

Ref: HUM - 00682

**THE UNIVERSITY OF MANCHESTER**  
**PARTICULARS OF APPOINTMENT**  
**FACULTY OF HUMANITIES**  
**MANCHESTER BUSINESS SCHOOL**  
**PROFESSOR OF COMPARATIVE ANALYSIS OF**  
**ORGANISATIONS AND MANAGEMENT**

- 1 The University invites applications for the above post.
- 2 Salary will be on the professorial salary scale according to relevant experience.
- 3 Informal inquiries may be made to  
Prof. Jill Rubery, tel: +44 161 306 3406 email: [jill.rubery@mbs.ac.uk](mailto:jill.rubery@mbs.ac.uk)  
Prof. Rudolf Sinkovics, email: [rudolf.sinkovics@mbs.ac.uk](mailto:rudolf.sinkovics@mbs.ac.uk)
- 4 Applications should be made on-line. If you are unable to apply on-line please request an application form by emailing [hrrecruitment@manchester.ac.uk](mailto:hrrecruitment@manchester.ac.uk) quoting the reference number or by calling 0161 275 8838 (HR team recruitment line number).
- 5 The University of Manchester values a diverse workforce and welcomes applications from all sections of the community.

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## Job Description

<b>JOB TITLE:</b>	Professor of Comparative Analysis of Organisations and Management
<b>ORGANISATIONAL UNIT:</b>	People, Management and Organisations
<b>START DATE:</b>	September 2012

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### Further Particulars

The main requirements of the post are to contribute to the intellectual development of comparative and international business studies and to undertake teaching activities in the field at undergraduate, postgraduate, including MBA, and executive levels.

The post builds on a long standing intellectual tradition in MBS of comparative institutional research on the interactions between different forms of capitalism and firms' strategies, in relation to competition models, innovation, and employment relations. In developing this 'Business Systems' framework MBS has made a significant contribution to the study of comparative forms of capitalism, in particular. In making this appointment the aim is both to build on this rich tradition and to take it in novel and imaginative directions.

MBS has recently merged its interests in International Business and Comparative Business Systems to form an exciting new Centre for Comparative and International Business Research. This post, along with the advertised Chair in International Business, will enable MBS to consolidate and expand its longstanding and increasingly influential contributions to these areas. It is expected that the successful candidate will contribute to the further integration of comparative institutional research with studies of major issues in the field of international business, and to publish the results of such research in journals such as *Organization Studies*, *Socio-Economic Review*, *Research Policy*, *Industrial and Corporate Change*, and *Review of International Political Economy*, as well as in books published by major publishers such as Oxford University Press.

### Job Description

The successful applicant will be expected to contribute to the work of MBS in a number of ways:

1. To be research active at international levels of excellence demonstrated in particular by regular publications in leading journals and/or research monographs.
2. To provide research leadership to the MBS Comparative and International Business Group and to work in close partnership with the other members of the group.
3. To raise research grant income from national and international research funding bodies.
4. To supervise PhD students.
5. To be able to provide high quality teaching at all levels: undergraduate, postgraduate, MBA, and MBS Worldwide and Executive programmes.
6. To take an active senior role, along with professional colleagues, in managerial and administrative duties and where appropriate to serve on committees within the School and the Faculty.
7. To be willing and able to make a contribution to executive education.
8. To engage enthusiastically as a team player within a multidisciplinary division where teamwork is encouraged

## **Person Description**

### **Essential**

1. A postgraduate degree at doctoral level.
2. A track record of internationally acclaimed research publication.
3. A track record of successful supervision of PhD students.
4. A proven ability to provide high quality degree teaching, and a capacity to offer teaching on the MBA.
5. Evidence of / potential to contribute to executive education.
6. Evidence of/ potential to raise substantial grant income.
7. A proven ability to provide inspirational leadership and research mentoring to a group of active researchers, junior staff and graduate students
8. A proven ability to work with and develop research teams.

### **Desirable**

1. A track record of significant grant income.
2. A track record of leading a group of active researchers.
3. Significant MBA teaching experience.
4. Significant experience of executive education.

The search will continue until the above post is filled. However, the search committee will begin reviewing applications after 05<sup>th</sup> March 2012.

## **Manchester Business School**

Manchester Business School is the largest business and management school in the UK, offering an impressive range of programmes and services to both students and businesses.

Our students are part of a forward-thinking, research-led environment, applying their work to real business and management situations with academics at the cutting edge of their fields. We encapsulated this approach in the phrase **Original Thinking Applied**, which reflects our distinctive approach to business and management, as follows: **Original** – we have a proven flair for innovation – getting there first and working beyond traditional categories to deliver inventive solutions; we are (jointly) the first business school in the UK. **Thinking** – the last Research Assessment Exercise (RAE) – the UK Government’s ratings for quality of research – confirmed that our research continues to be exceptional. And we lead the way in making all that we do relevant – **Applied**.

We provide world-class business and management education to undergraduates, postgraduates, highly experienced practitioners and people wishing to pursue academic careers. We aim to be responsive and flexible to the needs of our stakeholders in the private, public and voluntary sectors.

We have around 2,000 students on campus and an academic staff of almost 300. We also support more than 3,500 students worldwide through distance learning and external programmes and benefit from excellent links with both business and the public sector. The School has a broad base of subject areas, in four dedicated divisions: Accounting and Finance; Marketing, Operations Management and Service Systems; Innovation Management and Policy; and People, Management and Organisations.

### **Some facts about Manchester Business School**

#### **A world leader**

- One of Europe’s top 15 business schools and one of the world’s top 50.
- The first Business School in the UK (along with LBS), founded in 1965.
- Accredited by AACSB International, AMBA and EQUIS -one of only a small number worldwide to receive accreditation from all three.

#### **A truly international School**

- Offices in Brazil, China, Hong Kong, Singapore, UAE and USA.
- Academics of more than 40 nationalities.
- Students of more than 80 nationalities.
- Over 40 exchange partner schools around the world.

#### **Excellence in research**

- The Financial Times ranks our doctoral programme first in the world.
- Manchester Business School is the UK's leading centre for business research, with top RAE results (government ratings for quality research) of “world-leading” (4\*) and “internationally excellent” (3\*).
- Our accounting research is ranked as the world's first by the industry’s flagship publication Accounting and Finance.

#### **Relevant to the real world**

- The University of Manchester's Careers Service has been voted number one in the UK for the past eight years
- The Financial Times ranks MBS as 13th best School in the world for career progression
- Organisations making regular hires from the MBS student / graduate pool include AMEX, Balfour Beatty, BT plc, Citigroup, DHL, Disney, Ernst and Young, Food Bank, IBM Consulting, KPMG, L'Oreal, Morgan Stanley, MTV, Panasonic, PricewaterhouseCoopers, Procter and Gamble, Shell, and Tesco.

## **People, Management and Organisations Division**

The People, Management and Organisations (PMO) division brings together scholars spanning a range of key management disciplines and interests that inform the study of human behaviour and the management of organisations in both public and private sectors and in national and international contexts. The division has a critical mass of internationally recognized scholars in the areas of comparative employment and business systems, leadership; international business, changing organisation of work and employment; management knowledge and practices; organisational psychology; financial and digital innovation; international HRM; and critical management studies. This expertise is reflected in the quality of teaching provided at all levels, particularly at postgraduate MBA, MSc, MA and PhD levels. Two of the Postgraduate taught courses are accredited by professional bodies, namely the Chartered Institute of Personnel and Development (MSc in Human Resource Management and Industrial Relations), and the British Psychological Society (MSc in Organisational Psychology).

### **Subject / Affinity groups**

The PMO division consists of around 65 academic teaching staff (including 20 professors). The unit is organised around four subject/affinity groups:

**Comparative and International Business** – this group brings together internationally renowned scholars in the areas of: headquarters and subsidiary relationships; governance issues in inter-and intra-firm relationships; information and communication technologies and international business; methodological issues in international business; the comparative analysis of business systems; the financialisation of business; international trade and competition; varieties of capitalism; MNEs and emerging economies; institutional sources of innovative advantage; transnational governance and organisational learning in MNCs. Members of the Group take active roles in the development of leading scholarly societies, such as the Society for the Advancement of Socio-Economics (SASE), the European Group for Organizational Studies (EGOS), the Academy of International Business (AIB), the European International Business Association (EIBA), and the Euro-Asia Management Studies Association.

**Organisations and Society** – brings together scholars with international reputations for creativity and innovation management; ethnography; leadership; critical study of labour processes; financial innovation; regulation; technology in the public and private sector; firms, technologies and markets; and contemporary management thinking. Members of the group are also actively involved in the ESRC Centre for Research on Socio-Cultural Change (CRESC), which is a major international research centre that aims to provide interdisciplinary, empirical research that analyses socio-cultural change.

**Human Resource Management, Employment Relations and Law** – this group brings together scholars with international reputations in gender inequality, inter-organisational relations, trade union structure and strategy, health sector employment, varieties of European employment models, minimum wages and low pay, service sector skills and multinational company HR policies. Members of the group are actively involved in the

Manchester Fairness at Work Research Group and in the European Work and Employment Research Centre.

**Organisational Psychology** – internationally renowned for research into occupational stress, health and well-being, managing diversity, women in management, entrepreneurship, gender and cognition, leadership, organisational change, mergers and acquisitions, emotional intelligence management, and selection and assessment. Current themes include: bullying and violence in the workplace; E-mentoring and E-Coaching; and racial and gender diversity.

Also located in the Division are two research centres: the Centre for International Business Education and Research (CIBER) and the European Work and Employment Research Centre (EWERC) and three research groups: Fairness at Work; Comparative Business, Innovation and Employment Systems research group and Critical Management Studies.

## Research Centres and Groups

### *Centre for Comparative and International Business Research (CIBER)*

CIBER (<http://research.mbs.ac.uk/ciber/>) is dedicated to the understanding of how business strategies, capabilities and structures vary and change within and across different countries and institutional contexts. The Centre's expertise extends across Europe, including Eastern Europe, to China, Japan, other parts of East and South East Asia, Latin America, Australasia, South Africa and the USA and we collaborate with leading researchers across the world.

Its research focuses on two core research themes:

- 1 Institutional regimes, business models and development of organisational capabilities in different societies,
- 2 International Business, economic development and emerging markets.

### *European Work and Employment Research Centre (EWERC)*

The European Work and Employment Research Centre (<http://research.mbs.ac.uk/european-employment/>) has developed an internationally recognised programme of comparative and interdisciplinary research funded by national and international agencies. This research involves collaborations by academics and research staff from a range of disciplines, including management, labour economics, sociology, geography and industrial relations.

Established in 1994 in the Manchester School of Management at UMIST under the direction of Professor Jill Rubery, EWERC is now located in Manchester Business School of The University of Manchester, with close collaboration with colleagues in the School of Social Science (SoSS), as well as the Schools of Environment & Development (SED) and Law.

The current director is Professor Jill Rubery (MBS). The Centre houses several researchers, including post-docs and PhD students, who are affiliated to or based in the Centre. Current projects contribute to the four research themes: i) comparative employment systems; ii) gender, welfare and care; iii) industrial relations and decent work; and iv) managing the changing workplace. More than a dozen academics in MBS, SoSS and SED have close links through current or previous research collaborations.

### *Fairness at Work Group*

This new research group (<http://research.mbs.ac.uk/fairness-at-work/>) has been established in Manchester Business School to bring together researchers across a range of disciplines

and from the wider university to build on and develop cross-disciplinary research on fair treatment, diversity and wellbeing at work. This research will investigate the importance and benefits for both employers and society of treating and rewarding staff fairly.

The aims of the group include:

- working closely with practitioners and policy makers to undertake innovative research;
- promoting, publishing and disseminating research findings to the wider community;
- building stronger links with a wide range of stakeholders to further develop the fairness agenda; and
- encouraging new researchers and doctoral students to join the group.

#### *The Comparative Business, Innovation and Employment systems research group*

This group draws upon a long trajectory of internationally recognised research work in comparative business systems, comparative innovation systems and comparative employment systems. It aims to improve our knowledge of changing forms of economic and business organisation and to contribute to debates on their future development through the comparative analysis of the organisation and operation of firms, industries and markets in different economic, social and institutional contexts.

The Manchester Critical Management Group (MCMG) brings together researchers and writers on Critical Management Studies (CMS) not only from within MBS and The University of Manchester, but also from other universities and institutes around the world with the aim of developing a programme of integrated research investigations.

It reflects an emerging strand of alternative and non-orthodox political economy in management and organisation studies that is producing theoretically innovative work that promises exciting and practical solutions and insights into broad problems in contemporary business and management. In brief, CMS encompasses a wide range of perspectives that are critical of traditional theories of management and has been particularly associated with developments in critical theory and post-structuralist writing.

These developments introduce subjects ranging from class, gender, and race, and prioritise critical questions over globalisation, environment, sustainability and diversity. Interest in CMS is growing internationally, as indicated by the recent establishment of the CMS Interest Group at the Academy of Management, which is the fastest growing and most international of the Academy's IGs and Divisions.

#### **Teaching activities**

The Division contributes to the full range of academic programmes within Manchester Business School including undergraduate, taught postgraduate (specialist Masters and MBA programmes), postgraduate research and executive education. Many of these programmes are school-wide.

The division provides a range of core and elective modules on the full-time MBA programme and the executive part-time MBA programme. It takes the lead in developing and applying the Manchester Method within the MBA programmes and in developing the new Global MBA programme.

The People, Management and Organisation division provides modules across all three years of the undergraduate programmes in management, in languages with management and science with management degrees. It also has primary responsibility for the following taught masters' programmes:

### *MSc International Business & Management*

The MSc International Business & Management has ESRC Research Training status. It is a one year, full-time programme, focussing on the latest developments in the world economy from a firm-level and management perspective. It provides applicable knowledge of management issues and drawing on multiple disciplines it spans the traditional functional areas of the firm. Recent graduates have gained employment in management consultancy, international banking, in the commodities markets and with multinational companies and universities.

### *MBus Global Business Analysis*

The MBus Global Business Analysis is a one year, full-time programme, and focuses on the latest thinking in international management. It provides students with the key skills of international business consulting. It adopts a comparative and international perspective to explore the key issues confronting business organisations operating in the global arena. The programme is aimed at graduates with business and related degrees interested in pursuing a career in the area of business analysis and development, including business consulting, or doctoral study.

### *MSc Human Resource Management and Industrial Relations/MSc in International Human Resource Management and Comparative Industrial Relations.*

The MSc in Human Resource Management and Industrial Relations has ESRC Research training status. Both degrees have been accredited by the Chartered Institute of Personnel and Development (CIPD). These degrees include employment relations, HRM, employment law and transnational modules and perspectives. They form a central part of the HRM and ER group's activities in terms of teaching and have a national and international reputation.

### *MSc in Organisational Psychology/MSc in Managerial Psychology*

The MSc in Organisational Psychology has ESRC Research Training status and is also accredited by the Division of Occupational Psychology of the British Psychological Society for accelerated membership of the Division and Chartership. The programme in Selection and Assessment may give students the British Psychological Society's Certificate of Competence at level A and Intermediate Level B. The MSc in Managerial Psychology is a version of the MSc in Organisational Psychology for those not seeking professional accreditation.

### *MSc in Chinese Business and Management*

The MSc in Chinese Business and Management focuses on the implications of China's economic growth for businesses around the world as well as the unique business processes, traditions and politics of the fastest growing economy in the world. The degree covers business and management in the Chinese context, looking at Chinese-owned and foreign-owned businesses operating in China, as well as Chinese multinational firms operating outside China. It draws on disciplinary knowledge from strategic management, marketing, human resource management, decision and system sciences, finance, supply chain management, organisation studies, and politics.



### *MSc Management*

This is a new MSc programme starting in September 2011 which is designed for those who are interested in pursuing a management career yet have an undergraduate degree from another background.

### *Doctoral level*

The division has a large cohort of doctoral research students who work with individual members of staff or are attached to the research centres.

### **Manchester**

With a rich Victorian heritage, borne from the Industrial Revolution, the city of Manchester has always been future-facing, and never more so than today. With one of Europe's largest student populations, the city and surrounding areas offer a vibrant, multi-cultural, thriving environment in which to both live and work. Join us, and you'll be joining a truly international community of students and staff from over 160 countries.

To find out more, visit

[http://www.worldleadingminds.manchester.ac.uk/working\\_in\\_manchester/index.html](http://www.worldleadingminds.manchester.ac.uk/working_in_manchester/index.html)