

RECRUITMENT PACK

This document includes the following information:

- Job Description
- Person Specification
- Additional information

Making an application:

Please complete the short on-line application form and attach the following 5 documents. Shortlisting is undertaken by a panel after the closing date on the basis of information provided and failure to upload the requested documents will result in an application being rejected.

- a) Please include a covering letter setting out how you meet the requirements of the role as set out in the person specification.
- b) Include a full curriculum vitae (CV) including any publications. You should provide information on the range and content of your teaching and supervision experience, as well as on curriculum development. For posts with a research component, you should specify your 4 most significant papers published within the past 5 years (or an equivalent number appropriate to being an early career researcher). Applicants from within the UK should indicate which publications have been submitted to the REF 2014 and any assessment of the rating for each piece of work; For more information about the REF visit www.ref.ac.uk
- c) Include an education statement of no more than two sides of A4 setting out your track record in terms of contribution to pedagogical developments and, where appropriate, the development of professional practice. You should also include a reflective statement on your approach to research-led education and how it draws on pedagogical research. Also indicate how you ensure your continuing professional development as an excellent teacher in higher education.
- d) For posts with a research component, please include a research statement of no more than two sides of A4 providing details of your research plans for the next three years. This should include details of books, chapters or papers in progress together with planned publication dates. For journal articles please provide details of target journals and planned submission dates. If you have papers that are currently under review please detail the stage these have reached and the timescale you expect those papers to be accepted for publication. If you have papers that have been accepted for publication but not yet published please provide the date the paper was accepted for publication.
- e) For posts with a research component, applicants should also submit no more than two sides of A4 setting out their three year plan for generating external funding to support their research.

A commitment to sustaining an inclusive and diverse community is one of the University's Core Values and we are keen to address any imbalances in our workforce.

We are proud to have been a Two Ticks employer since August 2008 and, as part of our commitment to this scheme, we guarantee an interview to any candidate with a disability who meets the essential criteria for the post. We also work in partnership with national disability organisation DisabledGo who provide detailed online access guides to many of our campus buildings and facilities which you may find useful.

Please note: We are only accepting on-line applications for this post. However, if you have a disability that makes it difficult for you to provide us with information in this way, please contact the Resourcing Team (01206-874588/873521) for help.

Closing Date: 12 March 2017

Interviews are planned for: 29 & 30 March 2017



JOB DESCRIPTION – Job ref REQ00453

Job Title and Grade:	Professor of Accounting
Contract:	Permanent, full-time
Hours:	A notional minimum of 36 hours per week
Salary:	Professorial scale and will be commensurate with experience and achievements of the successful applicant.
Department/Section:	Essex Business School
Responsible to:	Dean, Essex Business School
Reports on a day to day basis to:	Head, Accounting Group.
Purpose of job:	Roles at this level reflect internationally recognised academic leadership in research, education and entrepreneurial/professional activities, as well as outstanding contribution to their discipline through publications, other appropriate forms of scholarship and categories of impact. Post holders are expected to show high academic standing, to make a broad and sustained contribution to their field and discipline, both nationally and internationally, to demonstrate academic leadership and actively develop and support the management and strategic planning of their department, faculty and the University.

MAIN DUTIES OF THE POST

Education

1. To contribute actively to the education provision made by the department/faculty at both undergraduate and postgraduate levels (e.g. through the development of new modules and programmes, curriculum review processes, etc.).
2. To develop a sustained involvement in strategic leadership and academic development and establish an effective record of impact at this level in relation to education, championing an integrated approach to academic practice within the University and more widely.
3. To engage in successful, strategic leadership to enhance educational excellence (e.g. enhancing student learning, transforming the student experience, etc.) at the University and beyond.
4. To contribute to the establishment of effective organisational policies and/or strategies for supporting and promoting others (through mentoring, coaching, reward and recognition processes, etc.) in their work delivering excellent teaching and support for learning.
5. To supervise an above average number of postgraduate research students and/or research staff for the discipline.
6. To sustain an active commitment to, and engagement in, continuing professional development related to academic, institutional or other professional practices, and to encourage this actively in others.
- 7.

Research

8. To pursue world-leading and internationally excellent research activity (as understood in the context of the Research Excellence Framework).
9. To provide research leadership in securing, in collaboration with colleagues as appropriate, external funding through research grants or contracts to support a well-developed and high-profile research agenda.
10. To publish research outcomes of an internationally excellent standard and disseminate the results of their research in other appropriate ways.
11. To generate societal impact from the results of research and contribute to Impact Case Studies for the Research Excellence Framework.
12. To induct, supervise/manage and mentor post-doctoral researchers, research students and other staff engaged in research.
13. To take an active and championing role in the development of relevant communities of research at department, faculty and University level and beyond.
14. To provide leadership for major cross-departmental and inter-University research projects.

Leadership and Citizenship

15. To undertake significant and strategic leadership responsibilities and academic leadership roles within the department/school in agreement with the Head of Department.
16. To identify, develop and grow internal and external networks and establish links with relevant academic and professional bodies, contacts and employers.
17. To play a leading role in public engagement and the championing and dissemination of knowledge in relevant regional, national and international communities.
18. To demonstrate an active commitment to, and engagement in, continuing professional development related to academic, institutional and/or other professional practices, and to encourage this actively in others.
19. To ensure knowledge and skills relevant to the profession are up-to-date and applied in education and research, and that the implications of quality assurance and quality enhancement for professional practice with a particular focus on teaching are fully understood and enacted where required.

These duties are a guide to the work that the post holder will initially be required to undertake. They may be changed from time to time to meet changing circumstances.

For Academic posts only: It should be noted that there is a contractual requirement for some members of academic staff to undertake research duties. If this requirement applies to a post it will be clearly stated in the job description, which forms part of the contract of employment.

Terms of Appointment:

For a full description of the terms of appointment for this post please visit:

<http://www.essex.ac.uk/hr/current-staff/terms.aspx#>

January 2017

JOB TITLE: Professor of Accounting

Qualifications / Professional Recognition / Training

	Essential	Desirable
▪ A distinguished academic record, including internationally excellent research in the field of Accounting.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
▪ A relevant doctoral-level research degree or equivalent professional experience or practice.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
▪ Fellowship of the Higher Education Academy or the commitment to gain this at an appropriate level.	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Experience/Knowledge

	Essential	Desirable
▪ Evidence of teaching excellence in accounting at both undergraduate and postgraduate levels	<input checked="" type="checkbox"/>	<input type="checkbox"/>
▪ A strong, sustained record of academic publication at international or world-leading levels of recognition, with demonstrable evidence of a clear publication plan for submission to future Research Excellence Framework (REF) programmes.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
▪ An established record of success in securing and managing substantial research grants (appropriate to the discipline).	<input checked="" type="checkbox"/>	<input type="checkbox"/>
▪ Experience of establishing effective organisational policies and/or strategies for supporting and promoting others (e.g. through mentoring, coaching, reward and recognition, etc.) in delivering excellence in research and excellence in education	<input checked="" type="checkbox"/>	<input type="checkbox"/>
▪ Leadership of research projects, dissemination to academic, industry and other audiences, and engagement with impact activities	<input checked="" type="checkbox"/>	<input type="checkbox"/>
▪ A sustained record of effective strategic leadership in academic practice and academic development..	<input checked="" type="checkbox"/>	<input type="checkbox"/>
• Major achievement in knowledge exchange activities such as establishment of a successful spin-out company, exploitation of intellectual property rights, or leading a major consultancy activity.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
▪ Evidence of substantial contribution to the development of professional and/or public policy or practice at regional, national or international levels.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
• Evidence of sustained and successful commitment to, and engagement in, continuing professional development related to academic, institutional and/or other professional practices.	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Skills/Abilities

	Essential	Desirable
▪ The ability to complement and strengthen the School's research and education activities.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
▪ A commitment to championing excellence in education demonstrable through a sustained record of enhancing the quality of student learning and transforming the student experience at institutional, and/or in (inter)national settings.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
▪ A record of academic leadership in a range of appropriate contexts (e.g. learned societies, research grants, professional associations, academic networks).	<input checked="" type="checkbox"/>	<input type="checkbox"/>
▪ A demonstrable ability to make plans/set objectives, take responsibility and to achieve them.	<input checked="" type="checkbox"/>	<input type="checkbox"/>

▪ An appreciation of the value of appropriate research/education technologies and an ability and/or willingness to deploy these when relevant	<input checked="" type="checkbox"/>	<input type="checkbox"/>
▪ Outstanding organisational, communication and interpersonal skills	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Professional Values

	Essential	Desirable
▪ A strong and well-articulated commitment to the University's values and mission to deliver excellence in both education and research (integrated academic practice).	<input checked="" type="checkbox"/>	<input type="checkbox"/>
▪ An active commitment to and championing of an evidence-informed, integrated model of academic practice through work with students, staff and continuing professional development, and through institutional development work and/or in wider settings.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
▪ An inclusive mind set and demonstrable supportive of the University's Equality and Diversity agenda	<input checked="" type="checkbox"/>	<input type="checkbox"/>
▪ A willingness to participate in extra curricula departmental activities.	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Other

	Essential	Desirable
▪ The ability to meet the requirements of UK 'right to work' legislation	<input checked="" type="checkbox"/>	<input type="checkbox"/>

* The University has a responsibility under the Asylum, Immigration and Nationality Act 2006 to ensure that all employees are eligible to work in the UK. Prior to commencing employment, the successful candidate will be asked to provide documentary evidence to this effect. The University may be able to offer Tier 2 Sponsorship for this role. For further information about UK immigration requirements please follow this link <https://www.gov.uk/government/organisations/uk-visas-and-immigration>

January 2017

Additional Information

Essex Business School

You can find more information about the department at the following link <http://www.essex.ac.uk/ebs/>, including information on research within the Essex Accounting Centre (<http://essex.ac.uk/ebs/research/accounting/default.aspx>)

People Supporting Strategy

Please find a link to the People Supporting Strategy.
<http://www.essex.ac.uk/hr/policies/docs/people-oct15.pdf>

General information

Informal enquiries may be made to Professor Geoffrey Wood, Dean, Essex Business School (telephone: 01206 872375 e-mail: gtwood@essex.ac.uk) or Professor Teerooven Soobaroyen, Head, Accounting Group (telephone: 01206 874015 e-mail: tsooba@essex.ac.uk). However, all applications must be made online.

Benefits

Our staff and students are members of the University for life. We believe a person's potential is not simply defined by grades or backgrounds, but by a willingness to question, to collaborate and to push at the edges of knowledge and their own potential.

As an employer we offer a range of benefits and a commitment to career development and equal opportunities in an environment that both reflects and creates a rich interaction of people, disciplines and ideas.

- Pension scheme
- Generous holiday entitlement
- Competitive salaries
- Training and development Family Friendly policies
- On campus childcare facilities, for more information visit www.wivenhoeParkdaynursery.co.uk
- Childcare vouchers
- Relocation package for qualifying staff
- Interest free season ticket loan
- Range of optional salary exchange tax benefits (pension, childcare and bicycle schemes)

No smoking policy

The University has a no smoking policy.

This document is produced by:

Resourcing Team
Human Resources
University of Essex
Wivenhoe Park
Colchester CO4 3SQ
United Kingdom
Tel: +44 (0)1206 873521/874588
Email: resourcing@essex.ac.uk

January 2017