

The Post

The Department of Management seeks to recruit a Senior Lecturer/Reader in International Management with a specialism in any area of International Management to add significantly to the Department's teaching and research capacity. The Department is looking for a distinguished scholar who already has an outstanding international profile in the field of International Management. It seeks applicants who have a publication list that includes peer reviewed articles published in leading economics or management journals. The successful candidate will be expected to strengthen the Management Department's research capacity in International Business, to demonstrate interests that complement or extend those of the existing faculty.

The post-holder will be expected to make a contribution on the Department's Undergraduate and Postgraduate programmes. In addition, the person sought must have a proven ability to initiate and lead research projects, and get published in good journals. Finally, some experience in supervising doctoral research students would be helpful. The person appointed will be expected to carry his/her share of administrative duties within the Department

Job description

Post title	Senior Lecturer/Reader in International Management
Department/Division/Directorate	Department of Management
Grade	8
Responsible for	n/a
Responsible to	Head of Department

Role purpose

- To take a role in the planning, organisation and delivery of undergraduate and postgraduate programmes
- To undertake high-quality research in the subject area, to publish the findings in highly-rated internationally recognised journals, and to participate in the major internationally recognised academic networks
- To carry out administration as requested by the Head of Department

Role outline

Key responsibilities and objectives of the job.

- To take a role in the planning, organisation and delivery of teaching activities within the Department in accordance with established departmental practice
- Contribute to the ongoing development and design of the curriculum, in a manner that supports a research-led approach to student learning
- Engage in research and publish in high quality academic journals
- Supervise and train postgraduate students to ensure their effective development
- Act as personal tutor to students as agreed with the Head of Department and assist with difficulties, e.g. learning support problems
- Participate fully in assessment and examination processes as appropriate using a variety of methods and techniques and provide effective, timely and appropriate feedback to students to support their learning
- Engage in professional development as appropriate

- Accept academic responsibility within the Department and School, involving departmental administrative responsibilities in respect of student services, student recruitment and advice as well as participating in aspects of School governance on School committees
- Undertake any other reasonable duties that may be requested by the Head of Department

Decision making, planning & problem solving:

- Identify programme development needs and propose how these should be achieved
- Design, deliver and assess modules through conventional means and through e-learning
- Collaborate with colleagues on implementation of assessment procedures
- Advise on strategic issues such as student recruitment and marketing
- Contribute to accreditation and quality control processes
- Ensure student needs and expectations are met
- Manage projects relating to own area of research
- Take responsibility for administrative duties such as admissions, time-tabling, examinations, attendance, etc

Communication & networking:

- Communicate conceptual and complex ideas to a variety of audiences using appropriate media and methods
- Lead and develop internal networks
- Communicate with students through the e-learning platform

Service delivery:

- Provide specialist or professional advice to students
- Independently provide advice and deal with queries of a specialist nature, interpret student requirements
- Give support to colleagues in dealing with queries and monitoring service objectives and standards
- Set the required levels of service

Analysis & research:

- Extend, transform and apply knowledge required from scholarship to teaching, research and appropriate external activities

Team work, teaching & learning support:

- Act as a responsible team member, leading where agreed, and developing productive working relationship with others
- Collaborate with colleagues to identify and respond to student needs both on campus and in the e-learning environment
- Design teaching material and deliver across a range of modules within subject area
- Use appropriate teaching, learning support and assessment methods
- Supervise student projects
- Contribute to the planning, design and development of objectives and material
- Identify areas of current provision in need of revision or improvement
- Set, mark and assess work and examinations and provide feedback to students

Specific Aspects - indicate frequency D (daily), W (weekly), M (monthly) where applicable:

Intensive Display Screen Equipment work (eg. data entry or digital microscopy):

Direct patient contact involving exposure prone procedures (EPP):

Heavy manual handling:

Direct patient contact, no EPP

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Highly repetitive tasks (eg. pipetting or re-shelving books):		Work with patient specimens (eg. blood or tissue samples):	
Shift work, night work or call-out duties:		Work with GM organisms or biological agents that may pose a hazard to human health:	
Work involving risk of exposure to environmental or human pathogens (eg. in waste streams or soils):		Hazards which require health surveillance eg. respiratory sensitisers (allergens, substances with risk phrase R42, wood dust etc) or loud noise:	
Driving vehicles on College business:		Food handling or preparation:	
Work at height (eg. ladders, scaffolds etc)		Work in confined spaces (eg. sump rooms, etc)	

Equal opportunities

King's College London recognises that equality of opportunity and the recognition and promotion of diversity are integral to its academic and economic strengths. The following principles apply in respect of the College's commitment to equality and diversity:

- To provide and promote equality of opportunity in all areas of its work and activity;
- To recognise and develop the diversity of skills and talent within its current and potential community;
- To ensure that all College members and prospective members are treated solely on the basis of their merits, abilities and potential without receiving any unjustified discrimination or unfavourable treatment on grounds such as age, disability, marital status, pregnancy or maternity, race, religion or belief, sex, sexual orientation, trans status, socio-economic status or any other irrelevant distinction;
- To provide and promote a positive working, learning, and social environment which is free from prejudice, discrimination and any forms of harassment, bullying or victimisation;
- To promote good relations between individuals from different groups.

Applicants with disabilities

King's College London is keen to increase the number of disabled people it employs. We therefore encourage applications from individuals with a disability who are able to carry out the duties of the post. If you have special needs in relation to your application please contact the Human Resources Advisor responsible for the administration of the post.

Travel expenses

The College normally reimburses reasonable travel costs to and from interview within the United Kingdom. Regrettably, only limited contribution to travel costs for applicants from outside the UK may be available. Please contact the Head of Department before making your reservation.

Removal and relocation expenses

Removal and relocation expenses may be available to the successful applicant. These may include: legal & professional fees associated with the sale and purchase of residence; travel and hotel expenses relating to a weekend house hunting exercise in respect of the new appointee and spouse; reasonable expenses incurred when removing furniture and personal belongings; storage of furniture and personal belongings for up to one year; travel costs in respect of new appointee and family in transferring to a new place of residence.

Further particulars

The College

King's College London is one of the top 30 universities in the world (2012-13 QS international world rankings), the Sunday Times 'Best University for Graduate Employment 2012-13', the Sunday Times 'University of the Year 2010-11', and the fourth oldest in England. A research-led university based in the heart of London, King's has more than 25,000 students (of whom more than 10,000 are graduate students) from nearly 140 countries, and more than 6,500 employees.

King's has an outstanding reputation for providing world-class teaching and cutting-edge research. In the 2008 Research Assessment Exercise for British universities, 23 departments were ranked in the top quartile of British universities; over half of our academic staff work in departments that are in the top 10 per cent in the UK in their field and can thus be classed as world leading. The College is in the top seven UK universities for research earnings and has an overall annual income of nearly £525 million.

There are nine Schools of Study:

- Arts & Humanities
- Biomedical Sciences
- Dental Institute
- Dickson Poon School of Law
- Florence Nightingale School of Nursing & Midwifery
- Institute of Psychiatry
- Medicine
- Natural & Mathematical Sciences
- Social Science & Public Policy

King's has a particularly distinguished reputation in the humanities, law, the sciences (including a wide range of health areas such as psychiatry, medicine, nursing and dentistry) and social sciences including international affairs. It has played a major role in many of the advances that have shaped modern life, such as the discovery of the structure of DNA and research that led to the development of radio, television, mobile phones and radar.

The College is in the midst of a five-year, £500 million fundraising campaign – World questions|King's answers – created to address some of the most pressing challenges facing humanity as quickly as feasible. The campaign's five priority areas are neuroscience and mental health, leadership and society, cancer, global power and children's health. More information about the campaign is available from the World Questions|King's Answers website:

www.kcl.ac.uk/kingsanswers

The School

The School of Social Science and Public Policy consists of the following departments:

- Defence Studies
- Education and Professional Studies
- Geography
- Political Economy
- Management
- War Studies
- Social Science, Health and Medicine

The School also engages in a number of cross-School research centres and teaching programmes:

- Centre for Biomedicine and Society
- Social Care Workforce Research Unit
- Public Policy

The variety of disciplines represented amongst the School's staff goes well beyond the social sciences into the physical sciences and humanities, which provide close links with colleagues in such fields as Humanities, the Life Sciences, Nursing and Midwifery, and Physical Sciences and Engineering. The policy-orientation that characterises so much of our work is associated with significant government contracts and close working relationships with many departments in Whitehall and with government agencies elsewhere as well as Non Governmental Organisations nationally and internationally. Public policy interests within the School are local, national and international in their emphasis and the School is home to an interdisciplinary Public Policy programme.

A common theme across the School's internationally recognised departments is a policy-oriented and multi-disciplinary approach that generates distinctive learning and research opportunities for students, staff and external partners. Interaction with cultural, professional and political institutions, businesses and local communities in London, nationally and internationally is integral to the School's teaching and research, enhancing the learning environment, while ensuring that the School maintains and develops its reputation for research excellence. The School of Social Science and Public Policy is one of the largest of its kind in UK universities. The School:

- Has an annual turnover in excess of £32 million pa;
- Enrols 3,000 students, 1,800 of whom are postgraduates and 200 FTE staff;
- Earns more than £11 million in research income annually;
- Has a pay and related budget of approximately £10 million of which approximately £1.7 million is for professional services staff located in departments and the School Office.

The Department

The Department of Management at King's College has expanded rapidly in the last few years and with the benefit of recent recruitment, there are now 57 academic faculty and 10 professional services staff in the department. There are three thriving undergraduate programmes; the BSc in Business Management, which currently recruits approximately 180 high quality students each year; a BSc in Economics and Management commencing in September 2014 and an intercalated BSc in Health Care Management. Indeed, the Department is one of the principal suppliers of undergraduate teaching in Business and Management Studies in the University of London. In recent years the Department has been developing a portfolio of advanced MSc programmes that build upon and reflect its research strengths. These include the MSc in Accounting Accountability & Financial Management, MSc in International Management, the MSc in Human Resource Management and Organisational Analysis, the MSc in Public Services Policy and Management, and the MSc in International Marketing. There is also a growing doctoral programme with a cohort of about 70 students, including an ESRC funded Interdisciplinary Social Science Doctoral Training Centre. The Department prides itself on its commitment to high quality in both its teaching and research and on its friendly atmosphere between staff and students.

The Department of Management is located in a refurbished building at the Waterloo campus opposite the original site of King's College London. This means it is well located for contacts with business, the City, public sector organisations, government, the arts and other organisations and colleges in central London. It sees itself as a research intensive Department of Management which has the benefit of being located in a strong multi faculty institution.

The College has earmarked Management as an area of significant growth over the coming years. Building on developments over the last few years, it is expected that the Department will be established as a leading international provider of management teaching and research.

The Department is based in the Franklin-Wilkins building on the Waterloo campus where this post will be based.

Research in the Department of Management

The Department received an outstanding result in the 2008 Research Assessment Exercise as it was ranked joint 5th out of 90 submissions in the Business and Management unit of assessment.

Research within the department falls into six main areas and includes two research centres.

International Business and Comparative Management Group (IBCM)

The activities of the IBCM group are strongly linked to the cross-departmental themes of organization, governance and work with a focus on how national institutions shape how firms operate. One strand of this research examines aspects of international organisation, including international entry modes, market driving strategies, international entrepreneurship and patterns of integration and differentiation in multinationals. A second strand investigates organisations, governance and work in cross-national perspective, including the distinctiveness and changes in the operation of national economies and comparative employment relations.

Marketing Subject Group

Research work in the group is in three broad areas. The first area is focused on consumer behaviour, marketing strategy and market-focused management. The second research theme involves business to business marketing. The third is concerned with marketing communications. Group members actively collaborate with research colleagues in North America, Europe and Asia.

Human Resource Management and Employment Relations Group

The Centre for Human Resource Management and Employment Relations, which coordinates the research work of the HRM and Employment Relations Group undertakes a major programme of research in such areas as human resource management and performance, developments in contemporary employment relations, managing the changing workforce, service work and service workers, and new roles and careers in modern organisations.

Public Services Management Group

The cross-disciplinary Public Services Management Group is responsible for a strong and growing cluster of health, education and public sector management research with a high level of funding from such sources as ESRC and National Institute of Health Research. Current health management research in the department is examining networks in health care, knowledge mobilisation in health care, the visible and invisible effects of medical regulation and the enactment of management knowledge by general and clinical managers. There are good links with research being undertaken in the Medical School in the areas of implementation science, public health and primary care. The group also contains a cluster of economists who are highly active in the areas of labour, education, health and training; industrial organization; organizational economics; political economy and financial economics. This group has links with other economists in the School (e.g. Department of Political Economy).

Accounting and Financial Management Group

The fifth group addresses Accounting and Financial Management from economic, social and interdisciplinary perspectives and currently includes work on: corporate governance, accounting and accountability; market-based accounting research and equity valuation; management control; risk and regulation; investment analysis; international financial reporting standards; pensions accounting; accounting issues in the public services; socially responsible investment; sustainability reporting and assurance.

Centre for Work, Interaction and Technology

The Centre for Work, Interaction and Technology undertakes research on multi-modal communication in organisations and has projects in areas including health care, markets in particular auctions, education and learning, design, and the cultural industries. A number of these and other projects inform the development of advanced technologies.

A number of Principal Investigators in the Department hold significant awards from Research Councils, the National Institute of Health Research or other funders.

Further details of the research groups and the activities of specific staff can be found on the department web site at: <http://www.kcl.ac.uk/schools/sspp/mgmt/research/>

Staff in the Department of Management

The Department of Management currently comprises approximately fifty seven full or part-time academic staff, as well as a growing number of research staff and a strong administrative support team.

Academic Staff (January 2014)

Sam Aryee, Professor of Organisational Behaviour
Stephen Bach, Professor Human Resource Management
Keith Brouthers, Professor of Business Strategy
Avraham Carmeli, Professor of International Business
Georgios Chortareas, Professor of Applied Economics
Colin Clubb, Professor of Accounting and Financial Management
Stephen Deery, Professor of Human Resource and Public Sector Management (Head of Department)
Tony Edwards, Professor of Comparative Management and Industrial Relations
Ewan Ferlie, Professor of Public Services Management
Pervez Ghauri, Professor of International Business
David Guest, Professor of Organisational Psychology and Human Resource Management
Christian Heath, Professor of Work and Organisation
Jon Hindmarsh, Professor of Work and Interaction
Ian Kessler, Professor of Public Service Policy and Management
Paul Luff, Professor of Organisation and Technology
Bulent Menguc, Professor of Marketing
Mary O'Mahony, Professor in Economics
Riccardo Peccei, Professor of Organisational Behaviour and Human Resource Management
Alex Preda, Professor of Accounting, Accountability and Financial Management
Janet Walsh, Professor of Human Resource Management
Douglas West, Professor of Marketing
Alison Wolf, Sir Roy Griffiths Professor of Public Sector Management

Annita Florou, Reader in Accounting and Financial Management
Elisabeth Kelan, Reader in Work and Organisation
Jo Lindley, Reader in Economics
Jane Sturges, Reader in Organisational Behaviour

Catherine Chen, Senior Lecturer in Accounting
Augustin De Coulon, Senior Lecturer in Economics
Tarik Driouchi, Senior Lecturer in Accounting and Finance
Martin Edwards, Senior Lecturer in Human Resource Management
Graeme Lockwood, Senior Lecturer in Law
Stephen Pratten, Senior Lecturer in Economics
Filipa Sa, Senior Lecturer in Economics
Gerhard Schnyder, Senior Lecturer in Comparative Management
Matt Vidal, Senior Lecturer in Work and Organisations

Juan Baeza, Lecturer in Health Policy
Michael Clinton, Lecturer in Human Resource Management
Alec Fraser, Teaching Fellow in Health Economics
Sonia Goncalves, Lecturer in Economics
Aditi Gupta, Lecturer in Accounting
Hyunji Kwon, Lecturer in International Human Resource Management
Neil Lambert Teaching Fellow in Strategy and International Business
Dirk vom Lehn, Work, Interaction, and Technology
Yong Li, Lecturer in Financial Management
Frauke Mattison Thompson, Lecturer in Marketing
Prokriti Mukherji, Lecturer in Marketing
Vandana Nath, Teaching Fellow in Human Resource Management
David Needle, Teaching Fellow in International Business
Evangelos Pafilis, Lecturer in Public Sector Organisations
Kirk Plangger, Lecturer in Marketing
Sarika Pruthi, Lecturer in Business Strategy
Nikoletta Siamagka, Lecturer in Marketing
Simon Tan, Lecturer in Accounting and Finance
Emre Tarim, Teaching Fellow in Behavioural Finance

Sotiris Vadoros, Lecturer in Health Economics
Fatima Wang, Lecturer in Marketing
Mingzhu Wang, Lecturer in Accounting and Finance

Research Staff and Visiting Fellows

Shirin Biria, Research Associate International Marketing
John Edmonds, Visiting Senior Research Fellow in Industrial Relations
Howard Gospel, Professor (Emeritus) of Management and Senior Research Fellow in Human Resource Management
Richard Laughlin, Professor (Emeritus) of Accounting
Pat Oakley, Visiting Research Fellow, Human Resource Management

Professional Services Staff

Flores Anderson, Graduate Programme Officer
Akash Chohan, Departmental Administrative Assistant
Cathy Barlow, Department Manager
Ewa Dorobek, Graduate Programme Officer
Simon Halpenny, Senior Research Officer
Gillian McAnuff, UG Programme Officer (Year 3)
Jade McIntyre, UG Programme Officer (Years 1 &2)
Will McGeough, Graduate Programme Officer
Runa Rahman, UG Programme Officer (Assessment)
Eve Zawadzki, Teaching Support Manager

Organisational chart

Head of School—Head of Department—Senior Lecturer

Special requirements

- You will be required to work irregular hours in accordance with the needs of the role.
- Information of a confidential nature must be kept strictly confidential and should never be disclosed either inside or outside work. It should be noted that breach of confidentiality is a serious offence which may lead to dismissal.
- You will be expected to teach and/or assist, as appropriate, using both traditional and innovative methods in such areas as eLearning, short courses, blended learning, summer courses, distance learning, multi-media learning, this list is not exhaustive but to give an indication of the type of areas currently offered.

General

All staff are expected to adhere to King's policies and procedures.

Date

23 April 2014

Please note

This job description reflects the core activities of the role and as the College and the post-holder develop there will inevitably be changes in the emphasis of duties. It is expected that the post-holder recognise this and adopt a flexible approach to work and be willing to participate in training. If changes to the job become significant, the job description should be reviewed formally by the post-holder and line manager. The Human Resources department should then be consulted as to the implications of the proposed changes.