

**Position: Senior Teaching Fellow**  
**Lancaster University Management School (LUMS)**



Lancaster University is one of the UK's top universities, ranked in the UK Top 10 and in the top 1% globally and established as a world player in research and teaching.

The entry standard for undergraduates is now at its highest level ever, and Lancaster graduates are performing well in an increasingly competitive job market.

The University places great emphasis on an excellent student experience and students work with academics who are experts in their field. We provide an environment that is conducive to learning for a culturally and ethnically diverse student population, on a friendly campus that is part of one of the safest cities in the UK. Since 2003 the University has invested over £450m to transform the campus for students and boost research and teaching facilities. Lancaster University has an international outlook but also a strong commitment to engage with the regional agenda and works closely with its partners in the North West.

Students from one hundred countries make up a thriving community based around nine colleges. Lancaster's community extends far beyond the campus with research, teaching and student exchange partnerships with leading universities and institutions in 24 countries around the world from China to Brazil.

Following the University's golden anniversary in 2014, we continue to celebrate the inspiring work of our academic community and extend the opportunities that Higher Education brings to students from all backgrounds.

# The University

Lancaster University is ranked in the UK Top 10 in both the Guardian and the Complete University Guide; the University is also ranked No.1 in the North West and in the Top 1% of universities globally.

Our research has been rated as world leading in the 2014 Research Excellence Framework (REF). We are ranked 13th for the percentage of world leading research out of the 128 institutions listed and 18th in the UK overall.

The Lancaster's exceptional MBA programme is ranked 42<sup>nd</sup> in the world and 6th in the UK, the Masters in Management Programme is ranked 72<sup>nd</sup> in the world and 9<sup>th</sup> in the UK. The University provides excellent facilities for its 12,000 students and 3,000 staff, having invested heavily in the campus to create new academic facilities and improved teaching spaces.

The last five years have seen the creation of a new centre for the Creative Arts, a brand new Sports Centre and a state-of-the-art Engineering building. The LUMS Space Programme is now underway and aims to create an exciting, pioneering and innovative teaching, research and business-

engagement environment to cater for the future needs of Management School students, staff and business partners.

A great location to live and work, our campus is one of our greatest assets and manages to be the best of both worlds - a busy urban vibe surrounded by great parkland and sports facilities.

Our campus is easily accessible and less than three miles from both Lancaster city centre and the M6 motorway. The city has excellent National Rail services, with frequent direct trains to London taking only two and a half hours, or an hour to Manchester and Liverpool.

The University operates a range of policies and practices that support staff to meet their work commitments alongside family and home responsibilities. These include flexible working arrangements, generous paid parental leave as well as a Pre-School Centre and numerous other inclusive practices and facilities.

To find out more about the University visit [www.lancaster.ac.uk/about-us/theuniversity](http://www.lancaster.ac.uk/about-us/theuniversity)



# Strategic Plan

Our strategy is to become a university that is globally significant - a leader in higher education that provides the highest quality research and teaching, and engages locally and internationally on the issues and debates of the day and future.

Driven by research, and stimulating learning, the globally significant university informs and changes practice and thinking worldwide.

Specifically, our strategy is to:

- raise the profile and recognition of the University nationally and internationally
- continue to grow the University's subject mix and portfolio
- build on our existing subject strengths, seeking to place each of our departments in the top 100 in the world and/or the top 15 in the UK
- explore new forms of strategic partnership, unconstrained by historical relationships and forms of collaboration
- build on our growing transnational activities and partnerships to develop a substantial international presence at a scale that provides the resources and activities to be considered globally significant
- attract the best staff to work for Lancaster University, and within our international partnerships, to assist us in delivering our strategic priorities



# Our People

Lancaster's success depends on the talented, creative and committed people who work hard to make this University so special and distinctive.

Our vision for the future is to be a sustainable and academically excellent institution recognised as one of the leading universities in the world.

You will be joining a university which is amongst the best on any objective measure, but also modern, forward thinking, quick and nimble in adopting the latest developments in teaching and research.

Lancaster University is committed to attracting, developing and retaining the best staff, to attracting and celebrating diversity, and recognising how all staff contribute to and enhance the overall success of the University.

Our People Strategy 2020 clearly articulates that the core strength of our university is our people.

Further details on our People Strategy can be found at [www.lancaster.ac.uk/hr/people-strategy](http://www.lancaster.ac.uk/hr/people-strategy)





# Living in Lancaster

Lancaster is a historic city offering excellent restaurants, shopping, arts and culture amid stunning Georgian architecture and panoramic coastal views across Morecambe Bay, with the breath-taking scenery of the Lake District only half an hour away.

Lancaster itself is situated in the picturesque rural landscape of northwest England. A magnificent twelfth century castle overlooks the city, and in the lush green space and woodland of Williamson Park the iconic Ashton Memorial gives superb views of the Lakeland fells across the sweeping Morecambe Bay coastline.

Lancaster's river, the Lune, runs along the edge of the neighbouring Forest of Bowland, an area of outstanding natural beauty, and meanders past many villages before flowing through the city and finding its way to the sea.

One of the top ten most vibrant cities in the UK (the Experian Vibrancy Report), Lancaster is brimming with arts and culture. The city's arts venues often play host to major theatre and comedy tours, as well as independent productions, and film fans have the choice of an independent

cinema, a multiplex, and even a cinema on the University campus.

With a number of galleries and museums located in the city, there's plenty for lovers of the arts to get their teeth into. There is an abundance of both traditional pubs and wine bars within Lancaster, situated along the banks of the canal, through the streets and even underneath the city in the castle's former wine cellars. Live music venues all over the city are home to guitar, electronic, folk, classical and jazz gigs.

The University's 'travel to' area stretches past Lancaster and Morecambe from the Lake District to Preston and east along the Lune valley, offering a range of housing from city centre to rural environments.

Housing is varied from old townhouses to barn conversions and new build, and competitively priced. Further information on the city of Lancaster can be found at

[www.visitlancashire.com/explore/lancaster](http://www.visitlancashire.com/explore/lancaster)

For candidates who are relocating to Lancaster further information on the local areas can be found at

[www.lancaster.ac.uk/hr/recruitment/files/relocate](http://www.lancaster.ac.uk/hr/recruitment/files/relocate)



# About the School

We are an award-winning, triple accredited and world-ranked school, paying a pivotal role in realising the objectives of an ambitious, internationally-leading University.

We believe in the strength of a healthy and growing School community, where we challenge convention, push boundaries and shape agendas. Research is at the heart of our success; we are proud to offer research-led teaching and engagement. We are strengthened by embracing different perspectives through collaboration and diversity of our students and staff. We believe in nurturing potential for all and attracting top talent, be they students or staff.

Lancaster University Management School is typically ranked in the UK's top ten and among the World's top 100 business schools. We are a leading full-spectrum business school in the UK.

Thanks to its significant role in supporting British enterprise, the School is one of only three business schools in the UK to have the Small Business Charter Gold Award. The 2016 Financial Times World MBA Ranking places the Lancaster MBA first in the world for corporate strategy, sixth in the UK overall and 42<sup>nd</sup> in the World.

We are a genuinely internationally-leading school thanks to our collegiate culture and our uncompromising commitment to excellence. Our global vision is embedded in everything we do. Our students and staff come from all over the world and we've developed partnerships with organisations internationally. We have significant plans for facilities investment and are currently embarking on an exciting new build that will provide a hugely enhanced School over the next three years.

LUMS comprises of seven academic departments which promote the full range of business and management subjects and ten research centres.



## Academic Departments:

- Accounting and Finance
- Economics
- Entrepreneurship, Strategy and Innovation
- Leadership and Management
- Management Science
- Marketing
- Organisation, Work and Technology

## Research Centres:

- Centre Family Business
- Centre for Sustainable Healthcare
- Centre for Leadership Studies and Practice
- Centre for Technological Futures
- Centre for Transport and Logistics
- Centre for Productivity and Efficiency
- Centre for Financial Econometrics, Asset Markets, and Macroeconomic Policy
- Centre for Consumption Insights
- Centre for Marketing Analytics and Forecasting
- The Pentland Centre for Sustainability in Business

The leading London-based policy research think tank, the Work Foundation is also a part of the School.

Further information on Lancaster University Management School can be found on the website <http://www.lancaster.ac.uk/lums>

# About the Role

We are looking to attract a talented individual to join our outstanding faculty. Applications are invited for the post of Senior Teaching Fellow in any of the main business and management disciplines (although we particularly welcome applications in areas that contribute to partnered and consortial masters programmes). You will be based in one of the seven academic departments that constitute Lancaster University Management School (Accounting and Finance; Economics; Entrepreneurship, Strategy and Innovation; Leadership and Management; Management Science, Marketing, Organisation, Work and Technology). Further details on the academic departments can be found at <http://www.lancaster.ac.uk/lums/>

You will have a strong commitment to excellence in teaching and providing an outstanding student experience. You will have a track record in the successful delivery of high quality teaching (postgraduate and/or undergraduate and/or executive education) and in curriculum design and development using innovative teaching, learning support and assessment methods. We would encourage applications from candidates with experience of using technology as a teaching and learning mechanism and an educational approach that fosters debate in the classroom and develops the ability of participants to engage in critical

thinking. International and partnership development experience would be a distinct asset.

You will make a strong contribution to the development and delivery of the Departmental teaching strategy; in addition, for the first three years in role, they will also work closely with the Associate Dean for Postgraduate Studies to develop and promote the PGT consortial programmes in the Faculty (with responsibility in the first instance for the MSc Management suite of programmes). While not essential, it is desirable that you will have had relevant prior experience, for example acting as Module Leader or as an Academic Director for undergraduate, postgraduate, executive or partnership programmes. Teaching participation and a commitment to the success of LUMS' partnered and consortial programmes is necessary.

Excellent communication and interpersonal skills are essential, as is the ability to work well as part of a team, both as leader and as a supportive team member. The successful candidate will have the potential for future leadership roles and for contributing to the further enhancement of the quality of teaching, learning and assessment at Lancaster University. Informal enquires may be directed to Professor Mark Shackleton, Associate Dean for Postgraduate Studies. [m.shackleton@lancaster.ac.uk](mailto:m.shackleton@lancaster.ac.uk) +44 (0) 1524 594131

**LUMS: Award-winning, triple-accredited,  
world-ranked**

*The passion for ideas you would expect from one of the UK's top business schools, in a supportive and vibrant international community*



# Job Description

<b>Job Title:</b>	Senior Teaching Fellow
<b>Department/College:</b>	Management School
<b>Directly responsible to:</b>	Head of Department (of one of LUMS 7 academic departments – departmental allocation will be dependent upon academic background and interests)
<b>Supervisory responsibility for:</b>	N/A
<b>Main Contacts:</b>	
<p><b>Internal:</b> Department colleagues, Associate Deans, Academic and Professional Services colleagues, marketing &amp; recruitment teams, LUMS Careers and Alumni, International Office, Digital Education Unit and Teaching &amp; Development Unit; Teaching Quality Support Officers, the Student Registry, the Secretariat, Careers, PG Admissions and other offices concerned with student affairs.</p> <p><b>External:</b> Academic networks, accrediting and professional bodies such as AMBA, CMI, AACSB and EQUIS; with national bodies such as the Chartered Association of Business Schools and the Higher Education Academy and its subject centre for Business, Management, Accountancy and Finance; with potential employers of graduates and placement students; with actual and potential overseas partners including Sunway University, LU Ghana and BJTU, with recruitment agents, the Faculty's PR agency and producers of marketing material and alumni.</p>	
<p>You will be based in one of the seven academic departments that constitute Lancaster University Management School: Accounting and Finance; Economics; Entrepreneurship, Strategy and Innovation; Leadership and Management; Management Science; Marketing; and Organisation, Work and Technology. You should indicate your preferred departmental location and link to their academic background and interests as part of the application process.</p> <p><u>Major Duties:</u></p> <p><u>Teaching</u></p> <ul style="list-style-type: none"> <li>• Undertake teaching (including lecturing, tutoring, marking and supervision), module and programme direction, and academic and administrative management activities within the relevant academic Department in Lancaster University Management School.</li> <li>• Take a lead role in implementing the teaching and learning strategy of the School/Department.</li> <li>• Contribute to the mentoring and support of others in teaching and supporting learning within or beyond the Department;</li> </ul> <p><u>Management and Quality</u></p> <ul style="list-style-type: none"> <li>• Make a significant contribution to the enhancement of the quality of teaching, learning and assessment at Lancaster University Management School;</li> <li>• Take responsibility for modules and academic programmes as directed by the Head of Department;</li> <li>• Ensure that modules (for which responsibility is allocated) meet internal and external quality assurance requirements;</li> <li>• Monitor and control the quality of learning on the modules for which responsibility has been allocated;</li> </ul>	



## General

- You will be affiliated to one of LUMS' departments with 20% of the role devoted to scholarship which may include scholarly publications which are recognised as advancing learning, teaching or assessment in a subject/discipline areas and/or presentations, lead workshops or undertake reviews in an aspect of teaching or supporting learning;
- Make a strong contribution to high quality student experience and champion continuous improvement in this area.
- Engage with the development and delivery of online and blended modules and programmes.
- Establish and develop sustainable teaching-related networks which bring benefit to the department and/or Faculty/University;

## Initial workload allocation (50% for a 3 year period)

For an initial 3 year period, for 50% of their workload, you will work closely with the Associate Dean for Postgraduate Studies to develop and promote the PGT consortial programmes in the Faculty (with responsibility in the first instance for the MSc Management suite). The Programme Director has primary responsibility for academic quality and standards, recruitment (conversion) and the student experience. Since these programmes are consortial and partnered, the role involves external accreditation and partner negotiations.

## *Programme Director duties:*

- Produce and maintain the partnered and consortial vision with initial responsibility (3 years duration) for the MSc Management (1 Year) and MSc Management (2 Year European Triple degree).
- Maintain current knowledge to inform the strategic position of the programmes in the masters marketplace.
- Be the academic lead and ambassador for the programme, representing the faculty at internal, external and student facing events.
- In association with the support teams to be responsible for the smooth operational running of the programme and for resolving emergent issues and problems.
- Lead and coordinate marketing and conversion activities for the programme including advising on target numbers, and analyse competitor programmes and propose programme tuition fees.
- Oversee curriculum design and development and coordinate any resulting amendments in conjunction with the support teams including the Teaching Development Unit.
- Co-ordinate the teaching, learning and developmental activities of staff involved with the programmes, providing academic leadership to ensure an integrated student experience.
- Oversee allocation of staff to UK modules and programmes in liaison with academic departments Heads.
- Manage the student experience to ensure high levels of student satisfaction.
- Represent and input into internal and external teaching and learning QA processes, committees and examination boards, contributing to the Annual Teaching Review (ATR).
- Work with the Careers, Alumni and Employability to design and develop activities that increase employability.
- Oversee professional post-graduation support of students (to three years post programme); this may include mentoring, coaching and pastoral care in liaison with the Careers and Alumni teams to ensure optimum careers progression and strong alumni relations.
- Facilitate student submissions and periodic information sets for external agencies such as the Financial Times for Programme Ranking.
- International partner travel as required for programme planning, programme delivery, liaison with partners, recruitment, employability matters and alumni engagement.
- Teach on one core course module.

- Oversee arrangements for the Research Project module.
- Provide support for the quality assurance and enhancement of teaching beyond the University, e.g. panel member for external review;
- Deputise for the Associate Dean where appropriate and when required
- Be part of the wider management team for postgraduate teaching provision in LUMS by attending the PG Consortial Steering Committee.

# Person Specification

Criteria	Essential/ Desirable	Application Form / Interview *
PhD (preferably Management related) and the ability to pursue scholarship in an area relevant to a LUMS department (applicants should indicate their preferred academic department and outline their academic suitability as part of the application process)	Essential	Application Form/Supporting Statement/Interview
Track record in the delivery of high quality teaching, learning and assessment (including curriculum design) across all levels (MBA or MSc in Management highly desirable) in a research-led environment	Essential	Application Form/Supporting Statement/Interview
Membership of the HEA, preferably at Senior Fellow level (or comparable teaching qualification) and the ability to contribute to the ongoing development of teaching within the School.	Essential	Application Form/Supporting Statement
Proven ability to develop and direct programmes of study, (premium fee masters, consortial, or partnership programme experience highly desirable)	Essential	Application Form/Supporting Statement/Interview
Proven ability to recruit students to programmes by working with admissions/recruitment and conversion teams	Essential	Application Form/Supporting Statement/Interview
Demonstrable commitment to enhancing student experience	Essential	Application Form/Supporting Statement
Ability to work with International Teaching Partnerships or similar using excellent negotiating, communication and presentation skills	Essential	Application Form/Supporting Statement/Interview
Excellent communication and team working skills	Essential	Interview
Knowledge of quality processes; experience of working with CPD and training for AMBA, EQUIS and AACSB accrediting and ranking bodies	Essential	Application Form/Supporting Statement/Interview
Experience of and a willingness to undertake academic administrative duties	Essential	Application Form/Supporting Statement/Interview
Ability to represent the university at external events, nationally and internationally including company and alumni events and teaching overseas.	Essential	Application Form/Supporting Statement/Interview
Experience of developing online and blended course materials	Desirable	Application Form/Supporting Statement/Interview

- **Application Form** – assessed against the application form, curriculum vitae and letter of support. Applicants will not be asked to answer a specific supporting statement. Normally used to evaluate factual evidence e.g. award of a qualification. Will be “scored” as part of the shortlisting process.
- **Supporting Statements** - applicants are asked to provide a statement to demonstrate how they meet the criteria. The response will be “scored” as part of the shortlisting process.
- **Interview** – assessed during the interview process by either competency based interview questions, tests, presentation etc.

# • Terms and Conditions

## Salary

The current salary range for a Grade 9 post is £49,772 to £55,998.

## Pension

This role offers the role holder the opportunity to join the University Superannuation Scheme (USS)  
[www.uss.co.uk](http://www.uss.co.uk)

## Relocation

For those relocating nationally or internationally a generous relocation package is available.

## Flexible Benefits

All staff are eligible to participate in the University's sector leading flexible benefits scheme.

The scheme provides staff with the opportunity to purchase benefits at discounted rates and also to take advantage of tax and national insurance savings on the benefits chosen.

Further information can be found at

[www.lancaster.ac.uk/hr/total-reward/benefits](http://www.lancaster.ac.uk/hr/total-reward/benefits)





# Appointment Process

Applications should be made online at <https://hr-jobs.lancs.ac.uk/>

Informal enquires may be directed to Professor Mark Shackleton, [m.shackleton@lancaster.ac.uk](mailto:m.shackleton@lancaster.ac.uk) +44 (0) 1524 594131.

The closing date for applications is Sunday 2<sup>nd</sup> July. Interviews are likely to be held on 18<sup>th</sup> July (tbc).

