

**Job Description: Lecturer in Accounting (Education and Research - Research)**

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| **College/School:** | School of Management |
| **Department/Subject:** | Accounting & Finance |
| **Salary:** | £38,205 to £44,263 per annum with USS benefits |
| **Hours of work:** | Full time, however applications for part time work will be considered |
| **Contract:** | This is a permanent position |
| **Location:** | This position will be based at the Bay Campus |

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| **Introduction** | To deliver its sustainable top 30 ambition Swansea University needs a workforce with the differentiated skills necessary to ensure that it can deliver excellence in research, teaching, learning, and the wider student experience, and to be a powerhouse for the regional economy and internationally. |
| **Background information** | Swansea University is a research-led University that thrives on exploration and discovery, offering a balance of excellent teaching and research.  The University has enjoyed a period of tremendous growth in the last ten years and we have grown our overall proportion of world-leading and internationally excellent research from 80% in 2014 to 86% in 2021. We have seen a significant increase in the number of PhDs awarded since REF2014 and our research income has increased by 160% in the same period. Internationally, our global reputation as a collaborative research partner is flourishing, with our academic and business networks now covering 127 countries, and 54% of our research outputs are internationally co-authored.  In 2015, the School of Management moved to a new custom built facility on the Swansea University new Science and Innovation (Bay) Campus (representing one of the largest ever investments by a UK University in new facilities). The School occupies a beach front £23 million building. Our Student Experience Strategy is backed by small group teaching, work placements, careers advice, a Student Hub, extended professional services, and greater business engagement – around 250 companies are supporting work placements and student projects in business.  Our Accounting and Finance Department is home to about 35 academics and approximately 1,000 students, with the Hawkes Research Centre and programmes encompassing both accounting and finance subject areas at post-graduate and undergraduate level.   In the most recent National Student Survey results, the department was ranked 15th (out of 102 institutions) last year for teaching quality.  We are looking to appoint a dynamic researcher as well as a committed teacher in Accounting to make a positive contribution to the life of the department. We are particularly interested in applicants with research and teaching interests in:   * Management Accounting * Sustainable Reporting   The School of Management building provides outstanding facilities with its own media suite and access to extensive accounting and finance databases e.g. Compustat, WRDS, S&P Global Market Intelligence (SNL Financials), FAME and Zephyr.  We have also recently established a Finance Lab utilising Refinitiv Workspace (incorporating Datastream) and Factset where students can engage in trading and finance research projects. The School is also home to the innovation hubs of some of our industry partners, such as Pfizer and several spinout companies.  Further information can be found at [Accounting and Finance - Swansea University](https://www.swansea.ac.uk/som/accounting-finance/)  Informal inquiries are welcome; please contact Head of Group, Professor Mike Buckle [m.j.buckle@swansea.ac.uk](mailto:m.j.buckle@swansea.ac.uk) |
| **Academic Career Pathways** | The Academic Career Pathways (ACP) scheme is designed to ensure that academic strengths whether in research, teaching, the wider student experience, leadership or innovation and engagement, are all appropriately recognised, developed, valued, and rewarded. There are three enhanced academic strands: Enhanced Teaching and Scholarship; Enhanced Research; and Enhanced Innovation and Engagement.  For more information on Academic Career Pathways, please click [here](https://www.swansea.ac.uk/personnel/current-staff/academic-career-pathways/). These provide indicative performance levels for all academic staff which will be used throughout the recruitment process. Where there are numeric indicators these will be considered in light of the stage of career, hours of work and other commitments. This may be personal circumstances or work related activities outside of academia such as in industry or a clinical setting. You are very welcome to provide any relevant individual circumstances such as career breaks, any periods of leave or secondment or any other absences, which should be taken into account and how these have had an impact on your career development. |
| **Main Purpose of Post: Enhanced Research** | 1. Research Outputs and Activity: Develop a record of research outputs and their dissemination in quality publications or other media. 2. Research Projects and Grants: Secure resources to underpin research activity with responsibility for designing, planning and managing a sustained programme of research and of conducting original investigations within agreed timescales and budgets. 3. Esteem: Achieve recognition for contribution to the discipline through making a personal contribution on research developments. 4. Postgraduate Research Student Supervision and Development: Involved in effective postgraduate research student supervision. |
| **Management** | 1. Contributing to our Activities: Take part in formulating College/School or University decisions and contribute to activities beyond the immediate research, teaching or scholarship commitments. 2. Participating in Professional Activities: Engage with professional activities related to the discipline through networking at conferences or involvement in external groups. 3. Managing Self and Others: Support and enable the development of colleagues, students and/or yourself. |
| **Teaching and Scholarship** | 1. Teaching Delivery and Review: Deliver effective teaching, assessment and quality assurance of modules or other equivalent components of the taught portfolio. Review course content and materials, and develop, design and update materials in compliance with quality standards. 2. Teaching Innovation and Impact: Carry out teaching based on innovation which is up to date and informed by research or professional practice. 3. Esteem: Contribute to the wider academic community with demonstrable impact and recognition from internal and external sources. 4. Advancing and Applying Practice: Responsible for advancing personal teaching practice. |
| **General Duties** | 1. Promote equality and diversity in working practices and maintain positive and collaborative working relationships. 2. Conduct the job role and all activities in accordance with safety, health and sustainability policies and management systems, in order to reduce risks and impacts arising from the work activity. 3. Ensure that risk management is an integral part of any decision making process, by ensuring compliance with the University’s Risk Management Policy. |

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| **Person Specification Criteria** | **Typically evidenced by:** |
| **Qualifications** | |
| 1. A PhD in a relevant subject area or a degree and relevant professional experience or qualification. | *Chartered membership of professional body, Medical registration etc.* |
| 1. Recognised teaching qualification or equivalent or a commitment to achieve this. | *If you do not have a recognised teaching qualification then evidence is required of a commitment to work towards Fellowship of the Higher Education Academy (HEA) or equivalent.* |
| **Enhanced Research** | |
| 1. A record of research outputs and dissemination in quality publications or other media. | *Four internationally excellent outputs, or the ability to achieve this within a 5 year period.* |
| 1. Demonstrate the potential to achieve, or having success in securing resources to underpin original research activity. | *Applications for research grants as a Principal or Co-Investigator or demonstrate how you will achieve this with at least one successful award within 3 years.* |
| 1. Recognition for contribution to the discipline. | *At least one presentation at a conference with a national or international reach within 3 years.* |
| 1. Evidence of demonstrating involvement in effective postgraduate research supervision, or the ability to do so. | *Supporting and or mentoring students or others.* |
| **Core Teaching** | |
| 1. Evidence of or ability to undertake effective delivery of teaching, assessment and review of modules or other components of the taught portfolio. | *- Good teaching feedback and/or through improved progression or retention.*  *- Acting as an effective tutor or student project supervisor with successful outcomes.*  *- A commitment to innovative teaching and CPD.* |
| **Core Management** | |
| 1. Taking an active part in decisions and activities in an academic unit or institution, beyond own research and teaching commitments. | *Examples showing personal contribution and impact.* |
| ***Subject Specific*** | |
| 1. Subject specific criteria   An aptitude for collegial and collaborative work within and outside the University.  A commitment to a student-focused, research led environment and continuing professional development. | *Collegiate, respectful and considerate of the skills of others, showing the ability to work well with students and colleagues.*  *Examples showing personal contribution and impact.* |
| **Welsh Language** | |
| Level 1 – ‘a little’ (you do not need to be able to speak any welsh to apply for this role)  *e.g. pronounce Welsh words, place names, department names. Able to answer the phone in Welsh (good morning / afternoon). Able to use of learn very basic every-day words and phrases (thank you, please, excuse me). Level 1 can be reached by completing a one-hour training course.*  For more information about the Welsh Language Levels please refer to the Welsh Language Skills Assessment web page, which is available [here](https://www.swansea.ac.uk/welsh-language-standards/compliance/recruitment/).  ***Subject Specific*** | |

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