

**JOB DESCRIPTION**

1. **Job Title:** Professor in Entrepreneurship  
**Faculty:** Plymouth Business School  
**Dept/School:** School of Management  
**Grade:** Professor/Senior Manager  
**Hours:** 37 per week  
**Contract:** Permanent

2. **Supervisory responsibility/position in structure**  
 Responsible to: Head of School of Management

3. **Main function of job**  
 To undertake and lead research in an area of management and business relevant to the School's mission and direction (Entrepreneurship or Small Business Management), and contribute to teaching in that subject area.

4. **Main Duties – brief description**

<i>Level of responsibility/accountability should be indicated ie. Direct (D) or Indirect (I)</i>	<b>D/I</b>
1. To undertake research, independently and collaboratively and produce outputs of an internationally excellent standard, particularly in peer-reviewed journals.	D
2. To contribute to research leadership in the Entrepreneurship discipline across the School including mentoring of academic colleagues.	D
3. To obtain research funding and manage funded projects working with colleagues internally and in other institutions.	D
4. To supervise research students including taught doctorates	D
5. To contribute effectively to the delivery of taught programmes (undergraduate, postgraduate, executive) and short courses in a relevant subject area	D
6. To participate in the planning and review processes affecting the subject area and the School	D
7. To carry out any administrative duties associated with the post	D
8. Any other duties as reasonably required by the Head of School of Management within the scope of the post	D

**5. Qualifications/education/experience required:-**

- A good first degree or a Master's degree or equivalent in a relevant subject
- A PhD or equivalent in Entrepreneurship or Small Business Management or a closely related subject
- A teaching qualification appropriate to higher education and/or experience of higher education teaching
- Experience of publishing in internationally excellent journals
- Experience of research leadership and PhD supervision
- Experience of capturing research funding and managing research projects
- Experience of significant administrative or management responsibility

**Any specific aptitude/skill required:**

The ability to make a significant contribution to research activity and research leadership in Entrepreneurship or Small Business Management. The ability to publish internationally excellent research publications in refereed academic journals. The ability to teach effectively within the range of modules in Entrepreneurship or Small Business Management. The ability to contribute to programme and course development.

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**6. Mobility between campuses/external to the University: -**

Teaching will be located at the main (Plymouth) campus and or any premises at which the University may locate the delivery of relevant programmes and courses.

**Role Focus**

We are interested in applications from appropriately qualified and experienced academics in any areas of research in Entrepreneurship or Small Business Management, but especially those that can contribute to or complement our existing areas of strength in entrepreneurial education, social enterprise, small services business management, entrepreneurial innovation, and entrepreneurship and regional development. The successful candidate will be expected to be in a position to submit to the forthcoming REF 2014 at an internationally excellent standard, and also provide academic leadership to a well qualified research-active group of early career and established academics. In addition they will have the opportunity to contribute to our postgraduate and undergraduate teaching programmes, and our new MBA programmes, as well as undertaking PhD supervision. In particular we are interested in attracting research-oriented academics that have embarked on a successful career through their publication record to date and are now looking to take that forward to the next stage in an environment which values and is supportive to research excellence and providing and outstanding experience for its students

**PERSON SPECIFICATION**

<b>POST</b>	<b>ESSENTIAL CRITERIA</b>	<b>DESIRABLE CRITERIA</b>
<b>1. Qualifications / Education</b>	<p>A good first degree or a Master's degree or equivalent in a relevant subject area</p> <p>A PhD or equivalent in Entrepreneurship, Small Business Management or a closely related subject area</p>	<p>A teaching qualification appropriate to higher education and/or experience of higher education teaching</p>
<b>2. Experience</b>	<p>A proven and substantial record of research output in internationally excellent peer-reviewed journals in Entrepreneurship, Small Business Management or a related area</p> <p>Evidence of ability to make a significant contribution to research activity and research leadership in Entrepreneurship or Small Business Management</p> <p>Demonstrable experience of obtaining research funds and managing research projects.</p> <p>Experience of supervising PhD students (or taught doctorates) to successful completion.</p> <p>Experience of teaching in Higher Education.</p>	<p>Experience of administrative or management responsibility.</p> <p>Experience of programme leadership.</p> <p>Experience of leading a research group or unit</p>
<b>3. Skills</b>	<p>The ability to teach at undergraduate, postgraduate and executive levels (including short courses) in Entrepreneurship or Small Business Management</p> <p>An excellent level of management research methods capability</p> <p>Mentoring and collaborative working skills particularly with less experienced research active colleagues.</p> <p>Excellent written and oral communication skills.</p>	<p>The ability to review and develop programmes</p> <p>The ability to teach management research methods</p>
<b>4. Knowledge</b>	<p>Specialist knowledge in a relevant area of Entrepreneurship or Small Business Management</p> <p>Knowledge of funding sources and preparing research funding bids.</p>	<p>Knowledge of quantitative and/or qualitative research methods and data analysis.</p>
<b>5. Personal Qualities</b>	<p>The ability to work effectively both as part of a team and using individual initiative.</p>	

	The ability to integrate quickly into the School and subject area	
<b>6. Other</b>	Commitment to taking the research agenda of the school forward through personal leadership and team-based contributions.	

**For an informal discussion please contact Associate Head of School, Dr Jonathan Lean by e-mail initially: [jonathan.lean@plymouth.ac.uk](mailto:jonathan.lean@plymouth.ac.uk), or Professor Phil Megicks, Head of School of Management: [phil.megicks@plymouth.ac.uk](mailto:phil.megicks@plymouth.ac.uk)**

### **School of Management at Plymouth University**

The School of Management is one of the three schools that comprise the Plymouth Business School Faculty at Plymouth University. It is the largest of the Faculty's schools with over 2500 students and 85 academic staff across a range of management disciplines. Broad areas of management covered in the School's teaching and research portfolio include: strategy and business policy, international business, operations and information management, human resource management and leadership, international shipping, logistics and supply chain management, small business and entrepreneurship, marketing, accounting and finance, economics, and public services management. The School also includes the politics and international relations subject area.

The current School structure has been operational since August 2009 and is building a strategy based upon its strength in research and enterprise in specific subject areas plus its commitment to provide relevant and rigorous teaching and learning for its students. In particular it envisages that management and business students should recognize the integrated nature of the discipline, and be able to ground their understanding in the wider context of business in society, effective management practice in specific aspects of business, and their own personal and professional skills.

To this end it has identified a number of key themes that will permeate the delivery of its programmes and be highlighted in its research and external engagement activities. The platform for the School will therefore focus around: internationalisation, sustainable business, entrepreneurship and business engagement, ethics and socially responsible management, professional engagement, and managing in a non-profit context.

Within the School programmes are currently offered in general business; mainstream business and management subjects such as accounting, finance, marketing and economics; specialist areas including maritime business and logistics; and politics and international relations. The undergraduate programmes include 2 (fast track), 3, and 4 (sandwich) year options. A range of masters programmes in general business plus specialist management areas such as; finance; marketing; human resource management, and international logistics, shipping, supply chain and port management are also an important part of the portfolio. There is also a well-established PhD programme in Management and Business with approximately 100 doctoral candidates.

Research in the School has recently been organised through three research centres:

- Centre for Maritime Logistics, Economics and Finance
- Services and Enterprise Research Centre
- Centre for Sustainable Leadership, Governance and Policy

**Ref: A2386**

As one of the leading modern Universities in the 2008 RAE with 70% of our research internationally recognised, we have further developed our focus on research scholarship and are seeking new colleagues to join us in our existing and developing areas of strength and expertise.

We are looking to appoint a number of suitably qualified academic staff to join the School and contribute to our ambitions to achieve internationally excellent research outputs, provide an outstanding experience for our students at all levels, and fulfil our external engagement strategy.

# VALUES-BASED BEHAVIOURS FOR LEADERS

These values, based on our University core values, underpin the way our leaders behave at Plymouth University. Being successful here is about more than what you do, it's also about how you do it. Below are some illustrative examples of these behaviours in practice. Within your application it will be helpful for you to consider and document how you have demonstrated these behaviours.

Values-based leadership	Illustrative examples
Demonstrates self leadership	<ul style="list-style-type: none"> <li>• Demonstrates self-confidence, is spirited and engaging</li> <li>• Demonstrates integrity, trustworthiness and courage</li> <li>• Effectively balances emotions, remains objective</li> <li>• Balances personal needs with the University's ambitions</li> <li>• Is analytical and reflexive</li> <li>• Takes ownership and makes informed decisions</li> <li>• Develops own expertise</li> </ul>
Engages and develops others to deliver	<ul style="list-style-type: none"> <li>• Ensures individuals and teams are clear about what is expected of them</li> <li>• Recognises, values and harnesses individual talent and potential</li> <li>• Instils a sense of team purpose</li> <li>• Creates an environment in which others are encouraged to develop and improve</li> <li>• Provides, seeks and values regular constructive feedback</li> <li>• Influences others through inspiration</li> </ul>
Leads in situations characterised by ambiguity	<ul style="list-style-type: none"> <li>• Takes a wider/ bigger picture view</li> <li>• Demonstrates tenacity</li> <li>• Is resilient, flexible and copes with conflicting priorities</li> <li>• Takes considered risks</li> <li>• Creates a sense of optimism</li> <li>• Helps others to understand complex issues</li> </ul>
Builds and secures value from relationships	<ul style="list-style-type: none"> <li>• Builds trust and credibility</li> <li>• Values ethical negotiating (seeking mutual benefits)</li> <li>• Recognises, invests in and nurtures relationships of value</li> <li>• Takes a diplomatic but firm approach to issue resolution</li> <li>• Shows empathy – listens and responds appropriately to others</li> <li>• Seizes opportunities arising from existing relationships</li> </ul>
Drives innovation and action	<ul style="list-style-type: none"> <li>• Drives the team to translate ambition into action</li> <li>• Recognises potential and coaches others to use their strengths</li> <li>• Creates a strategy that others can relate to</li> <li>• Leads by example, taking an innovative approach</li> <li>• Trusts and empowers others to take action</li> <li>• Actively encourages others to think creatively</li> </ul>
Creates a shared vision	<ul style="list-style-type: none"> <li>• Inspires others through effective communication</li> <li>• Draws on collective wisdom</li> <li>• Consults and collaborates</li> <li>• Articulates what success looks like</li> <li>• Responds appropriately to challenges or concerns</li> <li>• Achieves buy in by engaging with the team</li> </ul>