

LECTURER/ASSOCIATE PROFESSOR IN ACCOUNTING

Norwich Business School

ATR1615

CANDIDATE BROCHURE



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WELCOME FROM THE VICE-CHANCELLOR, PROFESSOR DAVID RICHARDSON

Staff, student and research success is at the heart of our vision here at UEA.

Having spent most of my professional career here, I have a deep sense of the special atmosphere that makes this great institution tick.

Our stunning and vibrant Norwich campus is home to a global diverse community with almost 17,000 students, over 3500 staff, and visitors from across the world.

We come together from different fields to learn, innovate, collaborate and help create a better future.

The UEA values of collaboration, empowerment, respect and ambition are what unite us and are at the heart of how we behave as an employer, drive excellence in teaching, learning and research, and collaborate as an anchor institution in our local community.

Our world-leading researchers collaborate across disciplines to provide vital ground-breaking research, solutions and the creativity needed to address global challenges from climate change to global health.

We build connections, share ideas and develop new networks; trust our people to make decisions based on their expertise and knowledge; treat everyone equally, embracing different thoughts and views and strive to be bold in our approach and decisions.

We are equally proud of our civic responsibility in our local and regional community tackling issues such as social mobility, building a more sustainable economy and championing diversity.

Our regional, national and global relationships demonstrate that together we can achieve greater goals together and positively influence the world around us.

I hope you will join us in shaping the future of our thriving community and building a workplace and world that is ambitious for the great opportunities that lie ahead.



For an informal discussion about the post please contact Professor Ana Marques, Professor of Accounting, via email to Samantha Wright, PA to the Head of School via samantha.wright@uea.ac.uk.

OUR VALUES

Shaped by staff, our UEA values represent a core set of standards for how we behave as an employer, drive excellence in teaching, learning and research, and collaborate as an anchor institution in our local community.

From tackling global challenges, striving for student and staff success, and creating a vibrant inclusive environment, our values are what unite us.

- ✦ COLLABORATION
- ✦ EMPOWERMENT
- ✦ RESPECT
- ✦ AMBITION



OUR VALUES (CONTINUED)



COLLABORATION

We are collaborative by nature.

Together we build connections, share ideas and develop new networks. We champion our regional, national and global relationships and demonstrate that together we can achieve greater goals and positively influence the world around us.



EMPOWERMENT

We empower our colleagues to do their best every day.

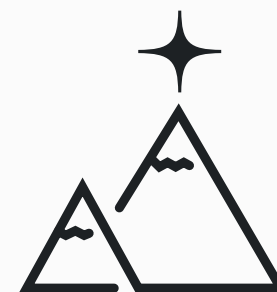
We trust our people to make decisions based on their expertise and knowledge. We work to ensure processes are simple and efficient so we are agile in times of change, and allow our people to make choices that work for them, us and wider society.



RESPECT

We respect each other.

We treat everyone equally and are fair and consistent in everything we do. We value diversity and embrace different thoughts and views. We are open to challenge, so we can learn and improve. We encourage each other to create a positive, accessible environment that supports our physical and mental wellbeing.



AMBITION

We are ambitious for our colleagues, students and research success.

We are forward-thinking and brave in our approach and decisions. We make space for innovation and creativity, seize opportunities that are responsible and sustainable, and aspire to transform education for the better.

A SUSTAINABLE UNIVERSITY

At UEA, we are now working to create a university that will be even better in the future, and we are working to achieve net zero carbon by 2045 (or earlier). Our Sustainable Ways vision is one of a resilient university – where consumption is efficient and self-generated energy supports low carbon goals, supported by a vibrant community of world-leading researchers and inspired graduates.

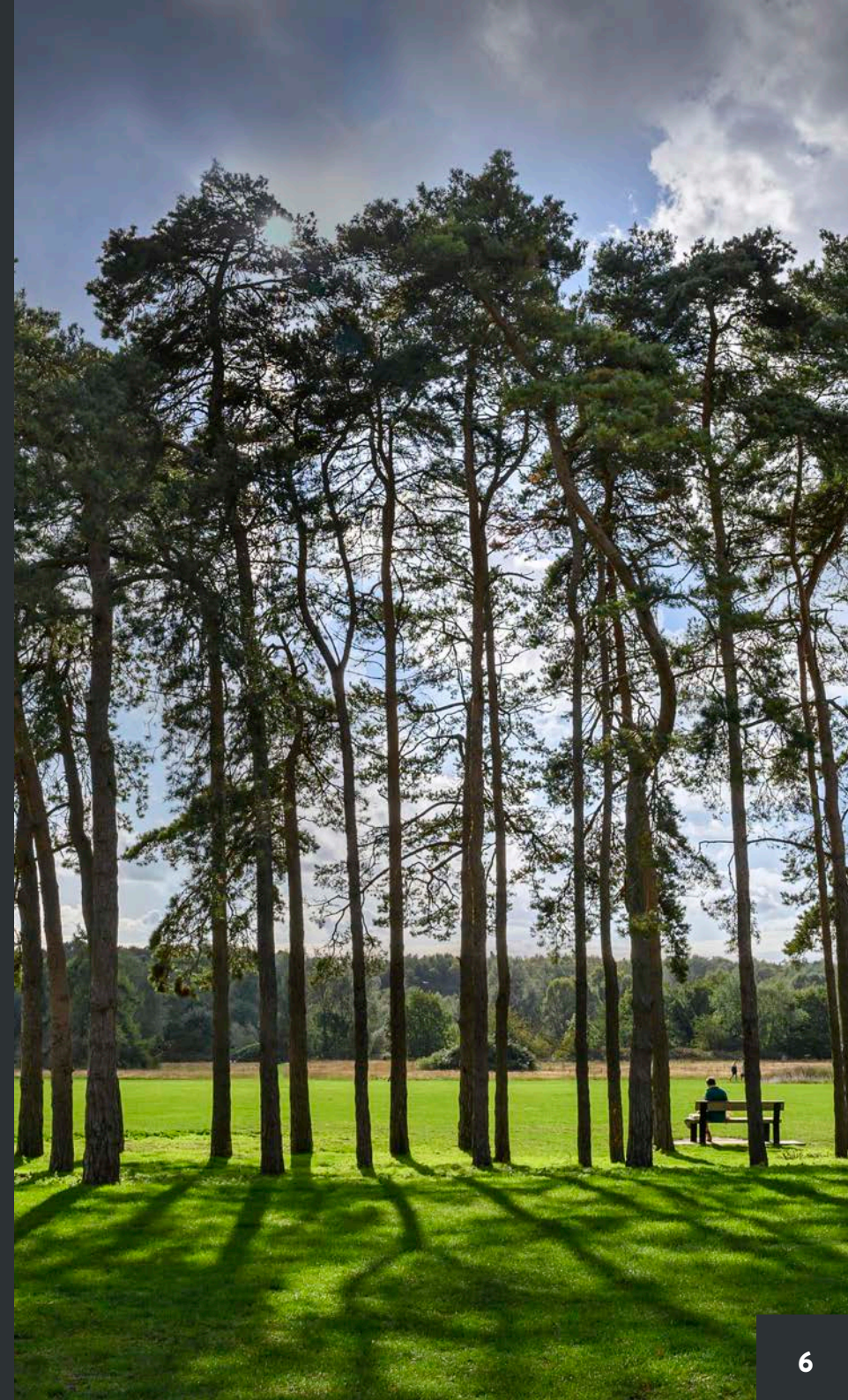
At a basic level, our sustainable development means that we try to balance the ‘three pillars’ of environmental, economic and social elements.

We challenge our environmental impact through on-site energy generation and a district heating and cooling network, reducing our reliance on grid electricity and therefore fossil fuels. We promote and use recycled and ‘eco’ products such as biological cleaning materials. We champion local suppliers and ethical causes, including Fairtrade and vegan products. We seek to ensure value for money in a holistic, whole-life costing sense in our new buildings and procurement contracts.

OUR INITIATIVES

The Green Impact programme sees teams from across our campus challenge their School or Department to improve its sustainable credentials. An online toolkit guides teams through a range of actions to an end of year celebration of achievements and the resulting awards. Central campaigns, such as holiday shut-downs or awareness day events, support a whole-University approach to energy saving and other initiatives.

Follow us on Twitter [@SustainableUEA](https://twitter.com/SustainableUEA)



OUR CAMPUS

UEA is based on a campus that provides top quality academic, social and cultural facilities to over 17,000 students.

Although located in 320 acres of rolling parkland, virtually no part of the campus is more than a few minutes' walk from anywhere else, so everything is close at hand – the library, nursery, health centre, supermarket (incorporating a post office), banking facilities and restaurants. Amongst the striking buildings is the UEA's Sainsbury Centre for Visual Arts, which contains the Robert and Lisa Sainsbury Collection – one of the greatest art collections formed in Europe during the 20th Century.

The University has invested in new learning and teaching and research spaces, including a celebrated new Enterprise Centre that underpins its commitment to promoting student enterprise and entrepreneurship.

Sport and Recreation plays a major part in the life of the University of East Anglia, centred around the major Sportspark facility which is one of the most successful community sport facilities in the UK. This accessible and affordable facility provides a diverse range of activities, and incorporates a 50m Olympic size swimming pool, indoor climbing wall, coaching resource centre and sports injury clinic.



NORWICH RESEARCH PARK

UEA is one of six organisations that together form the Norwich Research Park (NRP) Partnership; home to nearly 3,000 scientists working in several world ranked institutions.

These organisations are co-located on the southwestern outskirts of Norwich. They are:

- UEA
- Norfolk and Norwich University Hospitals Foundation Trust
- Quadram Institute Bioscience (BBSRC)
- John Innes Centre for Plant and Microbial Science (BBSRC)
- Earlham Institute (BBSRC)
- The Sainsbury Laboratory.

These organisations have a shared high-level strategy (the Norwich Science Vision) which is being realised through UEA, BBSRC, BEIS and EU funding (<https://www.norwichresearchpark.com/about/our-vision>). There is an agreement to share infrastructure and facilities and maximise scientific interactions.



NORWICH

A CITY OF STORIES

The city's motto is 'A fine city' and its strong cultural heritage has seen Norwich maintain the best of its historical character whilst developing to become one of the most vibrant and attractive cities in Europe. Norwich offers miles of riverside walks and cycle ways, and a unique collection of 1930's parks. The city is surrounded by beautiful countryside and within easy reach of the stunning Norfolk coast.

Norwich is a UNESCO World city of Literature, the first in the UK, as well as being one of the newly named Tech Cities recognising the growth of digital businesses in the region. The most prominent high-rise building, apart from the castle, is the magnificent 11th century cathedral, which still dominates the skyline. The city's medieval centre of cobbled streets remains largely intact, but there is still space for modern buildings such as the city's centrepiece, the Forum, which is a striking piece of contemporary architecture. The glass front overlooks the colourful open-air market (one of the largest in the country) and reflects the city in all its diversity.

The city is consistently rated as one of the top ten shopping venues in the UK. Norfolk and Suffolk attract thousands of visitors each summer. The famous Norfolk Broads are among the most important wetlands in Europe and a haven for rare plants, wildlife and insects. The Broads attract holidaymakers who come to navigate the intricate natural network of waterways formed by the Rivers Bure, Yare and Waveney and their tributaries.

For further information about UEA's excellent facilities, picturesque campus and the UEA working environment, please visit the 'Working Lives' microsite <https://www.uea.ac.uk/working-life/home> where you will find details about staff benefits, living and working in the city of Norwich and the surrounding area.



If there is another city in the United Kingdom with a school of painters named after it, a matchless modern art gallery, a university with a reputation for literary excellence which can boast Booker Prize-winning alumni, one of the grandest Romanesque cathedrals in the world, an extraordinary new state-of-the-art public library then I have yet to hear of it. Norwich is a fine city. None finer.

STEPHEN FRY



ABOUT THE NORWICH BUSINESS SCHOOL

The Business School at the University of East Anglia is one of the top Business Schools in the UK. The REF2021 results places UEA's Norwich Business School as 14th in the UK for the overall quality of its research and is only one of 9 Business Schools operating in a TEF gold university among the top 20 REF2021 positioned Business Schools. We are a Business School with a world leading and internationally excellent research environment, making a positive difference to societal issues, particular on areas of sustainability and wellbeing policy and practice. The Business School teaching related rankings show we are well placed in the UK top 20 across a range of business subjects, including Business Studies (19th – Times and Sunday Times Good University Guide 2022) and Accounting and Finance (19th – Times and Sunday Times Good University Guide 2022).

We are an integral part of the University of East Anglia using our business and management international excellence to address societal concerns in line with the university mission. We work closely with key stakeholders including policy makers, businesses, public sector and third sector organisations building on the world leading reputation of the university through our expertise in areas of health and wellbeing, competition policy, food systems, environmental sustainability, and creative innovation. We combine our academic excellence with stakeholder networks to challenge convention, push the boundaries on how we do business and impact those around us, to equip our students with the resilience, know-how and creativity to become the ethical business innovators of the future.

The Business School has seven subject Groups:

- Accounting and Quantitative Methods
- Business Regulation
- Employment Systems and Institutions
- Finance
- Innovation, Technology and Operations Management
- Marketing
- Strategy and Entrepreneurship

Established in 1995, there is a truly global feel to the culture of the Business School with more than 100 internationally recognised academics and business experts (ranked 23rd in the world for International Outlook in Business and Economics THE 2021). The Business School has a highly prestigious AMBA accredited MBA and was awarded the Small Business Charter in 2021 in recognition of our extensive high quality collaboration with businesses.

School Mission: To provide outstanding student learning and world-class research that informs and influences business, management and policy thinking on the issues that matter for the future.

Vision: To create world class talent capable of transforming business and management thinking and practice.



ABOUT THE FACULTY OF SOCIAL SCIENCES

The Faculty of Social Sciences is a vibrant and stimulating environment, which is home to seven Schools of study at the forefront of teaching and research in a range of social science and professional subjects:

- School of Economics (ECO)
- School of Education and Lifelong Learning (EDU)
- School of International Development (DEV)
- UEA Law School (LAW)
- Norwich Business School (NBS)
- School of Social Work and Sociology (SWK & SOL)
- School of Psychology (PSY)

As a Faculty we:

- Provide high-quality learning and teaching, and postgraduate training, aimed at developing critical reasoning skills and employability;
- Generate research and scholarship across disciplines that not only contribute to the development of disciplines themselves, but also produces socially useful new knowledge; and;
- Put enterprise and engagement, locally and globally, at the heart of our mission.



THE ROLE

Norwich Business School is home to a vibrant, diverse, and engaged academic community, ranked amongst the top 10 UK business schools by the quality of its research output (REF 2014), and intent on providing teaching excellence across its wide range of business and management degree programmes in supporting UEA's award of TEF Gold status.

In the next phase of a growth strategy, the School is seeking to recruit an outstanding Lecturer, or Associate Professor in the general field of Accounting. Applications from candidates with an interest in Auditing are particularly welcome. A record of internationally leading research output, commensurate with stage of career, is required, along with teaching experience.

KEY RESPONSIBILITIES

The successful applicant will take an active role in developing international-level research, support enterprise, engagement and impact activities, and contribute to teaching across a number of degrees in the post holder's area of expertise, including as a minimum:

- Engage in and publish research to an international standard within an identified area of expertise in the School;
- Lead individual and collaborative research activities, and disseminate research results through regular and sustained publication in high impact journals and conference proceedings (Associate Professor/AP);
- Lead individual or collaborative proposals to appropriate funding bodies for research funding and manage grants awarded (AP);
- Seek external research funding to support research projects (Lecturer/L);
- Provide supervision to Masters and PhD students as appropriate;
- Teach on the School's undergraduate and postgraduate degree programmes and other supported courses;

- Design and manage processes for student assessment, examination and feedback;
- Lead (AP) or contribute (L) and manage the design, development and delivery of a range of teaching programmes at undergraduate and postgraduate levels;
- Participate in internal teaching and learning QA processes, committees and boards;
- Lead (AP) or contribute to (L) curriculum review and enhancement activities;
- Lead (AP) or contribute to (L) the development of enterprise and engagement activities, establishing business and employer links and generating income related to research, teaching or consultancy activities;
- Contribute to School and subject group strategy and activities;
- Undertake administrative roles as are required, including supervising;
- Contribute to maintaining and improving the student experience;
- Support the marketing activities associated with the programmes;
- Undertake duties commensurate with the aims and objectives of the position, as directed by the Head of the Business School.

ENTERPRISE & ENGAGEMENT

Common to both ATR and ATS staff at UEA is an expectation of appropriate contributions to teaching and related activities and to enterprise and engagement. Enterprise and engagement involves academic staff in the use of, or development of, intellectual capital which benefits both the University and non-academic sectors, through community engagement and interactions with other public sector bodies, business and the third sector.

THE PERSON

EDUCATION, EXPERIENCE AND ACHIEVEMENTS

- PhD or equivalent qualification (AP) or PhD or be near to completion with submission and award within one year of commencement (L) (E)
- Substantial and relevant subject area teaching experience in higher education (E)
- Proven record in attracting research funding commensurate with stage of career (E)
- Experience in research funding applications (AP) (E)
- Well defined and coherent research plan with published research with clear evidence of quantity and quality research outputs commensurate with UEA's ambitions for REF submission (AP) (E)
- A track record of research with recent publications to journals of international excellence (AP) (E)
- Well defined and coherent research plan and on trajectory to meet UEA's ambitions for next REF submission (L) (E)
- Demonstrable experience of enterprise and engagement commensurate with stage of career (E)

- A track record of research and/or enterprise funding as principle investigator or co-investigator (AP) (D)
- A track record of supervising PhD students to completion (AP) (D)

SKILLS AND KNOWLEDGE

- Excellent communication skills in the English Language (E)
- Excellent teaching and presentation skills with the ability to enthuse listeners (E)
- Proven ability to provide high quality undergraduate and graduate teaching in relevant subject area (E)

PERSONAL ATTRIBUTES

- Ability and willingness to contribute to the teaching and research profile, administration and general life of the School (E)
- Commitment to continuing to develop a strong research and development profile, including collaborative generation of research grants and publications (E)
- Ability to motivate colleagues to achieve consistently high quality research output and

innovation in teaching (AP) (E)

- Ability and willingness to support the development of research students and less experienced faculty and foster collaborative research (AP) (E)
- Committed to high quality teaching and research and to developing innovative teaching methods (E)
- Evidence of creative problem-solving ability and sensitivity to learner needs, different national and regional cultures and expectations (E)
- Excellent interpersonal skills with evidence of ability to work with others in a diverse team environment effectively (E)
- Ability and willingness to work towards Centre, School, Faculty and University goals (E)
- Willingness to be flexible by undertaking additional duties as and when required by the Head of School (E)

Essential Requirements (E) are those, without which, a candidate would not be able to do the job.

Desirable Requirements (D) are those which would be useful for the post holder to possess and will be considered when more than one applicant meets the essential requirements.

LOCATION

Some cities you've heard of, others you have to discover. Norwich is one of the most beautiful, modern historic cities in Britain. It's a city that celebrates the independent, stimulates creativity, promotes change and encourages diversity.

UEA is a campus university located 3 miles from the centre of Norwich. Situated in the heart of Norfolk, which means it's an ideal location to explore Norwich and beyond.

BY ROAD

KINGS LYNN • 1 HOUR
CROMER • 45 MINUTES
SOUTHWOLD • 1 HOUR

BY RAIL

LONDON • 2 HOURS
CAMBRIDGE • 1 HR 15 MINS
BIRMINGHAM • 4 HOURS

BY AIR

AMSTERDAM • 55 MINUTES
PRAGUE • 3 HOURS
PARIS • 3-4 HOURS



FURTHER INFORMATION

The post is available from 1 August 2022 on an indefinite full-time basis.

Salary will be £43,434 to £50,296 per annum on Grade 8 (Lecturer) and £51,799 to £60,022 per annum on Grade 9 on the single salary spine. The normal expectation is that starting salary will be at the minimum of the advertised salary scale.

Relocation expenses are reimbursable under certain conditions.

Place of Work - The University is supporting a hybrid-working pilot of at home and on campus 'hybrid' working for many roles up until at least summer 2022. We encourage discussions about how your working arrangements can be agreed to best balance the needs of the role and your personal circumstances.

The flexibility of the hybrid-working model allows the possibility of remote working, but it is the expectation that all appointments will be UK based, with any overseas working agreed in advance by exception only.

Shortlisted applicants will be asked to show evidence of right to work in the UK. Non-British and Irish nationals entering the UK to undertake employment and individuals already in the UK who will require further permission to stay, will have to meet eligibility criteria under a new points-based immigration system. The University may be able to provide sponsorship under the Skilled Worker route if relevant criteria are met.

The post is superannuable under the Universities Superannuation Scheme and there is an annual holiday entitlement of 30 days plus statutory (8 days) and customary (6 days) holidays. Appointment will be subject to a satisfactory Occupational Health Assessment to be carried out by the University's Occupational Health Service.

Information on the benefits of working at UEA can be found at <https://www.uea.ac.uk/about/working-at-uea>.

HOW TO APPLY

To apply for this vacancy, please follow the online instructions at: <https://myview.uea.ac.uk/webrecruitment/>

Your completed application and CV should be submitted by **15 June 2022**.

Please note that the application form contains an Equal Opportunities section which must be completed. The Equal Opportunities information will not be made available to the selection panel and will not form any part of either the short-listing or decision making process.

It is anticipated that presentations and interviews take place **on 6 July 2022** and if you have not heard by this date please assume you have not been shortlisted on this occasion.

Reasonable travel and incidental expenses incurred in attending the interview will be reimbursed (please ensure that you keep all receipts). Please note that if you are offered a post and decline the offer, travel and incidental expenses will not be reimbursed.



An internationally renowned university, UEA is ranked in UK Top 25 (The Times/Sunday Times 2021 and Complete University Guide 2021) and the World Top 200 (Times Higher Education World University Rankings 2021), where it ranks in the top 50 for research citations, reflecting the international excellence of its research environment. The University holds UK Teaching Excellence Framework Gold status.

Equality, Diversity, Inclusion and Wellbeing

The University is committed to diversifying its workforce and to the wellbeing of all our staff. As examples, we already hold an Athena SWAN Silver Institutional Award in recognition of our advancement towards gender equality. We also have a Vice-Chancellor led Taskforce on Tackling Racism and a Race Equality Charter Working Group which support our work on race equality. Our aim is to submit to the Race Equality Charter in 2024. Further details on our broader Equality, Diversity, Inclusion and Wellbeing work can be found on our [website](#).

