



**UNIVERSITY OF LEEDS**

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**University of Leeds**  
**Leeds LS2 9JT**  
**Switchboard: +44 (0) 113 243 1751**  
**Direct line: +44 (0) 113 343 5775**

## **HUMAN RESOURCES**

**JOB REF: LUBS0083**

**UNIVERSITY OF LEEDS**  
**Faculty of Business**  
**International Business Division**  
**CHAIR IN INTERNATIONAL MANAGEMENT**

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### **1. CONTEXT AND SUMMARY**

- 1.1. This is a major strategic investment by the University to achieve an ambitious improvement in academic performance and enhanced student experience.
- 1.2. This new and exciting post will consolidate existing research clusters in International Business together with cognate areas of work in International Marketing, International Finance and in the Management Division. The Centre for International Business University of Leeds (CIBUL), is a centre of research excellence and this extension of international business research will propel the Faculty to higher levels of research achievement through the increasing interdisciplinary of focus on issues of international management. The impetus of the new Chair, in collaboration across the school will ensure world leading research status for LUBS in this key area.
- 1.3. The Faculty's student education strategy will be propelled to new levels by the addition of new courses in international management bringing together existing work on cultural differences in international business and the special foci on India, China, Japan and Eastern Europe. There is a large and increasing demand for courses in this area and an obvious extension is into the field of executive education. This role would provide an individual with the opportunity to transform the offerings in this discipline, drawing on expertise across the Faculty and wider University through collaborative teaching and development of programmes and modules.

- 1.4. In terms of outreach, knowledge transfer and impact, there is an increasing demand for relevant research on the cultural aspects of international business and the faculty's work in this area would be greatly strengthened by this new Chair. The successful candidate would provide the impetus for a step change in our ability to engage with global business.
- 1.5. The person appointed will:
  - 1.5.1. deliver research-led education that contributes to an exceptional student experience;
  - 1.5.2. deliver top quality research outputs that contribute to impact and innovation;
  - 1.5.3. expect to take on a significant leadership role in the organisation in education and/or research.

## **2. MAIN POSTHOLDER RESPONSIBILITIES**

- 2.1. Undertake internationally leading research and inspirational teaching, taking a leadership role in translating excellence in research and scholarship into learning opportunities for students.
- 2.2. Profess and promote the discipline of International Management nationally and internationally, winning prestige for both the discipline and the University.
- 2.3. Provide a major contribution to the strategic academic development, direction and leadership of the School, Faculty and University.
- 2.4. Promote and help to deliver excellence in research and student education for the School and the highest standards of student experience.
- 2.5. Support and mentor less experienced academic and research staff to promote career development and the nurturing of academic talent.

## **3. RESPONSIBILITIES – STUDENT EDUCATION**

- 3.1. Inspire students through research-led teaching on undergraduate and postgraduate taught courses, achieving high standards of student feedback.
- 3.2. Provide a leading contribution to School and, as appropriate, Faculty policy and practice in teaching, promoting world class education and an exceptional student experience.
- 3.3. Take a lead role in the design, development and planning of modules and programmes.
- 3.4. Take a lead role in the review of modules and programmes and in quality assurance and enhancement processes within the subject area.
- 3.5. Develop innovative approaches to learning and teaching.

- 3.6. Provide high quality student support, acting as a personal tutor, supporting involvement in *Leeds for Life*, and working with students as members of a learning community to sustain 'The Partnership'.

#### **4. RESPONSIBILITIES - RESEARCH, INNOVATION & IMPACT**

- 4.1. Develop and lead excellent research, innovation and impact at national and international levels.
- 4.2. Establish and maintain a high quality record of research output in leading internationally-recognised publications.
- 4.3. Achieve sustained high levels of research funding individually and/or in collaboration with others and develop and maintain networks and promote links with Research Councils and external organisations.
- 4.4. Provide academic leadership and guidance to colleagues working within own research area and more widely across the School, Faculty and University, building research teams and promoting the development of a vibrant and sustainable research culture, community and environment in the School.
- 4.5. Attract high quality postgraduate research students to the University and provide them with excellent supervision which supports timely completion and subsequent employability.
- 4.6. Build and sustain relationships with external bodies to develop the School's innovation and impact agenda.
- 4.7. Promote the integration of research interests within the School, across the University and externally.

#### **5. RESPONSIBILITIES - LEADERSHIP & MANAGEMENT**

- 5.1. Make a dynamic, ambitious, energetic contribution to the development and delivery of the School's academic mission.
- 5.2. Provide a major input to the strategic academic development and direction of the School and the Faculty and to the academic leadership of the discipline.
- 5.3. Make a significant contribution to the University through its governance structures and by representing the University externally.
- 5.4. Manage or lead major initiatives and/or multidisciplinary areas of work which improve School, Faculty or University performance.
- 5.5. Actively promote and engage with the University's People Management Framework (<http://www.leeds.ac.uk/hr/development/pmf.htm>) to ensure high standards of employment practices and staff management across the School.
- 5.6. Adhere to University values and standards, including the Leadership and Management Standard, and in line with University policies and procedures and local Faculty/School benchmarks as appropriate, upholding high professional standards and leading by example.

- 5.7. Exercise leadership in alignment with the University Leadership and Management Standard (<http://www.sddu.leeds.ac.uk/sddu-University-of-leeds-leadership-and-management-standard.html>), ensuring that appropriate staff training and development is identified and undertaken.
- 5.8. Sustain own continuing professional development as a leader.
- 5.9. Maintain a safe and healthy work environment, including ensuring compliance with health and safety legislation and the undertaking of appropriate risk assessments.
- 5.10. Comply with the University's financial and procurement procedures and regulations, undertaking relevant induction/training.

This job description provides a framework for the role and it may be necessary to undertake other duties commensurate with the post as might reasonably be required.

## **6. PERSON SPECIFICATION**

Candidates will be expected to demonstrate appropriate levels of experience and skill to enable them to achieve the requirements of the job description. The following skills and abilities are essential in this context:

- 6.1. Have a PhD or other doctorate in a relevant discipline or equivalent research experience.
- 6.2. Evidence understanding of the principles of research-led teaching and a track record of integrating research with learning and teaching to deliver an excellent student experience, and an ability to lead the development a portfolio of modules.
- 6.3. Demonstrate ability to provide academic leadership in research both by own work and through the encouragement and stimulation of colleagues.
- 6.4. Demonstrate a track record of sustained delivery of ambitious and imaginative academic leadership.
- 6.5. Evidence an excellent track record of research and publication meeting international standards of academic excellence, including a significant quantity of 3\* and 4\* REF equivalent published research.
- 6.6. Show international links and evidence of effective engagement with and influencing national and international research agendas.
- 6.7. Demonstrate ability to work across subject areas, linking appropriately with other disciplines and research groups.
- 6.8. Demonstrate a track record of effective team working and collaborative development.
- 6.9. Evidence willingness and capacity to take on a significant role in Faculty/School development.
- 6.10. Demonstrate excellent organisational and communication skills.

6.11. Demonstrate ability to think laterally, to be imaginative and to anticipate trends and opportunities.

## **7. INFORMAL ENQUIRIES**

Preliminary enquiries about the post may be made to:

Professor Peter Buckley  
Head of International Business  
Telephone: +44 113 343 4646  
E-mail: [pjb@lubs.leeds.ac.uk](mailto:pjb@lubs.leeds.ac.uk)

## **8. HOW TO APPLY**

To apply for this position, please complete both parts of the application process as detailed below.

### **Part 1**

Your application should be sent to [Leedschairs@leeds.ac.uk](mailto:Leedschairs@leeds.ac.uk) and should detail the position and job reference number in the subject box. An application should consist of:

- a covering letter detailing how you would envisage fulfilling the requirements of the post;
- your curriculum vitae;
- details of three referees including their email addresses where possible;
- any further information you feel would be relevant to your application.

### **Part 2**

Please complete the following Equal Opportunities monitoring form (found [here](#)) and return it to the following email address: [EOmonitoring@leeds.ac.uk](mailto:EOmonitoring@leeds.ac.uk)

If you have any queries regarding this process, please contact David Brett, Senior Staff Recruitment & Administration Officer on 0113 343 5775 or at [d.j.brett@adm.leeds.ac.uk](mailto:d.j.brett@adm.leeds.ac.uk)

## **9. SUPPORTING INFORMATION**

### **About the Faculty and its Mission and Strategy**

Leeds University Business School (LUBS) has achieved much, particularly over the last 10 years. It has become recognised as one of the UK's premier business schools as a result of its momentum as a research-intensive centre of educational excellence. Having achieved prominence in research and accreditation as a school of international calibre, LUBS is now poised to play a key role in enabling the wider University to achieve its vision of becoming one of the leading 50 institutions in the world.

The Faculty has a long and distinguished tradition in Economics, within which Accounting and Industrial Studies also developed, but the University's emergence as a force in Business and Management began in 1994, and then gained further momentum when the Business School was formed from the School of Business and Economic Studies in 1997.

LUBS was brought together physically by its move to its present site, the Maurice Keyworth Building, in 1999. This £10.7 million project was the culmination of a fund-raising campaign and extensive conversion of a Grade 2 listed building to its modern, purpose-design. Since that time, research funding has been achieved to convert nearby facilities to facilitate expansion.

Led by its present Dean, Professor Peter Moizer, who took up his appointment in 2008, the Business School is one of the nine Faculties of the University in its own right.

The Dean of the Faculty is a member of the University's Faculty Management Group, participating fully in the major strategic decisions of the University.

LUBS' vision is to be, and to be recognised as, 'a full-service, research-intensive business school internationally recognised as world-class; differentiated by excellent links to other academic disciplines at Leeds, its global focus, and leading-edge, practice-based education producing outstanding alumni.'

LUBS shares the University's aspiration to achieve the status of top 50 in the world by 2015 and has made substantial progress towards this goal. In the next stage of its development, the Faculty will review where to place its priorities within the context of remaining a full-service school and through what means it will achieve those priorities.

There is an annual planning process which culminates every summer in a major review meeting with the Vice-Chancellor's Executive Group.

The School reviews its priorities through the Strategy Group, which ensures that major external development opportunities are considered alongside internal capabilities. The Faculty Executive Group (FEG), which is chaired by the Dean, translates the deliberations of the Strategy Group into operational policies and processes. The Faculty has access to external guidance from its Advisory Board which meets three times a year.

### **Student Experience and Education Overview**

The Faculty of Business is a full-range school, encompassing first-degree, MBA, specialist Masters, research, and enterprise and knowledge transfer programmes. There are approximately 2000 full-time-equivalent students.

The Undergraduate Programmes at the University of Leeds offer considerable choice through an extensive range of joint honours, as well as single honours degrees. Demand for our programmes is high with our standard offer being AAA at A level or equivalent and thus the cohort quality is excellent. The main programme areas are Management, Accounting and Economics. There is also a joint programme in Management with Marketing, a degree in Human Resource Management and a suite of programmes in International Business. All students have the opportunity to undertake a one year work placement or study year abroad after their second year of study and approximately 70 a year do so. The total annual intake to LUBS-parented programmes is approximately 340. There is strong recognition from employers, notably in financial services, of the quality of LUBS' graduates.

The Leeds MBA comprising linked full-time and executive programmes is accredited by the Association of MBAs (AMBA). The combined annual intake is approximately 70, of whom 30 are from the UK. The executive programme is taken part-time by practising managers and comprises modules delivered intensively in workshops which are held at Weetwood Hall, the University's purpose-designed hotel and conference centre three

miles from the campus. The MBA has developed a distinctively high-quality careers and personal development theme, and has achieved recognition through the major ratings (see below) which are based on the experience of MBA students. The Faculty is developing its MBA provision, and the successful applicant would be encouraged to play a leading role in this project.

Specialist Masters Programmes have expanded considerably. There are now 900 students of almost 50 nationalities undertaking a strong portfolio of programmes, the most popular being those in Marketing, Finance, International Business and Human Resources. In recent years, LUBS has harnessed its relationships with other Faculties at Leeds to create new joint programmes such as those in Financial Mathematics, Computing and Management, and Advertising and Design. There is also a pre-experience generalist MSc in Management, which is accredited by AMBA. A part-time MSc in Business Management for early career graduate managers began in October 2007, with LUBS staff teaching weekend modules in Germany. A part-time MSc in Strategic Marketing Management is planned to start in 2012 in Dubai.

The University of Leeds is part of the ESRC accredited White Rose Doctoral Training Centre, a collaboration between the Universities of Leeds, Sheffield and York. The White Rose Doctoral Training Centre is one of the largest consortia in the country and offers a wealth of supervisory expertise across the social sciences as well as numerous training opportunities, particularly focused upon maximising the social and economic benefits of research. We have been awarded 6 ESRC Scholarships in Management & Business and Economics.

### **Research Overview**

The investment in Leadership Chairs at Leeds University Business School signals a commitment to continuing to develop strong coherent areas of research that are able to leverage the expertise that exists across the University as a whole for the benefit of the business school and its developing agenda as a leading international school. Leeds University Business School is one of only a few business schools where the opportunity exists to more closely connect its research and teaching to significant global challenges and opportunities. Leadership chairs will serve to further develop the scope and reach of the schools research centres enabling increased cross divisional and inter-faculty research. Leadership chairs have been secured in the areas of, technology and innovation, international management and finance.

LUBS has built upon its rating of international excellence in the Research Assessment Exercises of 2001 and 2008, being ranked within the top 10 for research in the UK in the 2008 RAE. It is aiming to be within the top 10 of UK institutions for research in the 2014 Research Assessment Framework.

The intellectual strengths, in which the School has developed an international reputation, include strategic management of multi-national enterprises; finance; corporate governance; organisational cognition and development; strategic decision-making; regulation of employment relations; the changing nature of work; and international marketing strategy.

Members of the Faculty are at the forefront of major developments in basic and applied research across the spectrum of business, management, accounting, finance and economics. They also contribute to the social science disciplines from which the field draws many of its insights. Senior staff of the School have held leadership positions and committee membership with, or advised major policy-making bodies and learned societies. These include the Academy of International Business, the Academy of, the

Economic and Social Research Council's Training and Development Board, Research Excellent Framework Panel and Research Grants Boards. Leading journals such as the Journal of Management Studies and Work Employment and Society are edited from Leeds.

A vibrant pervasive research culture is evident through LUBS' research centres which are flexible, high-quality, multi-disciplinary groups at the forefront of their subjects. They take opportunities rigorously to analyse issues through enduring theoretical processes and to form close relationships with the world of practice. Leading research centres include the Centre for International Business at the University of Leeds (CIBUL); the Centres for Social technical Systems (STC); the Centre for Technical Innovation and Entrepreneurship (CTie); the Centre for Decision Research; the Centre for Advanced Studies in Finance (CASIF); The International Institute of Banking and Financial Services (IIBFS); the Credit Management Research Centre (CMRC) and the Centre for Employment Relations, Innovation and Change (CERIC).

LUBS has been awarded competitive research grants and fellowships at the highest level, including from the Research Councils, the EU, Government Departments, and industry. Many major funded research projects in recent years have been as co-investigators, including an EPSRC innovations in medical health research project lead from the Faculty of Engineering, a Marie Curie early career network project which the Faculty leads and which is jointly delivered by six business schools across Europe and an EU FP7 network project in Economics delivered with 16 institutions across Europe.

The School's policy is to identify a research mentor for all staff and a programme of study leave is available which is taken one semester in six by research-active staff. Internally-funded 'seedcorn' awards are designed to promote high-potential ideas and enhance their prospects of achieving funding or important publications. The Faculty has implemented a reward system for excellence in research with incentives for publications in journals ranked 4\* according to the ABS list or FT45 list of journal rankings.

### **International Profile and Initiatives**

International issues form the fundamental purpose of CIBUL, an integral part of the White Rose Centre for East Asian Studies (WREAC), a five year £4.5 million national initiative of AHRC, ESRC and HEFCE. The scope of CIBUL extends into the work of several other research centres, including the Centre for Advanced Studies (CASIF) which aims to promote international collaboration in the training of research postgraduates and has created a programme of advanced research training for post-Masters students from Tsing Hua University, China. In Economics much of the research is conducted in collaboration with colleagues in the US (University of Southern California, Rice University, University of Rochester) and in continental Europe. LUBS co-ordinates an international Corporate Governance Research Network through which academic staff from 13 countries and four continents communicate. There is an ambitious research agenda ranging across many of the major issues in corporate governance.

The School has founded the India and South Asia Business Centre (ISABC) to build upon the expertise of CIBUL to facilitate new research, enterprise/knowledge transfer and teaching opportunities. It has harnessed its excellent relationships in India and China to conclude agreements with the Indian Institutes of Management at Ahmadabad and Calcutta. These are among the leading business schools in India, with students of exceptionally high calibre. Postgraduate students from both schools have now experienced teaching and organisation-based projects in Leeds.



Although LUBS already has a highly diverse faculty and student body, it is seeking to achieve an even greater international profile with more international research and more outgoing and incoming study opportunities. Relationships with several leading universities in China are developing with a view to agreeing student exchange or recruitment at undergraduate level. LUBS has re-profiled its Study Abroad partnerships and identified excellent summer school opportunities in Denmark and Brussels for its MBA students. The International Business Division has also been awarded a prestigious Confucius Centre, the first outside of China.

The University of Leeds, more generally, is a founding member of the World Universities' Network (WUN) which facilitates opportunities to create internationally collaborative relationships in research and teaching.

LUBS is accredited by EFMD under the European Quality Improvement System (EQUIS) and by the Association of MBAs (AMBA). It is in the process of preparing for the approval of the third major body, AACSB International, and so become one of the select institutions worldwide to hold all three accreditations.

For further information, see:

[www.efmd.org/equis](http://www.efmd.org/equis)  
[www.mba.org.uk](http://www.mba.org.uk)  
[www.aacsb.edu](http://www.aacsb.edu)

In addition to the research ratings LUBS gained the equivalent of a rating of 'Excellent' from the Quality Assurance Agency for the quality of its learning and teaching.

The Faculty is continuing in developing links with corporate and external bodies and has a major contract with the Emergency Planning College of the Cabinet Office. This gives it access to the latest developments in the national priority area of civil protection, to the growing international markets for such provision and to related research opportunities. The Centre for Innovation in Health Management, develops provision for practitioners in medicine and health.

The Faculty has been working with Goldman Sachs to deliver its 10,000 Small Businesses Initiative and also has strong links with Marks and Spencer.

The Leeds Enterprise Centre, led by Professor Nigel Lockett, is located within the Business School but works across the University to provide teaching and extra-curricular activities in enterprise and innovation.

LUBS is a partner with the Universities of Lancaster and Liverpool in the Northern Leadership Academy, a funded initiative which is designed to improve corporate performance in the North of England. LUBS has a long-term strategic and sponsorship partnership with Yorkshire Bank whose managers and clients attend events led by Business School faculty, amongst several other tailored activities.

### **Management and Staffing Structure**

There are six academic divisions:

- Accounting and Finance
- Economics
- International Business

- Management
- Marketing
- Work and Employment Relations

The development and delivery of the School's strategy is the responsibility of the Dean, working with the Strategy Group and with the Faculty Executive Group (FEG) which comprises the Pro-Deans for Research, Student Education and Resourcing and the heads of the six constituent divisions.

The Heads of Division report to the Dean.

Other leading bodies within the School are:

- Strategy Group
- Research Committee
- Learning and Teaching Committee, with Postgraduate and Undergraduate sub-committees
- Graduate School Committee
- Promotions Committee
- School Board, of which all members of staff are members

### **Professional Staff**

External reviewers, consultants and examiners consistently report that the professional staff, who are complementary to the academic staff, are one of the School's strengths.

LUBS has consistently aimed to ensure that its academic staff may give priority to research and teaching: management and administrative roles are undertaken by professional staff wherever possible. The range of the professional staff group of ~50 has increased in order to enable LUBS to establish itself as a leading international business school. Staff are deployed in the management of Learning and Teaching (Undergraduate, Postgraduate, PhD Offices, Teaching Quality, Virtual Learning Environment), Careers, Research, Enterprise and Knowledge Transfer, Marketing including Alumni Relations, Finance, Information Technology, Human Resources, Facilities including Health and Safety, and Strategy and Governance.

The School's policy is constantly to improve the professional services it provides to students, staff and external constituents. It does so through learning opportunities within the group, development through secondments and shadowing, and benchmarking with other leading business schools.

### **Staffing: Chair Appointments –**

#### **Dean**

Accounting

Professor Peter Moizer

#### **Accounting and Finance**

Sport Management and Finance

Professor Bill Gerrard

Accounting and Finance	Professor Andrew Robinson
Financial Risk Management	Professor Phil Holmes
Halifax Bank Professor of Financial Services	Professor Kevin Keasey
Centenary Professor of Financial Mathematics (joint Chair with School of Mathematics)	Professor Klaus Schenk-Hoppé
Chair of Credit Management	Professor Nick Wilson
<b>Economics</b>	
Monetary Economics	Professor Giuseppe Fontana
Economics	Professor Virginie Pérotin
Economics	Professor Malcolm Sawyer
<b>International Business</b>	
International Business	Professor Peter Buckley
Jean Monnet Professor of European and International Business Management	Professor Jeremy Clegg
International Business and Innovation	Professor Mario Kafouros
<b>Management</b>	
Organisational Psychology	Professor Chris Clegg
Management Studies (50%)	Professor John Hayes
Enterprise	Professor Nigel Lockett
Management Decision Analysis	Professor Alan Pearman
Organisational Psychology (part-time)	Professor Ivan Robertson
Management Development	Professor Richard Thorpe
<b>Marketing</b>	
Corporate Communications and Marketing (part-time)	Professor Joep Cornelissen
Arnold Ziff Research Chair of Marketing and International Management	Professor Constantine Katsikeas
Marketing	Professor Matthew Robson

## Work and Employment Relations

Work and Organisation	Professor Ian Kirkpatrick
Work and Employment	Professor Robert Mackenzie
Montague Burton Chair of Industrial Relations and Human Resources Management	Professor Peter Nolan
Human Resources Management and Employment Relations	Professor Mark Stuart

Further information on the Business School can be found at:

<http://business.leeds.ac.uk/about-us/>

## 10. FURTHER INFORMATION

Terms and conditions of service applicable to appointments at professorial level can be viewed at:

<http://www.leeds.ac.uk/hr/policy/terms.htm>

The salary, which is negotiable, will be competitive with other leading Business Schools.

Appointment to an academic or academic-related staff post confers the right to join the Universities' Superannuation Scheme (USS), although membership of this scheme is not a condition of employment. Members of the scheme are contracted out of the State Earnings Related Scheme (SERPS).

Participation in the Staff Review and Development Scheme is a condition of employment for academic and related staff.

The University of Leeds is an equal opportunities employer. We welcome applications from all sections of the community regardless of gender, ethnic origin or disability. Women and members of ethnic minorities and disabled people are under-represented in the University in posts at this level and the University would therefore particularly welcome applicants from members of such groups whilst, however, affirming that the appointment will be made entirely on merit.

**A Criminal Records Disclosure is not required for this position** however applicants who have **unspent** convictions must indicate this in section 9 of the application form and must declare the nature of the conviction to the Recruitment Officer.

### Right to work

Under Home Office UK Border Agency regulations, employers who wish to appoint a worker from overseas who do not already hold the right to work in the UK under an immigration category, including those holding Tier 2 certificate status (as these are not transferrable between organisations) are required to demonstrate that they are unable to recruit a resident worker. Applications from candidates that require Tier 2 immigration status to work in the UK are welcome and will be considered alongside all other applications. Non-EEA candidates may not be appointed to a post if a suitably qualified, experienced and skilled EU/EEA candidate is available to take up the post as the employing body is unlikely, in these circumstances, to satisfy the Resident Labour

Market Test. For further information please visit the Home office UK Border Office:  
(<http://www.ukba.homeoffice.gov.uk/>)

### **Disabled Applicants**

The post is located in the Maurice Keyworth Building which is fully accessible.

Disabled applicants wishing to review access to the building are invited to contact the department direct. Additional information may be sought from the Recruitment Officer, email [disclosure@leeds.ac.uk](mailto:disclosure@leeds.ac.uk) or tel + 44 (0)113 343 1723.

Disabled applicants are not obliged to inform employers of their disability but will still be covered by the Equality Act once their disability becomes known.

**Further information for applicants with disabilities, impairments or health conditions is available in the applicant guidance.**

### **Data Protection**

The information you provide in your application will be used to consider your suitability for the post you have applied for. If your application is not successful, the information will be disposed of confidentially within 9 months. If your application is successful and you are appointed, your information and future data will be processed in accordance with the University's Data Protection Code of Practice. A copy of this code can be obtained from either the University of Leeds Human Resources Department or by visiting:  
<http://www.leeds.ac.uk/hr/policy/terms.htm>

### **Health and Safety Responsibilities**

You are required to adhere to, and comply with the provisions of the Health and Safety at Work Act, related Regulations, and act in accordance to the University's Policy on Health and Safety which can be accessed via:  
<http://www.leeds.ac.uk/safety/>

In addition, you are also required to co-operate with regard to the implementation of the Health and Safety arrangements and should not interfere with or misuse anything provided in the interest of Health, Safety and Welfare at Work.

### **Equality and Diversity Statement**

The University of Leeds is proud to be a multi-cultural community. We value diversity, and are determined to ensure:

- that we treat all individuals fairly, with dignity and respect;
- that the opportunities we provide are open to all;
- that we provide a safe, supportive and welcoming environment – for staff, for students and for visitors.

We recognise that we still have work to do to secure a truly inclusive community, and we are committed to a wide-ranging plan of action to tackle discrimination and to promote diversity.

The Equality and Diversity Statement forms part of the University's Equality and Diversity Policy, which applies to staff and students alike and, along with the Policy on Dignity and Mutual Respect, is available on the University's website at:

<http://www.equality.leeds.ac.uk/university-policies-2/>

Further information and advice are available from The Equality Service, tel: +44 (0) 113 343 3927 or by email: [equality@leeds.ac.uk](mailto:equality@leeds.ac.uk)

Information for international staff moving to the UK can be found at:  
<http://www.internationalstaff.ac.uk>