



DUBLIN CITY UNIVERSITY BUSINESS SCHOOL (DCUBS)

Lecturer in Human Resource Management (Five year Contract)

An innovative and dynamic Business School, DCU Business School offers an extensive range of research and taught programmes at undergraduate, postgraduate, executive and doctoral levels. Working in close collaboration with other DCU faculties, business interests in the public and private sectors, and its international partners, the School's portfolio of programmes is regularly updated and expanded to reflect the changing needs of business leaders.

Position

The post holder will be a member of the HRM and Organisational Psychology Group, reporting to the Executive Dean of DCU Business School. The successful candidate will conduct high quality teaching and research in HRM and contribute to the development, design, delivery and management of courses at undergraduate, postgraduate and executive levels. The post holder will also be expected to contribute to School administration. The HRM and Organisational Psychology Group brings together academics whose research and teaching interests span a wide range of areas. The Group enjoys an international reputation for research with group members having recently published in outlets such as Accounting, Organisations and Society, 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 Vocational Behavior, Organisation Studies, Personality and Social Psychology Bulletin and Strategic Management Journal amongst others. The Group is primarily responsible for all undergraduate and postgraduate teaching, and research supervision, in the areas of human resource management, organisational psychology, human resource development, leadership and change. The group contributes to the full range of academic programmes within DCU Business School and Executive Education including the professional doctoral programme and the MBA, with particular responsibility for the MSc in Human Resource Management, MSc in Human Resource Strategies and The MSc in Organisational Psychology/Behaviour.

Main Duties

1. Research

To contribute to this research activity by:

- Publishing new ideas and findings in quality national and particularly high ranking international journals
- Providing academic leadership through helping to maintain and enhance a research culture
- Seeking funds to support research initiatives
- Contributing to research activities such as conferences, seminars etc.
- Maintaining an active and sustainable programme of research

2. Teaching

The successful candidate is expected:

- To contribute to the development and delivery of HRM modules at DCU Business School in a manner consistent with the highest academic standards
- To use a wide range of learning and teaching methodologies and assessments which foster a positive learning environment for students
- To work proactively in improving existing courses and programmes
- To contribute to the design and development of new courses and programmes
- To provide supervision for research and graduate students

3. Good Citizenship

- To play an appropriate role in the administration and leadership/management of DCU Business School and the Group
- To contribute to the running of DCU Business School's activities through participation in, for example, ad hoc committees and open days
- To be prepared to contribute proactively to relevant University and external committees

4. External Contribution

- To raise the external profile of DCU Business School by establishing close working relationships with organisations and professional bodies and other contributions to its external profile
- To represent the School externally as appropriate

Person Specification

Applicants for the post must hold an honours degree in a relevant discipline, should be qualified to a post-graduate level and have completed a doctoral qualification in the field. CIPD qualification is desirable. The successful candidates will also have a minimum of three years relevant experience, with a record of high quality university-level teaching.

We seek a candidate with a specialist interest in human resource development (HRD) and learning. The successful candidate will have displayed evidence of publication in high quality international journals and will have demonstrated success in attracting competitive research funding. In addition the successful candidate will have developed international networks and research collaborations. S/he will be expected to contribute to the design, delivery and management of courses at undergraduate, postgraduate and executive levels. The successful candidate will have displayed evidence of teaching innovation and excellence. Experience in the design and delivery of executive education is desirable. The candidate should also demonstrate high quality interpersonal and communication skills consistent with the highest quality of teaching and learning, together with evidence of successful teamwork and a collegial approach. Relevant industrial experience would be an advantage.

The successful candidate will have the opportunity to play a leadership 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 courses at undergraduate, postgraduate and executive levels.

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| Salary Scale: | Lecturer above bar: | €50,159 - €76,891 |
| | Lecturer below bar: | €41,502 - €51,724 |
| | | €37,352 - €46,552* |

*applies to new entrants to the public sector after 01 January 2011.

Appointment will be commensurate with qualifications and experience

Closing Date: 2nd May 2014

This post has been approved by Budget Committee and Executive as it is considered to be part of the essential services of the University.

Informal enquires: Informal enquires: Professor David Collings, Head of HRM Group in DCU Business School (david.collings@dcu.ie)

Application forms are available at:

<http://www.dcu.ie/vacancies/index.shtml> and from the Human Resources Department, Dublin City University, Dublin 9. Tel: +353 (0)1 7005149; Fax: +353 (0)1 700 5500; Email: hr.applications@dcu.ie

Dublin City University is an equal opportunities employer