



UNIVERSITY OF  
LIVERPOOL

Chair in Organisational Behaviour/  
Organisational Psychology / Organisation  
Studies or Human Resource Management and  
Subject Group Head for Work, Organisation  
and Management

in partnership with  
**TalentEdu**



Est.1881

# University of Liverpool

**Chair in Organisational Behaviour/ Organisational Psychology /  
Organisation Studies or Human Resource Management and  
Subject Group Head Work, Organisation and Management**

**Faculty:** Humanities and Social Sciences

University of Liverpool Management School (ULMS)

**Location:** University Campus

**Grade:** 10

**Salary:** Negotiable

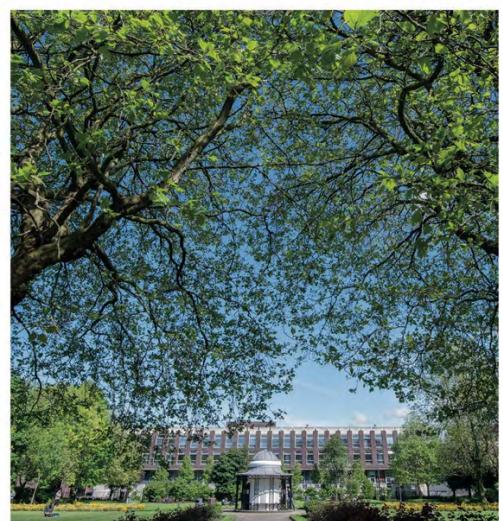
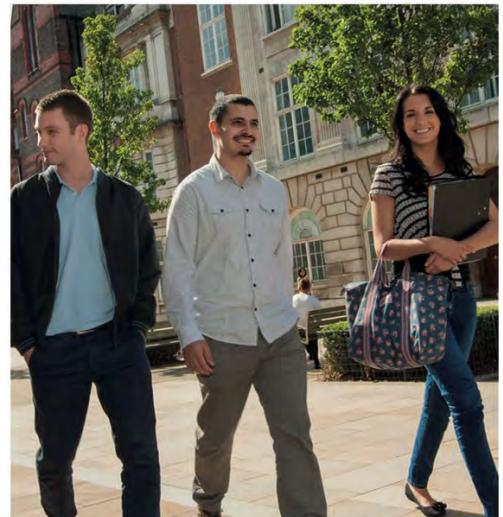
**Hours of Work:** Full-Time

**Tenure:** Permanent

**Closing Date:** 10th May 2022

**Presentations:** 24th May 2022

**Interviews:** 25th May 2022





**UK leader**  
*in social mobility.*



**Russell Group**  
Member of the Russell Group.



*At the forefront of  
innovation and discovery.*



**Nobel Laureates**  
Associated with nine Nobel Laureates.



**Investing**  
*in our campus.*

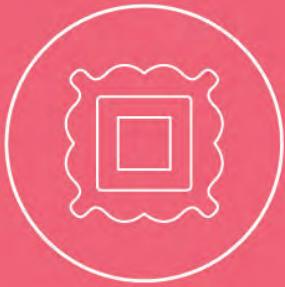


**Global links**



## Affordable

Based in the 2nd most  
affordable UK city.



More galleries and museums  
than any UK city outside of London.



Birthplace of The Beatles and home  
to two Premier League Football clubs.



# 33,000

33,000 students, 7,500 of whom travel  
from all over the world to study here.





## OUR VISION

***"Our vision is to be a connected, global University at the forefront of knowledge leadership."***

Over the next decade we will build on our internationally recognised strengths in research and scholarship and increase collaborative and inter-disciplinary working. We will continue to develop a high-quality environment in which to educate well-rounded, enquiring global citizens who connect and engage – through their learning, research, civic engagement and inter-cultural understanding – with the world's most pressing problems. We will integrate teaching and research to ensure that we derive the maximum benefit from our rich environment of intellectual enquiry and challenge.

We believe this is an exceptional place with an exceptional story to tell, and with an international network of partners, our impact is being felt all over the world.

## OUR UNIVERSITY

As a distinguished 21<sup>st</sup> century university, we have a global reach and influence that reflects our academic heritage as one of the UK's largest civic institutions, founded by Liverpool's leading 19<sup>th</sup> century philanthropists and steeped in history and culture. A strong infrastructure supports academic endeavour and teaching prowess, while research excellence, focusing on the advancement of human knowledge, underpins all our activities.

As a university at the heart of the Liverpool city region, our culture of support and collaboration influences and benefits the communities in which we operate, both at home and overseas, and the institution is a major contributor to the regional economy.

## OUR CAMPUS

We aim to give our staff and students the best intellectual, social and physical environment to research, teach, and learn. With award-winning, world-class facilities, we have invested £800 million in our teaching, research and estate.

Our modern, 100-acre campus is situated in the heart of Liverpool's Knowledge Quarter and a short walk from the city centre. We also have a campus at Leahurst, Wirral, 12 miles from Liverpool where our School of Veterinary Science is located, Ness Botanical Gardens in the heart of Neston, Wirral and a university in Suzhou near Shanghai, China.



## Job Role



# Chair in Organisational Behaviour/ Organisational Psychology / Organisation Studies or Human Resource Management and Subject Group Head Work, Organisation and Management

The University of Liverpool Management School (ULMS) is seeking to appoint a Chair in the area of organisational behaviour, organisational psychology, organization studies or human resource management, to also be Subject Group Head of the Work, Organisation and Management Group (WOM). The appointee will have an outstanding international research reputation.

This appointment is central to the future development of the Group, initially formed in 2017, and to the drive to further enhance ULMS' position as a world-class Management School. The group already has many internationally-renowned scholars, with a rapidly growing reputation. The appointee will be expected to lead the development of the WOM Group, continuing its trajectory of development, also working with members of the Group to deliver world-class research, mentor early career researchers, support the development of colleagues and enhance the international reputation of the School. As Subject Group Head, the appointee will also be expected to shape and support new and innovative teaching directions.

EQUIS, AACSB, and AMBA accredited, and a pioneer in on-line education, ULMS is an international management school that benefits from Liverpool's standing as a founding member of the Russell Group of the UK's leading research-intensive universities and from its location in a city known the world over for its culture and commerce. With a world famous skyline, excellent transport links and regional beauty, Liverpool is highly ranked on quality of life in the UK, while remaining one of Britain's most affordable cities.

In recent years the School has received substantial investment, including a new extension adjacent to the Georgian quarter of Liverpool that is home to state-of-the-art facilities. Its 230 academic staff, including over 40 full Professors, enjoy a highly collegial and interdisciplinary environment and the School is at the forefront of the University's commitment to research excellence, succeeding against its vision of global connectivity, transformational research and education and knowledge leadership.

Salary will be internationally competitive, commensurate with the appointee's standing and potential. The successful candidate will be expected to be internationally recognised in their field, bringing outstanding research contributions.

Formal interviews will take place on Tuesday, 25th May 2022, with presentations on Monday 24th May 2022, and required meetings taking place in advance. For a confidential discussion, please contact Mark Holleran on 020 3290 2907 or [m.holleran@talentedu.com](mailto:m.holleran@talentedu.com).

The role of Subject Group Head will be for five years initially and will be offered in combination with a permanent post at Professorial level.



# Job Role



Work, Organisation and Management is one of the six Subject Groups in the University of Liverpool Management School (ULMS). It has many internationally recognised scholars, pursuing research across the full range of topics related to organisation theory/organisation studies, human resource management, and organisational behaviour /organisational psychology. The group established in 2017, has now grown to over 35 academic staff members, with a strong cohort of PhD students.

The group leads the BA Business Management and Master in Management programmes, offers specialist postgraduate programmes in HRM and Occupational and Organisational Psychology, and contributes to other undergraduate, postgraduate and MBA programmes across the School. Members of the group regularly publish in world-leading international journals (such as Academy of Management Journal, Journal of Applied Psychology, Journal of Management, Journal of Management Studies, Organisation Studies, Organisational Behaviour and Human Decision Processes, Human Resource Management, Organisational Research Methods, and Human Relations).

Members also hold important editorial positions as editors with these journals and other journals, and serve in leadership capacities in academic and professional associations and networks. Others have strong links with industry or public sector organisations and engage in executive education and with external organisations such as the CIPD and BPS. The Group leads the Schools' research cluster in Organisational and Employee Wellbeing.

The Group's founding Head is standing back after five successful years, leaving a vacancy for an individual with an outstanding international research reputation to take the Group to the next level. The appointee will need to contribute by leading the Group, shaping its research and teaching agenda, and also supporting development of colleagues, mentoring early career researchers, and enhancing the international reputation of the Group.

The essential requirements for the Chair and Subject Group Head position are:

- An outstanding track record of internationally excellent publications in highly-rated, peer reviewed journals with significant impact and a strong pipeline of publications in areas related to organisational behaviour /organisational psychology, organisation theory/organisation studies, and human resource management.
- An established reputation as an outstanding scholar, with a strong network of contacts in the international academic community, e.g. through membership in editorial boards or leading roles in academic associations
- Experience of successfully mentoring and developing early career colleagues and supervising PhD students
- Success in research-led curriculum development and in delivering and overseeing the provision of high-quality teaching on one or more of undergraduate, graduate, and executive education programmes
- The ability to obtain competitive funding from public or private sources is desirable
- A track-record of collaborating with external partners

The appointee will be recognised internationally as a leader in their field and will be expected to bring outstanding research and education contributions to the Group at full Professorial level.

The appointment will be subject to the University's standard conditions of appointment. No person other than the Director of Human Resources has authority to notify a variation in these conditions. Any purported variation made by any other individual shall be void and not binding upon the University.

# THE UNIVERSITY OF LIVERPOOL MANAGEMENT SCHOOL (ULMS)

***“Learning to Make a Difference” from an enterprising and vibrant world-city of culture***

EQUIS, AACSB and AMBA accredited with its full-time MBA ranked in *The Economist* top 100, the University of Liverpool Management School is an international management school that benefits from Liverpool's standing as a founding member of the Russell Group of the UK's leading research-intensive universities and from its location in a city known the world over for its culture and commerce.

Formed in 2002 through the bringing together of a number of well-established departments and research groups in the University of Liverpool, the School provides a world-leading environment for research, and management and leadership education. The pursuit of research which is internationally recognised for excellence in its originality, significance and rigour is central to the culture of the School, as is delivery of a strong student experience. Since 2016, with the development of the UoL Strategy 2026 with its focus on research excellence across the University, and the appointment of a new Dean, Professor Julia Balogun, in 2015, ULMS has significantly accelerated its investment in an enhanced research environment supporting a critical mass of faculty capable of delivering against the School's world-class research ambition. ULMS is now fulfilling its vision as a *globally connected Management School advancing influential knowledge leadership through our transformative research and teaching to better business and society*.

Over the last four years, ULMS has engaged in extensive recruitment of academic and professional services staff, expanding into a state-of-the-art extension, including a trading room. The School has 230 academic and research staff, including 41 full Professors, supported by 80 professional services colleagues. Echoing the City of Liverpool's reputation for friendliness and an outward looking orientation, ULMS provides a strongly collegial, international and intellectually vibrant interdisciplinary environment, including a thriving doctoral research community of over 140 PhD students.

The School is also well-connected with industry and the professions. Its research activity and external relationships have clear real-world orientation consistent with its mission of making a difference in the academic community but also through delivering impact for business and society, both nationally and internationally. The School's research has, for example, led to the development of an international patent index that facilitates informed decision making about patent portfolios; supported SMEs to sustain competitiveness and growth through innovation; enhanced the livelihood of women in rural India; improved end-of-life and palliative care; helped to shape currency internationalisation in South America, and contributed to Sports Integrity internationally.

The School benefits from its location in a City which combines wide-ranging cultural activities, excellent transport links, a world heritage skyline and is highly ranked on quality of life in the UK. The School itself is at the south end of the University of Liverpool campus, adjacent to the Georgian quarter of the City.

Globally, the School continues its partnership with the International Business School Suzhou (IBSS) at Xi'an Jiaotong-Liverpool University, in Suzhou, China. The School's global presence is further enhanced through its new suite of postgraduate online programmes developed within Liverpool Online.

ULMS is now well positioned to further enhance its national and international standing, giving particular emphasis to developing the volume and reach of its world-class research activity, through on-going recruitment and development.



## *Structure*

Faculty within the School operate in six Subject Groups focused on disciplinary excellence. Each Group has directed its recruitment strategy towards developing depth in particular areas of expertise, combining the pursuit of well-established research agendas in areas such as econometrics, supply chain, entrepreneurship, and organization theory, with the development of forward-looking research programmes. Within and beyond their groups, faculty adopt a distinctive, highly collaborative approach, working in

interdisciplinary teams that span the School and University. Within the School, there are also a number of Research Centres and Research Clusters, which cut across the subject groups to combine researchers from different backgrounds in the pursuit of interdisciplinary research agendas. These include the Brett Centre for Entrepreneurship, the Centre for Supply Chain Research and the Centre for Sports business. See <https://www.liverpool.ac.uk/management/research/centres/>. Research Clusters include: Organisational and Employee Wellbeing, and Econometrics and Big Data. The School further engages with the University of Liverpool Institute for Risk and Uncertainty and the Heseltine Institute for Public Policy and Practice.

## *Operations and Supply Chain Management*

The Operations and Supply Chain Management Group is comprised of 25 academics and 25 PhD students. It leads the delivery of highly-innovative, specialist postgraduate programmes in Operations and Supply Chain Management, Business Analytics and Big Data, and Project Management, as well as delivering modules to support a number of programmes across the School's

undergraduate and postgraduate and MBA portfolio. Members of the group have research published in some of the top journals in the field (Management Science, Journal of Operations Management, Production and Operations Management, Transportation Research Part B, International Journal of Operations & Production Management, European Journal of Operational Research, Journal of Service Research) but also work closely with business and the public sector in impactful action research and knowledge exchange, typically funded by national and international funding bodies. The group leads the School's Centre for Supply Chain Research.

## *Accounting and Finance*

The Accounting and Finance Group currently has 50 faculty members, including an experienced team of professionally qualified accounting scholars and augmented by 26 PhD students. The Group delivers specialist undergraduate programmes in Accounting and Finance, and significantly contributes to other programmes in the School and the University. The Group also delivers very popular postgraduate programmes. The Group

conducts evidence-based, practice-relevant research, with key areas of expertise being empirical asset pricing, corporate finance, market-based accounting, and banking. Members of the Group regularly publish in elite scholarly journals, such as the Journal of Financial Economics, Review of Financial Studies, Journal of Accounting and Economics, Management Science, Journal of Financial and Quantitative Analysis, and the Review of Finance. Members of the Group also work on significant policy issues, engaging with national and international organisations and professional bodies, such as the European Commission, the Bank of England, the ACCA, and the Mexican Business Council.

## *Economics*

The Economics Group comprises around 35 faculty members. The group delivers both specialist undergraduate and postgraduate programmes in the areas of Economics and Business Economics as well as contributing to the School's other programmes. Members of the group publish in the top general economics journals, such as the American Economic Review, Econometrica, The Review of

Economic Studies, as well as in top field journals. The key research areas of expertise include Industrial Economics, Macroeconomic Analysis and Policy, Applied Microeconomics, and Statistical modelling using 'big data'. In addition, the group makes world class contributions to the solution of significant policy issues with high impact. This includes advice on trade policy, monetary policy and industrial policy in collaboration with local government, national and international institutions such as the European Commission, the OECD, the Asian Development Bank and various Central Banks. The group leads the research cluster in Econometrics and Big Data.

## *Marketing*

The Marketing Group is comprised of 28 academics supported by 15 PhD students. It is a newly created group having demerged from the former Marketing & Operations subject group. It delivers highly successful, specialist undergraduate and postgraduate programmes in Marketing as well as delivering modules across all programmes in the School. The Group undertakes an eclectic mix of research using a range of methods addressing business-to-business (B2B) markets in public and private sectors, business-to-consumer (B2C) markets, as well as

research that considers marketing's impact on consumers and society. Its research touches issues of significance to academics, businesses, consumers and society more generally. Members of the group have research published in some of the top journals in the field (Journal of Consumer Research, International Journal of Operations & Production Management, Journal of Service Research, Organization Studies, Sociology, Tourism Management). Members also work closely with the public and third sectors in highly-impactful action research and knowledge exchange. Group members belong to School Research Centres and Clusters, notably Sports Business, Organizational and Employee Wellbeing and Econometrics and Big Data.

## *Strategy, International Business and Entrepreneurship*

The Strategy, International Business and Entrepreneurship Group (SIBE) has circa 35 faculty members who are involved in the delivery of specialist undergraduate and postgraduate programmes including a BA (Hons) International Business, an MSc International Business and an MSc Entrepreneurship and Innovation, and also contribute a wide range of modules to the School's general management undergraduate, postgraduate and MBA programmes. The group also has 21 PhD students.

With interests spanning from Strategy, International Business, Entrepreneurship and Innovation, members of the group address key issues in these fields, relevant to both academics and practitioners. Others focus on the interfaces of these three core areas of research and contribute to emerging topics. Members of the group regularly publish in the top Journals in each of these three fields (such as Strategic Management Journal, Entrepreneurship, Theory & Practice Journal, Journal of International Business, Journal of World Business, Journal of Business Venturing, Research Policy), but also in more general management Journals, such as Academy of Management Journal, Organization Science and Organization Studies. The Group leads the Brett Centre for Entrepreneurship.

## *Work, Organisation and Management*

The Work, Organisation and Management group has over 35 academic staff members and 20 PhD students, who deliver programmes/modules and pursue research across the full range of topics related to organisation theory/organisation studies, human resource management, and organisational behaviour /organisational psychology. The group offers specialist postgraduate programmes in HRM and Occupational and Organisational Psychology, as well as leading on the Master

in Management programme. Members of the group regularly publish in world-leading international journals (such as Academy of Management Annals, Journal of Applied Psychology, Journal of Management, Journal of Management Studies, Journal of International Business Studies, Organisation Studies, Organizational Behavior and Human Decision Processes, Human Resource Management, Organizational Research Methods, and Human Relations), hold important editorial positions, and serve in leadership capacities in academic and professional associations and networks. Others have strong links with industry or public sector organisations and engage in executive education and with external organizations such as the CIPD and BPS. The Group leads the Schools' research cluster in Organisational and Employee Wellbeing.

## *Equality and Diversity*

**The University of Liverpool is a member of the Athena SWAN Charter to promote gender equality in Higher Education. The University is an Athena SWAN Silver Award holder and is committed to encouraging, developing and supporting women in their research and academic careers. ULMS is an Athena SWAN Silver Award holder. Job applications are particularly welcome from women and ethnic minority candidates.**



## How to Apply



An executive search is being undertaken by TalentEdu, who will support the University in identifying and assessing suitable candidates against the requirements of the position. For a confidential discussion about the role or process, please contact Mark Holleran on 020 3290 2907 or [m.holleran@talentedu.com](mailto:m.holleran@talentedu.com). Applications should include a full academic CV and professional qualifications, full employment history, latest remuneration and achievements, supported with a covering letter of no more than 2,000 words that aligns to the criteria. Applicants will also be asked to complete a standard University application form that covers personal details and equal opportunities information. The closing date is 23.59 GMT on Tuesday, 10th May 2022. Applications should be submitted to <https://TalentEdu.com>. Formal interviews will take place on Tuesday, 25th May 2022, with presentations on Monday 24th May 2022, and required meetings taking place in advance.

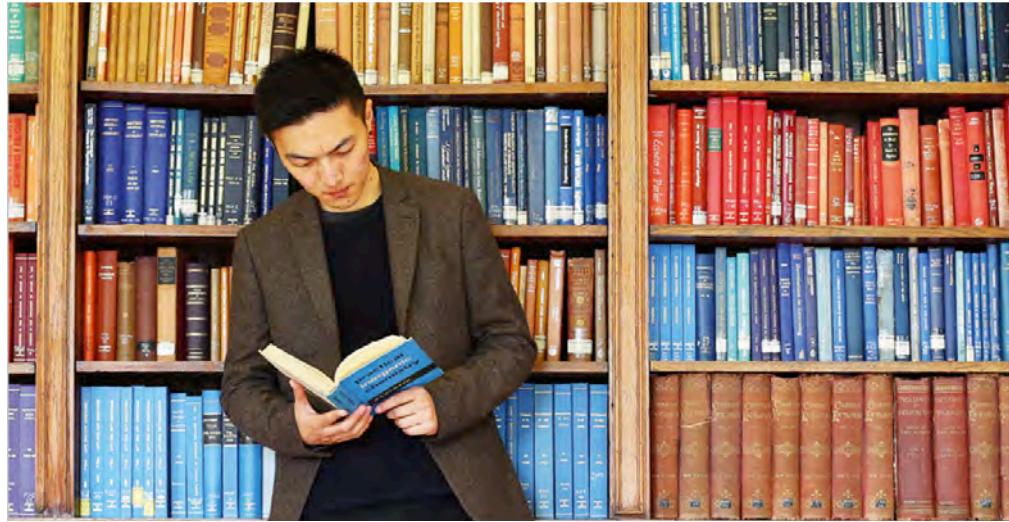
THE UNIVERSITY IS A MEMBER OF THE ELITE RUSSELL GROUP OF RESEARCH-LED UK UNIVERSITIES For more information about the University, visit: [www.liverpool.ac.uk](http://www.liverpool.ac.uk)

### Acknowledging your Application

Once you have submitted your application you will receive an automatic acknowledgement. Your application can be viewed at any time in the Application History section of your E-Recruitment Account.

### Outcome of Applications

Vacancies at the University often attract a large number of candidates and it is not always possible to respond individually to every application. If you have not heard from the recruiting department within 6 weeks after the closing date please take it that your application has not been successful.



## General Information

### Asylum & Immigration

The University will comply with the Immigration, Asylum and Nationality Act 2006, which requires all employees to provide documentary evidence of their legal right to work in this country prior to commencing employment. Please be aware that you will be required to bring your passport (and visa if applicable) to interview so that it can be copied and verified by a member of the Selection Panel. For posts requiring a recognised degree level or equivalent qualification, and where there is no suitable UK or European Economic Area candidate, the University will take the necessary steps to secure UK Visa and Immigration permission for a foreign national to take up employment.

Should a candidate require a Certificate of Sponsorship in order to take up a post they will need to meet the Home Office Tier 2 Points Based Criteria. A

self assessment tool can be found on the UK Visa and Immigration website: <https://www.points.homeoffice.gov.uk/gui-migrant-jsf/SelfAssessment/SelfAssessment>.

A candidate may also be required to undertake an English Language test prior to commencing work at the University. Details of Home Office approved tests can be found at: <https://www.gov.uk/government/publications/guidance-on-applying-for-uk-visa-approved-english-language-tests>

Further information on the eligibility criteria for Certificates of Sponsorship can be found at: <https://www.gov.uk/tier-2-general/eligibility>.

### National Insurance Number

All employed individuals must possess a UK National Insurance Number. Further information and how to apply for a unique National Insurance Number can be found at: <https://www.gov.uk/apply-national-insurance-number>

### Diversity and Equality

The University of Liverpool is committed to diversity and equality of opportunity. All employees and applicants for jobs will be considered on their abilities and will not be discriminated against on the grounds of age, caring responsibilities, colour, disability, employment status, gender, gender identity, marital status, nationality, race or ethnic origin, religion or belief, sexual orientation, socio-economic status or any other irrelevant distinction. Training is available to support career progression within the University.

### Two Ticks Disability: Guaranteed Interview Scheme (GIS)

The University of Liverpool is committed to the employment of disabled people, and as part of our commitment, we guarantee to interview all disabled applicants who meet the essential criteria for a post and consider them on their abilities. If your disability prevents you completing the application form by the specified closing date, or when the vacancy closes early, due to a high volume of applications, please call the Recruitment Team to discuss alternative arrangements. <http://www.liv.ac.uk/working/jobvacancies/guaranteedinterviewscheme/>

### Micah Liverpool Programme

The University of Liverpool supports the Liverpool Anglican Cathedral Micah Liverpool Programme. Applicants who have successfully completed the programme and meet the essential criteria for the post will be offered a guaranteed interview. Please note that individuals will be confirmed through the Micah Liverpool Programme directly. <http://www.liverpoolcathedral.org.uk/home/micah-liverpool.aspx>

### GiveGetGo Volunteer Programme

Applicants who have successfully completed the GiveGetGo Volunteer Programme at the University in Partnership with the Transform Lives Company who meet the essential criteria for the post will be offered a guaranteed interview. Please note that individuals will be confirmed through the GiveGetGo Volunteer Programme directly.  
<https://www.liverpool.ac.uk/working/jobvacancies/givegetgo/>

### Accessibility

If you require copies of documentation in alternative formats, for example, large print or Braille, please contact [jobs@liverpool.ac.uk](mailto:jobs@liverpool.ac.uk) or telephone 0151 794 6771. If you have any other requirements which will help you access the application or interview process or employment opportunities at the University of Liverpool, please let us know by contacting [jobs@liverpool.ac.uk](mailto:jobs@liverpool.ac.uk) or telephone 0151 794 6771.

### Pension

Information about The Occupational Pension Scheme associated with this appointment can be found [here](#). You are encouraged to familiarise yourself with the full particulars of the scheme.

