

**Role Profile – Lecturer in Human Resource Management**

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| **Job Title:** | Lecturer in HRM | **School/Dept.:** | GSBS/Management and HRM |
| **Reporting to:** | Head of Department /Deputy Head of Department |
| **Responsible for Line Management of:** | Not applicable |
| **Main Purpose of Role:** | The main purpose of this role is to design and deliver learning, teaching, assessment and research in the HRM subject area; engage in dissertation, placement and postgraduate research supervision, and student academic advising/personal tutoring; and contribute to the enhancement of the quality of the GCU student learning experience and the reputation of our programmes. |
| **Grade:** | 7 |
| **Accountabilities/Responsibilities of the Role:** |
| 1. To lead and participate in module delivery and assessment across the HRM subject area at our GCU campuses and on GCU programmes delivered overseas.
2. To lead in the design of learning, teaching and assessment suitable to promote effective student engagement, progression and achievement in a blended learning environment.
3. To engage in student dissertation project supervision and placement project supervision at undergraduate and postgraduate levels, as well as in postgraduate research supervision.
4. To participate in student academic advising/personal tutoring and/or programme leadership.
5. To undertake all required administrative duties related to module and programme delivery in compliance with University quality enhancement and assurance procedures.
6. To engage in research and produce academic publications of relevance to the HRM/management discipline(s) you are teaching.
7. To engage in professional development and industry/stakeholder engagement to inform your learning, teaching and assessment practice.
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**Person Specification**

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| **Expected Criteria****E - Essential or D – Desirable**  | **Assessment Method** |
| **Education & Professional Qualifications** |  |
| E1 - Doctoral qualification in a HRM related discipline (or near completion).E2 – Masters qualification or equivalent in a HRM related discipline.D1 - Advance HE (formerly HEA) membership or a teaching related qualification.D2 – Relevant professional body membership or qualifications (e.g., CIPD, SHRM). | Application Form |
| **Skills, Knowledge & Experience**  | **Assessment Method** |
| E3 - Experience of teaching and assessment across a range of HRM subject areas relevant to the Department’s undergraduate and postgraduate programmes E4 - Experience of undergraduate and/or postgraduate dissertation supervision. E5 – Research and academic publication record or trajectory (i.e, clear publication plans if not yet published).E6 – Excellence in written and oral communication skills. D3 - Experience in the planning and design of learning, teaching and assessment materials suitable for blended-learning environments.D4 – Experience of student personal tutoring/academic advising.D5 – Excellent planning and collaborative working skills.D6 – Experience of consultancy and/or industry engagement relevant to the subject area. | Application Form, Interview and Presentation |
| **GCU Values & Behaviours** | **Assessment Method** |
| * Demonstrates behaviours which are consistent with the **GCU Values** **(Integrity, Responsibility, Creativity & Confidence)**
 | Application Form & Interview  |

**Generic Activity for Lecturer**

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| **Main purpose of the role:** |
| The main purpose of this role is to effectively design and deliver teaching, learning and assessment; engage in and support research; develop the profile and reputation of the department and its programmes and contribute to and enhance the quality of the GCU student learning experience. |
| **Generic Activity: - Please note that the amount of focus on each on these activities will vary between specific roles.** |
| **Learning and Teaching** * Responsible for significant curriculum design aligned to University priorities for learning and teaching including blended and online learning
* Create, develop and apply learning, teaching and assessment approaches appropriate to the discipline to promote effective student engagement, progression and achievement
* Ensure that current research, scholarship and evaluation is informing teaching and assessment practice
* Apply appropriate quality standards and processes in line with the University’s Quality Enhancement and Assessment Handbook and University Regulations, policies and procedures.
* Actively engage in the University’s peer support processes.
* Achieve and maintain professional recognition of teaching as a Fellow/Senior/Principal Fellow in line with the UK Professional Standards Framework (UKPSF, 2011)
* Commitment to international/TNE delivery in line with University Strategies

**Administration & Management*** Effectively apply current administrative policies, systems and processes appropriate to role, department and School
* Undertake all required administrative duties related to module and/or programme delivery as appropriate to role.
* Manage personal day to day work profile in keeping with the departmental plan and agreed objectives.

**Research** * Engage in pedagogical, professional and specialist research which align to the themes and groups of specific subject area.
* Lead or contribute to successful bids for external research funding
* Publish research at internationally recognised standards (REF 2\*).
* Take responsibility for the supervision of PgR and PgT students
* Present at institutional, national and/or international conferences and appropriate events.

**Knowledge Transfer & Income Generation*** Demonstrate income generation from private, public, third sector sources
* Contribute, as appropriate, to major externally funded education, CPD, training, consultancy programmes
* Translate innovative outputs that have an impact on private, public, third sector (normally excluding HE)

**Community engagement & Outreach*** Establish professional networks by engaging in relevant networking and engagement events
* Engage in work of community benefit whether the University community or wider: local, national or global) that enhances the reputation of the University’s Common Good mission
* Demonstrate a commitment to engage in extra curriculum activities and outreach programmes in line with GCU’s core values and initiatives

**Organisational Citizenship*** Commitment to University strategy and values.
* Commitment to Continuous Professional Development appropriate to role/discipline
* Comply with University and local policies, procedures and processes including those related to academic quality, University governance, and research integrity.
* Commitment to undertake appropriate CPD activity in relation to subject discipline, professional practice and in learning and teaching demonstrating appropriate scholarship and evidence based and informed practice.
* Any other tasks appropriate to the post and in line with School/Department/University requirements.
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| **Core Qualifications/Knowledge/Skills/Experience** |
| * Normally hold relevant Doctoral qualification or other specialist post-graduate qualification or the equivalent level reached through experience appropriate to discipline.
* An understanding of research funding mechanisms and processes and the capacity to contribute to securing grant and research funding
* Fellow, Senior or Principal Fellow (UKPSF) or equivalent.
* Track record of research outputs appropriate to career stage.
* Research interests consistent with the strategic direction of the Department/School and the University’s Research Strategy.
* Growing and consistent industry, sector and/or national reputation in subject area.
* Extensive discipline specific knowledge for relevant subject area required for teaching at undergraduate and postgraduate level.
* Experience/knowledge of student centered & innovative teaching and learning methodologies and approaches.
* Experience/knowledge of supporting student learning, for example personal tutoring, academic advising, year tutor, director of studies PhD supervision.
* Track record in knowledge exchange related activities.
* Excellent written and oral communication skills
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