

**DCU BUSINESS SCHOOL****Lecturer in Human Resource Management  
(Permanent or Five-Year Fixed Term Contract)**

DCU Business School is a young and dynamic school whose history is marked by steep upward development. From the outset, our guiding voices were those of industry and students, and as a result, we are today distinctive for our deep and responsive industry engagement and our close concern with the success of our students. From those beginnings in the 1980s, and particularly over the last ten years, DCU Business School has developed an excellent research profile characterised by its industry relevance and a strong international reach. The School is accredited by AACSB and AMBA and our programmes have appropriate professional accreditations. DCU Business School is an engaged, innovative internationally-focused school which prides itself on its excellent reputation for impacting students, the academic community, industry and wider society.

**Position**

Reporting to the Executive Dean of DCU Business School, the successful candidate will be a member of the HRM and Organisational Psychology Group. She/he will conduct high quality research and teaching in HRM and will play an active role in the activities and development of the Group. Further, the successful candidate is expected to contribute to programme management, research supervision and the service and engagement activities of the School and University.

The HRM and Organisational Psychology Group brings together academics whose research and teaching interests span a wide range of areas. The Group has an excellent international research reputation and members of the Group have recently published in: British Journal of Management, British Journal of Industrial Relations, the European Journal of Social Psychology, Industrial and Labour Relations Review, Human Relations, Human Resource Management, Human Resource Management Journal, Journal of Management, Journal of Vocational Behaviour, Organisation Studies, Personality and Social Psychology Bulletin and Strategic Management Journal amongst others.

The HRM and Organisational Psychology Group is primarily responsible for the MSc in Human Resource Management, MSc in Human Resource Strategies and the MSc in Work and Organisational Psychology/Behaviour. In addition, the Group contributes to the full range of academic programmes within DCU Business School.

Further information concerning DCU Business School is available in the **Information Pack for Candidates** please [click here](#)

## **Main Duties**

### **Research**

To contribute to the research activity of DCU Business School by:

- Publishing new ideas and findings in high impact international journals
- Seeking funds to support research initiatives
- Contributing to research activities such as conferences, seminars etc.
- Supervising postgraduate research students
- Contributing to the research culture and environment in the School and, where appropriate, working collaboratively on research initiatives.

### **Teaching**

To contribute to the teaching and learning activity of DCU Business School by:

- Delivering modules in a manner consistent with the highest academic standards
- Using a wide range of teaching and assessment methodologies which foster a deep approach to learning and which equip students with the skills and attributes needed to be lifelong learners
- Working proactively to enhance and enrich existing modules and programmes
- Contributing to the design and development of new modules and programmes
- Contributing to the teaching activities of the School's Centre for Executive and International Education
- Providing research supervision for taught postgraduate students

### **Service**

To contribute to the leadership, management and administration of the School by:

- Delivering allocated management and service roles to a high standard
- Active engagement in accreditation-related activities
- Contributing proactively to relevant School and University committees, working groups and meetings
- Contributing to the running of DCU Business School's activities through participation in, for example, promotional events and INTRA (work placement) visits.

### **External Engagement**

To enhance the reputation of DCU Business School through engagement in external academic, business, professional, public sector and community activities (approved by the Executive Dean, where appropriate).

## **Person Specification**

Candidates must have a PhD (or be very close to submitting a PhD for examination) in a relevant discipline and have a strong academic record. Previous teaching and research experience is required and a relevant professional qualification, where appropriate, is desirable. We particularly encourage candidates with a critical HR or industrial relations focus to apply but we are open to candidates in other areas of HRM.

We are seeking candidates who have a well-defined research plan and have the capability to publish in high impact international journals. Candidates should have (or be able to develop) international networks and collaborations. Candidates should also demonstrate excellent interpersonal and communication skills consistent with the highest quality of teaching and learning, together with evidence of successful teamwork and a collegial approach.

The successful candidate will have the opportunity to play an important role in the further development of the School's national and international reputation, and to make a significant contribution to the research activity of the School and to the design, delivery and management of programmes at undergraduate, postgraduate and executive levels.

### **Salary Scales:**

Lecturer Above Bar: \*€50,159 -€76,891 per annum

Lecturer Below Bar: \*€37,352 - €51,724 per annum

*\*Appointments will be commensurate with qualifications and experience and will be made on the appropriate point of the salary scale, in line with current Government pay policy.*

**Informal enquires:** Prof. David Collings, Head of HRM and Organisational Psychology Group in DCU Business School ([david.collings@dcu.ie](mailto:david.collings@dcu.ie))

**Closing date:** **Friday 20<sup>th</sup> May 2016**

### **Application Procedure**

Application forms are available from the DCU Current Vacancies (open Competitions) website at <http://www.dcu.ie/hr/vacancies/current.shtml> and also from the Human Resources Department, Dublin City University, Dublin 9. Tel: +353 (0) 1 700 5149.

Applications should be submitted by email by the closing date stated above to [hr.applications@dcu.ie](mailto:hr.applications@dcu.ie) or by Fax: +353 (0)1 700 5500 or by post to the Human Resources Department, Dublin City University, Dublin 9

**Please clearly state the role that you are applying for in your application and email subject line: Job Ref #319: Lecturer in Human Resource Management**

***Dublin City University is an equal opportunities employer***