



Middlesex
University



Investing in research excellence

Academic posts in the Business School

“Our vision for the future commits us to achieving research excellence across the University. We are proud of our research achievements and are looking for over 50 Professors and Readers, alongside Senior Lecturers and Lecturers to further strengthen research across the University. To be appointed, you will need to be an outstanding researcher for your stage of career, ambitious for yourself, enthusiastic about collaboration, keen to ensure that your research makes an impact beyond academia, and committed to helping us achieve our vision.

In addition to welcoming applications from outstanding individual researchers, we would also welcome approaches from established research teams in the areas outlined in this brochure.”



Professor Michael Driscoll
BA CCIM FRSA
Vice-Chancellor



Professor Waqar Ahmad
BA PhD AcSS
Deputy Vice-Chancellor
Research and Enterprise



Academic posts in the Business School

- **Professor or Reader in Economics**
- **Professor or Reader in Finance**
- **Professor or Reader in Accounting**
- **Professor or Reader in Small Business Research**
- **Professor or Reader in Local Economic Development**
- **Professor or Reader in Human Resource Management**
- **Professor or Reader in Leadership/Management Development**
- **Professor or Reader in Employment, Work and Society**
- **Professor or Reader in Business Strategy**
- **Professor or Reader in International Business**
- **Professor or Reader in Tourism**
- **Lecturer or Senior Lecturer roles in 21 specialist areas of business and management**

Middlesex University is dedicated to unlocking potential – in our students and staff, through our research and within businesses. We teach more than 40,000 students on Middlesex courses in London, Dubai and Mauritius, as well as with prestigious academic partners across the world.

Our staff take pride in the quality of their teaching, evidenced by outstanding outcomes in successive Quality Assurance Agency (QAA) audits and continuous improvements in student academic

achievement. The Research Assessment Exercise (RAE) 2008 placed us among the top post-1992 institutions, with 77 per cent of our submitted research being of internationally recognised quality or better. Around 13 per cent of our income, circa £18m, is now accounted for by research and knowledge transfer income, with a third of the research income coming from Research Councils UK. We enjoy excellent relationships with policy makers and practitioners, through the training of professionals, relevance of our research and the impact that our research has on policy and practice.

Our vision for the future is clear: to be internationally excellent in teaching, research and knowledge transfer.

We will be recognised for our outstanding teaching, the achievement of our students and our commitment to high quality student experience. Building on the achievements of the past several years, we will substantially strengthen our research and knowledge transfer performance, as measured by success in the Research Excellence Framework (REF) 2014 and future such exercises, size and quality of postgraduate provision, success in winning competitive funding to support our research and knowledge transfer, and the impact of our research on society. We recognise that this transformation will not take place overnight. It



will require resources, imagination and persistence.

Our ambition for all round excellence is underpinned by world-class facilities at our flagship London campus at Hendon. We have invested more than £200m over the past nine years in creating one of London's biggest and best campuses, creating a flourishing, multi-disciplinary academic community.

Our campus boasts outstanding learning environments for teaching and research, excellent social facilities and a purpose-built library. Our innovative Hatchcroft Building, opened in 2008, houses the majority of the University's science programmes and includes more than 30 laboratories. In 2011 we opened the Grove, our home to art, design, media and performing arts research and teaching. The building features state-of-the-art studios, including a television studio designed and equipped by Sony, performance and exhibition spaces, 3D, print, digital media and digital photography workshops, lecture and seminar rooms and a striking atrium at the heart of the building.

The College Building, with a magnificent glazed quadrangle at its centre, houses excellent lecture halls and an extensive range of teaching rooms and laboratories.

Achieving our vision will take sustained effort, and substantial investment, over many years. A strengthened academic core, additional research leadership and enhanced links with practice are vital to achieving our ambitions.

We are reorganising into six academic Schools, providing clarity of focus and subject coherence. Three new Dean posts are currently being filled.

Academic structure

Our academic provision is currently organised into four Schools:

- Middlesex University Business School (including law)
- School of Health and Social Sciences
- School of Arts and Education
- School of Engineering and Information Sciences.

While this structure has served us well, we are now taking the opportunity to move to a structure which showcases our major subject strengths, provides greater academic coherence, enhances opportunities for interdisciplinary research, and creates opportunities for innovative taught provision. It will also enable us to introduce additional outstanding academic leaders to the University. Academic provision will be structured into the following six Schools:

- **Business School** (Dean, Anna Kyprianou) – business and management; human resource management; marketing; accounting; economics and finance; tourism; development and economic regeneration; the Centre for Enterprise and Economic Development Research
- **School of Science and Technology** (Dean, Professor Martin Loomes) – biomedical science; computer science; design engineering; telecommunications and computer engineering; mathematics and statistics; information systems; environmental science, including the Flood Hazard Research Centre
- **School of Health and Education** (Dean, Jan Williams) – education and teacher training; adult nursing; midwifery, primary care and child health; mental health and social work; psychology; complementary health, sports and exercise science
- **School of Art and Design** (vacancy) – 3D animation and games; animation; fine art; fashion; fashion textiles; graphic design; illustration; interior architecture; interior design; photography; Art and Design Research Institute

- **School of Law** (vacancy) – law and legal studies; criminology; sociology; social policy; politics and international relations
- **School of Media and Performing Arts** (vacancy) – dance and choreography; ResCen (Centre for Research into Creation in the Performing Arts); theatre arts; music; television production; creative writing; English; film; journalism; cultural and communication studies.

The Business School

The recent reconfiguration of the Business School as part of the University's wider restructuring has created new and exciting opportunities for forward thinking research leaders to contribute to our evolving strategy.

Background

The Business School has been at the forefront of innovations and a leading provider of business and management education and development for almost sixty years. We delivered the very first personnel management programme in 1955 and ten years later we developed the first ever undergraduate sandwich business degree which became a blueprint for the sector. In the 1970s and '80s, we were the first public sector institution to offer an MBA; the first to develop a dual award European business programme, and the first to develop a suite of functional subject-based Masters programmes.

Today we are one of the largest Business Schools in the UK with over 7,000 students: around 5,000 undergraduates and 2,000 postgraduates of which around 100 are doctoral students. Reflecting our global reach, these students come from 130 countries. In addition, over 1,900 students are studying Business School programmes at our Dubai and Mauritius campuses and partner colleges from over 130 countries. As a full service Business School, we are accredited by a wide range of professional bodies and our portfolio of professionally accredited programmes at undergraduate and postgraduate levels caters for the diverse nature of our students taking into account the different stages of their career.

Our well established global academic partnerships have begun to reap the benefits in terms of recruitment, learning and alumni relationships. Our extensive government and public sector research and learning partnerships enable us to exert a greater influence on professional practice and policy making than ever before. Furthermore, we have a long track record in working with corporate partners ranging from internships and placements through to tailored in-company and sector-wide programmes.

As a Business School of international standing, research is given a high priority in our overall strategy and our teaching is always informed by the research. Over recent years we have developed an internationally recognised and growing reputation in research. Our academic staff publish in top peer-reviewed journals, and researchers in the School currently hold an impressive range of peer-reviewed research grants awarded by prestigious funders including the Economic and Social Research Council and the British Academy. Over fifty staff were entered in the 2008 RAE in two units of assessment. In Business and Management we were 38th out of 90 in the power rankings (our second entry was to the Law unit of assessment; law is coming together with other subjects to form a new School.) Our aim for REF 2014 is to considerably improve on this performance; our yearly mock REF exercises show us to be on target to achieve this.

While pleased with the pace of progress in raising our research reputation, we are now investing in 11 key Professor and Readership posts and 21 Lecturers and Senior Lecturers to ensure research excellence in all areas of our activity.

Our recent research contributions can be viewed at <http://eprints.mdx.ac.uk/view/divisions/Business=5FSchool.html>

Academic roles in the Business School

As part of a University-wide drive to enhance academic excellence, we have already made a number of outstanding academic appointments across the University. We are now embarking on the biggest recruitment drive in the history of Middlesex University, to attract outstanding senior (Professors and Readers) and developing researchers (Lecturers and Senior Lecturers) to support our mission of being an outstanding institution in research, teaching and knowledge transfer.

We are looking to augment our existing high quality teaching, research and knowledge transfer activities by the addition of a number of dynamic staff who will relish the opportunity to be part of the exciting and evolving strategy of the Business School.

Key elements of our transformational strategy include enhancing our research and contributing to REF 2014; strengthening our competitive funding to further support our research ambitions; building our doctoral student population; further developing our knowledge transfer to realise our full potential, and contributing to existing or new initiatives.

- **Professor or Reader in Economics**
- **Professor or Reader in Finance**
- **Professor or Reader in Accounting**
- **Lecturer or Senior Lecturer in Financial Accounting**
- **Lecturer or Senior Lecturer in Management Accounting**
- **Lecturer or Senior Lecturer in Finance**
- **Lecturer or Senior Lecturer in Economics**
- **Lecturer or Senior Lecturer in Financial Economics**
- **Lecturer or Senior Lecturer in Labour Economics**
- **Lecturer or Senior Lecturer in Economic Geography or related areas.**

We are looking to recruit senior academic leaders to join our economists, finance and accounting experts who are active in research across broad areas of corporate governance, finance and applied economics, including work on labour markets, money, banking and macro-economic stability, productivity and technological uptake as well as theoretical work on industrial organisation and game theory. In addition, in terms of topic focus, work is underway on EU integration, Eastern Europe, trade and economic transition. We also have an increasing interest in development in particular emerging markets, China, ASEAN and the Southern African economies. We are also recruiting seven outstanding Senior Lecturers and Lecturers in these areas.

Applications are particularly welcome from people with a proven track record of academic and applied research in any of the above fields, but applicants with expertise in related areas are also encouraged to apply.

- **Professor or Reader in Small Business Research**
- **Professor or Reader in Local Economic Development**
- **Lecturer or Senior Lecturer in Strategic Management**
- **Lecturer or Senior Lecturer in Entrepreneurship**
- **Lecturer or Senior Lecturer in Operations Management**

We wish to appoint outstanding senior researchers to join the Business School's highly successful Centre for Enterprise and Economic Development Research (CEEDR).

In existence for twenty five years, CEEDR is a leading academic research centre specialising in small and medium sized enterprises (SMEs), regional and local economic development, social enterprise and labour market analysis. Its work is supported by substantial grants from the ESRC, government departments and the charitable sector.

We would particularly welcome applicants with a proven track record of academic and applied policy research in relation to SME growth, development and

finance, but applicants with expertise relating to other areas of CEEDR's work are also encouraged to apply.

- **Professor or Reader in Human Resource Management**
- **Professor or Reader in Leadership/ Management Development**
- **Professor or Reader in Employment, Work and Society**
- **Lecturer or Senior Lecturer in Organisation Behaviour**
- **Lecturer or Senior Lecturer in Strategic Human Resource Management**
- **Lecturer or Senior Lecturer in Reward Management**
- **Lecturer or Senior Lecturer in Resourcing**

We would like to attract senior academic leaders to join an impressive team of staff who have been responsible for making the Business School one of the UK's largest and most respected providers of human resource management programmes in recent years. Areas of particular research specialisation include work-life balance, legal regulation of the employment relationship, public sector employment reform, critical human resource development, age diversity, European employment systems and comparative/international human resource management. Four Senior Lecturer and Lecturer posts are also available in these areas.

Applications are particularly welcome from people with a proven track record of academic and applied research in any aspect of human resource management/human resource development, leadership/management development and employment, work and society, but applicants with expertise in related areas are also encouraged to apply.

- **Professor or Reader in Business Strategy**
- **Professor or Reader in International Business**
- **Professor or Reader in Tourism**
- **Lecturer or Senior Lecturer in Tourism**
- **Lecturer or Senior Lecturer in Conference and Event Management**
- **Lecturer or Senior Lecturer in Marketing Strategy**
- **Lecturer or Senior Lecturer in Consumer Behaviour**
- **Lecturer or Senior Lecturer in e-Marketing**
- **Lecturer or Senior Lecturer in New Product Development marketing**
- **Lecturer or Senior Lecturer in Services Marketing**

We are looking to recruit senior academic leaders to join a growing team of staff who have been at the forefront of the internationalisation work of the School. We would particularly welcome applicants with a proven track record of academic and applied research in relation to international business, business strategy and tourism but applicants with expertise in related areas are also encouraged to apply.



In addition to the above Professor or Reader roles, we are also looking to recruit outstanding Lecturers and Senior Lecturers with research interests in the following areas: tourism; conference and event management; marketing strategy; consumer behaviour; e-marketing; new product development marketing; services marketing.

To be appointed to the senior posts you will have a research record of the highest level internationally. You will be respected by your peers and will be making a strong contribution to the development of the discipline. Your leadership will have supported the development of researchers in your current and/or previous institution. Your work will be of the calibre to attract competitive external research funding. And you will have a commitment to using your research to change policy and practice in your field.

Above all, you will be ambitious for the Business School, and be committed to working with colleagues to ensure its success as a world-class hub for research, teaching and knowledge transfer.

We recognise that senior academic staff may have junior researchers or research students working with them or be engaged in externally funded research projects. We are happy to discuss such considerations with you.

Applicants for Senior Lecturer or Lecturer posts will have outstanding research credentials for their stage of career and the ambition to make

a substantial contribution to their discipline.

If you would like to discuss any of these posts, or to visit the University before making the decision to apply, please contact Anna Kyprianou, Dean and Pro Vice-Chancellor, Business School on +44 (0) 20 8411 5753 or a.kyprianou@mdx.ac.uk.

Professor Waqar Ahmad, Deputy Vice-Chancellor Research and Enterprise, is overseeing the University-wide drive towards enhancing our research profile. He too would be happy to talk to potential candidates (w.ahmad@mdx.ac.uk).

Job descriptions and person specifications

Individual job descriptions and person specifications for each role can be downloaded from www.mdx.ac.uk/enhancing-research