

**Lancaster University Management School**  
**Centre for Strategic Management**  
**Lecturer in Strategic Management**  
**Reference: A615**

**Further Particulars**

At Lancaster University Management School (LUMS) we combine the passion for knowledge and ideas you would expect from one of the UK's top research-led, full-spectrum business schools, with the distinctive human qualities of a supportive and vibrant community. The Centre for Strategic Management was established at LUMS in 2007 and has since developed a strong international reputation. We now seek an ambitious and exceptional colleague at the Lecturer level to join this thriving Centre and contribute to our continued development and the international research standing of the School.

We are seeking a colleague who has strong research interests in the theory, development and practice of strategic management or international business, and has, or is near to completing, a relevant PhD with the potential to develop an international reputation for publication in the field. You will also contribute to teaching at undergraduate and postgraduate level and are likely to have experience in teaching Strategic Management or be able to demonstrate the potential to develop your teaching capability. The Centre offers an excellent environment for research and teaching and from which to develop your academic career.

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**Recruitment information**

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Applicants should apply online and submit a covering letter outlining their rationale for applying, a full CV and a supporting statement that should include a research proposal (maximum 2 sides of A4). Applicants who wish to reserve the right not to supply references ahead of shortlisting should indicate this in the formal application form.

Informal enquiries to the Director of the Centre, Professor Julia Balogun via Vicky Young, Centre Administrator: [y.young@lancaster.ac.uk](mailto:y.young@lancaster.ac.uk) (+44 (0) 01524 594405).

Further details about the Centre for Strategic Management can be found at:  
[www.lums.lancs.ac.uk/research/centres/strategy/](http://www.lums.lancs.ac.uk/research/centres/strategy/)

Closing date: 14<sup>th</sup> February 2013  
Provisional Interview date: 28<sup>th</sup> February 2013

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## Lancaster University

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Lancaster University is ranked in the top one percent of universities in the world and this growing reputation is reflected by high rankings year on year in each of the UK's major university league tables – The Times (12th), the Guardian (7th) and the Complete University Guide (9th). The University has been a top 10 UK university for five out of the past six years. The University is a member of the 1994 Group of Universities which was established to promote excellence in research and teaching.

The University admitted its first students in 1964 and now has over twelve thousand studying for first and higher degrees, and about seven hundred academic staff out of a total staff complement of over two thousand. With a budget of approximately £180 million the University functions on a collegiate system and differentiates its academic offerings into four Faculties, one of which is Lancaster University Management School (LUMS). It has been a world leader in Linguistics and through the success of Lancaster University Management School (LUMS).

The University has been consistently strong in the Research Assessment Exercise (RAE) – the periodic measurement of research quality in universities and other higher education institutions in the UK against international standards of excellence. In RAE 2008, 92 per cent of research was found to be of international quality, ranking as in prior exercises in the top division of institutions in the UK for the amount of our research which is judged to be of world leading importance. The next assessment exercise is the Research Excellence Framework (REF) in 2014. More than £450 million has been invested into the campus since 2002, creating new academic facilities, student social facilities and improved teaching space. Lancaster has award winning eco-residences, opened a £10 million Centre for the Creative Arts in 2010 and summer 2011 saw the opening of a brand new £20 million Sports Centre.

Lancaster University is situated in a pleasant parkland campus with easy bike, bus or car transport to the town. Faculty are to be found in the department most days and Lancaster itself offers an excellent school, family environment and work/life balance.

Our Vice-Chancellor is Professor Mark E. Smith: [www.lancs.ac.uk/vc/vcwelcome.htm](http://www.lancs.ac.uk/vc/vcwelcome.htm)

To find out more about the University please visit: [www.lancs.ac.uk](http://www.lancs.ac.uk)

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## Lancaster University Management School (LUMS)

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Since the University's founding almost 50 years ago, LUMS faculty and students have worked at the boundaries of knowledge and practice, challenging conventional wisdom and contributing to best practice.

LUMS is a world-ranked international business school and among the elite top one per cent of business schools worldwide to achieve triple accreditation by AACSB, AMBA and EQUIS. We typically place in the UK's top 10 and are the only UK business school to be highly ranked across all major activities (MBA and Masters, Undergraduate, PhD, Research and Executive Education). On this evidence LUMS can claim to be the leading full-spectrum business or management school in the UK. The Financial Times January 2012 ranking of the world's top 100 global schools ranks LUMS'

PhD and doctoral programmes 7th in the World, and 2nd in Europe, based on a combination of number of graduates and their employment location after graduation. The School was recently awarded the inaugural Times Higher Education Award for Business School of the Year.

LUMS is a diverse school, combining both general and specialist undergraduate and postgraduate taught programmes in business, management, accounting, finance and economics, with a large doctoral programme. LUMS also delivers innovative customised executive and leadership education for large organisations around the world, in addition to bespoke services for SMEs in England's North West and beyond.

The learning and living environment at Lancaster is excellent. LUMS benefited from the completion of the £10 million Lancaster Leadership Centre in 2005, and a second £10 million facility, the Charles Carter Building, in 2011. These striking new buildings are part of a £200 million transformation of Lancaster's campus that few UK universities can match.

Lancaster University Management School comprises of eight academic departments and many research centres which promote the full range of business and management subjects.

Departments:

- Accounting and Finance
- Economics
- Institute for Entrepreneurship and Enterprise Development (IEED)
- Management Development Division (MDD)
- Management Learning and Leadership
- Management Science
- Marketing
- Organisation, Work and Technology.

Centres:

- Centre for Family Business
- Centre for Performance-Led HR (CPHR)
- Centre for Personal Development (CPD)
- Centre for the Study of Technology and Organisation (CSTO)
- Gulf One Lancaster Centre for Economic Research (GOLCER)
- International Centre for Research in Accounting (ICRA run from within Accounting and Finance)
- Lancaster Centre for Forecasting
- Lancaster Centre for Strategic Management
- Lancaster China Management Centre (LCMC)
- Lancaster India Centre
- Lancaster Leadership Centre.

The Dean of LUMS is Professor Sue Cox, OBE:

[www.lums.lancs.ac.uk/profiles/sue-cox/](http://www.lums.lancs.ac.uk/profiles/sue-cox/)

To find out more about LUMS visit [www.lums.lancs.ac.uk/](http://www.lums.lancs.ac.uk/)

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## The Lancaster Centre for Strategic Management

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The Centre for Strategic Management was established at Lancaster University Management School in 2007. Its overall purpose is to provide a forum that brings together the diverse ways of understanding strategic management in ways that are of practical value to managers. The Centre is directed by Professor Julia Balogun. The founding director, Professor Gerry Johnson, continues to be associated with the Centre.

The overall purpose of the Centre is to provide a forum that brings together the diverse ways of understanding strategic management in ways that are of practical value for managers. Both for managers and for academics who study strategic management the topic is diverse. Strategies exist at the corporate level, at the business level and at operating levels. Strategies have economic dimensions, social dimensions, ethical dimensions and the practical concerns of both development and implementation. Strategy is not easily confined to a single perspective or to a single discipline. The Centre for Strategic Management works to bring together academics from across the School, the University and internationally who, themselves, represent this diversity.

However, there is one theme that is of special interest to academics who work in the centre and that, we believe, is to be of direct relevance to strategists in organizations. For many years the dominant perspective on strategy in the wider academic community has been to research strategy as something that organisations *have*. The Strategy as Practice perspective, on the other hand, is concerned with strategy as *what people do*. It is concerned with the practice of strategizing. It therefore asks questions such as; what do people do to develop strategies in organisations; what competences are required for this; do they actually use the concepts and tools advocated for managing strategy and, if so, how; what is good practice in managing strategy? Such questions have largely been neglected in research and in the teaching of strategy. It is not just academic opportunism that leads to this interest, however. It is also because of the belief that, if academics really are to help managers manage strategy better, then the sensible starting point is a better understanding of they actually do.

### Research activity

75% of Lancaster University Management School's research activity has been assessed as world leading or internationally excellent in terms of originality, significance and rigour, and on this measure Lancaster is 3<sup>rd</sup> equal in the UK in the RAE 2008. In line with this, the Centre encourages the pursuit of excellence in research with staff supported to develop strong research profiles. The Centre also has a strong international network of visiting faculty and research collaborations.

Individual staff research covers a variety of topics. Some of the current research areas in which members of the Centre are involved include:

- Strategy development in practice
- Strategic change and renewal
- Organisational capabilities & competitive advantage
- Corporate strategy

For more complete details of the different research interests and the research projects underway within the Centre for Strategic Management, please see the Centre web pages and individual staff profiles.

Members of the Centre have published in top international-peer reviewed journals such as *Academy of Management Journal*, *Academy of Management Review*, *Strategic Management Journal*, *Journal of Management Studies*, *Journal of International Business Studies*, *Organization Studies*, *Human Relations*, *British Journal of Management*, *International Journal of Management Reviews*, *Management Learning* and *Long Range Planning*. Lists of recent publications are provided in the staff Web pages.

### **Teaching activity**

Academics in the Centre currently take responsibility for teaching strategy across a range of post graduate programmes, including the school's three MBA programmes, and contribute to teaching on the undergraduate courses and management development courses. Teaching activity occurs both within the UK and internationally.

### **Professional development**

The Centre for Strategic Management is committed to the development of its staff. Opportunities are provided both to develop capability in research and teaching. In addition, the Centre has a strong mentoring culture. Staff are allocated a mentor to provide guidance in developing a publication pipeline as well as developing teaching skills.

For more details on the Centre for Strategic Management see:

[www.lums.lancs.ac.uk/research/centres/strategy/](http://www.lums.lancs.ac.uk/research/centres/strategy/)

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## Summary of terms and conditions (Academic and Related)

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**Salary:**

The starting salary will be on the Lecturer scale (Grade 7 or 8), with the exact level determined by the appointing committee with reference to relevant knowledge, experience and employment history.

Staff appointed below the maximum of the incremental scales will receive an increment on one of the following:

Staff Holding Fixed Term Appointments:	Anniversary of appointment
Staff Holding Indefinite Appointments:	1 August annually

**Probation:**

Appointments are normally subject to a probationary period, the length of which will be determined by the Appointing Committee.

**Superannuation:**

The University is a participating institution to the Universities Superannuation Scheme. Employee contributions are normally 6.35% of gross annual salary.

**Annual Leave:**

The annual entitlement is 25 days, in addition to public holidays and University closure days.

**Sickness Policy:**

The University operates an occupational sickness policy which provides the following benefits:

During first three years service:	3 months on full pay, 3 months on half pay
After three years service:	6 months on full pay, 6 months on half pay

**Relocation:**

Designated assistance is available for all indefinite and fixed term appointments of two years and over, where relocation is considered to be essential. The normal limits of assistance (subject to appropriate receipts) are:

Staff relocating within the UK:	one twelfth of gross annual starting salary
Staff relocating from overseas:	up to one eighth of gross annual starting salary

**or** the appropriate proportion of Spinal Point 27 on the Academic salary scales, if that is higher.