



UNIVERSITY *of*
GREENWICH

Professor & Head of the Department
of International Business and
Economics

Candidate Pack – February 2018



University of Greenwich Professor & Head of Department of International Business and Economics

Candidate Pack – Thursday, 8 February 2018

Executive Summary

The University of Greenwich is a leading London university whose core purpose is to inspire society through the discovery, application and dissemination of knowledge. The University provides high-quality educational activities, research and enterprise. The University comprises over 38,000 students across four faculties, namely Business; Architecture, Computing and Humanities; Engineering and Science & Education and Health.

The Business School comprises five departments and eight research groups. Serving a community of 4,000 FTE students on campus at the heart of a UNESCO World Heritage Site, the Business School's mission is to support students to reach their full academic potential, to conduct innovative and impactful research and to drive engagement between academia and business. The Department of International Business and Economics' overall mission is to contribute to a greater understanding of the economy and international business, construed in the broadest and richest sense. It is committed to developing our students' employability as managers and good citizens of the future.

The Business School is now seeking to appoint an exceptional individual to the position of Professor and Head of the Department of International Business and Economics (IBE) to strengthen the Department's performance in student academic performance, student experience and employment outcomes; and to increase the quality, amount and impact of the research conducted in the Department.

Candidates with a research focus will be expected to possess an international profile in their academic area, with a track record of publishing in journals with international impact, strong understanding and evidence of leading and developing programmes of study, and engagement with business to further the impact of academic activity. Candidates with a teaching and learning focus will be expected to have demonstrated international impact in curriculum design and pedagogical innovation, and to have published in these areas, as well as demonstrating a track record of advanced scholarship in their discipline area. All candidates will also be expected to demonstrate aptitude and experience in leading and managing academic teams, though not necessarily as a Head of Department.



Organisation

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The University comprises over 38,000 students across four faculties, namely Business; Architecture, Computing and Humanities; Engineering and Science & Education and Health.

The University takes its name from the Royal Borough of Greenwich in London. Greenwich has a long and rich history which forms the backdrop and inspiration for today's university. Many of the buildings on the Greenwich Campus were designed at the end of the 17th century by Sir Christopher Wren, one of Britain's greatest architects. The work was overseen by Nicholas Hawksmoor and Sir John Vanbrugh, both towering figures in their field. The new contemporary building, the £76 million Stockwell Street development, continues this tradition of innovative architecture within the Maritime Greenwich World Heritage Site.

Altogether, the university is custodian of 16 listed buildings, including the grand former Royal Naval Barracks at Chatham Maritime, now home to the Medway Campus, and Sir Colonel North's elegant listed Winter Garden at Avery Hill.

The Mission

The core purpose of the University of Greenwich, "to inspire society through the discovery, application and dissemination of knowledge", reflects the rich history and exciting future as a higher education institution.

The University aims to achieve this through high-quality research, enterprise and educational activities. Success is evidenced by significant cultural, economic, environmental and social contributions at local, national and international levels.

The University's strategic objectives are:

- maximising the individual potential and satisfaction of students through outstanding learning and teaching;
- enhancing capability as a research-informed and enterprising institution which produces international-quality research and knowledge exchange;
- creating a strong sense of community and ensuring that all associated with the University have great experiences;
- building effective, efficient and sustainable services and infrastructure that support the University's activities.

Further information on the University's strategic plan can be found [here](#).

Vision

Today, Greenwich is a well-respected institution and compares favourably with peers in the nation's capital; nonetheless, the institution believes that it can achieve more. The University wants to cement its place firmly as a high quality and well respected mainstream university.

Values

Values	Behaviour
Aspiration	Setting and achieving ambitious goals Striving for excellence Being proactive Promoting employee engagement and wellbeing
Confidence	Recognising and celebrating success Speaking up for ourselves Leading the way Encouraging open dialogue
Creativity	Being curious and challenging Being willing to take risks Imagining the future Fearlessly thinking differently
Professionalism	Putting students and stakeholders first Doing a good job first time Respecting others and treating everyone fairly Acting in the interests of the University
Responsibility	Contributing to our internal and external communities Fostering a positive attitude to the environment Maintaining an appropriate work-life balance Working and studying ethically



The Campuses of the University of Greenwich



Greenwich Campus

The University's largest campus is at the heart of a UNESCO World Heritage Site and is centred on three baroque buildings designed by Sir Christopher Wren at the end of the 17th century. "More breathtaking than the Versailles of Louis XIV" is how it was described by The Independent.



Avery Hill Campus

Set in 86 acres of parkland in South-East London, Avery Hill Campus combines a listed Victorian mansion with a £14 million development with modern teaching, living and sporting facilities. The student village offers en-suite, online facilities and is home to over 1,200 students.



Medway Campus

The Medway Campus is a centre for teaching, research and consultancy, offering hi-tech facilities in science, engineering, pharmacy and natural resources. Business, IT, paramedic science and nursing are also taught here, along with speech and language therapy. The campus, which dates from 1903, is based in splendid redbrick and ivy-clad Edwardian listed buildings.

Charting a course for the future

Building on the impressive achievements of the past few decades, the University has set a new course for the future.

Quality and excellence are at the heart of the University's new strategic plan: quality in research, teaching, and campus life. The plan also has a focus on fostering a strong sense of community within the University and with external partners.

Without doubt Greenwich is a different and better university than it was five years ago. Although the University has made giant strides forward there is much more to be done, and it remains as intensely ambitious for the future as ever. This plan seeks to embrace change and develop the University so that it can flourish in this new world, and thus better serve students, staff and other stakeholders.

The University will achieve its core mission of "Transforming lives through inspired teaching and research" by:

- changing student lives through outstanding teaching and learning;
- enhancing science and society with excellent research and enterprise;
- delivering a high-quality university experience through engaging campus environments and services;
- supporting and developing staff so that they can reach their full potential and maximise their contribution;
- enhancing student employability to optimise prospects for graduate employment and further study;
- internationalising Greenwich to take its place in a global society;
- embedding values – ambition, creativity, determination, excellence, and inclusivity – in all activity.

Success will be achieved by 2022 if:

- there is significant improvement in the quality of teaching and learning, indicated by the achievement of a gold (highest) rating for the institution in the Teaching Excellence Framework (the University is currently rated silver);
- a major increase in research outcomes has been demonstrated by at least 150 full-time equivalent staff achieving world leading/international quality (3*/4* level) outputs in the Research Excellence Framework 2020/21 (it was 84 in the last REF in 2014);
- the performance of support services in meeting the needs of students and staff has improved as measured by three quarters of staff being engaged with the mission, and national student satisfaction being above the sector average.

Faculty Structure

The academic work of the University is organised into four faculties that provide:

- an efficient and effective mechanism for institutional alignment, decision making and information dissemination;
- a devolved system of academic, financial and other resource responsibility and accountability;
- a group of top-class academic unit leaders with the capability to implement all facets of the strategic plan and to drive the necessary changes through the organisation;
- a focus on areas of core competency where there is the talent and opportunity to be successful;

- each faculty has fully devolved accountability and line management responsibility for all academic, financial and other resource aspects of a key area of university activity;
- each faculty is headed by a Pro Vice-Chancellor supported by a Faculty Operating Officer and other senior staff including Head of Departments.

Great things about Greenwich

- the Greenwich Campus is based on a UNESCO World Heritage Site, and is the custodian of 16 listed buildings with special architectural or historic interest;
- People & Planet have rated the University “first class” for environmental and ethical performance;
- Nobel Prize Winner Professor Charles Kao, pioneer of fibre optics, was educated the University. Staff include Professor John Morton, whose research contributed to a Nobel Prize for the Intergovernmental Panel on Climate Change;
- the University has more than 125 years of experience providing quality education;
- Greenwich has won four Queen’s Anniversary Prizes for Higher and Further Education;
- in 2016 Jenny Field, Principal Lecturer in the Faculty of Education and Health, was awarded a prestigious National Teaching Fellowship, bringing the total among our academic staff to five;
- the award winning £76 million Stockwell Street development in the centre of Greenwich opened in 2014;
- they have received nine awards from Times Higher Education recognising Most Innovative Teacher, Outstanding Engineering Research, Outstanding International Strategy and Outstanding Contribution to Innovation and Technology;
- Ofsted has rated the quality of training in primary education as “outstanding”;
- there are over 38,000 students from more than 140 countries studying for university awards;
- the University has two Guardian University Awards for Research Impact;
- Engineering, Law and Maths have been top in student satisfaction nationally in the past few years.

The Business School

The Business School is one of the four faculties in the University.

It consists of five Departments: Accounting and Finance; International Business and Economics; Human Resources and Organisational Behaviour; Marketing Events and Tourism; and Systems Management and Strategy. The next section provides information about the International Business and Economics Department.

The School provides a comprehensive range of academic programmes in business-related disciplines at both undergraduate and postgraduate levels. It also has approximately 90 postgraduate research students. Overall it has approximately 4,000 FTE students on campus, with approximately the same number studying with partner institutions overseas, mainly in South East Asia. The student body is highly diverse: in 16/17 58% of students were of non-UK nationality, coming from 129 different countries. The UK students are highly diverse with many being the first generation in their families to go onto higher education, and 98% from state schools.

Research is organised through eight research groups, which receive funding from the School’s allocation of QR funding from HEFCE. Membership of the research groups often (and deliberately) straddles departmental boundaries, but each group is hosted by a Department. The three groups hosted by the International Business and Economics Department are described in the next section. There are

proposals to consolidate the research groups into fewer, larger groups, with federated structures, with effect from 18/19. The School supports the research environment in a number of ways, including through the allocation of timetabled research time through its School Research Investment scheme; the funding of a small grants scheme and PhD studentships; and the mentoring of Early Career Researchers by more experienced researchers.

The School is managed by the Executive and the Senior Management team, with Heads of Departments being members of both bodies. Internal governance is exercised through the Faculty Board which ultimately reports to the University's Academic Council, the senior academic decision-making body in the University.

The School has recently prepared its strategy for 2017-22, in the context of the University's strategy for that period. The plan defines the five-year Vision as follows:

- strengthen its reputation as an inclusive and diverse School, with a highly international community of students and staff;
- support and encourage its students to fulfil their potential, achieve excellent academic outcomes and embark on successful careers;
- foster a spirit of enterprise in its students, alumni and the local community;
- be known as a research-informed Business School, with areas of world class research.

This vision is supported by a number of enabling projects, and progress will be measured against a comprehensive set of KPIs.



The Department of International Business and Economics

The focus of the Department's teaching and research is global business seen from an economic perspective. The Department's mission is to contribute to greater understanding of international business and economics through its research, and to reflect that research in its teaching and professional engagement. The Department is committed to developing students' employability through excellent teaching and by providing them with an international experience.

Research

The Department is one of most research active in the Faculty, hosting three internationally renowned Research Groups: the Public Services International Research Unit, the Greenwich Political Economy Research Centre and the Centre for Business Network Analysis. The Department benefits from the contribution of four Professors, a large group of well-published mid-career researchers and several promising Early Career Researchers.

The Public Services International Research Unit (PSIRU), led by Dr Jane Lethbridge, was established in 2000 by agreement between Public Services International and the University of Greenwich, to carry out research on the impact of privatisation and liberalisation on public services, globally. Institutions that have invited or commissioned research from PSIRU include the World Bank, the United Nations, the European Commission, the International Labour Organization (ILO) and the Organisation for Economic Cooperation and Development (OECD).

The Greenwich Political Economy Research Centre (GPERC), led by Professor Ozlem Onaran, brings together researchers who see social, economic, and political outcomes as determined by power relations, institutions, historical context, and social norms. GPERC was set up in August 2015 with the support and collaboration of the University of Greenwich and the Foundation for European Progressive Studies (FEPS). GPERC's analysis are characterised by theoretical and methodological pluralism and aim at suggesting solutions to current societal problems such as: inequalities, unemployment, governance, innovation and sustainability and development.

The Centre for Business Network Analysis (CBNA), led by Professor Bruce Cronin, hosts what they believe to be the largest concentration of business network analysts in Europe. Organisational and economic network analysis provides powerful insights into the ways people relate to one another within and across organisational boundaries. CBNA applies the techniques of organisational network analysis to a wide range of business problems, reconceiving individual firms, organisations and markets as structured relationships. CBNA experts, all widely published provide presentations to corporate audiences, short courses, training in software and analysis, problem-solving and software consultancy and commissioned research.

There are proposals to combine existing research groups across the faculty into larger, federated groups. The research focus and themes set out above will not be affected by this process.

Academic Programmes

The Department hosts three postgraduate programmes, two large undergraduate programme suites and a number of MRes/PhD students. The programmes are as follows.

MSc Economics: approximately 30 students per year, spread over two intakes. The programme was recently revalidated and offers two endorsements: Business and Financial Economics and International Economics.

MA/MBA International Business: approximately 200 students each year, nearly all full time international students, mainly from South Asia, Africa and Eastern Europe. The curriculum will be reviewed through a programme review, scheduled for November 2018. The content of the programme will be focused on changing employer needs and designed to equip students with more advanced research skills. The programme is delivered by various international collaborative partners in SE Asia as well as on campus at Greenwich.

BA (Honours) International Business and International Business with Language: a programme suite aligned to international standards of excellence in teaching and learning, strongly emphasising enquiry based learning and research informed teaching. The programme attracts approximately 80 students per year. The student body is strongly international, with no single dominant ethnic group. Students on the programme regularly engage in international (e.g. Erasmus) and employability (e.g. placement) initiatives.

BSc (Honours) Economics, BSc (Honours) Economics with Banking and BA (Honours) Business Economics: approximately 70 students per year, with some students directly joining year 3 of the BSc (Honours) Economics with Banking from a partner University in China through an articulation agreement. The pluralist approach to teaching Economics led the Department to be recently mentioned, amongst other sources, in an article written in the [Economist](#).

The Department currently offers the **BA (Honours) Business with Law**. The programme is however phasing out, with the last intake having been recruited in September 2017.

Staff

The Department has approximately 40 FTE teaching staff, including a current vacancy for a Lecturer/Senior Lecturer. The Head of Department shares an Executive Support Officer with two other Heads, and the departmental staff have administrative support in the form of a Programme Coordinator. In addition to the Professors, who assist with research mentoring and administration, the Head of Department works with a leadership team of five members of staff, each of whom has a key role in running the Department's activities: Quality Assurance; Personal Tutoring and Timetabling; Large Programme Leadership (MA/MBA International Business); Teaching and Learning Enhancement and International Collaborations.

Each of the study programmes has a programme leader, responsible for academic and administrative leadership of their programmes. All academic staff have individual course leadership responsibilities, including responsibility for maintaining quality assurance standards among its international collaborations partners. Nearly all academic staff are personal tutors, alongside their teaching, research and other academic citizenship activities. All but two of the academic staff have PhDs. Departmental staff are culturally diverse. The Department employs a number of hourly paid staff, typically practitioners, to help teach tutorials on larger courses; several PhD scholarship students currently teach approximately three hours per week in the Department.

External Engagement

The Department has a close relationship with several international partner universities and employers for the purposes of student projects, work placements, mentoring and the like.

Strategic Challenges

The Department's main challenges for the future include the following:

- improve student satisfaction on the undergraduate programmes;
- make a strong contribution to REF 2020 and to the University Research Strategy through its research groups activity;
- expand recruitment in the undergraduate Economics programme suite;
- continue the integration of research and teaching.



Role Description

The Business School is now seeking to appoint a Professor who will serve as Head of Department of International Business and Economics (IBE). The purpose of the post is to provide academic leadership of the Department and to facilitate the growth and development of Research and Enterprise activity. As an authority and lead figure in the international academic community, the successfully candidate will provide strategic leadership across the university in achieving a complex set of outcomes for academics, students and employers.

The post holder will be expected to provide strong leadership and to set standards of excellence. Post holders are expected at this level to build on those at previous levels, to demonstrate significant leadership in a subject area and local, national and international reputation and impact.

The successful candidate will be of clearly Professorial calibre, but this could be demonstrated either through a track record of sustained achievement in research or in leadership in teaching and learning. Slightly different job descriptions will apply in the two cases, as explained below. For the avoidance of doubt, any successful applicant will be expected to be an active scholar and researcher and also to have played a leading role in teaching and learning, but the balance between these two activities may vary as between the different routes.

The person appointed will be required to serve as Head of Department of IBE for an initial term of three years, which may be renewed. In this capacity, the post holder will be expected to provide academic leadership for the Department, encompassing both teaching and research activities, and management of the Department's resources.

Key Relationships

Internal: Pro Vice Chancellor of Business Faculty, Deputy Vice Chancellor (Academic), Deputy Vice Chancellor (Research and Enterprise), Faculty of Business; other members of Faculty of Business Executive.

Key Performance Indicators

Performance Indicators will be established in consultation with the PVC, DVC (Research) and DVC (Academic) as part of the post holder's annual Appraisal and with due regard to the University's KPIs.

Key Responsibilities

Role-Specific responsibilities; research focussed candidates

- accountability for the integration of leading research and enterprise work or expert input into widely used published teaching or professional training materials;
- leading the development of research training programmes or novel taught programmes, at the leading edge of the discipline;
- leading on the supervision of student research at various levels;
- leading the acquisition and management of substantial enterprise resources from a variety of sources;
- leading the supervision of research students at doctoral level;
- leading research at Faculty or University level including the development and implementation of strategy policy and plans;
- contributing to the development of the academic discipline;

- developing, mentor and lead a significant research group including research students, research assistants/fellows and possibly early career academics;
- development and leadership of research or innovation consortia with external partners.

Role-Specific responsibilities; teaching and learning-focussed candidates

- significant contribution to the University's national and international profile in teaching and the student experience;
- leading the development and enhancement of curricula, policy or initiatives in teaching, learning and the student experience at the leading edge of practice;
- leading the development of national or international teaching or subject-related initiatives which impact staff and students;
- leading the acquisition and management of resources to support teaching, student experience or subject-related work;
- championing and promoting research-informed learning and teaching;
- leading or contributing significantly to the sustained development of others (e.g. mentoring, staff development, training) in relation to education, the student experience or personal subject expertise;
- leading at Faculty or University level on the development and implementation of strategy, policy and plans in relation to education, the student experience, or subject area;
- developing learning and teaching and/or student experience strategies at Faculty and University level;
- leading or contributing significantly to major national and international initiatives that lead to relevant outputs; e.g. teaching materials, text books, peer-reviewed research publications;
- leading the development of teaching excellence across the institution.

Generic

- sustained growth of own recognition and esteem as an authority and leading figure by the academic or professional community in their specific subject;
- clear recognition and esteem as an authority and leading figure by the international academic or professional community in their specific subject;
- possess overall accountability for the acquisition and management of external research resources;
- integrating enterprise and scholarship into published teaching or training materials;
- maintaining high professional standing in their discipline and to develop further their own scholarly profile, including a program of high quality research, disseminated primarily in refereed academic journals;
- efficiently implement approved policies, guidelines and standard operating procedures in relation to their own academic duties;
- maintaining an overview of the welfare, progression, examination and assessment of allocated students;
- keeping abreast of developments within the disciplines in the work area and seek continuous improvement of own professional practice;
- undertaking other such duties as may from time to time be directed by the Deputy Vice Chancellor, Research and Enterprise or the Pro Vice Chancellor of the Faculty of Business.

Managing Self

- developing expertise in research led teaching with an increasing degree of autonomy;
- keeping abreast of developments within the field and seek continuous improvement of own professional practice;

- actively participate in established professional development framework activities;
- behaving in a manner which reflects the University values and creates a positive environment for work and study;
- maintaining a high standard of student engagement and satisfaction;
- maximising the learning outcomes of students.

Core Requirements

- commitment to key strategic priorities of the Faculty and University;
- adhering to and promoting the University's policies on Equality and Diversity and Information Security Ensure compliance with Health and Safety regulations;
- supporting and promoting the University's Sustainability policies, including the Carbon Management Plan, and carry out duties in a resource efficient way, recognising the shared responsibility of minimising the university's negative environmental impacts wherever possible.

Additional Requirements

Any other duties commensurate with the post and grade as agreed with the PVC of the Faculty and the Deputy Vice-Chancellor. As indicated above, the person appointed will take on the duty of Head of IBE Department for an initial term of three years, subject to renewal. In this capacity the post holder's responsibilities will include:

- the academic quality of the programme portfolio in the Department, and the delivery of those programmes to the required standards;
- student experience, retention and employment outcomes;
- the quality and scale of the Department's research activities and outputs;
- the stewardship of the Department's resources, especially the management and development of staff;
- student recruitment.

Person Specification

The successful candidate will be expected to demonstrate evidence of the following skills, capabilities and experience:

Essential Experience: research-focussed candidates

- thorough understanding of HE in the UK and in a business enterprise role;
- extensive knowledge of key policy issues at institutional, national and sector-wide level;
- proven track record of publishing a significant and sustained body of outputs with international impact at the highest levels of international excellence including world leading work as leading, corresponding or senior author;
- proven, sustained track record of successful supervision of enterprise activities of students at various levels;
- proven track record of delivering a significant and sustained body of impacts or outcomes with demonstrable benefits to businesses, the public sector or society in general at the highest levels of international excellence in terms of reach and significance;
- publishing outputs or reports in media appropriate for the subject or profession, which demonstrate international levels of excellence;
- proven track record of leading and winning external funding bids;
- proven track record of leading research teams and successful supervision of PhD students;
- proven track record of generating high quality publications;
- proven track record of developing and implementing research and enterprise strategies and policies;
- proven track record of working with and managing complex, diverse public and private sector stakeholder relationships at international, national and regional levels;
- extensive experience of strategic planning and managerial leadership;
- working knowledge of quality assurance/ enhancement and academic standards;
- proven track record in effective financial management;
- experience of influencing academics, researchers and employers.

Essential experience: teaching and learning-focussed candidates

- thorough understanding of HE in the UK;
- extensive knowledge of key policy issues at institutional, national and sector-wide level;
- proven track record of teaching excellence;
- proven track record of enhancing significantly educational and wider student experience outcomes for students;
- proven, sustained track record of outputs in relation to subject expertise or higher education at the highest levels of national and/or international excellence;
- proven, sustained track record of impacting the education and wider student experience work of others through mentoring, training and supporting their development;
- proven track record of leading education or subject level projects and initiatives, including winning external funding bids to support the work;
- proven track record of developing and implementing education or student experience strategies and policies;
- extensive experience of strategic planning and managerial leadership;
- working knowledge of quality assurance/ enhancement and academic standards.

Essential Skills

- outstanding knowledge of the mechanisms for Higher Education funding;
- well-developed organisational and management skills;
- able to develop and implement staff training;
- well-developed interpersonal skills and ability to motivate others;
- excellent written and oral communication skills;
- commitment to the promotion of high standards and excellence;
- ability to think strategically and conceptually;
- capacity to listen and consult;
- good negotiation skills;
- capacity to make informed decisions;
- ability to work effectively and deliver under pressure;
- able to use IT effectively.

Essential Qualifications

- PhD degree in a relevant subject;
- Postgraduate teaching qualification;
- minimum of Associate Fellow of HEA or significant teaching experience.

Essential personal Attributes

- an individual who can help deliver the values of the University of Greenwich: Excellence, Determination, Inclusivity, Ambition and Creativity.

Desirable Specifications

- leadership of research projects;
- PRINCE2.



Appointment Details and How to Apply

The University of Greenwich is being assisted in this appointment process by the executive search firm Society.

Applications are via the University of Greenwich standard online application form which provides space to address experiences against the person specification. This can be accessed [here](#).

The deadline for receipt of applications is 23.59 (GMT) Monday 19th March 2018.

Shortlisted candidates will be invited to the University of Greenwich for a two-day selection process on Wednesday 11th and Thursday 12th April 2018.

An appointment will be made subject to receipt of satisfactory references. The appointed candidate will be offered a salary that is commensurate with their experience and the seniority of their new role.

This role profile is non-contractual and provided for guidance. It will be updated and amended from time to time in accordance with the changing needs of the University and the requirements of the job.

