Job Related Information

This document includes information about the role for which you are applying and the information you will need to provide with your application.

1. Role Details

<table>
<thead>
<tr>
<th>Vacancy reference:</th>
<th>13948</th>
</tr>
</thead>
<tbody>
<tr>
<td>Job title:</td>
<td>Professor of People and Organisations at The Open University Business School</td>
</tr>
<tr>
<td>Reports to:</td>
<td>Head of Department, Department for People and Organisations</td>
</tr>
<tr>
<td>Salary:</td>
<td>From £65,229, commensurate with skills and experience</td>
</tr>
<tr>
<td>Terms and conditions:</td>
<td>Academic</td>
</tr>
<tr>
<td>Grade:</td>
<td>Professorial</td>
</tr>
<tr>
<td>Duration of post:</td>
<td>Permanent</td>
</tr>
<tr>
<td>Working hours:</td>
<td>Full time</td>
</tr>
<tr>
<td>Location:</td>
<td>Milton Keynes</td>
</tr>
<tr>
<td>Closing date:</td>
<td>Midday on Friday 20 October 2017</td>
</tr>
<tr>
<td>Type of application form accepted:</td>
<td>Electronic</td>
</tr>
<tr>
<td>Number of referees required:</td>
<td>Three</td>
</tr>
<tr>
<td>Unit recruitment contact:</td>
<td><a href="mailto:fbl-recruitment@open.ac.uk">fbl-recruitment@open.ac.uk</a></td>
</tr>
</tbody>
</table>
2. Summary of duties

We seek to appoint a Professor of People and Organisations, Department for People and Organisations (DPO) in The Open University Business School (OUBS). The Professor will be joining a team whose output is closely aligned with the University’s mission of social justice focused on social aspects of the economy, management and governance.

We are open to a wide range of perspectives and backgrounds that can help advance the Department’s commitment to pursuing cutting edge thinking on contemporary economic and social issues. We are especially interested in candidates doing research in areas related to the changing nature of employment, technology and management, business intelligence, organisation studies and critical perspectives on HRM. We would also strongly encourage those to apply who are members of the CIPD and have experience teaching on MBA and MSc programmes.

You will be expected to have a strong track record of world leading research, attracting funding, external engagement and broader economic and social impact. We are looking for someone who has a strong record of making substantial intellectual and socially impactful contributions to the broader study of people and organisations.

As part of the Faculty of Business & Law at the Open University, we are at the cutting edge of pedagogy, on-line education and practice based learning. You will have the opportunity to work in teams designing and delivering innovative, high quality and challenging learning experiences for our students. You will also have the opportunity to contribute to the writing of our new exciting MBA Programme. Additionally, there will be possibilities to play a leading role in our post-graduate programmes across the faculty. Previous leadership roles in either or both of these areas would be highly desirable.

Main duties of the appointee will include:

- Contribute to a group of research active scholars in the Department of People and Organisations and build on our record of academic excellence through publications, research degree supervision and research grants
- Engage with policymaker and practitioners communities to increase the public impact of your research
- Contribute to our new research group REEF (Research into Employment, Empowerment and Futures)
- Contribute to our teaching portfolio engaging with our distinctive teaching methods and developing new competences in this area. This will include teaching in the areas of people management and HRM; especially on the new Msc (HRM) accredited by the CIPD and a MBA programme
- Work with the Head of Department and Associate Dean, Research and Scholarship to meet the strategic research priorities of their Department and the School
- Provide research leadership within the Department, School, Faculty and University as appropriate
- Maintain own research profile, including publishing 4/3* journal articles in the field relevant to their area of expertise and be eligible for inclusion in REF 2020+
- Develop and submit grant proposals to support own research portfolio and contribute to the growth of the School’s distinctive areas of expertise
- Contribute to the impact of research in policy and/or practice arenas and the development of REF 2020+ impact cases as appropriate
- Participate actively in the development of the research degrees programme e.g. supervising and examining students and developing new supervisors
- Promote OU research/reputation at national and international events
- Contribute as appropriate to the development and delivery of the School’s curriculum portfolio including teaching, assessment and quality enhancement in interdisciplinary and/or specialist modules
- Direct or teach at face-to-face residential schools or their online equivalents
- Represent the HoD/AD, Research & Scholarship/Executive Dean as requested at Department, School, Faculty and University level
3. Person specification

### Education, qualifications and training

**Essential:**

i) A distinguished research portfolio underpinned by a relevant PhD or equivalent doctorate qualification in the social sciences, HRM, Organisation Studies or a related discipline and must be able to show a trajectory of research publications and associated research activity

ii) International experience in teaching, managing or researching

**Desirable:**

i) Senior Fellow of the HEA or other related teaching qualification

### Knowledge, work and other relevant experience

**Essential:**

i) A significant and established research trajectory and a publication record with substantial 3* and 4* work based on definitions for the Research Excellence Framework

ii) Principal Investigator or Co-Investigator on RCUK, EU and/or other grants won in competition with peer review

iii) Previous inclusion in the RAE/REF and on-track for inclusion in REF 2020+

iv) Evidence of excellent teaching including curriculum and pedagogical design and development and a commitment to the provision of quality service to students

v) Higher Education teaching experience in areas relevant to the department’s current and projected teaching

vi) Evidence of excellent communication skills and commitment to teaching at residential schools

vii) Experience of building and leading research groups, including research development such as mentoring and research student supervision

viii) A successful track record of supervising postgraduate students and experience of research supervision at PhD level

ix) Evidence of active contribution to academic communities including invited keynotes, chairing tracks and symposiums at academic national and international conferences and membership of Academies

x) Evidence of appropriate external national and international networks, and demonstrable ability to develop strong collaborative links, with, for example:

   - industry and/or professional practice;
   - policy makers and funders;
   - leading researchers at other institutions

xi) Evidence of considerable reach and significance in public engagement with research, achieving impact of research on teaching and learning, or impact beyond academia on policy or practice

xii) Ability to represent the Business School within the University and externally

xiii) Professionalism as a colleague and proven track record of working with others as a member of a team

**Desirable:**

i) A diverse research income portfolio including philanthropic and corporate funding

ii) Track record of working with organisations across and within different sectors

iii) Experience of blended, distance learning

iv) Experience of working in multi-disciplinary and inter-disciplinary research

v) Evidence of having built and maintained working relationship with policy makers in industry/government/third sector corporate networks
vi) Experience of developing and using multi-media and web-based learning technologies

Personal abilities and qualities

**Essential:**
1. The ability to work effectively with individuals in senior roles across the institution and externally
2. Proven ability to work to tight deadlines
3. Excellent communication skills and interpersonal skills with an ability to work effectively as a leader and as part of a team
4. Computer literacy and ICT competence

Additional requirements/Special circumstances

**Essential:**
1. Commitment to, and understanding of, equal opportunities policies and practices
2. Travel throughout the UK and internationally, as required
3. Willingness to work occasional evenings and weekends

4. About the unit/department

Information about the Faculty of Business and Law and The Open University Business School, including key focus, research centres and major initiatives, can be found in the Professorial brochure attached.

Further information about The Open University Business School can be found at: [http://www.open.ac.uk/business-school/](http://www.open.ac.uk/business-school/)

5. How to obtain more information about the role or application process

If you would like to discuss the particulars of this role before making an application please contact by email peter.bloom@open.ac.uk or fbl-recruitment@open.ac.uk

If you have any questions regarding the application process please contact by email fbl-recruitment@open.ac.uk
### 6. The application process and where to send completed applications

<table>
<thead>
<tr>
<th>How to Apply:</th>
<th>Complete the application form</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>The application form has been designed to give the information needed at this initial stage.</td>
</tr>
<tr>
<td></td>
<td><strong>Covering letter</strong></td>
</tr>
<tr>
<td></td>
<td>Write a covering letter indicating why you are interested in this post and how you believe your knowledge experience and skills meet the Person Specification.</td>
</tr>
<tr>
<td></td>
<td>Please use the essential and desirable items listed in the person specification as subtitles within your letter. In writing your letter, examine carefully the description of the role and analyse how your skills, knowledge and experience match with the requirements set out in the person specification.</td>
</tr>
<tr>
<td></td>
<td>Please specify examples from your experience which clearly demonstrate that you have the particular knowledge and capabilities required in the person specification.</td>
</tr>
<tr>
<td></td>
<td><strong>Curriculum Vitae (CV)</strong></td>
</tr>
<tr>
<td></td>
<td>Please enclose an up to date CV with your application for employment. Please remove any information from your CV that might give an indication of your race, religion or belief, or sexual orientation, as these details are irrelevant to your application.</td>
</tr>
<tr>
<td></td>
<td>Decisions about short listing will be based solely on the information you provide on your application form and covering letter.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>e-mail your application to:</th>
<th>Your completed application should be returned electronically to <a href="mailto:fbl-recruitment@open.ac.uk">fbl-recruitment@open.ac.uk</a></th>
</tr>
</thead>
<tbody>
<tr>
<td>Please ensure that your application reaches the University by:</td>
<td>Midday on Friday 20 October 2017</td>
</tr>
<tr>
<td>Applications received after the closing date will not be accepted.</td>
<td></td>
</tr>
</tbody>
</table>

### 7. Selection process and date of interview

<table>
<thead>
<tr>
<th>The interviews will take place on:</th>
<th>Interviews are planned for early <strong>November 2017</strong> at Milton Keynes but this date may be changed if operationally required. Please also note that there may be a need for second interview.</th>
</tr>
</thead>
</table>

| The selection process for this post will include | As part of the selection process shortlisted candidates may be asked to attend a panel interview and give a presentation to panel members. |
We will let you know as soon as possible after the closing date whether you have been shortlisted for interview. Further details on the selection process will also be sent to shortlisted candidates.