JOB TITLE: THE KPMG PROFESSORSHIP OF MANAGEMENT STUDIES

REPORTS TO: DEAN OF THE BUSINESS SCHOOL

Background

Since 1990, Cambridge Judge Business School (CJBS) forged a reputation as a centre of rigorous thinking and high-impact education, situated within one of the world’s most prestigious research universities, and in the heart of the Cambridge Cluster, the most successful technology cluster in Europe. The Business School pursues innovation through inter-disciplinary insight, its entrepreneurial spirit, and its collaborative ethos. Cutting edge research is rooted in real-world challenges. Undergraduate, postgraduate, and executive programmes attract creative thinkers, thoughtful and collaborative problem-solvers, and current and future leaders, drawn from a huge diversity of backgrounds and countries. The close proximity to London facilitates collaboration with top global corporations, non-governmental organisations (NGOs) and national and international policy-making institutions.

The role

This opening is for the KPMG Professor of Management Studies, with a specialisation in Organisational Behaviour (OB). The Professorship was established at Cambridge Judge Business School in 1998 through a generous endowment from KPMG UK.

The successful candidate for this professorship will be joining a dynamic and expanding international and multi-disciplinary business school, determined to achieve and sustain international excellence in research and scholarship. They will be expected to add distinction through research and teaching in the field of OB. The position offers the opportunity to shape the development of this subject area as a leading member of a highly visible group of scholars within a world-class university. The position also offers a chance to interact with business leaders and shapers of the Cambridge entrepreneurial environment at the highest level.

The successful candidate will join our newly established OB subject group. The group aspires to promote simultaneously our basic understanding of individual and group behaviour at all levels within organisations 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 major OB outlets such as *Journal of Applied Psychology, Academy of Management Journal, Academy of Management Review, Organisation Science, Organisational Behaviour and Human Decision Processes*, and *Journal of Personality and Social Psychology*, as well as 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 OB group currently includes the research faculty Dr Yeun Joon Kim, Dr Jochen Menges, Dr Andreas Richter, Dr David Stillwell, and Dr Patrizia Vecchi, senior faculty in management practice Dr Keith Goodall and Dr Alberto Feduzzi, and the behavioural laboratory manager Johanna Croton. Current research interests include creativity and innovation; teams; leadership and emotions; psychometric measurement, big data, and people analytics; decision making; and cross-cultural management.

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 (www.jbs.cam.ac.uk/faculty-research/centres/cebeg) 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.

**Standard duties**

**Research**

The professor will produce original research of the highest calibre and foster the development of a vibrant and productive research culture in OB, based on the school’s core values of academic excellence, collaboration and engagement, and impact. Cambridge is a draw for excellent PhD students from all over the world. Professors are expected to select and supervise PhD students with a view of developing future academic leaders for the world’s top business schools.

**Teaching**

The professor is jointly responsible for the strategic oversight and development of teaching within their field. They will be able to teach MBA, Executive MBA programmes as well as research students, and to interact with practicing managers in Executive Education. The teaching load compares favourably with most business schools in the US and Europe, being generally lighter. Teaching in Cambridge is divided into three terms of only eight weeks length, so our courses are considerably shorter than the semester length courses in other universities. Teaching arrangements vary significantly amongst faculty. A teaching stint for the Professorship might, for example, consist of:

- a research-based MPhil course (16 hours, typically one two hour session per week over an eight-week term), eg on the MPhil in Strategy, Marketing, and Operations
- subsequent supervision of some related MPhil research projects
- part of an MBA or an Executive MBA core course (eg four three hour sessions, double-streamed and compactly scheduled)
- an MBA or an Executive MBA elective (typically four three hour sessions) in the professor’s specialist area and subsequent supervision of some related individual MBA projects.

Faculty will typically schedule their teaching in at most two of the three terms. Faculty who take on significant administrative or leadership positions, such as the head of a subject group, have an appropriately reduced teaching stint.

**Executive education**

Executive education is a growing activity within the Cambridge Judge Business School. Faculty are encouraged to use the executive education stage to disseminate their research and expertise to
companies and use it as one vehicle to achieve visible impact on business practice. Executive education activities are not part of faculty teaching stints and are remunerated separately.

**Examining**

The Professor will be required to undertake such university examining as may be required by the Faculty Board of Business and Management.

**Supervision**

The Professor will be required to act as the supervisor of graduate students as and when requested.

**Administration**

Administrative duties are shared equitably and appropriately among faculty. The new professor’s primary remit and focus is the development of his or her subject area and they may from time to time be asked to act as head of the subject group. Professors will also be expected to participate in the development of the school as a whole and act for periods of time in school-wide roles, for example on the Faculty Board or the major Faculty Committees dealing with such matters as academic appointments and promotions; they may also be asked to be director of research or teaching programmes. If faculty undertake major school-wide administrative roles their teaching stint is suitably reduced.

**The person**

Candidates will be considered for the Professorship on the basis of the following selection criteria, which they should address in their application.

**Academic excellence is key for us.** Candidates will have an outstanding research record of international stature specifically in the area of Organisational Behaviour, a strong commitment to Organisational Behaviour research, an established international presence, and a strong academic reputation in the field.

**Intellectual leadership is important to us.** The successful candidate is expected to provide intellectual leadership to the Organisational Behaviour group and the school. Candidates will demonstrate the vision, leadership, experience, enthusiasm, and long-term commitment to build on current strengths in maintaining and developing a leading research presence, and the ability to lead the development of research in Organisational Behaviour to a world-class level.

**Impact is important to us.** Candidates will conduct impactful research and be keen to engage both academic and managerial audiences with their work.

**Fit within the current Organisational Behaviour subject group is essential.** Candidates will demonstrate an interest to collaborate with members of the group, as well as to mentor junior Organisational Behaviour faculty.

**The development of our research students is important to us.** Candidates will demonstrate the willingness and ability to attract, train, and develop research students in the area of Organisational Behaviour.

**Collaboration and engagement are core values at the Business School.** The professor is expected to engage with colleagues in the school and the wider University, with leading academics elsewhere, as well as with leaders in business and society.

Candidates will hold a PhD or equivalent postgraduate qualification.
Benefits

Salary will be globally competitive and negotiable dependent upon experience. Sabbatical on full pay for one term in seven is a statutory entitlement; up to three sabbatical terms can be accumulated.

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 visit the website of our executive search partners www.berwickpartners.co.uk/85416. Applications from female candidates are especially welcomed and encouraged.

For an informal and confidential discussion, please speak with our advisors at Berwick Partners;

Elizabeth James, email: Elizabeth.james@berwickpartners.co.uk

Telephone: 07715 993443

Informal enquiries about this Professorship are welcomed and should be directed to Professor Andreas Richter via email: a.richter@jbs.cam.ac.uk or Professor Mauro Guillén via email: m.guillen@jbs.cam.ac.uk.

The closing date for applications is 11 April 2022.

Applicants should provide the following documentation for a full application:

1. a letter of application (cover letter),
2. a statement of current and future research plans,
3. a curriculum vitae with a publications list and details of three referees, and
4. a five-year summary of teaching portfolio and evaluations with a clear description of the rating scale the evaluations are based on.

Appointment Procedure

The appointment will be made by a Board of Electors, chaired by the Vice-Chancellor or Deputy, with a membership which includes members of the Business School, members of cognate Departments and external experts.
All applications will be acknowledged. The Board of Electors will decide how they wish to proceed towards making an election, which may include interviews and/or presentations. Short-listed candidates may be invited to visit the Business School to give a seminar on their work and meet prospective colleagues in the course of the process.

Candidates will be informed of the progress of their applications as agreed by the Electors.

It is anticipated that the successful candidate will take up the appointment on 1 September 2022 or as soon as possible thereafter.

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.

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 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.