



Faculty of Social Sciences and Law

**Lecturer
(Assistant Professor)
in Accounting**

Further Particulars

Reference: ACAD107171

Contents

1.	INTRODUCTION	3
2.	JOB DESCRIPTION	3
A.	STATEMENTS OF RESPONSIBILITIES	3
B.	CONTACTS	4
3.	THE BUSINESS SCHOOL	6
4.	THE FACULTY	7
5.	THE UNIVERSITY AND THE CITY OF BRISTOL	9
6.	EQUALITY, DIVERSITY AND INCLUSION	10
7.	ACADEMIC CAREER PATHWAYS	11
8.	TERMS AND CONDITIONS	13
9.	APPLICATION PROCEDURE AND SELECTION PROCESS	14
10.	ADDITIONAL INFORMATION	14
11.	ORGANISATIONAL CHART	15

1. Introduction

The University of Bristol Business School invites applications for the position of Lecturer(Assistant Professor) in Accounting. This is a permanent position, subject to review (tenure track).

Applications are sought from candidates with preferred expertise in financial reporting, management accounting or sustainability accounting. Successful candidates will demonstrate a track record of, or potential for, outstanding research and will be undertaking innovative work that extends or complements the School's existing research and teaching activities. Applications demonstrating a commitment to engage with the student body, other disciplines and with key external stakeholders will be treated favourably.

Applicants must hold or be close to completing a Ph.D. in Accounting or a related field by the time of the application. They will also have an aptitude for innovation in education, for curriculum development and for excellent in teaching at both undergraduate and postgraduate levels.

The University of Bristol Business School attracts high-quality faculty and students at all levels. It has excellent resources and invests heavily in research. Generous research budgets and teaching allowances are available to allow early career researchers to establish and develop their research portfolios. The School regularly hosts leading speakers as part of its international seminar series.

2. Job Description

a. Statements of responsibilities

Research

- Pursuing high quality research and publications in leading journals in Accounting or related fields, and contributing to the scholarly activities of the School.
- Presenting research at high quality national and international conferences.
- Reviewing manuscripts for academic journals.
- Attracting external research funding from research councils, government, industry, or other sources.

Teaching

- Teaching and assessment at all levels and contributing to curriculum development.
- Supervising MSc dissertations and jointly supervising PhD research.
- Completing the University of Bristol [CREATE](#) (Cultivating Research-rich Education and Teaching Excellence) HEA Fellowship.
- Acting as a personal tutor.

Administration

- Making a wider contribution to the success of the School and the University through programme leadership and participation in Faculty and University-wide governance and development activities.
- Engage actively in the School through, for example, regular presence, regular attendance of research seminars and meetings with the seminars speakers and research visitors.
- Participating in University and School administrative activities, such as committees and student-facing events.
- Establish and develop links with industry and public policy institutions in research and/or education.
- Other administrative duties as assigned by the Head of School and Heads of Academic Group.

b. Contacts

Line managed by:

- Head of Accounting

Internal Contacts:

- Dean and Deputy Dean of the Business School
- School and faculty staff
- School undergraduate and postgraduate students
- Staff and students in the wider university

External Contacts:

- UK and international research collaborators
- Government bodies
- Funding agencies

The Post: Person Specification

The person specification provides a summary of what is required to carry out this job

effectively. It also forms the selection criteria on which the decision on whom to short-list and then whom to appoint will be made. **Please ensure that you demonstrate how you meet these criteria in your application.**

Experience, skills and knowledge

Essential:

- A record of high calibre research, including record of, or potential to achieve, publications in leading journals in Accounting or related fields.
- Evidence of ability to teach effectively at undergraduate and postgraduate levels.
- Ability and willingness to supervise MSc projects and dissertations.
- The ability to co-supervise PhD research.
- The ability to pursue research activity, both independently and collaboratively, and a willingness to contribute to the broad research profile of the School, through seminar and conference presentations etc.
- The ability to act as a good citizen, participating and contributing to the development and success of the School and University.

Desirable:

- Willingness to seek external research funding.
- The ability to conduct research with social and economic impact.
- Experience with online or blended teaching.
- Motivation to excel across the three areas of research, teaching and citizenship.

Relevant qualifications

Essential:

- The successful applicant will have completed, or will be close to completing, a PhD in Accounting or a related field.

Desirable:

- Research and/or teaching expertise in financial reporting and/or management accounting and/or sustainability accounting.

Communication and interpersonal skills

Essential:

- Excellent written and oral communication skills in English.
- The ability to work well as part of a team.

Desirable:

- Flexibility and the ability to adapt to changing circumstances.

3. The Business School

The Business School was formed in September 2022 from the merger of the School of Accounting and Finance and the School of Management, and is organised into the following academic groups:

- Accounting
- Finance
- Marketing & Consumption
- Operations and Management Science, Innovation and Healthcare
- Strategy, International Management & Business, and Entrepreneurship
- Work, Employment, Organisation and Public Policy.

The School has been growing significantly on the back of strong demand for our undergraduate and postgraduate programmes and enhancement of our research portfolios.

3.1 Research in the Business School

Based in the Faculty of Arts, Law and Social Sciences, we have a strong commitment to facilitating and producing high quality and engaged research, often aimed at challenge-led interdisciplinary research themes.

The 2021 Research Excellence Framework (REF) rated 88 per cent of the research in Business and Management as 'world leading' or 'internationally excellent' (3*/4*).

The [Accounting group](#) currently comprises 37 scholars who, collectively, study and teach the role of information and governance in internal decision-making processes, in capital markets and in informing stakeholders more broadly. We are a balanced and cohesive, diverse yet comprehensive team in the range of research topics and approaches we consider. We have strategic links with academic associations and key professional bodies, regulators, and standard setters. Our academics have published in leading journals such as *Accounting, Organizations and Society*, *The Accounting Review*, *Journal of Accounting and Economics*, *Science*, *Management Accounting Research*, *European Accounting Review*, *Accounting Auditing and Accountability Journal*, *Journal of Business Finance & Accounting* and many other highly regarded international journals. They also hold positions on the editorial boards of leading international accounting journals.

The Accounting Group works closely with colleagues in Finance and Management in teaching and research. Research is organised into three themes: [accounting, sustainability and governance](#); [financial reporting](#); and [management accounting](#). Across the Business School, other research themes include banking, corporate finance, financial markets, sustainable production, inclusivity consumption and economy, work futures, innovation and digitalisation, public services governance and management, global political economy and action research and critical inquiry.

3.2 Education in the Business School

The total student population in the Business School is around 3,600 students, which is currently split evenly across undergraduate and postgraduate levels. Our undergraduate degree programmes attract over 600 students a year. Graduate admissions are expanding on a range of specialist masters programmes and generalist conversion programmes.

Accounting and Finance Programmes

Our programmes are developed in strong collaboration with the Finance group. Built on tradition but shaped by the very latest thinking, our accounting and finance courses cover the breadth of both disciplines. Our courses are taught by world-leading academics, many of whom are undertaking internationally renowned research. We offer a wide range of optional units, allowing our students to broaden their study beyond accounting and finance or tailor their degree to their own interests within these disciplines. We offer our students access to a financial trading computer room (Bloomberg) to gain hands-on experience with software used throughout the global financial services industry. We also have access to several other databases (including Eikon, Factiva, Fame, S&P Capital IQ Pro and WRDS).

Our industry relevant courses are accredited by professional accountancy bodies. Students are able to obtain exemptions from professional exams from the Institute of Chartered Accountants in England and Wales (ICAEW), the Association of Chartered Certified Accountants (ACCA), and the Chartered Institute of Management Accountants (CIMA). This gives a head start on completing professional qualifications to become a Chartered Accountant and goes to demonstrate that our courses are industry relevant. Students make also enrol on our undergraduate placement degrees.

A complete overview of our programs is available here:

<https://www.bristol.ac.uk/study/undergraduate/2023/accounting-finance/>

<http://www.bristol.ac.uk/business-school/postgraduate-programmes/accounting-and-finance-programmes/>

<https://www.bristol.ac.uk/study/postgraduate/2023/ssl/phd-accounting-and-finance/>

4. The Faculty

The [Faculty of Social Sciences and Law](#) is a vibrant community of world-class expertise in Education, Economics, Politics and International studies, Law, Social Policy, Social Work and Sociology, and now, via the new Business School, Management and Accounting and Finance. The Faculty is home to [Bristol University Press](#) (BUP), an award winning publisher of world-class social science scholarship. With over 900 academic and professional services staff and a current annual income of £150M, the Faculty has a strong commitment to outreach, equality, diversity and inclusion, with a number of its Schools holding Athena SWAN awards.

We offer outstanding research-led teaching at undergraduate and postgraduate levels to talented students from all backgrounds in a collegiate and inclusive environment. The Faculty delivers over 40 single and joint honours undergraduate degree programmes and more than

70 postgraduate programmes with a high percentage linked to professional and research informed practice. The Faculty attracts significant numbers of high-quality home and overseas applicants for its programmes, registering approximately 10,000 students each year across all cohorts, representing 30% of all of the University of Bristol's students. Overseas recruitment remains strong within the Faculty, with circa 3000 international students registering annually, which represents approximately half of the University's total international student population. In respect of PGT programmes, the Faculty has over 65% of all the University's taught postgraduate students.

The Faculty leads national innovations in educational provision; we host a programme to embed quantitative methods in social sciences undergraduate teaching, and we are the lead institution for the ESRC-funded [South West Doctoral Training Partnership](#) with the University of Bath, the University of Exeter, the University of Plymouth and the University of the West of England. The SWDTP has 17 subject pathways and an allocation of 45 studentships – the highest allocation in the UK. As well as developing tailored training programmes for our students and staff, the SWDTP also supports a wide variety of collaborative activities, including events and student placements, in public, private and civic society organisations. The DTP works closely with the Bristol Doctoral College and academic schools to support the Faculty's vibrant PGR and Doctoral community of circa 750 students.

The high quality of the research undertaken in FSSL was recognized in REF2021. 7 of our 8 submissions to Panel C were ranked in the top-20 (for overall GPA); 5 were in the top 10; and, 3 were in the top 3. Our foundations are extremely strong: world-leading research was noted across the Faculty, with 52% of our research rated at 4*. Over 90% of our research was rated as either world-leading or internationally excellent. The University was ranked 5th overall, and 4th for outputs, amongst Universities that made comprehensive submissions to REF Panel C.

The Faculty continues to achieve considerable success with research grants and fellowships. It is home to the Centre for Sociodigital Futures (www.bristol.ac.uk/censof), a £10m flagship investment from the Economic and Social Research Council. The Centre brings together world leading expertise in the Social Sciences, Engineering and the Arts, led from the University of Bristol in collaboration with the Universities of Birmingham, Edinburgh, Goldsmiths (University of London), the Institute of the Arts (University of London) and Lancaster, a network of [five international partners](#) and [six strategic partners](#). Through these collaborations, the Centre explores how sociodigital futures are claimed and acted on, and builds capabilities and capacity to tip sociodigital futures-in-the-making towards fair and sustainable ways of life.

The Faculty also co-leads the [Bristol Digital Futures Institute \(BDFI\)](#), a University Research Institute that is pioneering interdisciplinary approaches to innovation Drawing on expertise from across the University, and ecosystem of 27 external [partners](#), BDFI seeks to change how digital technologies are created, by whom and for what. With £29m funding from Research England, we are building exciting [new facilities](#) for collaboration and experimentation as the first tenants on the University's new [Temple Quarter Enterprise Campus](#).

Our research is enhanced by the Faculty's strong record in innovation, knowledge exchange, public and policy engagement and impact, reflected in the award of a second ESRC Impact Acceleration Account. Recent awards to support impact activity include: Shared space: promoting community cohesion in diverse school classrooms; Childcare in nationality

proceedings: well-being and best interests; Aiding poverty data and analysis capacity development in the Pacific; The UK Parliament: a gender sensitive institution; and Somali First: promoting Somali-led development.

We have an ambitious strategy to further develop our profile based upon three core priorities:

- Internationally recognised research excellence
- Globally relevant and research informed teaching
- Financial sustainability

5. The University and the City of Bristol

The University of Bristol's roots date back to 1876. Since its formation it has become one of the leading institutions among the UK's Russell Group of universities and operates globally, where it is recognised for its research and academic excellence.

The University has a strong interdisciplinary approach and regularly features among the top ranking institutions in global league tables.

The University of Bristol's mission is *'to pursue and share knowledge and understanding, both for their own sake and to help individuals and society fulfil their potential'*. This is underpinned by a vision where the University of Bristol is an international powerhouse of learning, discovery and enterprise, whose excellence is acknowledged locally, nationally and globally, and that is:

- Dedicated to academic achievement across a broad range of disciplines, and to continuous innovation and improvement.
- Research-intensive, supporting both individual scholarship and interdisciplinary or thematic research of the highest quality.
- A centre for intellectually demanding, research-informed education that nurtures independence of mind and helps students achieve their personal goals and serve society's needs, both during and after their time here.
- An inclusive and collaborative community of scholarship that attracts and retains people with outstanding talent and potential from all walks of life and all parts of the world.
- A stimulating and supportive environment for all students and staff, distinguished by a commitment to high standards, respect for the individual and a strong sense of collegiality.
- Committed to operating in a sustainable manner.
- Engaged with society's interest, concerns, priorities and aspirations.
- A major contributor culturally, environmentally and economically to Bristol and the South West.
- Well led and responsibly run, with an emphasis on consultative decision-making and open communication as well as personal responsibility and accountability.

Key to Bristol's vision is a clear and consistent articulation of and dialogue with its

many stakeholders and the public about the wide range of research carried out at the Institution and hence is often featured in many national and international media. It has a proud history of two-way dialogue as part of its research activities and addresses the world's key challenges through an interdisciplinary approach.

The University also plays a lead role in the city of Bristol's cultural and economic well-being and carries out an extensive programme of events and activities on behalf of the city, as well as being a keen supporter of partner organisations' activities.

For more information, please see <http://www.bris.ac.uk/university/>

6. Equality, Diversity and Inclusion

The University is committed to Equality, Diversity and Inclusion and to creating an environment where staff can 'Thrive'.

As a leading global institution, we are keen to attract the most highly talented individuals from a diverse range of backgrounds. Further information on our commitment to equality and diversity can be found at: <http://www.bris.ac.uk/jobs/diversity.html>

We are committed to creating and sustaining a positive and mutually supportive working environment for our staff and an excellent teaching and learning experience for our students, where staff are equally valued and respected, and students are encouraged to thrive academically. We offer a broad range of services, activities and initiatives to enhance our staff experience of working at Bristol. For more information please visit: <https://www.bristol.ac.uk/hr/wellbeing/>

The University is happy to discuss flexible working opportunities with applicants including whether a role can be considered as a job-share arrangement. Further information on our flexible working policy is available here: <http://www.bristol.ac.uk/hr/policies/flexwork.html#JobShare>

7. Academic Career Pathways

As part of the process of modernising its pay and grading systems, the University has introduced career pathways for academic staff. What this means is that all members of academic staff have a clear career pathway involving a series of levels with distinct role profiles, each with its unique requirements. Each profile sets out what is expected of an academic at the particular level. The role profiles also set out a collection of competencies expected for each level.

This post is located on [Pathway One](#) - academic roles that combine teaching, research and administrative duties.

Role Summaries

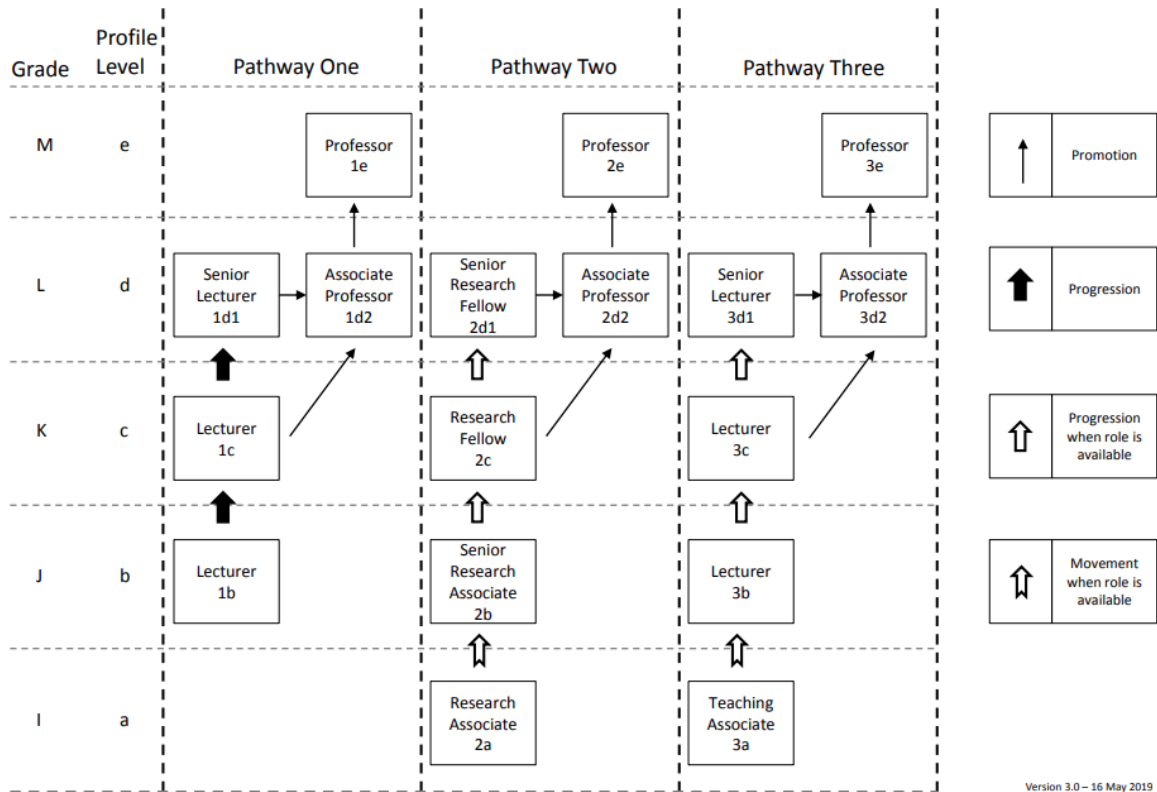
Lecturer, Level b

Role holders at this level typically combine teaching and research responsibilities in ways appropriate to the early stage of an academic career, but the emphasis is on building the foundations for a research career expected of an academic in a research-intensive university such as the University of Bristol. In relation to research, the emphasis will be on developing, and starting to implement, a programme of research. Role holders will be developing their competence in teaching and will undertake a limited range of teaching responsibilities. Level b lecturers will be provided with support and further training, aimed at developing their competences and ability to take on a wider range of responsibilities.

Lecturer, Level c

The level c lecturer role will typically be carried out by individuals with some experience in teaching and research, often following progression from Level b (though direct appointments to this level will sometimes be made where staff have appropriate teaching and/or research experience). At this level, role holders' contribution spans scholarship, teaching, research and related administration, though the weight allocated to each of these strands will vary from role to role and from time to time for individual role holders. They will be involved in a range of teaching activities, using a variety of approaches, on courses at undergraduate and postgraduate levels (including doctoral supervision), typically within established courses. Their research and/or scholarship, individually and/or collectively, will be published and will be advancing the state of knowledge in their particular discipline. Role holders at this level will be expected to be establishing a growing national reputation within their academic discipline.

Academic Staff Career Pathways



8. Terms and Conditions

- (a) We would like the successful applicant to take up the appointment from September 2024 as soon as possible thereafter.
- (b) The post is located in the Business School, 15-19 Tyndall's Park Road, Bristol, BS8 1PQ.
- (c) This role is located on Pathway One, Profile Level b or C of the University's Academic Pathways and the successful candidate will be appointed as a Lecturer.
- (d) The salary will be on either Grade J in the range of £41,732- £46,974 per annum or on Grade K in the range of £48,350- £54,395. Please note that the post will also attract an **additional market-based supplement**. For further information on salary scales please see: <http://www.bris.ac.uk/hr/salaries/>
- (e) The appointment will be subject to the terms and conditions for staff on grade J and above, details of which can be found at:
<http://www.bristol.ac.uk/hr/terms/jandabovestaff.html>
- (f) This post is full time, 1.0 FTE.
- (g) The post will be offered on a permanent/open-ended contract subject to satisfactory performance.
- (h) Subject to the rules of the scheme, the post holder may participate in the Universities' Superannuation Scheme (USS). Further information on the scheme can be found at www.uss.co.uk/. Unless newly appointed staff members declare in writing a wish not to participate in the USS, they will be deemed to be members from the start of employment, and contributions will be deducted accordingly. As a consequence of participating in this Scheme, University staff will be contracted out of the earnings-related part of the State Pension Scheme.
- (i) A Pension Salary Exchange scheme is in operation in order to increase take-home pay and save costs. For more information see
<http://www.bristol.ac.uk/hr/salaries/sal-exchange/>
- (j) Details of the University Relocation Expenses policy for staff relocating to take up post are available from
<http://www.bristol.ac.uk/hr/resourcing/practicalguidance/appointment/relocation1.html>
- (k) All new staff with teaching responsibilities are required to complete the University's part-time CREATE (Cultivating Research and Teaching Excellence) programme (unless they can show evidence that they have completed a similar programme elsewhere). The Programme seeks to develop a continuing professional development ethos. Further information on the CREATE Programme can be found at <https://www.bris.ac.uk/staffdevelopment/academic/create>

9. Application Procedure and Selection Process

Please visit our web site at www.bris.ac.uk/jobs, enter the vacancy number **ACAD107171** into the job search and follow the link to the online application process.

Further information on the University's application process can be found at: <http://www.bristol.ac.uk/jobs/application-process.html>

Please note the following:

- A Selection Panel has been established to review all applications for this post and to conduct interviews of short-listed candidates.
- Candidates may be invited to give a presentation prior to their formal interview, as part of the final selection process. It is anticipated that the selection process will take place in January 2024.
- The closing date for applications is **23:59 on Thursday November 30th, 2023**.

10. Additional Information

Further information

Informal enquires are welcome and can be directed to:

Professor Giovanna Michelin - Head of Accounting
Giovanna.michelon@bristol.ac.uk

11. Organisational Chart

