industry partners (e.g. KTPs) 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, influencing government (UK or overseas) policymaking and standards
- ▶ To enhance the University's reputation with professional/scholarly bodies 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 or 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)
- ▶ 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 academic staff
- ▶ To display and promote Aston values through own actions and behaviour
- ▶ To undertake other duties as may be reasonably requested and that are commensurate with the nature and grade of the post.

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"> ▶ Undergraduate degree in relevant subject. ▶ A doctorate level degree in a relevant academic discipline. In some situations, we may consider extensive professional or academic experience in place of a doctorate degree. ▶ Recognized 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. 	Application form and interview
Experience	<ul style="list-style-type: none"> ▶ Experience of teaching and assessing within a degree programme ▶ Experience of curriculum design, review and implementation of innovative ideas ▶ Experience of using online learning environments (e.g. Blackboard). ▶ Experience of initiating/contributing to pedagogic research appropriate to grade. ▶ Experience of carrying out high quality research and publishing in high quality peer reviewed journals 	Application form, interview and presentation
Aptitude and skills	<ul style="list-style-type: none"> ▶ Ability to develop and implement research and teaching strategy ▶ Ability to design and develop the curriculum ▶ Highly developed communication and presentation skills ▶ Ability to develop internal and external networks that will raise the profile of the subject/University. ▶ Ability to develop and maintain an ongoing research programme ▶ An emerging track record of publishing in high quality peer reviewed academic journals ▶ Ability to attract research funding 	Application form and interview


	Essential	Method of assessment
	<ul style="list-style-type: none"> ▶ Ability to use the latest technology for research and teaching ▶ Ability to provide tutorial and counselling advice to undergraduate, postgraduate and research students. ▶ Potential to take on leadership roles at Academic Department/School/University level. 	

	Desirable	Method of assessment
Education and qualifications	<ul style="list-style-type: none"> ▶ Membership of relevant professional body (e.g. Project Management Institute) ▶ A relevant master level degree or master level apprenticeship ▶ Professional qualifications (e.g. Prince 2) and certifications and equivalent extensive work experience. 	Application form
Experience	<ul style="list-style-type: none"> ▶ Experience in and use of methods and techniques in project management for digital transformation (e.g. services, construction, crises management, IT and manufacturing) or from consulting experience. ▶ Expertise in techniques and software such as Primavera, MS Project, critical path analyses, earned value analyses, etc. ▶ Ability to develop teaching cases of project management for digital transformation by linking with practitioners of topical application areas. ▶ Consulting / contracting experience as a project manager ▶ International and/or inter-cultural experience. ▶ Working with industry in applied projects (e.g. Knowledge Transfer Projects) to generate impact. 	Application form and interview

	Desirable	Method of assessment
Aptitude and Skills	<ul style="list-style-type: none">▶ Ability to link to business and academia by engaging in applied teaching and research for project management.▶ An innovative 'hands-on' and 'can-do' mindset.	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	Collaboration	Ambition	Inclusion	Integrity
	We strive for excellence within ourselves and others, providing solutions to new and existing challenges.	We work best when we are collaborative, working together to contribute to the Aston community.	We strive together for improvement and innovation looking ahead to see the bigger picture.	We treat everyone in our community equally and how they would like to be treated.	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: Professor Ben Clegg
Job Title: Head of Operations and Service Management Department
Email: b.t.clegg@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: 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**.

Please see UKVI guidance for further information on eligibility, knowledge of English requirements and approved test centres <https://www.gov.uk/skilled-worker-visa> You can also find further information on our candidate immigration [web 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 our candidate immigration [web page](#) for further details.

Before you start and Right to Work

Right to Work Check

All employees must complete a Right to Work check before they commence work at Aston. HR will contact you during the onboarding process to arrange your check.

Cost of Living - Estate and Letting Agents

There are numerous Estate and Letting Agents that can help you find suitable accommodation. Useful websites for support and guidance

<https://www.gov.uk/government/publications/how-to-rent/how-to-rent-the-checklist-for-renting-in-england> and <https://www.citizensadvice.org.uk/housing/>

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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