

DUBLIN CITY UNIVERSITY BUSINESS SCHOOL (DCUBS)

Professor of Human Resource Management (HRM)

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, 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.

Applications are now invited for the position of Professor of Human Resource Management. The successful candidate will play a leadership role in research and teaching activities in HRM at DCUBS. The post-holder will be a member of the HRM and Organisational Psychology Group within DCUBS.

The successful candidate will be expected to lead and engage in high quality research and to contribute to teaching on the range of programmes offered by the School at undergraduate, postgraduate, executive and doctoral levels. The successful candidate will also be required to make an appropriate contribution to school and university management and administration through roles such as Group Head, Programme Director and membership of university bodies.

Main Duties and Responsibilities

The post-holder will play a leadership role in the research and teaching activities of the HRM and Organisational Psychology Group and DCUBS more generally, and will also be responsible for appropriate management and administrative duties. The HRM and Organisational Psychology Group brings together academics whose research and teaching interests span a wide range of related areas including health services management. The HRM-OP group enjoys a growing international reputation for research and is pursuing an ambitious research trajectory with funding from several major research bodies including ESRC, IRCHSS and HRB. Members of the group play key roles within the Leadership, Innovation and Knowledge Research Centre (LInK) (<http://www.link.dcu.ie/>). 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. In addition, the group contributes to the full range of academic programmes within DCUBS and the Centre for Executive Programmes, including the PhD programme, the professional doctoral programme and the MBA.

1. Research

- To engage in scholarly research and to publish the results of this research in the leading international journals in the discipline
- To provide academic leadership in the area of HRM and to encourage and work with other members of the School on joint research activities.
- To maintain and develop a high personal and School profile through research and participation in international academic networks.
- To submit proposals to funding agencies for financial support for research and to encourage and mentor colleagues in pursuing external funding opportunities.
- To support and contribute to the enhancement of the level and quality of research and scholarship amongst colleagues.
- To participate in conferences and other activities associated with professional development.

- To help maintain and enhance a research culture by contributing to the development, co-ordination and leadership of research activities at Group and School levels.
- To forge collaborations within and outside the University.
- To supervise PhD and taught doctoral students.

2. Teaching

- To initiate new courses and programmes in co-operation with colleagues from DCUBS, other DCU units and external agencies.
- To take a leadership role in the development of innovative teaching and learning within the Group and the School.
- To organise and undertake teaching of both graduates and undergraduates.
- To develop and participate in short-course activities.
- To supervise taught Masters dissertations.
- To use a wide range of learning and teaching methodologies which foster a positive learning environment for students.
- To work proactively with Course and Programme Directors in improving existing courses and programmes.
- To support and comply with the University and School teaching quality assurance standards and procedures, including the provision of such information as may be required.

3. Leadership and Management

- To contribute to the administration and leadership/management of DCUBS and the University as appropriate, through roles such as Group Head.
- To contribute to the running of DCUBS programmes and activities through roles such as Programme Director, membership of programme boards, attendance at open days, etc.
- To be prepared to contribute proactively to formal and informal committees and teams.
- To take part in and contribute to staff development activities consistent with continuous professional development.
- To raise the external profile of DCUBS.
- To represent the School externally.
- To engage, with the approval of the Dean, in appropriate external consultancy assignments that enhance the profile of DCUBS
- Any other duties appropriate to the position.

Person Specification

Applications are invited from academics who are established leaders within the broad field of Human Resource Management. The successful candidate will be a person with an international research reputation evidenced through publication in top tier journals, with an ongoing commitment to excellence in teaching and learning, and will possess strong interpersonal and communication skills. Applicants must possess a doctorate in HRM or a related discipline. Applicants should have demonstrated an active research programme with significant potential for future publication, should have a successful record of PhD research supervision and income generation through research and consultancy, and have experience of curriculum and programme development. Experience in industry and commerce is desirable.

This contract may be up to 10 years in duration.

Salary Scale: €113,604 - €145,952

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

Closing Date: 1st April 2011

This post is considered essential to the University.

Informal enquiries to: Prof. Patrick Flood, Head of HRM Group. E-mail: patrick.flood@dcu.ie
Tel: +353 (0) 1 700 6943

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

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