

## JOB DESCRIPTION

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| <b>Job Title:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Lecturer (Teaching Focus) in International Business and Strategy |
| <b>Department / Unit:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Strategy, International Business and Entrepreneurship            |
| <b>Job type</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Academic                                                         |
| <b>Grade:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | RHUL 8                                                           |
| <b>Accountable to:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Head of Department                                               |
| <b>Accountable for:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | N/A                                                              |
| <b>Purpose of the Post</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                  |
| <p>Post holders will teach and supervise students at undergraduate and postgraduate level, taking full and/or shared responsibility for the design, management and delivery of their teaching. They will be expected to demonstrate up-to-date scholarship in line with the research-informed teaching context, including relevant theoretical literature and pedagogic research. They may publish work on pedagogy, and/or contribute to national and international policy. They will also be required to contribute to administrative duties as required.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                                  |
| <b>Key Tasks</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                  |
| <p><b>Teaching</b></p> <ul style="list-style-type: none"> <li>• Design and deliver of a range of innovative courses of study at all levels, to include the regular review of courses and modules to ensure excellence and coherence.</li> <li>• To contribute to the teaching and assessment of International Business and Strategic Management at Undergraduate and Taught Postgraduate levels, including supervision of Master's research.</li> <li>• Contribute to those working within programme areas, e.g. as a module leader, to include co-ordinating the work of others to ensure that courses are delivered effectively and/or organising the work of a team by agreeing objectives and work plans.</li> <li>• To lead in the expansion of curriculum options in this area, working with others to ensure implementation as applicable.</li> <li>• To engage with up-to-date literature and expertise in their academic and/or professional field.</li> <li>• To identify the learning needs of students at all levels regardless of delivery mode, define appropriate learning objectives, and design and delivery of innovative teaching to meet these needs.</li> <li>• To regularly review courses and modules to ensure excellence and coherence</li> <li>• To provide constructive feedback, advice and pastoral care to students.</li> <li>• To undertake and complete administrative duties required in the professional delivery of teaching.</li> </ul> |                                                                  |

**Leadership, Enhancement, External Engagement and Impact**

- To play a full and active part in the administration of the department and its external promotion.
- To attend and actively contribute to Faculty and University meetings as appropriate.
- To assist with student recruitment.
- To co-ordinate and engage in activities such as attendance at open days or applicant visitor days.
- To contribute to the Faculty's strategic planning, and, if required, contribute to University strategic planning processes.
- To engage and maintain continuous professional development.

**Scholarship**

- Develop contributions to the discipline with outputs appropriate to the subject.
- Maintain an active personal pedagogic research and scholarship plan consistent with the Faculty's Research Strategy.
- Make a positive contribution to appropriate research groupings and centres.
- Update knowledge and understanding in area of specialism and transfer this current knowledge into programmes and courses of study.
- Present at conferences and/or exhibit work at other appropriate events.
- Develop links with external contacts to foster collaboration and generate income.
- Contribute to peer assessment.

**Other Duties**

The duties listed are not exhaustive and may be varied from time to time as dictated by the changing needs of the University. The post holder will be expected to undertake other duties as appropriate and as requested by their manager.

The post holder may be required to work at any of the locations at which the business of Royal Holloway is conducted.

**Our Values**

Advancing equity and inclusion is central to our identity as a University of Social Purpose, guided by our values of being Respectful, Innovative, Open, and Daring. We strive to build a fair and inclusive environment for all colleagues and students, where we challenge ourselves and others with integrity, and approach difference with understanding and kindness. Every member of our community is expected to treat others with dignity, work collaboratively across a wide range of backgrounds and perspectives, and contribute to a place where everyone can participate fully and feel valued.

## PERSON SPECIFICATION

Details on the qualifications, experience, skills, knowledge and abilities that are needed to fulfil this role are set out below.

Job Title: **Lecturer (Teaching Focus) in International Business and Strategy**

| <b>CRITERIA</b>                                                                                                                                                                      | <b>ESSENTIAL (E) or DESIRABLE (D)</b> | <b>TESTED BY (Application Form, Interview, Test, Presentation etc)</b> |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------|------------------------------------------------------------------------|
| <b>QUALIFICATIONS AND TRAINING</b>                                                                                                                                                   |                                       |                                                                        |
| Educated to PhD level (or equivalent)                                                                                                                                                | <b>E</b>                              | Application form                                                       |
| Membership of a relevant professional body                                                                                                                                           | <b>D</b>                              | Application form                                                       |
| HE Academy or qualification in teaching, or other evidence of training for teaching at HE level.                                                                                     | <b>D</b>                              | Application form                                                       |
| <b>SPECIFIC SKILLS, EXPERIENCE AND KNOWLEDGE</b>                                                                                                                                     |                                       |                                                                        |
| Experience of high-quality teaching in strategy and international business at undergraduate and postgraduate levels.                                                                 | <b>E</b>                              | Application form/Interview                                             |
| Proven ability to manage own teaching, research and administrative duties.                                                                                                           | <b>E</b>                              | Application form/Interview                                             |
| Organisational skills to deliver management and administrative responsibilities implementing University and Faculty strategies, support the academic mission or to develop projects. | <b>E</b>                              | Application form/Interview                                             |
| Experience of co-ordinating with others to ensure student learning and teaching needs and expectations are met.                                                                      | <b>E</b>                              | Application form                                                       |
| Experience of managing own teaching, administrative and other relevant activities.                                                                                                   | <b>E</b>                              | Interview                                                              |
| Experience of co-ordinating with others to ensure student learning and teaching needs and expectations are met.                                                                      | <b>E</b>                              | Application form/Interview                                             |
| Successful development of relationships with external individuals and agencies.                                                                                                      | <b>E</b>                              | Application form/Interview                                             |
| Experience of bidding, planning for and organising initiatives that are based on learning, teaching and assessment.                                                                  | <b>E</b>                              | Application form/Interview                                             |
| <b>PERSONAL AND INTERPERSONAL QUALITIES</b>                                                                                                                                          |                                       |                                                                        |

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| Successful development of relationships with external individuals and agencies.                                                                                                      | <b>E</b> | Application form/Interview              |
| Effective teamworking skills.                                                                                                                                                        | <b>E</b> | Presentation/Interview                  |
| Excellent interpersonal skills, with proven ability to engage with students and colleagues using a variety of different methods.                                                     | <b>E</b> | Application form/Presentation/Interview |
| Organisational skills to deliver management and administrative responsibilities implementing University and Faculty strategies, support the academic mission or to develop projects. | <b>E</b> | Application form/Presentation/Interview |
| Excellent communication and presentation skills, with the proven ability to communicate effectively, both verbally and in writing, with students, colleagues and external audiences. | <b>E</b> | Presentation/Interview                  |
| A commitment to continuous personal development.                                                                                                                                     | <b>E</b> | Interview                               |