

DUBLIN CITY UNIVERSITY BUSINESS SCHOOL (DCUBS)

Lecturer in HRM and Organisational Behaviour

An innovative and dynamic Business School, DCUBS offers an extensive range of research and taught programmes at undergraduate, postgraduate, executive and doctoral levels. Working in close collaboration with DCU faculties and theme leaders, business interests in the public and private sectors, and its international partners, the School's portfolio of programmes is regularly updated and expanded to reflect the changing needs of business.

Position

Reporting to the Dean of DCU Business School, the successful candidate will conduct high quality teaching and research in HRM/Organisational Behaviour (HRM/OB) and contribute to the design, delivery and management of courses at undergraduate, postgraduate and executive levels.

The post-holder will play an active role in the research of the HRM/OP Group, in the LInK Research Centre (<http://www.link.dcu.ie/>), and in the School more widely. The HRM Group brings together academics whose research and teaching interests span a wide range of disciplines that inform the study of human behaviour and the management of organisations in public, private and international institutions. Members of the HRM/OP Group and LInK are for the most part engaged in inter-disciplinary and collaborative research projects and the successful candidate will be expected to complement existing and planned research activities. There is a large cohort of doctoral students attached to LInK.

The HRM/OP Group is primarily responsible for three Masters programmes: the MBS in HR Strategies, the MBS in HRM and the MSc in Work and Organisational Psychology/Organisational Behaviour, and there is a specialism in HRM in the undergraduate BBS degree. A new Masters degree in Leadership and Organisational Change is at an advanced stage of development in collaboration with a number of leading hospitals. Both of the MBS programmes are accredited with the Chartered Institute of Personnel and Development. In addition, the group contributes to the full range of academic programmes within DCUBS and the Centre for Executive Programmes, including the professional doctoral programme and the MBA. The Group has been innovative in its approach to teaching and learning at both undergraduate and postgraduate level with the introduction of new initiatives that have also been adopted more widely within the School.

Main Duties

1. Research

To contribute to this research activity by:

- Publishing new ideas and findings in national and increasingly international journals
- Providing academic leadership through helping to maintain and enhance a research culture
- Seeking funds to support research initiatives
- Contributing to research activities including conference organisation and attendance.
- Pursuing research in HRM/Organisational Behaviour areas consistent with the research strategy of the School

2. Teaching

The successful candidate is expected:

- To contribute to the development and delivery of HRM/Organisational Behaviour modules at DCU Business School in a manner consistent with the highest academic standards
- To use a wide range of learning and teaching methodologies and assessments which foster a positive learning environment for students
- To work proactively in improving existing courses and programmes

- To contribute to the design and development of new courses and programmes
- To provide supervision for research and graduate students

3. Good Citizenship

- To play an appropriate role in the administration and leadership/management of DCU Business School
- To contribute enthusiastically to the running of DCU Business School's activities through participation in, for example, ad hoc committees, open days, etc.
- To be prepared to contribute proactively to relevant University and external committees

4. External Contribution

- To raise the external profile of DCU Business School by establishing close working relationships with organisations and professional bodies
- To represent the School externally
- Staff are also encouraged, with the approval of the Dean, to engage in appropriate external consultancy assignments.

Person Specification

Candidates must hold a relevant honours degree and ideally possess, or has made significant progress towards, completing a PhD in the relevant discipline. Previous teaching and research experience is required and a relevant professional qualification, where appropriate, is desirable. Appointments made above the bar require that the candidate currently holds or will obtain before date of appointment, a relevant doctorate and has substantial research capability and potential and also have teaching experience.

We are seeking to appoint a Lecturer (above bar), however, consideration will be given to making an appointment below the bar. Candidates appointed below the bar must have substantial teaching experience at both undergraduate and postgraduate levels. The successful candidates will be required to contribute to the research activity of the School and to the design, delivery and management of courses at undergraduate, postgraduate and executive levels. The candidate should also demonstrate high quality interpersonal and communication skills consistent with the highest quality of teaching and learning, together with evidence of successful teamwork and a collegial approach. Relevant industrial experience would be an advantage.

The successful candidate will have the opportunity to play a leadership role in the further development of the School's national and international reputation, and to make a significant contribution to the research activity of the School and to the design, delivery and management of courses at undergraduate, postgraduate and executive levels.

This contract may be up to 5 years in duration.

Salary Scale: Lecturer above bar: €50,159 - €81,403
Lecturer below bar: €41,502 - €51,724
Subject to qualifications and experience

These salary scales may be affected by the provisions of the 2011 Budget. Appointment may be subject to the first point of the salary scale.

Closing Date: 25th March 2011

This post is considered to be essential to the University.

Informal Enquiries: Prof Patrick Flood, Head of HRM Group. E-mail: patrick.flood@dcu.ie
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Application forms are available at: http://www.dcu.ie/vacancies/APPLICATION_FORM_8pg.doc
and from the Human Resources Department, Dublin City University, Dublin 9. Tel: +353 1 700 5149;
Fax: +353 1 700 5500 **Email:** hr.applications@dcu.ie

Dublin City University is an equal opportunities employer