



OLLSCOIL NA GAILLIMHÉ
UNIVERSITY OF GALWAY

Lecturer Above the Bar in Management, 3 full-time posts available

Ref #: 009690



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**Lecturer Above the Bar in Management, 3 full-time posts available,
Permanent or 5-Year Contracts.**

College	Business, Public Policy and Law
School	J.E. Cairnes School of Business & Economics
Post Title & Subject Area	Lecturer Above the Bar in Management (Type B)
Post Duration	Permanent or 5-Year Contract
Level	Lecturer Above the Bar
Reports to	Head of School

JOB ADVERTISEMENT

Applications are invited for three appointments as Lecturer Above the Bar in Management at University of Galway, Ireland. Appointments can be made as either permanent or 5-year contracts.

University of Galway has been inspiring minds since 1845 as a research-led university. University of Galway is one of the oldest and largest universities in Ireland. The campus community includes over 21,000 students and staff and 110,000 alumni located in over 100 countries across the world. University of Galway is counted among the Top 260 universities in the world according to the most prestigious rankings, positioned in the top 2% globally. University of Galway is an international university with global ambition, but with deep roots in the region and nationally. Its location on the very edge of Europe gives University of Galway a unique perspective. University of Galway is at the heart of a distinct and vibrant region, renowned for its unique culture, creative industries, medical technologies, marine ecology and economy, and innovation.

J.E. Cairnes School of Business & Economics is for the public good. Energised by its regional edge on the west coast of Ireland, it is a globally-engaged School of Business and Economics for the public good that makes a transformative impact for students, society and business. The school has 2,800 students, over 130 faculty, research and professional services staff, and over 30 undergraduate and postgraduate programmes. The School has successfully attained AACSB and AMBA accreditation as well as EFMD programme accreditation. The School is a member of PRME.

The School's Strategic Plan 2021-2025 is centred around four key strategic priority areas of research and impact, teaching and learning, external engagement and internationalisation. J.E. Cairnes School of Business & Economics champions core values of respect, excellence, openness and sustainability. Its vision is to make a global impact for the public good by addressing grand challenges through its teaching, research and influence on public policy. The school is committed to delivering value to all its stakeholders and especially to students, external business, industry and policy partners, its community and society.

As part of the School's strategic plan, it is committed to attracting, retaining and developing globally talented academic staff in areas aligned with its strategic priorities. The School is currently recruiting 15 academic positions across the five Disciplines in the School to support its new strategic vision and ambitions. The current expansion of the School strengthens its position as a global leader in quality research and education.

The Management Discipline at J.E. Cairnes School of Business & Economics is recognised nationally and internationally as contributing to business & society, entrepreneurship & innovation, human resource management & decent work, international business & strategy, as well as responsible & sustainable management. The research, teaching and engagement of the Management Discipline makes the strongest contribution to the following United Nations' Sustainable Development Goals:

- Good health and well-being
- Decent work and economic growth
- Industry, innovation and infrastructure
- Peace, justice and strong institutions

Discipline academics have editorial and board membership roles and have published in numerous leading international peer-reviewed journals, including the *British Journal of Management*, *Human Relations*, *Journal of Business Ethics*, *Journal of International Business Studies*, *Journal of Management Studies*, *Journal of World Business* and *Organization Studies*, among others. The recently established Centre for Entrepreneurial Growth and Scaling is led by colleagues from the Discipline.

The key teaching areas of the Discipline include a broad range of business and management subjects on the Bachelor of Commerce degree programmes, post-graduate programmes and on the MBA programme. At postgraduate level, the Discipline offers award-winning masters programmes, including the MSc in International Management (IM), the MSc in Human Resource Management (HRM) and the MSc in Strategy, Innovation and People Management (SIPM). Both, the MSc HRM and MSc SIPM programmes are accredited with CIPD at the advanced level.

The successful candidate will contribute to teaching and examining; engage in scholarship and research; assist with administration and the development of the Management Discipline and School of Business and Economics; and contribute to the intellectual life of the University and the wider community.

For informal enquiries, please contact Professor Esther Tippmann, Head of Management Discipline, J.E. Cairnes School of Business and Economics, University of Galway (esther.tippmann@universityofgalway.ie).

Additional information on the Discipline of Management and the School of Business and Economics is available at www.universityofgalway.ie/management and www.universityofgalway.ie/business-public-policy-law/cairnes/

Salary: € 70,849 - € 92,148 (applicable to new entrants effective from January, 2011) (This appointment will be made on the Lecturer Above the Bar scale in line with current Government pay policy)

Closing date for receipt of applications is 17:00 (Irish Time) on 12th January 2023. It will not be possible to consider applications received after the closing date.

Garda vetting may apply.

Appointments will be conditional on work authorisation validation. Further details are available at www.dbei.ie

For more information and Application Form please see website:

<http://www.universityofgalway.ie/cairnes/jobs>

Applications should be submitted online.

Please note that appointment to posts advertised will be dependent upon University approval, together with the terms of the Employment Control Framework for the higher education sector.

University of Galway is an equal opportunities employer.

JOB DESCRIPTION

Principal Duties and Responsibilities

The post-holder duties will include, but not be limited to, the following:

Teaching

To give instruction and supervision, as directed by the Head of School, to students of the University in courses and programmes organised by the School or to which the School contributes to another School or College. Such duties to include curriculum and course design, preparation and delivery of lectures, tutorials, project supervision and general examination and other assessment responsibilities. The post-holder is also required to be available to students for academic counselling and advice. In some disciplines, academic activities may also include laboratory, workshop or clinical instruction, supervision of fieldwork, site visits and other off-campus activities.

Research

To engage in research and other creative and innovative activity as appropriate to the discipline. The post-holder is required to disseminate their research in academic publications, other outlets as appropriate and to participate in postgraduate supervision. The post-holder is encouraged to engage in initiatives to seek research funding, as appropriate. The post-holder is also encouraged to promote and engage in the development of collaborative and international research.

Contribution and Scholarly Activity

To participate in academic administration at School, College and University levels as part of their contribution to the University. To engage with the wider community regionally, nationally and internationally from a civic, economic, social and cultural perspective as a contribution to the life of the University. In representing the University externally, the post-holder is expected to maintain the highest professional standards, thereby enhancing the reputation of the University. The post-holder is expected to engage in scholarly activity such as, but not limited to, refereeing of journals, membership of discipline related advisory bodies and peer review panels and work associated with external examinership.

The post-holder shall carry out these duties under the direction of the Head of the School or of an authorised senior member of the staff of the School.

The post-holder shall be a member of College/Colleges in accordance with University Statutes.

The hours of work are those prescribed under the Public Service Agreement in respect of Academic Staff.

ELIGIBILITY REQUIREMENTS

In their application, candidates should provide clear evidence of how they meet each of the following essential and desirable eligibility requirements. Applicants should clearly indicate in their **cover letter** if they wish to be considered for the **permanent post, temporary posts (5 years), or both**.

Please note, **publications must be tagged and listed according to the Chartered Association of Business School rankings**, i.e. list the highest ABS ranked journals first and state the ranking beside each publication (ABS4*, ABS4, ABS3, ABS2, ABS1 or non-ABS). Candidates should also tag publications in journals ranked as Q1 on the Scimago Journal Ranking. Candidates who do not address this requirement may not be considered at shortlisting stage.

The successful candidate will demonstrate the Eligibility requirements below.

Essential Requirements:

- A PhD in Management, any of its sub-fields or a closely related area
- Demonstrated expertise in areas where the Discipline of Management has substantial competence, i.e. business & society, entrepreneurship & innovation, human resource management & decent work, international business & strategy, or responsible & sustainable management. Alternatively, candidates may have demonstrated expertise in the areas of consulting, data analytics for management, future of work, project management, operations management or supply chain management
- An established track record of publication in international, peer-reviewed journals in the field commensurate to career stage
- Developed a research programme of significance and impact
- Demonstration of high-quality teaching at graduate and/or undergraduate levels and an ability and willingness to design, deliver and assess a range of modules in their area of expertise as well as outside their immediate area of specialisation
- Evidence of leadership ability and significant contribution to their current School, College, University, or Field commensurate to career stage
- Excellent interpersonal and communication skills
- Candidates must demonstrate how they can positively contribute to fostering an environment that values respect, openness, sustainability and excellence

Desirable Requirements:

- An explicit link of research to addressing the UN SDGs
- A teaching and learning qualification
- Good international research network and international academic experience
- A demonstrable track record in developing successful research funding applications
- Experience and/or evidence of thought leadership engagement with policy, business or business media.
- A capacity and enthusiasm for working collaboratively in an interdisciplinary context within the School and the wider academic community
- Administrative and/or leadership experience commensurate with managing a portfolio of teaching and research

The appointments will be made to the J.E. Cairnes School of Business & Economics and will be associated with the Discipline of Management.

Competency Framework for Lecturer (Contract Type B) Roles at University Galway

	Academic Excellence		Leadership Excellence		Organisational Excellence
C O R E	<p><i>Excellence in Research</i></p> <p><i>The Assistant Professor (Contract Type B) furthers their discipline and contributes to the body of knowledge in their area through planning, carrying out and publishing/ disseminating their own high-quality research, building, and leading research groups and providing supervision and support for postgraduate students to enable them to produce quality research. They keep up to date with relevant developments in their field and network and collaborate with others, both internally and externally, to optimise the value and relevance of the research being produced and to maximise the School's/Discipline's ability to attract research funding.</i></p>	C O R E	<p><i>Personal Effectiveness</i></p> <p><i>The Assistant Professor (Contract Type B) is enthusiastic about their discipline and is committed to making their best personal contribution through employing excellent planning and organising, communication and decision-making skills to achieve their goals and through working hard and being flexible to meet the multiple and changing demands of the Assistant Professor (Contract Type B) role.</i></p>	C O R E	<p><i>Strategy & Vision</i></p> <p><i>The Assistant Professor (Contract Type B) should contribute to the strategic development of the discipline by developing a strong awareness of the wider environment, how the discipline is developing and how the School/Discipline can develop in the long term to optimise its contribution. He /She must have the ability to make a strong case for the development of new programmes or engaging in joint programmes or collaborations that they feel will add long term value to the School/Discipline.</i></p>

<p>C O R E</p>	<p><i>Excellence in Teaching</i></p> <p><i>The Assistant Professor (Contract Type B) develops and delivers quality teaching programmes which engage and inspire students at all levels and maximises their learning. They are confident in using a range of teaching techniques, are open to innovations in teaching and are focused on continually developing their own teaching skills.</i></p>	<p>C A P A C I T Y T O D E V E L O P</p> <p><i>Leading Others</i></p> <p><i>The Assistant Professor (Contract Type B) must work well with others, providing leadership and direction to students, colleagues, and support staff in relation to projects or areas of work that they are leading on. They effectively encourage, support, and manage the contributions of others to deliver results for the discipline and to ensure high standards are met.</i></p>	<p>D E V E L O P I N G</p> <p><i>Collegiate & Community Contribution</i></p> <p><i>The Assistant Professor (Contract Type B) values and engages in a collegiate approach to working with others, within their own discipline, school, and university and within the wider external community. S/he actively seeks to build effective networks and is willing to contribute their time and expertise to a range of broader university wide or community projects.</i></p>
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