JOB TITLE: UNIVERSITY LECTURER/UNIVERSITY SENIOR LECTURER IN ORGANISATIONAL BEHAVIOUR

REPORTS TO: DIRECTOR OF THE SCHOOL

Background

The Organisational Behaviour group at Cambridge Judge Business School, University of Cambridge is seeking to recruit a University Lecturer/Senior Lecturer in Organisational Behaviour (OB). This role is equivalent to Assistant Professor.

Cambridge Judge Business School is a world-class business school at the heart of the University of Cambridge. The School offers a full suite of MBA, Executive MBA (EMBA) and Executive Education programmes as well as predominantly postgraduate degrees in management, finance, and technology policy.

Cambridge’s location in close proximity to London and at the same time at the centre of ‘Silicon Fen’, Europe’s fastest growing technology-based industrial centres, gives unprecedented access to large multinationals and to hundreds of smaller entrepreneurial organisational in emerging industries. In addition, the interdisciplinarity that characterises research at Cambridge ensures faculty contact across a wide range of departments and expertise, thus promoting cross-fertilisation of ideas.

The Organisational Behaviour group

You will be joining a newly established group with research interests in organisational behaviour at the micro, meso, and macro levels.

The Organisational Behaviour group is a newly-founded group that has been operational since October 2018. It aspires to simultaneously promote our basic understanding of individual and group behaviour at all levels within organisational and the translation of our scientific research into practical implications that have significant executive and corporate value. To achieve these aims the group is focused on conducting rigorous and cutting-edge research that is published in both major empirical OB outlets, such as Journal of Applied Psychology, Academy of Management Journal, Organization Science, Organisational Behaviour and Human Decision Processes, and Journal of Personality and Social Psychology, and managerial and practitioner focused outlets such as Harvard Business Review. To achieve and promote our integrative approach of both basic and practical research we focus on developing local, national, and international collaborations with leading scholars (in OB and other related fields), business leaders, and major corporations.

The group’s members currently include the faculty Dr Jochen Menges, Dr Andreas Richter, Dr David Stilwell, Dr Keith Goodall and Professor Sucheta Nadkarni. Current research interests include big data,
leadership and emotions, creativity and innovation, cross-cultural management, psychometric measurement, strategic leadership, and teams. The Organisational Behaviour group conducts mostly quantitative and mixed-methods research, largely (but not exclusively) drawing on experimental, survey, and archival data collected in international contexts. The group runs the CEBEG Experimental Laboratory at Cambridge Judge Business School and has a lab manager available to co-ordinate research activities. The group is active in the PhD programme and welcomes involvement at all levels, from hosting visiting professors to working with student research volunteers.

The role

We are looking for someone with training and interest in organisational behaviour or related disciplines, capable of research at the highest level, and targeting publications in the top journals in the field. The preferred candidate is expected to have an attitude and willingness to develop knowledge that has clear practical implications for organisational behaviour. The Organisational Behaviour group is striving to foster an internal collaborative culture in which a pro-active and responsible attitude is combined with an outside view to the business world.

The University of Cambridge is a research-led university in which all academic staff are expected to contribute substantially to research by publishing work of high intellectual standard. The role holder would be expected to carry out research that is not only published in top journals, but also has impact.

The role holder will be expected at first to have the potential to teach Organisational Behaviour and related courses to undergraduate, MPhil, and MBA students. Prior teaching experience, as well as experience with MBA teaching, is a plus. Project and dissertation supervision are also expected.

The teaching load of University Lecturers at Cambridge Judge Business School is very typically 30 hours of formal classroom contact or equivalent in the role holder's first year if this is their first teaching appointment, 50 hours in the second, and 70 hours thereafter. University Lecturers who have prior teaching experience and University Senior Lecturers will have to teach 60 points in the first year and after that a steady state of 70 points per year. One point is the equivalent of a one-hour classroom interaction, but there are also allocations for project and thesis supervision. Teaching embraces curriculum design, lecturing, seminars and individual and group supervision. All lecturers are expected to carry out certain administrative duties.

The person

Successful candidates will demonstrate the following knowledge, skills and experience.

• A PhD in organisational behaviour or related discipline (e.g. management, organisational psychology).
• Established or developing bibliography of research publications and clear potential to publish in the leading academic and managerial journals.
• Up-to-date with the latest thinking in specialist subject area by reading other academic material, attending conferences and active discussions with other academics in the field.
• An interest in and/or experience with companies and executive development.
• Prior teaching experience would be desirable.
Because the subject group is developing rapidly, it is important that appointees welcome the opportunity to cooperate actively with a busy energetic team. All members are expected to participate actively in the development of the group.

Benefits

The salary is internationally competitive, in the range £40,792–£51,630 (University Lecturer) or £54,765–£58,089 (University Senior Lecturer) per annum.

The appointment will be from summer 2019 or as soon as possible, and will be a tenure track position, with a tenure decision within five years. There is an entitlement to sabbatical leave on full pay, accumulated on the basis of one term’s leave for every six terms in office.

University Officers are required to reside in the vicinity of Cambridge. There are no limits to the amount of outside work which may be undertaken - except, of course, that any such outside commitments must not interfere with performance in his/her academic work.

The full incremental salary range for the position is advertised in order to demonstrate the progression for the Grade. In the majority of cases appointments will be made at the Grade minimum. In exceptional circumstances, it may be possible to offer a supplement to the salary range stated for this role of up to 55 per cent. Any such supplement would be awarded on the basis of a demonstrable history of outstanding achievement and an expected future level of contribution and is entirely at the discretion of the University.

The University of Cambridge comprises more than 150 departments, faculties, schools and other institutions, plus a central administration and 31 independent and autonomous Colleges. It is one of the world's oldest and most successful universities, with an outstanding reputation for academic achievement and research.

With excellent benefits, extensive learning opportunities and a stimulating and attractive environment, the University of Cambridge is a great place to work. Our employees are eligible for a wide range of competitive benefits and services. We give them access to numerous discounts on shopping, health care, financial services and public transport. We also offer final salary pensions and tax-efficient bicycle and car lease schemes.

We have two nurseries and a holiday play scheme to help support those with childcare responsibilities and we offer various types of family-friendly leave to aid employees' work-life balance. In addition we operate a number of initiatives to promote career development, health and well-being.

Further details can be found at www.admin.cam.ac.uk/offices/hr/staff/benefits. There is also a range of information about living and working in Cambridge at www.jobs.cam.ac.uk.

Application arrangements

Informal enquiries, making clear any specific questions about the position, may be made to Dr Andreas Richter at a.richter@jbs.cam.ac.uk. Please do not send formal applications to Dr Richter.

To submit an application for this vacancy, please search for this position on the University's Job Opportunities website at www.jobs.cam.ac.uk and click on the "Apply online" button at the bottom of the relevant job description. This will route you to the University’s Web Recruitment System, where you
will need to register an account (if you have not already) and log in before completing the online application form.

**The closing date for applications is 5 April 2019.**

Please note you will be asked to submit published/working papers and provide references only if you are invited to interview so there is no need to send these with your application. Further information about the School is available at [www.jbs.cam.ac.uk/jobs](http://www.jbs.cam.ac.uk/jobs).

Applications are not normally acknowledged unless this is specifically requested. If you have any queries please contact Kal Sandhu, HR Advisor at hr@jbs.cam.ac.uk.

Applicants may be contacted for an initial telephone conference call prior to a final decision on whether they will be called for interview.

**Equality of opportunity at the University**

The University of Cambridge is committed to a proactive approach to equality, which supports and encourages all under-represented groups, promotes an inclusive culture and values diversity. Entry into employment with the University is determined by personal merit and by the application of criteria required for the post. No applicant for an appointment or member of staff will be treated less favourably than another on the grounds of sex (including gender reassignment), marital or parental status, race, ethnic or national origin, colour, disability (including HIV status), sexual orientation, religion, age or socio-economic factors.

The University has various diversity networks which help it to progress equality; these include the Women's Staff Network, the Disabled Staff Network, the Black and Minority Ethnic Staff Network and the Lesbian, Gay, Bisexual and Transgender Staff Network. In addition, the University was ranked in the top 100 employers for lesbian, gay and bisexual (LGB) staff in Stonewall’s Workplace Equality Index 2011.

**Information if you have a disability**

The University welcomes applications from individuals with disabilities and is committed to ensuring fair treatment throughout the recruitment process. Adjustments will be made, wherever reasonable to do so, to enable applicants to compete to the best of their ability and, if successful, to assist them during their employment.

We encourage applicants to declare their disabilities in order that any special arrangements, particularly for the selection process, can be accommodated. Applicants or employees can declare a disability at any time.

Applicants wishing to discuss any special arrangements connected with their disability can, at any point in the recruitment process, contact, a member of Cambridge Judge Business School's HR team who are responsible for recruitment to this position, on (01223) 768497 or by email on hr@jbs.cam.ac.uk. Alternatively, applicants can contact the HR Business Manager responsible for the department they are applying to via hrenquiries@admin.cam.ac.uk.