

# Professor of Organisations, Work and Health

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**Job Briefing Pack May 2019**

Closing Date: Sunday 30th June | Ref: A2672





# The Role

**Lancaster University wishes to appoint a senior academic to strengthen and further develop its world class research and educational activities in the area of organisations, work and health.**

This is a joint appointment between the Division of Health Research (DHR, Faculty of Health of Medicine) and Organisation, Work and Technology (OWT, Lancaster University Management School). The purpose of the joint appointment is to strengthen cross-faculty collaborations between health and management researchers. The successful applicant will, therefore, be able to engage effectively with the agendas and approaches to research and teaching of both DHR and OWT.

DHR conducts research in organisational health and wellbeing, mental health, ageing, end of life care and social and economic inequality and health. The Division also offers a range of part-time and full-time teaching programmes at Masters and PhD level, predominantly through blended learning. OWT was one of the first departments of organisation studies to be established in the UK. The Department is a multi-disciplinary in its approach, drawing from the disciplines of social psychology, sociology and philosophy amongst others. OWT's key research themes are: critical leadership studies; ethics & sustainability; gender & diversity; human resource management & employment relations; information, technology and organisations; and management & society. The Department offers a range of Undergraduate, Postgraduate, Executive and PhD programmes.

Significant investment in the creation of a Health Innovation Campus, adjacent to the main campus, makes this an exciting time to join Lancaster University, with construction of the £41 million first phase of building scheduled for completion in 2019.

You will have an established academic record of accomplishment in organisations, work and health and demonstrated research and educational excellence. You will be enthusiastic to drive a relevant and innovative research agenda, supervise and attract postgraduate students and to develop new teaching programmes.

The Faculties provide a research environment that strongly supports the individual needs of each employee, promoting a healthy work-life balance. We are committed to family-friendly and flexible working policies on an individual basis, as well as the Athena SWAN Charter, which recognises and celebrates good employment practice undertaken to address gender equality in higher education and research.

Informal enquiries are welcome and should be directed to Professor Catherine Walshe at [c.walshe@lancaster.ac.uk](mailto:c.walshe@lancaster.ac.uk) or Professor James Faulconbridge [j.faulconbridge@lancaster.ac.uk](mailto:j.faulconbridge@lancaster.ac.uk)





# Executive Summary

Lancaster University is one of the UK's top universities, we are consistently ranked well inside the top 10 across all major league tables, and are currently University of the Year in the Times and Sunday Times Good University Guide.

Competition for undergraduate places is the highest it has ever been, and Lancaster graduates are performing very well in an increasingly competitive job market.

At Lancaster University, we place 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 and staff 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 our campus for students and boost research and teaching facilities.

Lancaster University has an international outlook, but also a strong commitment to engage regionally and nationally, working closely with its strategic partners in the Public, Private and Third Sectors.

Students and staff from over 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, including our current overseas teaching partnerships and campuses in China, Ghana and Malaysia.

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.



**Paul Boustead, MSc, Chartered FCIPD**  
Director of Human Resources and  
Organisational Development





# Our University

**Lancaster University is an international leader with an emphasis on excellence in research, teaching and engagement. This reputation is reflected in our ranking in the UK top 10 in all three major UK rankings (Times/Sunday Times, Guardian, and the Complete University Guide).**

The University has been awarded the 'University of the Year' award 2018 by the Times and The Sunday Times. The University is also ranked 1st in the North West, Best Campus University, and 150th in the Times Higher Education World University Ranking 2018. Lancaster University has been awarded the highest possible ranking in the UK government's Teaching Excellence Framework (TEF) rating, which aims to recognise and reward excellence in teaching and learning in UK institutions.

The TEF Gold rating is based on high-quality teaching, excellent teaching facilities, and the career opportunities provided to graduates. The University's research has also been rated as world-leading in the 2014 Research Excellence Framework (REF), which assesses the quality and impact of research submitted by UK universities across all subjects. In the last research assessment exercise, 83% of our research was rated 'internationally excellent' or 'world-leading'. Our research is truly international in focus with research partnerships in over 60 countries around the world. Lancaster University is also proud to be a member of the N8 Group, a research partnership of the eight most research-intensive universities in the North of England.

A major strength of Lancaster University is its thriving ecosystem of interdisciplinary research and cross-faculty working. This collaborative approach is fostered by its mixture of formal and informal structures - including Institutes and University Research Centres - bringing together experts from different disciplines to address regional, national, and global challenges. The University comprises 13,500 students and around 3,400 staff. Lancaster is one of only a handful of universities with a collegiate system which has helped to forge a strong sense of identity and loyalty, and continues to be a distinctive feature of Lancaster University life. More than £450 million has been invested into the Campus since 2003, creating new academic facilities, student social facilities, and improved teaching space.

Our campus has transformed over recent years due to a number of significant redevelopment projects, including the refurbishment of the library and multi-million pound investments in other facilities across the University.





# Our Strategy for 2020

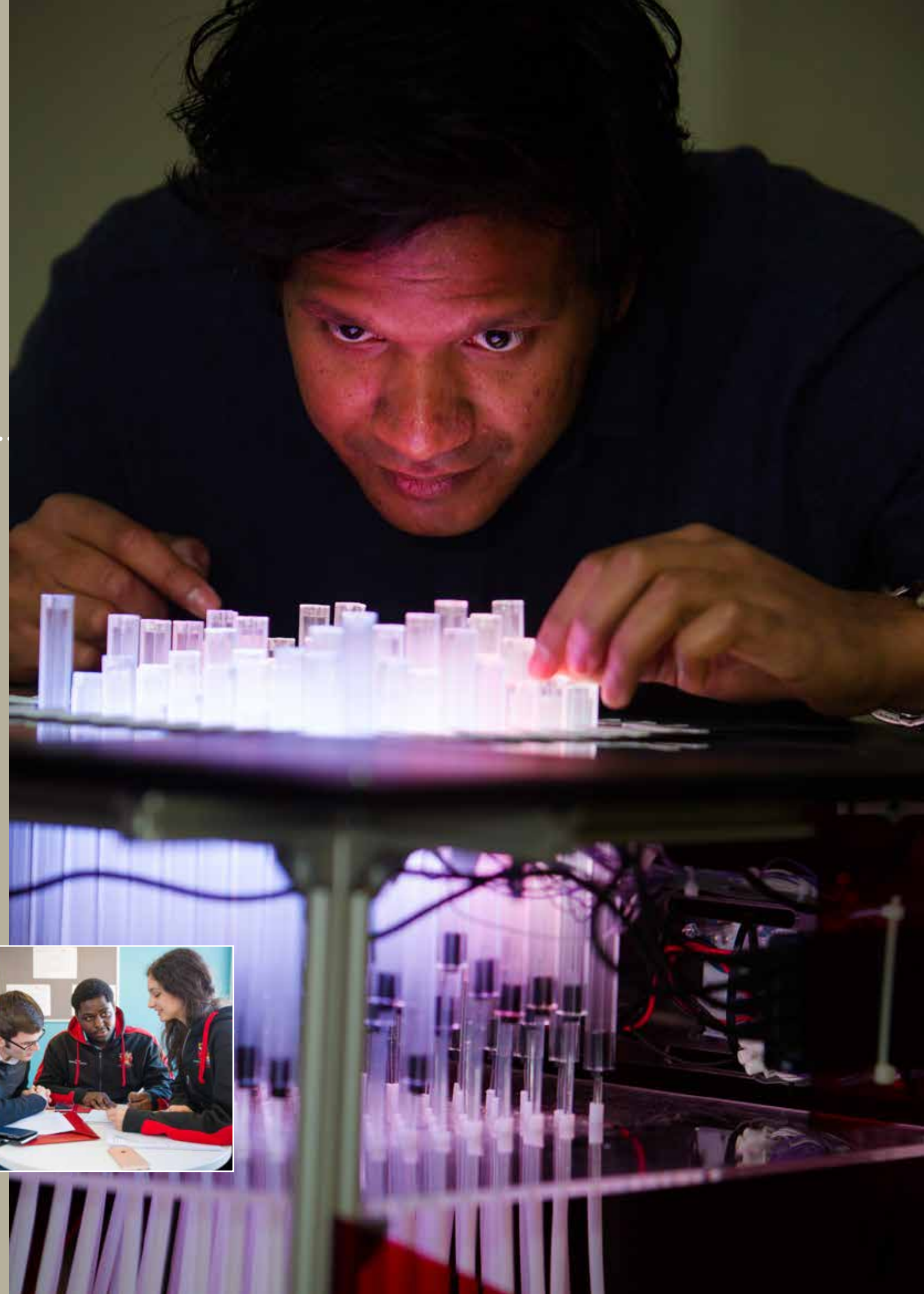
**Our strategy is to become a university that is globally significant – a leader in higher education that provides the highest quality research and teaching, and engages locally and internationally on the issues and debates of the day and of the future.**

Driven by research and stimulating learning, the globally significant university informs and changes practice and thinking worldwide. Our strategy is founded on three priorities of equal importance. Success across all three of these domains will be critical if we are to fully realise our strategic goals. In the rapidly changing context of UK higher education, the University community has identified that we now need to increase our engagement with third parties, enhance our reputation and continue to grow in scale. We have reviewed and updated our objectives to reflect these factors, and new or revised objectives are highlighted against each of our three overarching priorities.

**The priorities are:**

- Research that changes practice and thinking
- Teaching that transforms society and the lives of people in it
- To actively engage with students, businesses and our communities

Further details on our Strategic Plan can be found at:  
[www.lancaster.ac.uk/about-us/strategic-plan/](http://www.lancaster.ac.uk/about-us/strategic-plan/)







For further information  
about working and living  
in Lancaster please visit:  
[www.lancaster.ac.uk/  
working-at-lancaster](http://www.lancaster.ac.uk/working-at-lancaster)

# Our People

**Lancaster's success depends on 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 an 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, and quick and nimble in adopting the latest developments in teaching and research.

Lancaster University is committed to attracting, developing and retaining the best staff, celebrating equality and 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 the university is our people.





# About Lancaster and the UK

For further information about working and living in Lancaster please visit: [www.lancaster.ac.uk/working-at-lancaster](http://www.lancaster.ac.uk/working-at-lancaster)

**The City of Lancaster has a long and diverse history, having gained its first charter in 1193. In the heart of the city centre lies a 12th Century castle – one of the best preserved in Great Britain – which dominates the hill above the River Lune.**

Lancaster is small enough to explore on foot, but big enough to keep you entertained all day, and was recently ranked as one of the top ten most vibrant cities in the UK (the Experian Vibrancy Report), thanks to its established arts scene and student population. It offers excellent shopping, cinemas, theatres, and restaurants, with many well preserved older buildings. The area is also well served with state, private and church schools.

Lancaster's live music venues are home to regular guitar, electronic, folk, classical and jazz gigs. Fans of independent film and theatre have the choice of the city centre Dukes Theatre and Cinema, Grand Theatre, and Vue multiplex cinema, and the University's own Nuffield Theatre and LU Cinema. Venues also regularly play host to major comedy and theatrical tours too. With a number of galleries and museums located in the city, there is plenty for lovers of the arts to get their teeth into. The latest listings can be found through the Lancaster Arts City app.

Lancaster itself is situated in a delightful part of North West England. The rural landscape is superb, with the Lakeland fells in full view across the expanse of Morecambe Bay. The River Lune runs along the edge of the Forest of Bowland, an area of outstanding natural beauty, past many villages, into Lancaster and to the sea. There are two National Parks, the Lake District and the Yorkshire Dales, which are within a 30-minute drive. Lancaster is just over two hours by fast train to London and it is less than one hour to Manchester airport, which offers direct flights to most European capitals, the Middle East, and North America and the Far East. Lancaster, and the local surrounding area, offers a unique combination of city, coast, and countryside. There is an excellent choice of accommodation in the 'travel to' area which stretches from the Lake District to Preston and east along the Lune valley, as well as Morecambe and Lancaster, offering a range of housing from city centre to rural environments. Housing is varied (from old townhouses to barn conversions and new builds) and is competitively priced, especially against similar properties in South East England. The University offers allowances for staff (Grade 6 and above) who have to move to join us.





# Division of Health Research

Established at Lancaster University in 1996, the Division of Health Research (DHR) is a multidisciplinary department that promotes health-related research and education across the University, the North West, nationally and internationally. DHR has a vibrant research community comprising of over 100 staff from a range of academic and applied backgrounds: sociology, social policy, geography, public health, psychology, health economics and nursing. We share an interest in the perspectives that the social sciences bring to an understanding of health and health inequalities, disability, illness, the delivery of health and social care and interventions and actions to promote population health and health equity.

Members of the Division of Health Research come from a wide range of academic disciplines and professional backgrounds. We have a well-established reputation for conducting excellent academic research that is both interdisciplinary and translational. Academics are organised into a number of research and teaching groups that include the Centre for Organisational Health and Wellbeing, but also groups such as the International Observatory on End of Life Care (IOELC), Health Economics at Lancaster (HEAL), The Spectrum Centre (mental health), the Centre for Health Inequalities Research and more. These map onto innovative blended learning programmes, mostly at PhD level. Research groups in the Division work closely with our colleagues in the rest of the Faculty of Health and Medicine on the Faculty's core interdisciplinary research themes: Ageing; Mental Health; Health Information, Computation and Statistics; Infectious Disease Transmission and Biology and Social and Economic Inequality in Public Health.

The Division has good relationships with NHS and social care partners, and the voluntary sector. We also host the regional and local centres for the NIHR Research Design Service for the North West.

In the 2014 Research Assessment Exercise our research was ranked 3rd (intensity weighted score) and 1st for research environment nationally in UoA 3.

The educational programmes delivered by the Division range from postgraduate research degrees (PhDs), professional doctorates such as the Doctorate in Clinical Psychology, and a suite of blended learning PhDs in palliative care, public health, organisational health and well-being and mental health. DHR has over 270 students registered on its full time and part time postgraduate programmes. We collaborate with Lancaster University Management School to deliver several courses. We also contribute to undergraduate teaching in Biomedical and Life Science, Medicine and Psychology.

## Organizational Health and Well-Being/ Mental Health, Well Being and Work Research Group

The Centre for Organizational Health and Well Being was established in 2008 under the directorship of Professor Susan Cartwright. It was originally founded with the support of a number of public and private sector organizations, including Tesco, Unilever and Manchester City Council with the remit to raise and enhance the profile of employee health. The Centre receives external funding from traditional awarding bodies such as the NIHR and ESRC.

### Our main research focus encompasses the following areas

- Factors associated with stress and ill health at work
- The design, impact and evaluation of interventions to improve and sustain workplace mental health
- Creating positive workplace cultures
- The costs and impact of presenteeism
- Work-life balance and the meaning of work





# Department of Organisation, Work and Technology

The Department of Organisation, Work and Technology is located in LUMS. As one of the first departments of organisation studies to be established in the UK, the Department is known for the advancement and application of organisational and social theory. As a multi-disciplinary department, researchers draw primarily on the disciplines of social psychology, sociology and philosophy. Empirical research has always been an important focus, conducted on the basis of strong theoretic foundations. The Department's key research themes are: critical leadership studies; ethics & sustainability; gender & diversity; human resource management & employment relations; information, technology and organisations; and management & society.

The Department offers a range of Undergraduate, Postgraduate, Executive and PhD programmes. This includes specialist programmes, such as Human Resource Management, and contributions to general management programmes, such as the Business Studies undergraduate degree and Masters in Management programme. The Department is a key contributor to executive education, running the International Masters for Practicing Managers (IMPM) and making significant contributions to the LUMS MBA.





# Faculty of Health and Medicine

Established in 2008, the Faculty of Health and Medicine brings together a critical mass of expertise in teaching, research and outreach from three established departments and their associated centres: Biomedical and Life Sciences; Health Research and Lancaster Medical School.

The Faculty provides research and teaching in an innovative and distinctive blend of subjects across the health and medicine spectrum. We have established links with private, public and third sector healthcare organisations and work closely with institutions in the region and beyond. We have successfully built our reputation in several key areas such as end of life care, ageing, mental health, neurodegenerative disease, developmental biology and disability research, where our academic staff are at the forefront of their fields.

The Faculty offers a diverse range of both undergraduate and postgraduate taught and research programmes in biology, biomedicine, medicine and the social aspects of health. We deliver innovative blended learning courses and are working with healthcare organisations to provide customised Continuing Professional Development.

The Faculty's research environment was ranked joint first in the UK in the field, with a 100% score on everything from investment in staff and facilities to research income and collaboration. Overall, 89% of the Faculty's research was judged world leading or internationally excellent, with 84% of research outputs being categorised as 3\* and 4\*. This places the Faculty among the elite universities in this field.

The Faculty also performed well in The Times Higher Education's research intensity league table which recognises the proportion of staff which are research active, finishing 3rd overall in the UK.

The Faculty is committed to pursuing world-class research. It brings together biomedical, medical, and social science researchers to tackle key challenges of the 21st Century within health and medicine.

Ranked third in our field in the 2014 Research Assessment Exercise on the 'intensity weighted' score, equal first in 'research environment' and in the top 10 for 'research power', the Faculty offers an ideal academic environment to develop your research career.

The Faculty achieved an Athena Swan Silver Award in 2014.





# Lancaster University Management School (LUMS)

Lancaster University Management School (LUMS) is quadruple-accredited, by AACSB, AMBA and EQUIS and by the Small Business Charter; ranked first in the UK for research power (2014 Research Excellence Framework); and has the top 'Gold' rating for its teaching (Teaching Excellence Framework).

The School has achieved high rankings in a number of subject areas, including accounting and finance which is ranked 2nd in the UK (Guardian 2018), business studies 4th (The Times, 2018) and marketing 5th (Complete University Guide, 2018).

LUMS was set up in the 1960s with a mission as an innovator, to take the intellectual high ground and combine rigour with practical applications that would challenge the norms of business and how it works within an economy and wider society. LUMS was central to the creation of modern accounting standards, the development of operational research, organisational psychology and marketing education.

A strong and growing community, the School continues to be a challenger. Research is at the heart of its success. It informs teaching, pushes boundaries and transforms lives. Through a collaborative approach and cutting-edge knowledge the School is a beacon for top talent. The School has an open door to business. LUMS has worked with over 11,000 SMEs, creating more than 6,500 new jobs and more than 250 start-up businesses. At the same time, LUMS' expertise and reach across the business world is global, and its community includes people from more than 150 different countries.

LUMS' 2025 strategy is focused on building further on its status as a world-class management school, admired among the top three schools in the UK, and further leveraging its academic excellence to impact on businesses, managers and new streams of talented graduates for employers. Plans have been backed by a new £50 million investment in infrastructure.





# Job Description

## Major Duties:

To provide leadership to research groups across FHM and LUMS working in the field of organisations, work and health. This will include members of the Organisational Health and Wellbeing research group in DHR, and researchers working in this field in OWT and the Centre for Sustainable Healthcare (LUMS).

To lead and support others in cross-faculty work associated with organisations, work and health, feeding in to the development of this activity linked with the Health Innovation Campus at Lancaster University.

To engage in leading high quality research in the field of organisations, work and health. To lead the development, submission and excellent execution of externally funded research (including from research councils, NIHR, business and charitable sector) in the field of organisations, work and health.

To enable those at Lancaster University working in organisations, work and health to develop a vision for collaborative work and engagement with employers, policy-makers and the international research community.

To make a significant contribution to the teaching agenda of DHR/LUMS and its future direction. This will include engagement with the Blended Learning PhD programme in DHR (in particular the PhD in organizational health and wellbeing), and relevant undergraduate, masters and executive programmes in LUMS.

To be willing to assume major leadership, administrative and/or engagement roles at divisional/departmental, faculty or university levels.

To mentor and advise junior academic staff.

To undertake any other academic duties as required by the Head of Division/Department and Dean of Faculty.





# Person Specification

Criteria	Essential / Desirable	Application Form/ Supporting Statements/ Interview
Extensive expertise in research directly related to organisations, work and health. This will be through a sustained record of research with publications in highly rated international journals (attested by citations), a track record of securing external research funding, and managing research projects in this field of work.	Essential	Application Form/Supporting Statement/Interview
Demonstration of active international networks in the field of organisations, work and health.	Essential	Application form/interview
Able to present your rationale for working at Lancaster University, and how your current and planned research complements and enhances existing research at Lancaster University, in the division of Health Research and department of Organisation, Work and Technology in particular, in the field of organisations, work and health .	Essential	Supporting Statement/Interview
Possession of a PhD. This is likely to be in the field of organisations, work and health, but may be in a different field if substantial experience and expertise in this field has been demonstrated post-PhD	Essential	Application Form
Experience in teaching design and delivery in higher education settings, ideally at postgraduate and undergraduate levels as well as executive levels.	Essential	Application Form, Supporting Statement
Experience in e-learning or blended learning approaches.	Desirable	Application Form
Experience of supervising PhD students to successful, timely, completion.	Essential	Application Form
Experience of external examination at PhD level.	Essential	Application Form
Possession of a teaching qualification, such as PGCap, FHEA, SFHEA.	Desirable. Must be prepared to obtain qualification	Application Form
External recognition of academic expertise such as invitations to address international or national conferences, editorships of journals, membership of funding bodies.	Essential	Application Form
Evidence of the ability to take on an effective leadership role, including the mentoring and development of junior colleagues.	Essential	Supporting Statement, Interview

- Application Form – assessed against the application form, curriculum vitae and letter of support. Applicants will not be asked to make a specific supporting statement. Normally used to evaluate factual evidence eg award of a PhD. Will be “scored” as part of the shortlisting process.
- Supporting Statements - applicant 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.





# Employee Benefits and Reward Package



## Remuneration

The role attracts a highly competitive starting salary. Further salary progression will also be achievable, based upon performance in the role.

## Pension

For this role the University offers the opportunity to join the Universities Superannuation Scheme (USS).

## 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 some of the benefits chosen.

### The current benefits include:

- Pre-School Centre
- Cycle to Work scheme
- Season Ticket Loan
- Low Emission Cars
- Charitable giving
- Shopping discounts
- Dental insurance
- Health cash plan
- Sports Centre membership
- Lancaster and external courses
- Professional Bodies' membership fees
- Car parking
- Subsidised annual bus pass
- Discounted staff dining card
- Local retail discount card
- Theatre membership
- Home technology
- Additional annual leave



Detailed information on benefits are available at [www.lancaster.ac.uk/employment-benefits](http://www.lancaster.ac.uk/employment-benefits).



# Process and Timeframe

For further information, please contact:

Professor Catherine Walshe [c.walshe@lancaster.ac.uk](mailto:c.walshe@lancaster.ac.uk)) or

Professor James Faulconbridge [j.faulconbridge@lancaster.ac.uk](mailto:j.faulconbridge@lancaster.ac.uk))

Applications should be made online at <https://hr-jobs.lancs.ac.uk/A2672>

Applications should consist of a CV accompanied by a covering letter addressing the criteria in the role information.

Closing date for receipt of applications: **Sunday 30th June**

Interviews will be held on **Monday 22nd July**

An appointment will be made subject to satisfactory references, in line with the usual terms and conditions of employment at the university.



## Recruitment Statement

**We want to provide you with full information at an early stage to enable you to make an informed decision as to whether you are committed to pursuing this position and to outline the University's expectations of all candidates taking part in our recruitment process.**

Once you have reviewed the information below, and in fairness to everyone concerned, we would ask that you give serious consideration to proceeding further with this process if you think you may not accept the position should it be offered to you.

The role will be located in Lancaster and there is a requirement that successful candidates will live within commuting distance of the Lancaster University Bailrigg campus. If this might involve a re-location for you, it is of course important that candidates consider how the move might affect anyone who may accompany you (for example, early consideration may need to be given to local schooling, housing and other employment opportunities where other family members are involved, as early as possible). We will support you as much as possible with this and are happy to discuss any concerns you may have. We would ask you to agree to undertaking a positive, open, and transparent dialogue with us throughout the recruitment process, raising questions and any concerns as early as possible.

Lancaster engages in a variety of domestic and international benchmarking exercises to ensure we are extremely competitive in the levels of reward and recognition we provide, therefore we are confident that any offer made will be strong and competitive. If you are happy to continue in your application for the position in light of the above expectations, we would very much look forward to hearing from you.





# Join Us

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[www.lancaster.ac.uk](http://www.lancaster.ac.uk)

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“We make campus an inspiring place to be.”