



## **Faculty of Arts, Law and Social Sciences**

**Lecturer  
(Assistant Professor)  
in Accounting**

### **Further Particulars**

**Reference: ACADXXXXXX**

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# 1. Introduction

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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 research interest and expertise in accountability and sustainability accounting. Successful candidates will demonstrate a track record or potential for outstanding research and will be undertaking innovative work that complements and extends 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 teaching to the highest standards 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. 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 active seminar series.

## 2. Job Description

### a. Statements of responsibilities

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#### 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.
- Acting as a personal tutor.

### Administration

- Making a wider contribution to the success of the School and the University through participation in Faculty and University-wide governance and development activities.
- Participating in University and School administrative activities, such as committees and student-facing events.
- Engaging with outside organisations and institutions in line with School research and teaching objectives.
- Other administrative duties as assigned by the Head of School and Heads of Academic Group.

## **b. Contacts**

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### **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

## **3. The Post: Person Specification**

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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 research record of high calibre, including a 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.
- Research and/or teaching expertise in accountability, sustainability accounting or qualitative research methods.
- 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.

## 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.

## 4. The Business School

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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 Business School has over 190 members of academic staff, 95 members of professional service staff and 98 PGR students. Our rate of growth in both staff and students has been phenomenal, and more is planned, especially in the areas of interdisciplinary research and education, and executive education and development. We are also expanding our footprint with the opening of the state-of-the-art Temple Quarter Enterprise Campus in the city.

As the UK's largest regeneration site, Temple Quarter is a flagship project for the University of Bristol and the city as a whole. Adjacent to Temple Mead railway station, a key gateway to the city, it will boost our connectivity to London and the rest of the country.

Due to open September 2026, it will boast 9,300m<sup>2</sup> of teaching and study space, 4,200m<sup>2</sup> cutting edge research labs and 2,500m<sup>2</sup> for enterprise partners. It is designed to enhance the power and the potential for the creative, digital and innovation sectors to meet the needs of a rapidly changing world.

This new campus will further enable close collaborations between our Business School and the School of Engineering, Bristol Innovations, the Bristol Digital Futures Institute and the Centre of Innovation and Entrepreneurship.

The Business School aims to reshape business education and research to meet the demands of employers today and make an impact on societal grand challenges through interdisciplinary excellence and partnership. In line with the strategies of the wider Faculty and University, the strategy of the Business School is based on a 'Socio-Tech Fusion' model which is informed by disciplinary excellence across the individual academic groups, accompanied by:

- Closer links with other disciplines, including those in science, technology, engineering and maths (STEM), computing and health sciences, but also more widely;
- Research grant capture from diverse sources;
- Executive education and development;
- External engagement with business and other organisations (local, national and global).

This approach presents an opportunity for a business school that breaks down barriers and prepares graduates to deal with challenges such as human and societal disruption associated with the tech/AI/digital revolution; navigating the increasing complexity of geopolitics in a turbulent world; ethics and responsible leadership as well as interpersonal and leadership skills. The profile of the school as a 'Socio-Tech Fusion' innovator will be characterised by a co-located, collaborative, interdisciplinary offering to students and organisational partners from

diverse sectors. This model will seek to combine the strengths of our Business School with the University of Bristol's Vision 2030 and its current position as a Russell Group institution, creating true disciplinary integration within a large-scale civic university.

#### **4.1 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*, *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.

#### **4.2 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 who are of the very highest quality. Graduate numbers are expanding on a range of specialist masters programmes and generalist conversion programmes.

##### *Accounting and Finance Programmes*

This post is specifically targeted to a new MSc in Accounting, Accountability and Sustainability, which is a one-year full-time master's programme that will provide students with an understanding of accounting and accountability and their role in supporting sustainable business and organisational priorities. 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 within and beyond accounting to tailor their degree to their own interests.

Our industry relevant courses are accredited by professional accountancy bodies. Students are able to get exceptions 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.

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/>

## **5. The Faculty of Arts, Law and Social Sciences**

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The University Structures 2030 programme has led to a new academic structure in the University whereby the six old faculties (Arts; Engineering; Health Sciences; Life Sciences; Science; Social Sciences and Law) will become three new Faculties (Arts, Law and Social Sciences; Health and Life Sciences; Science and Engineering). There is a two-year transition period during which the Faculty of Arts, Law and Social Sciences will be created in full by 1 August 2025.

The new Faculty of Arts, Law and Social Sciences has an outstanding reputation for excellence in research and education across a wide-ranging breadth of subjects. Organisationally, the Faculty is comprised of 9 schools (Arts; Business; Economics; Education; Humanities, Law; Modern Languages, Sociology, Politics and International Studies; Policy Studies). The Faculty also hosts the Centre for Innovation and Entrepreneurship, which runs a suite of joint-degree programmes 'with Innovation' and a PGT programme, along with the Centre for Academic Language and Development, which provides English language services and academic skills support to the whole University. It is also home to the newly established Centre for Study Abroad which promotes outbound and inbound student mobility and the Bristol University Press (BUP), an award-winning publisher of worldclass social science scholarship.

The Faculty is actively committed to collaboration between its constituent Schools and departments, and its size and comprehensive range enable it to offer a wide range of choice to both undergraduate and postgraduate students. With over 1500 FTE academic and professional services staff and a current annual operating income of around £250M, the Faculty has a strong commitment to outreach, equality, diversity and inclusion with a number of its Schools holding Athena SWAN awards. The Faculty attracts significant numbers of high-quality home and overseas applicants for its programmes, registering approximately 16,000 students each year across all cohorts.

The quality of our thriving research-rich environment was recognised in the most recent research excellence framework (REF2021); 48% of research submitted in Arts Unit of Assessments (UoAs) was rated as world-leading (4\*) in terms of originality, significance and rigour and 88.5% was rated as world-leading or internationally excellent (4\* and 3\*). Within Social Sciences and Law UoAs 52% was rated at 4\* and over 90% was rated as world-leading or internationally excellent (4\* and 3\*). This vibrant culture attracts the world's leading researchers and underpins our considerable success with research funding and fellowships and helps propel forward our civic engagement activity.



At the heart of the Faculty's research strategy is a commitment to interdisciplinary research. The Faculty leads two of the University's Specialist Research Institutes – Migration Mobilities Bristol and the Bristol Poverty Institute. Members of the Faculty lead two of the five University Research Institutes (the Brigstow Institute and Bristol Digital Futures Institute) and are actively involved in the other three (the Cabot Institute; Jean Golding Institute; Elizabeth Blackwell Institute). These Institutes bring together scholars from across the University with a broad range of external partners to analyse and provide solutions to some of the most urgent social problems.

Five Research Centres have been established recently in the previous Faculty of Arts to focus research strengths over the coming period (Centres for Black Humanities; Creative Technologies; Environmental Humanities; Health, Humanities and Science; Medieval Studies).

The Faculty continues to achieve considerable success with research grants and fellowships. It is home to the The Centre for Sociodigital Futures, a £10m flagship investment from the Economic and Social Research Council (ESRC). 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 nonacademic partners. The Faculty is also the lead for two externally funded Doctoral Training Partnerships which are consortiums of multiple universities; the AHRC-funded South, West and Wales Doctoral Training Partnership on behalf of a multi-university consortium, and ESRC-funded South West Doctoral Training Partnership. Above all the Faculty of Arts, Law and Social Sciences aims to respond effectively to the rapidly changing external environment by supporting existing disciplinary research excellence, cultivating new interdisciplinary ambitions and producing impactful research, while also offering high quality, research informed teaching to a diverse body of students.

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## **6. The University and the City of Bristol**

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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/>

## 7. Equality, Diversity and Inclusion

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**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>

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## 8. Academic Career Pathways

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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.

## 9. Terms and Conditions

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- (a) We would like the successful applicant to take up the appointment from September 2025 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 £48,706- £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/](http://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>

## 10. Application Procedure and Selection Process

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Please visit our web site at [www.bris.ac.uk/jobs](http://www.bris.ac.uk/jobs), enter the vacancy number **ACADXXXXXX** 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 2025.
- The closing date for applications is **23:59 on Saturday November 30<sup>th</sup>, 2024**.

## 11. Additional Information

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### Further information

Informal enquires are welcome and can be directed to:

Professor Stuart Cooper (Joint Head of Accounting) [s.m.cooper@bristol.ac.uk](mailto:s.m.cooper@bristol.ac.uk)

## 12. Organisational Chart

