The teaching requirements for programmes delivered by Cambridge Judge Business School (CJBS) demand a unique combination of scholarly research skills and practical knowledge gained from industry experience.

Cambridge Judge is a relatively new entrant in the very competitive global market for graduate business education. Our strategy is to be positioned among the best business schools in the world. To achieve this goal, we require a complement of staff that possess international research leadership skills and global consulting experience. This position will ensure that organisational behaviour skills are embedded in our premium programmes.

**Main responsibilities**

**Teaching**
- Design and develop new teaching programmes, courses and modules as required.
- Examine and assess student performance in presentations, written assignments and examinations.
- Review and incorporate scholarly and practitioner research in the design of subject specific concentrations in CJBS programmes.
- Teach elective modules on concentrations.
- Mentor MBA and Executive MBA (EMBA) student consulting projects for national and international clients.
- Review and incorporate scholarly and practitioner research in courses on the EMBA and MBA programmes.
- Teach courses on the EMBA, MBA and other programmes in the role holders’ area of expertise as required.
- Direct and support CJBS Executive Education programmes as required.
- Design and teach programmes in the relevant subject area to senior corporate managers enrolled on CJBS Executive Education programmes.
- Prepare and submit pedagogical and applied research papers for publication in appropriate outlets.
- Undertake teaching and development activities as requested by the Director of the School.
- Review and incorporate course feedback from students to improve pedagogical approaches and course content.
• Mentor and support new faculty in established posts to help them improve their delivery of management courses.
• Write and mark assessment exercises and examination papers for credit bearing courses.
• Examine dissertations.
• Write examination reports for CJBS Graduate Teaching Committee.
• Provide feedback to students on work submitted for assessment and examination.
• Fulfil the University of Cambridge requirements of assessors and examiners.

Research

• Gather and analyse empirical data to prepare pedagogical materials e.g., case studies for use in lectures, seminars and tutorials.
• Gather and analyse empirical data to prepare applied research papers and submit for publication in practitioner journals e.g., Harvard Business Review, books, and other materials.
• Disseminate applied research knowledge by sharing best practice from client companies with Executive Education audience.
• Introduce new faculty in established posts to organisations to facilitate future research opportunities.

Administration

• Active participation in the activities of the Organisational Behaviour subject group.
• Annual review and determination of teaching requirements.
• Investigate research funding opportunities preparation and submission of applications to sources of appropriate research funds.
• Active contribution to relevant CJBS committees e.g. Graduate Teaching Committee, MBA Teaching Committee.
• Represent the interests of teaching subjects in CJBS strategic decisions.

External

• Represent the Business School in meetings with senior managers in client organisations.
• Liaise with senior managers in client organisations and interpreting their business needs in relation to CJBS portfolio of skills and resources.
• Represent CJBS at national and international management practitioner conferences.
• Participate in external management research groups.
• Participate in collaborative research projects.
• Involvement in assessment and examination procedures for other academic institutions.
• Participate in peer review process for management publications.
• Contribute to peer review procedures for scholarly research grant applications.
The person

The ideal candidate should have the following qualities, skills and attributes. You are asked to provide a covering letter demonstrating how your own experience meets these requirements:

- Educated to degree level and with a postgraduate qualification in relevant specialist subject area.
- Significant global consulting and teaching experience in the area of Organisational Behaviour.
- Significant innovative course development experience.
- Experience of teaching in a business school environment.
- Established record of teaching, innovative course design and attendance at appropriate conferences.
- Strong publication record in applied research outlets.
- Active participation in research groups and in collaborative projects.
- Programme direction skills.
- Excellent interpersonal and communication skills.
- Effective interaction with highly qualified postgraduate students and experienced senior executives.
- Ability to communicate with students and clients with clarity, engagement and authority.
- Ability to work effectively with colleagues at CJBS and the wider University.

Benefits

The salary will be in the range £55,751 - £59,135 per annum. There will be a ninemonth probationary period. Holiday entitlement is 33 days per annum plus eight days of public holidays.

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; only in very specific exceptional circumstances can a higher salary be offered.

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

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](http://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 15 March 2020.**

Applicants are required to provide details of two referees. These will not be contacted unless the applicant is shortlisted.

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 2013.

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) 747148 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.