



**Trinity College Dublin**

Coláiste na Tríonóide, Baile Átha Cliath

The University of Dublin

## Job Description

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<b>Comp ID:</b>	036500
<b>Job Title:</b>	Assistant Professor in Human Resource Management (HRM)
<b>School/Department:</b>	Trinity Business School
<b>Job Category and Level:</b>	Academic; Assistant Professor in HRM

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### The Purpose of the Role

Business education and research has a long history at Trinity College, Dublin dating back nearly a century. Innovation is ongoing and since 2016, Trinity Business School has grown by over 150% and moved into a new eco-friendly state of the art building on campus, at the heart of Dublin neighbouring major international business clusters, particularly in finance and digital business. The School is Triple Accredited by AACSB, AMBA and EQUIS placing it amongst the top 1% of business schools in the World who have this accolade. It also holds an Athena Swan Bronze Award in recognition of its achievement in the area of diversity.

In 2022 the School launched its new strategy 'Transforming Business for Good: Horizon 2030' and is seeking to recruit academics to deliver the associated mission and key strategic objectives. As the School continues to develop, it is seeking to hire 2 Assistant Professors in Human Resource Management (HRM) to deliver and develop in the area of HRM across all areas relevant to this broad discipline. These Assistant Professors will also have a sufficient broad knowledge of business studies generally to be able contribute to some other – mostly introductory or intermediate - business courses beyond the area of HRM.

Trinity Business School intends to hire academics in the broad area of Human Resource Management who have begun a research publication trajectory commensurate with an academic who aspires to have a substantial portfolio of research publications; particularly in terms of quality and relevance for real business. In this regard, the Financial Times (FT) and Chartered Association of Business Schools journal rankings lists are the benchmarks for Trinity Business School. Applicants with publications in the FTs' list of preferred management research journals are particularly welcome. While we are seeking to hire a rigorous researcher, we also require that this research expertise is of relevance and can provide value-added to senior executives and entrepreneurs as well as those engaged in public policy.

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Therefore, evidence of engagement and impact with the business and public policy community (beyond academia) to include an understanding of the key challenges facing the relevant groups as well as an ability to communicate effectively with them are valuable attributes that we need to fulfil our mission.

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## **Context**

Trinity Business School delivers cutting-edge education at both undergraduate and postgraduate degree level. It also has some very successful executive education programmes and has ambitions for further expansion. Therefore, we are seeking to hire Assistant Professors in HRM who are motivated and passionate about their teaching and ultimately its impact on the careers of students, managers, and organisations.

While Trinity has an internationally competitive workload model which includes generous time for research, it is necessary to say that we are not looking for academics whose career aspirations are to only focus on research to the point of seeking to disengage from teaching and students. Instead, we want to hire Assistant Professors who will secure high course evaluation ratings and who will want to play an active role in developing and managing leading education programmes and experiences for students, executives and those engaged in financial markets.

### **Informal enquiries can be made to:**

Professor Na Fu email; [funa@tcd.ie](mailto:funa@tcd.ie) or Professor Wlad Rivkin; [rivkinw@tcd.ie](mailto:rivkinw@tcd.ie)

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### **Standard Duties of the Post:**

Successful candidates will:

1. Be willing and able to teach in the area of business studies broadly and in HRM specifically at undergraduate/postgraduate degree levels and/or executive education.
2. Develop learning environments that are consistent with modern teaching and learning practices and that are flexible, student-centred, and accessible, utilising appropriate technology.
3. Contribute to building an active individual and collaborative international research record, including PhD supervision, publication, and the generation of external research income.

4. Participate with colleagues in developing and maintaining links and partnerships with industry and the wider community both nationally and internationally.
5. Undertake appropriate leadership, administrative, managerial activities and tasks that develop, support, and add value to Trinity Business School and the wider Trinity community.

### **Person Requirements**

The ideal candidate will have the following:

#### **Qualifications**

**The person appointed to this post will have:**

- A PhD or is close to completing a relevant PhD in one of the following areas: Human Resource Management, Employee Relations, Industrial Relations, Organisational Behaviour or Organisation Studies.
- An extensive high-quality research publication portfolio commensurate with an Assistant Professor in HRM at a leading European business school (and at least one ABS3, ABS4 or ABS4\* publication).
- Experience and/or evidence of thought leadership engagement, with industry or business media would be an advantage.
- An executive coaching certification is desirable but not necessary

#### **Knowledge & Experience (Essential & Desirable)**

**Teaching:**

- The ability to deliver all aspects of Human Resource Management – Essential.
- Operating independently and as a member of teaching teams – Essential.
- Has developed successful teaching programmes and introduced innovations of significance in existing programmes – Desirable.
- Has a demonstrable commitment to enhancing the teaching quality in their field – Desirable.
- Has experience of supervising research students – Desirable.
- Experience of supervising undergraduate and/or postgraduate research projects – Desirable.
- Candidates must be able to and willing to teach topics at undergraduate level in business that lie outside their immediate area of specialisation – Essential.
- Experience in lecturing at university level – Desirable.

- Evidence of a personal contribution and commitment to teaching - Essential.
- Proven experience of facilitating seminars, presentations, and workshops – Desirable.
- Experience in curriculum design, examinations, and course administration - Desirable.
- Experience in designing, planning, and implementing academic programmes for professional learning or executive education - Desirable.
- Experience of using new teaching media – Desirable.

#### **Research:**

- An emerging portfolio of research equivalent to an aspiring leading international scholar, which includes representation in higher ranked journals in the Chartered Association of Business Schools and/or FT ranked journals with at least one publication in an ABS3, ABS4 or ABS\* star journal - essential.
- Plays a key role in the development of inter-institutional research collaborations, national and/or international – Desirable.
- Has some experience in research grant applications, in line with opportunities available – Desirable.
- Demonstrate evidence or potential for research impact – Essential.
- Ability to secure research funding and to attract and develop postgraduate students – Desirable.
- Ability to supervise dissertations through to a successful outcome – Desirable.
- Knowledge of recent research in the relevant areas – Essential.
- Candidates will be expected to have presented research at international conferences and/or to be members of relevant learned societies – Essential.
- Capacity to work as part of a team – Essential.

#### **Service to the University / Administration:**

- The successful candidate will be expected to participate in discipline administration including degree programme management, student recruitment, examinations, course leadership and student attendance – Essential.
- Experience in organisation and administration including leading and working collaboratively with other colleagues as part of a course team - Desirable.
- A commitment to student care - Essential.
- A commitment to professional development - Essential.
- Good organisational skills are required, including an ability to meet deadlines - Essential.

### **Experience in engagement with Discipline/ Society:**

The successful candidates will be expected to demonstrate significant engagement with the School/ Society and show strong contribution on outreach activities that include the following:

- May have or be willing to undertake leadership positions at Discipline, School, Faculty or University level – Essential.
- Shows significant contribution to their current school and university – Desirable.
- Invited appearances before industry or public audiences - Desirable.
- Service to the intellectual infrastructure of the discipline or field of study (editing research journals, conference proceedings, other scholarly publications, web sites, refereeing submitted materials) – Desirable.
- Contribution to academic and professional bodies – Desirable.
- Societal engagement relevant to the University's mission statement – Desirable.
- Organisation of workshops, seminars, conferences or other collaborative intellectual activity- Desirable.
- Value added engagement with businesses, non-profit organisations and/or government – Desirable

### **Skills**

- Well-developed written and verbal communication skills and interpersonal skills.
- Planning and organisational skills, particularly coordinating processes and systems.
- Ability to represent the School and College on appropriate national and international advisory boards and professional bodies.

### **Personal attributes**

- Capability and confidence to take ownership of problems and seek long term solutions.
- Career driven, enthusiastic and motivated.
- Commitment to own professional development
- Congenial and respectful team player