Hertford College, Oxford

Stipendiary Lectureship (4 hours) in Management

Further Particulars

Hertford College intends to appoint a Stipendiary Lecturer in Management to teach for the undergraduate degree course in Economics and Management. The successful candidate will have expertise in one or more of the subjects listed in the Appendix\(^1\). The Lectureship is fixed-term from 1 October 2018 to 30 September 2019 and is non-renewable. It can be held in conjunction with other similar positions. The successful candidate will work under the direction of Dr Steve New, Fellow and Tutor in Management, and in collaboration with Professor Elizabeth Baldwin, Fellow and Tutor in Economics.

The College

Hertford College is heir to the traditions of two medieval Halls, Magdalen Hall (whose alumni include Thomas Hobbes and William Tyndale), and Hart Hall (whose alumni include John Donne and Jonathan Swift). The main site lies in the heart of Oxford, occupied from the later thirteenth century by Hart Hall and, from 1740 until 1816, by the first Hertford College; and then, from 1822, by Magdalen Hall which was refounded in 1874 as the second Hertford College. Academic offices are on the main site, as is accommodation for many students, complemented by further accommodation for both graduates and undergraduates at various other sites around Oxford.

The Fellowship, which has responsibility for the governance of the College, currently consists of just over forty Fellows, and the College is home to roughly 650 students, two-thirds of whom are undergraduates. Around thirty Lecturers supplement undergraduate teaching provision. Fellows, Lecturers and students are drawn from a range of disciplines across the Humanities, Sciences and Social Sciences. The College has a reputation for being both progressive and friendly. It was one of the first colleges to go mixed, and the ratio of female students to male remains comparatively high. It has championed access for students from schools that have not traditionally encouraged Oxford applications and has a strong academic ethos.

\(^1\) Excluding Technology and Operations Management, which is already covered by the Management Fellow.
Hertford currently has 24 undergraduates reading for the Economics and Management degree course. Details of this course may be found here: https://www.sbs.ox.ac.uk/programmes/degrees/baem

College Duties

The successful candidate will be required to teach one or more of the main Management disciplinary areas taught on the undergraduate degree in Economics and Management, excluding Technology and Operations Management. Preference will be given to expertise in Marketing, Strategy, and Organizational Analysis, although specialists in Accounting and Finance may also be considered. A full list of courses are set out in Appendix One.

The average teaching over the three terms will be 4 hours per week. In addition to tutorial and class teaching for the College, the Lecturer will assist with the organization of Hertford’s teaching in Management. They will share pastoral responsibility for students studying Economics and Management and will be required to assist with Admissions for the subject.

The appointee will be required:

(i) to undertake up to 4 hours of teaching in Management per week, averaged over the three terms;

(ii) to engage in:

   (a) tutorial preparation;
   (b) the setting and marking of written work;
   (c) the setting, marking and returning of scripts for collections (internal college examinations);
   (d) writing and submitting student reports;
   (e) liaison with other staff on teaching and pastoral matters, as appropriate;

(iii) to assist with the organisation of Management teaching at Hertford College, and to share in pastoral responsibility for undergraduates reading Economics and Management, and to provide some oversight of graduates student in Management-related subjects;

(iv) to share responsibility for the December 2018 round of undergraduate admissions for Economics and Management.
Assessment Criteria

Candidates should have a good first degree and should have, or be close to completing, a doctorate in Management or another appropriate discipline.

Experience of teaching undergraduates, preferably in small groups, would be an advantage, as would experience with Oxford Undergraduate Admissions. Preference will be given to expertise and experience in Marketing, Strategy, and Organizational Analysis, although specialists in Accounting and Finance may also be considered. Although this is not a research appointment, the College considers research ability and teaching ability to be related, and so account will therefore be taken of candidates’ research record commensurate with the stage of their career.

Examples of evidence a candidate might wish to draw to the attention of the committee include the following:

(i) the ability or potential to be an effective teacher of Management to students of high ability in a tutorial system, along with the personal qualities needed to foster a high level of achievement in undergraduate students;

(ii) achievement or potential (commensurate with the applicant’s career) in a field of research relevant to the subjects being taught;

(iii) the ability to participate effectively in the administration and development of Management in Hertford College.

Terms and Conditions

The appointment will be from 1 October 2018 to 30 September 2019.

The salary for the Lectureship will be in the range £8,832 to £9,933 per annum, depending on qualifications and experience, and will be pensionable with USS.

The Lecturer will have the following entitlements:

(i) associate membership of the College’s Senior Common Room (SCR);

(ii) free lunches while undertaking teaching duties in term time and during vacations; and

(iii) one dinner each week during term time (weeks 0–9) without cost.
Application and Appointment Procedure

Applications must include a CV detailing all relevant experience, a covering letter, a college application form (available from the college website) and the names and contact details of two referees. Candidates should also state in their applications which topics in the Oxford Management syllabus (listed in Appendix One) they are able to teach. Applications should be sent to Ms Julia Howe, Deputy Academic Administrator, Hertford College (academic.office@hertford.ox.ac.uk) by noon on Monday 25 June 2018.

Candidates should also arrange for their referees to write to the College by the same date. The College wishes to take this opportunity to thank in advance those referees who write on behalf of candidates.

It is anticipated that interviews will be held on Friday 6 July or in the week commencing Monday 9 July 2018.

Potential candidates are welcome to contact Dr Steve New (steve.new@hertford.ox.ac.uk) for further information.

Candidates are strongly encouraged to return the Recruitment Monitoring Form (available for download from the College website - https://www.hertford.ox.ac.uk/about/vacancies).

Candidates must be eligible to work in the UK, and the appointment will be subject to provision of proof of the right to work in the UK before employment commences. Regrettably, the College is not able to sponsor applicants for a Tier 2 visa for this post.

Any applicant who is already working in the UK under the terms of a visa should check carefully before they apply whether their visa gives them the right to undertake teaching work. (A Tier 2 visa which permits research employment without reference to teaching is unlikely to be satisfactory.)

Hertford College is an Equal Opportunities Employer
APPENDIX ONE: MANAGEMENT COURSES TAUGHT ON ECONOMICS AND MANAGEMENT BA

(1) Accounting


(2) Organisational Behaviour and Analysis

The individual in the organisation; motivation and job satisfaction; groups at work; decision making; gender; organisational strategy and structure; the organisational environment; managerial work and behaviour; leadership; culture; power, conflict and change; contemporary and comparative approaches.

(3) Employment Relations

The structure and management of the employment relationship, including its environment, and economic and social consequences; human resource strategy and style; systems of collective representation; trade union objectives and organisation; pay systems and performance appraisal; explicit and psychological contracts; the management of co-operation and conflict; employee involvement, participation and team working; technology, work design and work organisation; job regulation; the utilisation of human resources; training and performance; contemporary and comparative approaches to the management of employees.

(4) Finance


(5) Strategic Management

(6) Marketing

Exchange in a modern economy. The marketing concept; the marketing mix, its formulation and common components; the product life-cycle and new product development; segmentation and positioning. Buyer behaviour. Marketing information and the analysis of markets and competitors. Marketing planning and marketing strategies. Models for evaluating strategic marketing opportunities.

(7) Technology and Operations Management

Recent developments in operations and technology theory and practice; operations strategy; manufacturing systems; quality; supply chains; services; mass customisation; project management.

(8) International Business


(9) Entrepreneurship and Innovation