



DCU  
BUSINESS  
SCHOOL



DCU Business School

**Full Professor in Human Resource  
Management (HRM)/  
Organisational Behaviour (OB)**

Permanent Contract

May 2023

# Dublin City University



**Dublin City University (DCU) is a leading innovative European University. It is proud to be one of the world's leading Young Universities and is among the world's top 2% globally. DCU is known as Ireland's University of Impact, with a mission to 'transform lives and societies' and focuses on addressing global challenges in collaboration with key national and international partners and stakeholders.**

DCU has over 20,000 students in five faculties spread across three academic campuses in the Glasnevin-Drumcondra area of North Dublin. Thanks to its innovative approach to teaching and learning, the University offers a 'transformative student experience' that helps to develop highly sought-after graduates. DCU is currently No. 1 in Ireland for Graduate Employment Rate, and for graduate income (CSO).

As a 'People First' institution, DCU is committed to Equality, Diversity and Inclusion - a University that helps staff and students to thrive. The University is a leader in terms of its work to increase access to education, and is placed in the world's Top 10 for reducing inequalities in the Times Higher Education Impact Rankings.



## Business

DCU Business School is a 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, AMBA and has been awarded the Small Business Charter from the Chartered Association of Business Schools. Additionally, our programmes have relevant 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.

# Role Description

Dedicated to the pursuit of cutting-edge research and teaching excellence in HRM/OB, the successful candidate will take a senior leadership role, contributing to the School's strategic planning and direction aligned with the University's ambitious strategic goals. As a member of the Work, Psychology and Strategy Group in DCU Business School, the appointee will deliver leadership in the HRM/OB discipline, and more widely contribute to leadership within DCU Business School.

The successful candidate will play a national and international role in research and scholarship, undergraduate and postgraduate teaching and learning, and in service and contribution to the university and society through leadership, management and administration responsibilities and participating in the School's external engagement activities.

For more information regarding DCU Business School for Candidates, [click here](#).

## Duties and Responsibilities:

The duties and responsibilities of the position include, but are not restricted to, the following:

### Research and Scholarship

To direct research activity in DCU Business School by:

- Publishing innovative ideas and findings of significance in top tier international peer-reviewed journals
- Translating research knowledge, aligned with DCU's strategy, into insights for the world of practice (for government, industry, public or voluntary sector, executive education and so on)
- Seeking funds from external agencies and/or organisations to promote personal and School research initiatives
- Leveraging international research networks to enhance the School's research portfolio
- Contributing to the leadership of collaborative and interdisciplinary research within the discipline and School
- Guiding the dissemination of research via the hosting of research conferences, seminars etc
- Achieving measurable research impact

via citations and other means

- Enhancing the reputation of the School in the international research community via conference presentations, journal editorships, external examining, etc.
- Developing and leveraging international research networks to enrich the research activity of the School
- Providing research mentorship to early career academics
- Attracting and supervising high-calibre postgraduate research students and contributing to the School's PhD supervision process
- Enriching the research culture and environment in the School





### **Teaching and Learning**

To lead teaching and learning activity in the DCU Business School by:

- Delivering modules in a manner consistent with the highest academic standards
- Using a wide range of teaching and assessment methodologies to foster a deep approach to learning and equip students with the skills and attributes needed to be lifelong learners
- Leading the design and development of new modules and programmes and working proactively and collaboratively to enhance existing modules and programmes
- Enriching the scholarship of teaching within the discipline and School
- Fostering a culture of teaching innovation within the discipline and School
- Supporting new lecturers and supervising part-time lecturers
- Contributing to the activities of the School's Centre for Executive and International Education

### **Leadership, Service and Contribution to University and Society**

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

- Contributing to the School's strategic planning and direction and working collaboratively in delivering on the School's strategic goals
- Delivering assigned management and service roles to a high standard (including roles such as Group Head, Associate Dean, and Deputy Dean)
- Dynamic leadership and / or engagement in strategic and accreditation-related activities, and programme /discipline activities
- Contributing proactively to relevant School and University committees, working groups and meetings
- Mentoring and supporting new academic colleagues
- Directing and participating in School marketing, alumni and stakeholder relationship activities, for example, programme promotion events, INTRA (work placement) visits, events with partner universities etc.
- Enhancing the reputation and impact of DCU Business School through leadership and engagement in external academic, business, professional, public sector and community activities (approved by the Executive Dean, where appropriate)
- Engaging in, and contributing to, staff development activities

# Qualifications and Experience

Applications are invited from academics with a strong track record of achievement and leadership within the HRM/OB discipline in higher education and who are dedicated to leading the discipline in DCU Business School.

The successful candidate will have an international reputation for high quality research. More specifically, they must have a PhD (related to HRM/OB), a track record of publishing in premier quality international journals in the discipline, a pipeline of future publications and activities, experience of seeking external research funding and evidence of effective research collaborations and networks. In terms of teaching and learning, they must have deep experience of teaching and programme development at both undergraduate and postgraduate levels, evidence of teaching excellence and innovation and a record of successful PhD supervision. Evidence of effective external engagement (academia, business community and wider society) is highly desirable and applicants must demonstrate a commitment to such activities which are in keeping with the School's mission and strategy and DCU's position as Ireland's University of Enterprise.

Candidates must demonstrate excellent interpersonal and communication skills consistent with the highest quality of teaching, research, management and external engagement, jointly with evidence of successful teamwork and a collegial approach. The successful candidate will play an important role in the further enrichment of the School's national and international reputation and must display clear leadership attributes and skills and have the ability, and interest, to inspire and motivate colleagues with regard to all areas of activity of DCU Business School.

## Essential Training

The post holder will be required to undertake appropriate training including mandatory compliance training in Orientation, Health & Safety, Data Protection (GDPR) and cybersecurity.

## Salary Scale

Full Professor - €132,301.00 - €167,242.00

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

For more information on DCU and our benefits, please visit: [www.dcu.ie/hr/why-work-dcu](http://www.dcu.ie/hr/why-work-dcu)

## Informal enquiries to:

Professor Pamela Sharkey Scott  
Head of Work, Psychology and Strategy Group,  
DCU Business School

E-mail: [pamela.sharkeyscott@dcu.ie](mailto:pamela.sharkeyscott@dcu.ie)

Do not send applications to this address. Instead, apply using the procedure set out below.

## Closing date:

2nd June 2023

# Application Procedure

Application forms are available from the DCU Current Vacancies website at:  
**[www.dcu.ie/hr/vacancies-current-vacancies-external-applicants](http://www.dcu.ie/hr/vacancies-current-vacancies-external-applicants)**

Applications should be submitted by e-mail with your completed application form to:  
**[hr.applications@dcu.ie](mailto:hr.applications@dcu.ie)**

Please clearly state the role that you are applying for in your application and email subject line:  
**Ref BC221101 Full Professor in Human Resource Management (HRM) Organisational Behaviour (OB)**

Dublin City University is an equal opportunities employer.

In line with the Employment Equality Acts 1998 – 2015, the University is committed to equality of treatment for all those who engage with its recruitment, selection and appointment processes.

The University's Athena SWAN Bronze Award signifies the University's commitment to promoting gender equality and addressing any gender pay gaps. Information on a range of university policies aimed at creating a supportive and flexible work environment are available in the DCU Policy Starter Packs: **[www.dcu.ie/policies/policy-starter-packs](http://www.dcu.ie/policies/policy-starter-packs)**



# Living in Dublin

Dublin is Ireland's capital city with a population of about 1.3 million people. It is a truly global city with an outstanding quality of life and there are academic and cultural experiences that reflect Irish values. Steeped in history, Dublin is a hub for creativity and culture with vibrant local arts, theatrical and musical activities widely recognised as world class. It also attracts major international artists and productions to meet most tastes. Dublin also hosts some of Ireland's finest national treasures including the Book of Kells and the cathedrals of Christ Church and St Patrick's.

Due to the city's compact size and position on the east coast, Dublin enjoys a scenic landscape of mountains on one side and the sea on the other. A quick trip can take you away from the daily routine of urban life and into the fresh air and tranquil surroundings of Dublin's natural environment.

Ireland, at the heart of Europe, is seen as a great place to do business and is home to most leading global companies.

Dublin's can-do, innovative and adaptable attitude to business has led to the arts, culture and creative industries becoming vital components of the city's economy. Dublin has become a thriving tech hub, with the ICT and digital sectors now leading drivers in the region's economy.

For further information on Ireland and on Dublin, please visit:  
[www.idaireland.com](http://www.idaireland.com)  
[www.enterprise-ireland.com](http://www.enterprise-ireland.com)  
[www.dublin.ie](http://www.dublin.ie)

