



OLLSCOIL NA GAILLIMHÉ
UNIVERSITY OF GALWAY

Lecturer in Accountancy and Finance

Full-Time, Permanent

Contract Type B

Ref #: 010230





Lecturer in Accountancy and Finance, Contract Type B

College	Business, Public Policy and Law
School	J.E. Cairnes School of Business & Economics
Post Title & Subject Area	Lecturer in Accountancy and Finance
Post Duration	Permanent
Level	Lecturer Type B
Reports to	Head of School

JOB ADVERTISEMENT

Applications are invited for a Lecturer in Accountancy and Finance at the J.E. Cairnes School of Business & Economics at University of Galway, Ireland.

University of Galway has been inspiring minds since 1845 as a research-led university. University of Galway 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.

University of Galway is committed to creating an inclusive environment where diversity is celebrated, and everyone is afforded equality of opportunity. To that end the university adheres to a range of equality, diversity and inclusion policies. We encourage applicants to consult those policies [here](#). We welcome applications from everyone, including those who identify with any of the protected characteristics that are set out in our Equality, Diversity and Inclusion policy.

J.E. Cairnes School of Business & Economics is one of three Schools within the College of Business, Public Policy and Law at University of Galway. 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.

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'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 Accountancy and Finance Discipline, within the J.E. Cairnes School of Business & Economics, is recognised nationally and internationally for excellence in teaching and research. The Discipline offers three masters programmes: Master of Accounting; MSc in International Accounting and Analytics; and MSc in Corporate Finance. All of the masters programmes are accredited with global professional

accounting bodies and the MSc in Corporate Finance is affiliated with CFA Institute. In addition, the Discipline delivers a designated undergraduate degree, B.Comm (Accounting), and has designated streams in both Accountancy and Finance on the Bachelor of Commerce programme as well as a number of modules on the School's flagship MBA programme.

Consistent with our School mission to address grand challenges for the public good, the Lecturer in Accountancy and Finance will expand our capacity to engage in impactful research and teaching on the development and application of expertise in accountancy and finance to support responsible investment, good management control and decision making, and reliable, insightful corporate reporting around the sustainable use of resources.

For informal enquiries, please contact Professor Emer Mulligan, Head of Discipline of Accountancy and Finance. Email: emer.mulligan@universityofgalway.ie.

Additional information on the Discipline is available at: <https://www.universityofgalway.ie/acc/>

Information on the University's Strategic Plan is available at: [Strategy - University of Galway](#)

Salary: €59,801 to €95,401p.a (applicable to new entrants effective from January, 2011) and in accordance with the terms and conditions of the University's Remuneration policy
universityofgalway.ie/media/financialaccounting/financialaccountingoffice/QA321-Updated-PP-Remuneration.pdf

(This appointment will be made on the Lecturer scale in line with current Government pay policy)

Closing date for receipt of applications is 17:00 (Irish Time) on 11th April 2024. It will not be possible to consider applications received after the closing date.

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/about-us/jobs/> **Applications should be submitted online.**
Please see further information on how to apply here: [E-Recruit - University of Galway](#) and [Guidelines for On-line Applications \(universityofgalway.ie\)](#)

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 high quality 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 research networks both nationally and internationally. The post-holder will play a key role in contributing to, and building on, the key research areas of the discipline of Accountancy and Finance to enhance its national and international research reputation.

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

Person Specification

Applications will be judged solely against the criteria set out below. Applicants should ensure that their application clearly demonstrates that their skills and experience meet these criteria.

The successful candidate will demonstrate the Eligibility requirements below:

Essential Requirements:

- A PhD Degree or very close to completion of a PhD in Accountancy or a related area. (Note: to be eligible for appointment candidates must hold a PhD at the time of appointment).
- An active research profile and publication record in Accountancy or a related area, commensurate with the grade of appointment.
- Ability to contribute to supervision at postgraduate level, including PhD students.
- Relevant experience of teaching and examining at third level.
- Excellent organisation, collaboration, communication and presentation skills.

Desirable Requirements:

- A track record of publication in high-ranking, peer-reviewed journals, related to Accountancy, commensurate with the level of appointment.
- Experience of postgraduate research supervision.
- A demonstrated capacity to attract research funding.
- Capacity for research collaboration, both internationally and interdisciplinary.
- A relevant professional qualification in Accountancy or related area.
- An ability to teach across a range of Accountancy and related subject areas across varied class sizes and levels.
- Established track record of innovative teaching, curriculum development, and the design and delivery of new modules or programmes (including online) in relevant areas.
- Established track record of teaching and examining advanced technical material at third level on modules accredited by professional accounting bodies.
- Experience of managing programmes and modules at third level.
- Administrative experience in an academic or professional environment.
- Evidence of leadership ability and collegiality.
- A passion for the development and application of expertise in accountancy or a related area to address global grand challenges for the public good.

The appointment will be made to the J.E. Cairnes School of Business and Economics but will be associated with the discipline of Accountancy and Finance.

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

	Academic Excellence		Leadership Excellence		Organisational Excellence
CORE	<p>Excellence in Research</p> <p><i>The Lecturer (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>	CORE	<p>Personal Effectiveness</p> <p><i>The Lecturer (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 in order to meet the multiple and changing demands of the Lecturer (Contract Type B) role.</i></p>	CAPACITY TO DEVELOP	<p>Strategy & Vision</p> <p><i>The Lecturer (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>
CORE	<p>Excellence in Teaching</p> <p><i>The Lecturer (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>	CAPACITY TO DEVELOP	<p>Leading Others</p> <p><i>The Lecturer (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 that high standards are met.</i></p>	DEVELOPING	<p>Collegiate & Community Contribution</p> <p><i>The Lecturer (Contract Type B) values and engages in a collegiate approach to working with others, within their own Discipline, School and university and also 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>

ACADEMIC EXCELLENCE

Competency 1: Excellence in Research

The Lecturer (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.

- Conducts high quality research that furthers the School / Discipline
- Publishes research frequently in high quality, peer-reviewed journals and presents research at high profile conferences
- Builds up collaborative links and networks with other organisations and keeps up to date with research in own area and what is happening in the international research community
- Goes to relevant conferences, and works with industry and other relevant external bodies to keep research relevant
- Writes strong research and grant proposals which sells the value and potential benefits of a piece of research
- Effectively plans research and can estimate the time and resources required to complete it, and delivers on schedule
- Provides quality supervision and guidance in relation to the research of undergraduate and postgraduate students, motivating and encouraging them to help them overcome problems

Competency 2: Excellence in Teaching

The Lecturer (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.

- Provides a high standard of teaching to students across a range of programmes in their discipline
- Provides mentoring and supervision to PhD students / projects / programmes as required
- Leads on/contributes to the development and review of the curriculum and programmes delivered and encourages other staff to contribute
- Confident teaching student groups of various sizes and at different levels
- Competent and consistent in setting and organising/co-ordinating the marking of examinations
- Demonstrates, through their teaching, strong enthusiasm for their subject area and a high level of up to date knowledge and expertise in their area
- Competent in a range of teaching methods and strategies and is willing to continually evaluate and develop their teaching methods and skills, looking for better ways of teaching

- Open to using technological innovation as part of their teaching and keeps up-to-date with developments in this area
- Organises and structures their teaching logically to help maximise learning and ensure a good student experience
- Keep students engaged by incorporating research and current topics into teaching and informing their teaching by what is going on in the wider environment and including external input
- Demonstrates a commitment to students and gives the time and effort to engage with, and be accessible to students
- Has the ability to give constructive and timely feedback and advice to students
- Balances a concern for students with a focus on being consistent and equitable in their treatment
- Benchmarks teaching programmes against those in other universities and aims to ensure they are of a high standard
- Works with students to prevent plagiarism, and puts systems in place to detect and manage plagiarism

LEADERSHIP EXCELLENCE

Competency 3: Personal Effectiveness

The Lecturer (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 in order to meet the multiple and changing demands of the Lecturer (Contract Type B) role.

- Demonstrates excellent planning, organisation and prioritisation skills, to effectively meet deadlines and to deliver to high standards across the areas of teaching, research and administration
- Has good time management skills to manage a heavy workload
- Demonstrates clear commitment and is willing to work hard for the success of their area
- Has a reflective approach to their own work and can consistently review it in order to ensure it is of the highest possible standard
- Active in reviewing systems and processes to maximise the time available for research and teaching
- Flexible and adaptable in managing competing demands while protecting core values
- Shows a strong commitment to keeping up to date and maintaining professional competence
- Is resilient and maintains a positive outlook in a challenging and pressurised environment
- Takes a balanced approach to the demands of the role and is flexible with what the role encompasses
- Understands the importance of budget management and raising programme funds, and can assimilate financial information and report back on financial matters

Competency 4: Leading Others

The Lecturer (Contract Type B) must demonstrate a capacity to develop skills and competence to 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 that high standards are met.

- Works constructively within a collective collegiate structure
- Consistently works with others to ensure high standards in all aspects of the role
- Is able to get the most out of people and to secure their support and cooperation in relation to work they are leading/managing
- Gives clear instructions in relation to the contribution expected from others
- Has the ability to manage and encourage others to deliver what is required
- Actively supports the career development of postgraduate students and newer colleagues
- Organises and delegates work in a way which is consistent and fair and makes best use of resources
- Understands the importance of, and can use a range of strategies to, motivate students and support staff and colleagues
- Takes the initiative to put good ideas into practice

ORGANISATIONAL EXCELLENCE

Competency 5: Collegiate and Community Contribution

The Lecturer (Contract Type B) values and engages in a collegiate approach to working with others, within their own discipline, School and university and also 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.

- Actively builds strong internal and external networks and collaborative links
- Participates in cross discipline working groups in addition to taking on roles in external institutions/agencies (with the necessary University approval in place)
- Takes time to build up positive working relationships with others and treats everyone fairly and with respect
- Assumes administrative/organisational roles and tasks to help ensure the smooth running of the School/Discipline
- Acts as chair on committees or acting or as representative at School/college/university level and works to develop the skills needed to perform these roles effectively
- Makes an effort to understand and take account of different people's views and perspectives
- Contributes outside the university to different committees, the local community, and voluntary organisations
- Encourages students to get involved in relevant external groups also, where appropriate

- Supports colleagues internally and with other universities in initiating collaborative enterprises/programmes
- Possess the negotiation skills required to achieve a balance between the university's academic requirements with potentially competing requirements of external bodies

Competency 6: Strategy and Vision

The Lecturer (Contract Type B) should demonstrate a capacity to develop skills and competence to 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.

- Has a clear overall vision for what the School/Discipline is trying to achieve and how their work fits in with the overall direction
- Understands how the discipline is developing and brings this to bear on their work
- Uses initiative to benchmark against other organisations and takes other opportunities to increase understanding of best practice across the system
- Knows what research is being done within their area and what type of research will attract funding from which sources
- Identifies opportunities for new modules and programmes by assessing what will be viable and of interest in the long term
- Uses judgement to build and sell a persuasive case for resources/new programmes on behalf of their area/college
- Creates, and takes advantage of, opportunities to market programmes to attract high quality postgraduate students
- Able to negotiate for an area while recognising the realities and the resource restrictions and is willing to change and adapt to meet future needs