University of Salford MANCHESTER

Job Description

Role Title: Senior Lecturer in Organisations, Work and Digital Transformation (Subject Group Head)

School / Dept: Faculty of Social Sciences, Humanities and the Arts for People and the Economy

Reference: GRP92

Grade: Grade 9

Full or Part time: Full time

Hours: 1.0 FTE

Reports to: Director of Business and Management

Overview

Welcome to the Faculty of Social Sciences, Humanities and the Arts for People and the Economy (SHAPE). Our world is being reshaped by technological change, environmental challenges, shifting patterns of work, and growing social inequality. Addressing these challenges requires more than technical solutions. It requires a deeper understanding of people, communities, cultures, institutions and the ways we live and work together. The Faculty brings together expertise in business and management, social sciences, law and humanities, creative arts and design, journalism, film, media and creative technologies to generate knowledge, develop talent and create solutions that improve lives and strengthen the economy. Through world-leading research, education and partnership, we help organisations build more sustainable and responsible economies, support communities to thrive in an AI-enabled world, foster creativity and innovation, and advance social justice, security and wellbeing. In SHAPE, we believe that economic success and social progress go hand in hand. Our purpose is to create public value by developing the ideas, skills and partnerships needed for a fairer, more inclusive and sustainable future.

The Directorate of Business and Management (Salford Business School) is home to a vibrant and diverse international community of students, academics, industry partners, policymakers, and an extensive global alumni network. We are committed to redefining the role of business and management education by advancing interdisciplinary thinking, fostering entrepreneurial approaches, and cultivating meaningful collaborations across sectors. Through industry partnerships, knowledge-transfer activities, international exchanges, research collaborations, and community engagement, the School plays a central role in shaping the future of business and society. Our educational approach is grounded in the development of critical and transferable skills that prepare students to succeed in an evolving global landscape. We utilise advanced digital learning tools, including cutting-edge data and carbon-literacy platforms, delivered through active-blended learning pedagogies. This framework ensures that our graduates are equipped to act as responsible, future-focused practitioners and leaders.

The Organisations, Work and Digital Transformation subject group is a vibrant and research active part of Salford Business School. It has a portfolio of research-led undergraduate (including degree apprenticeship) and postgraduate taught programmes spanning Human Resource Management, Leadership, Digital Business, Information Systems and Innovation. The group has a strong research profile with significant strengths in digital innovation, alongside a strong postgraduate research community, knowledge exchange partnerships, and a growing undergraduate and postgraduate taught portfolio.

Role Purpose

To lead and manage the dynamic team of academics, working closely with the Deputy Subject Group Head to lead the delivery of the range of Organisations, Work and Digital Transformation programmes and activities, including education, research and knowledge exchange activities.

To plan, design, develop and deliver a range of high-quality programmes relevant to the subject group at all levels and ensure that programme design and delivery comply with the academic quality standards, regulations of the University and professional bodies.

To lead on the development of new areas of business reflecting the changing external world and the needs of employers.

Whilst the Senior Lecturer / Assocate Professor post is a permanent position, the role of Subject Group Head is a non substantive responsibility, which attracts a workload allocation and will be reviewed at the three-year point.

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Principal Duties & Responsibilities

- To lead and manage the dynamic team of Organisations, Work and Digital Transformation academic staff, promoting excellence in teaching, research, practice and the overall student experience.

- Initiate and lead in the development and delivery of taught programmes including those related to Organisations, Work and Digital Transformation and/or research programmes, with outstanding delivery and excellent support of teaching and learning.

- Assist the PVC Dean / Deputy Deans / Associate Deans of Faculty and Director in ensuring that the teaching and professional activities of the Directorate are maintained in accordance with accepted professional / University standards.

- Membership of professional groups at national level e.g. professional standards bodies and other networks.

- To lead on creative pedagogies and develop and apply innovative and appropriate teaching techniques and assessment procedures across the breadth or depth of subject area, with appropriate professional recognition and dissemination of good practice.

- Carry out administrative and managerial duties in relation to teaching activity and projects as required, supporting the programme leaders and/or module leaders.

- Engage in scholarship to inform curriculum and course design through e.g. research, industrial engagement, working with communities, third sector organisations etc.

Research

- Actively support and carry out research and scholarship which supports and informs programme currency and delivery.

- Undertake independent research with demonstrable impact e.g. on industry, research, policy, regulations, and public and cultural organisations, acting as principal investigator and project leader where appropriate.

- Contribute to the reputation of research in the Faculty through national/ international collaboration and publication in peer-reviewed international academic journals. Contribute to other forms of dissemination in quantities appropriate to the discipline, achieving citations, reviews and other forms of peer recognition.

- Generate external funding, including research, knowledge transfer, engagement grants and new commercial business.

- Mentor colleagues and supervise postgraduate research students as appropriate.

- Deliver presentations at national or international conferences and other similar events.

- Seek membership of major committees and significant research bodies, and make a contribution / input to national/international journals.

Leadership, Management and Engagement

- Lead and ensure effectiveness of a major project / programme / subject area team, developing and /or improving procedures, organising and promoting interdisciplinary studies, and developing collaborative arrangements to support teaching.

- Provide line management to staff.

- Act as a formal mentor/coach for junior colleagues.

- To engage with and participate in the University's PDR process as reviewer and/or reviewee, as appropriate.

- Lead and / or develop internal networks, working groups and committees which have input or contribution to cross university functions and / or impact upon institutional decision making and governance.

- Lead / develop external networks, such as a sub-committee of a professional body, employers' association, group of universities etc., provide consultancy/ professional advice to such bodies or act in the capacity of external examiner to other Institutions.

- Contribute to the process of sharing and disseminating new ideas, products and processes to external partners, through engagement, delivering quality within budget and on time.

- Generate income, external recognition for self and Faculty and participate in community engagement activity such as community liaison, contribution to creation and/or development of social enterprise or contribution to the transfer of intellectual property. Ensure they inform learning and research.

- Contribute to the planning and organising of the Directorate, development of cross-Faculty partnerships, undergraduate or postgraduate programmes, marketing, admissions etc; input to strategic planning at Directorate, Faculty and/or wider planning process at institutional level, membership of planning committees; responsible for quality, audit and other external assessments for the Directorate / Faculty.

- Responsible for the development of large and complex programmes; responsibility for a major area of operation within the Directorate / Faculty; identify opportunities for strategic development of new programmes or appropriate areas of activity and contribute to and take responsibility for implementing these ideas.

- Identify current capabilities and future needs for those working within specified areas and plan action/ training where required, conduct staff appraisals and manage and contribute

Generic Duties

- Perform any other duties appropriate to the grade as may be required by the Head of School/Head of Division etc.

- Comply with the personal health and safety responsibilities specified in the University Health and Safety policy.

- To engage with the University's commitment to put our students first and deliver services which are customer orientated, represent value for money and contribute to the financial and environmental sustainability of the University when undertaking all duties and aspects of the role.

- Advance equality, support our work towards eliminating unlawful discrimination, foster an inclusive study and work environment for students, staff and visitors in accordance with our public sector equality duties and university policy.

This role detail is a guide to the work you will initially be required to undertake. It may be changed from time to time to meet changing circumstances. It does not form part of your Contract of Employment.

Person specification follows on next page

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Person Specification

The successful candidate should demonstrate the following, which are 'Essential' (E) or 'Desirable' (D)

Qualifications

1. A PhD in a discipline relevant to the subject group (E)

2. Hold a Postgraduate Certificate of Academic Practice or equivalent higher education teaching qualification or be prepared to undertake (E)

3. HEA recognition at Senior level (D)

Background and Experience

4. A significant research profile in a discipline relevant to the subject group (E)

5. Experience of leadership and management of people and projects (E)

6. Experience of developing new business opportunities that meet relevant industry needs (D)

7. Broad teaching experience up to and including successful PhD supervision and completion (E)

8. Successful research bidding and delivery of projects (D)

Knowledge

9. A broad range of contemporary Organisations, Work and/or Digital Transformation issues (E)

10. The challenges of managing staff in a HEI context and ideas for effective ways of undertaking this (E)

11. The challenges facing business-related subjects in HE and potential solutions to these (E)

12. Strategies for establishing and maintaining recognition in research and scholarship in business by publication and other activities (E)

13. Creative approaches to teaching, research and practice in student learning, teaching and assessment (E)

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Skills and Competencies

14. Excellent written and verbal communication skills and abilities (E)

15. The ability to work both independently and as part of a team, and across disciplinary boundaries (E)

16. Good organisational skills in relation to self and workload management (E)

17. Excellent leadership and management skills (E)

18. The ability to improve the quality of service provision (E)