

## Professor (Charles Huang Chair in International Business/Management)

Department	Stephen Young Institute <a href="https://www.strath.ac.uk/business/marketing/stephenyounginstitute/">https://www.strath.ac.uk/business/marketing/stephenyounginstitute/</a>		
Faculty	Strathclyde Business School ( <a href="http://www.strath.ac.uk/business/">www.strath.ac.uk/business/</a> )		
Staff Category	Academic	Reference No	631505
Reports To	Head of Department	Grade	Professorial
Salary Range	Salary commensurate with experience and standing	Contract Type	Open Contract
FTE	1.0 FTE	Closing Date	21/10/2024
Working Arrangements	Hybrid. The standard requirement across the University is that at least three days per week (based on 1FTE) will be spent working on-site (with flexibility as appropriate).	On Site Facilities	Car parking, sports centre, catering.
Holidays	31 days + 11 statutory days Option to purchase additional holidays.		
Pensions	Contributory pension scheme available to all staff including generous employer contribution.		
Training	Professional Development with <a href="#">Organisational and Staff Development Unit</a> (OSDU) plus external training if required.		
Family Friendly Benefits	Generous parental leave provision, on-campus nursery and options for flexible working.		
Health and Wellbeing	University Sport centre, Occupational Health service, access to health and wellbeing events, cycle to work scheme, Employee Assistance Programme, agile working and established carers support network and carer friendly policies.		

### Job Advert

This is an opportunity for an experienced and collaborative academic to join an exciting Institute within University of Strathclyde. The Stephen Young Institute for International Business (the Institute), located within Strathclyde Business School (SBS) takes an international and multidisciplinary approach to understanding the role of business – large and small – in global value systems. The Institute is named after Professor Stephen Young, a former Head of Strathclyde Marketing Department and cofounder of Strathclyde International Business Unit. Building on Professor Young's legacy, the University's mission as a Place of Useful Learning and Strathclyde Business School's rich history in marketing and technological innovation, the Institute takes a bold and ambitious approach to addressing global systemic challenges such as sustainability and inequality through collaborative international research and deep stakeholder engagement.

As Deputy Director of the Institute, you will be an outstanding academic joining an impressive team where you will play a vital role in its growth as it builds upon the University's strong reputation for international business, sustainable business, innovation and marketing. Working with the Institute Director, you will lead and participate in multiple initiatives including international and multidisciplinary research, knowledge exchange and impact activities. The Institute was created through a generous gift

from Strathclyde alum, Dr Charles Huang who completed both his MBA and PhD in Marketing at Strathclyde Business School. Dr Huang's donation also funds the Stephen Young Global Leaders Scholarship Programme and the Stephen Young Entrepreneurship Awards.

As a Charles Huang Chair in International Business/Management you will be a globally recognised authority in international business and/or management. Given the Institute's multidisciplinary ambitions, you will also have a strong interest in sustainable business and will have expertise in at least one other relevant domain including but not limited to marketing, innovation, supply chain management, international marketing, or related fields of marketing or management. Ambitious, bold, innovative, and creative, you will have the expertise and academic networks to attract world leading scholars to the Institute, be connected into global and national private sector organisational networks, have links into global and national public policy organisations, as well as the know-how to attract students with the potential to be future leaders in international business, sustainable business, marketing and innovation. You will have the genuine interest and ability to collaborate with researchers at all levels to achieve the Institute's mission. Equally important will be your proven ability to attract substantial research funding, lead the development of business knowledge exchange, and create and deliver an engaging educational strategy. Alongside excellent teamwork and interpersonal skills you will be someone who can energise and inspire others to deliver tangible and high impact outputs.

## Job Description

### Brief Outline of Job:

The individual appointed to the post of Charles Huang Chair in International Business/Management will be a globally recognised authority in international business. The appointment will be a second Charles Huang Chair who will join the senior leadership team for the Stephen Young Institute for International Business as Deputy Director. The right individual for the role will be a collaborative and outstanding Higher Education research professional recognised for expertise in international business and/or management alongside a strong focus on sustainable business, innovation, and/or marketing. The Chair post is endowed in the name of Strathclyde Business School alum, Dr Charles Huang.

### Main Activities/Responsibilities:

1.	Work closely with the Institute Director in realising the Institute's vision within the Department, Business School and University and through developing and leading significant global research projects, knowledge exchange and external engagement.
2.	Provide leadership, support and direction to an academic staff and a team of international researchers.
3.	Lead an internationally acclaimed programme of research, disseminating outcomes through regular and sustained publication in high impact journals, books and conference proceedings. <a href="#">Click here to enter text.</a>
4.	Secure substantial research grant funding and lead on internationally-focused, multidisciplinary collaborative research projects.
5.	Lead in the development of international business and management educational strategy and implementation.
6.	Lead the development of knowledge exchange activities and promote public engagement by establishing links with industry and influencing policy both at national and international level.
7.	Engage with the University of Strathclyde academic network and industry partners.
8.	Develop relationships and collaborations with high calibre international academic institutions and industry partners to promote and encourage visiting researchers and joint doctoral supervisory collaborations.
9.	Contribute, at a strategic level, to the work of the Department/School, Faculty and University, for example through participation in the Department/School senior management team and by playing a lead role on University committees.
10.	Engage in continuous professional development.

## Person Specification

<b>Educational and/or Professional Qualifications</b> (E=Essential, i.e. a candidate must meet all essential criteria to be considered for selection, D=Desirable)		<b>Essential/ Desirable</b>	<b>Assessment Method</b>
E1	PHD / Doctoral Degree (or equivalent) in relevant field or a professional qualification and outstanding relevant professional experience that have led to an international reputation in their field.	Essential	Application/CV
D1	Membership of relevant Chartered/professional bodies (including the Higher Education Academy).	Desirable	Application/CV
<b>Experience</b>			
E2	Research interests consistent with the strategic direction of the Department/School/Faculty/University.	Essential	App/CV/ Interview
E3	An established international reputation as an expert and leader within a specialist field, with a strong track record of contributing to high quality publications in the areas of international business and/or management alongside at least one of the areas of sustainable business, international marketing, supply chain management, innovation, or related marketing or management fields.	Essential	Application/CV
E4	Ability to build an internationally leading research group and successfully manage and promote that group's research within an international arena.	Essential	Interview
E5	Extensive experience of delivering high quality teaching to undergraduate and postgraduate students and supervision at all levels including training, examination of research students and successful supervision of doctoral students.	Essential	Application/CV
D2	Sustained track record of leading the development and delivery of large and varied educational programmes.	Desirable	Interview
<b>Job Related Skills and Achievements</b>			
E6	Proven ability to attract substantial research funding over a sustained period from national as well as international sources.	Essential	Interview
E7	An established track record of project, budget and staff management.	Essential	App/CV/ Interview
E8	Demonstrated active participation and engagement with extensive national and international networks in academe and industry including learned societies, government and/or relevant Chartered professional bodies.	Essential	Interview
E9	Evidence of extensive citizenship activities evidenced through appointments on Faculty, University and/or Learned Society committees.	Essential	App/CV/ Interview
E10	Track record of contributing to multidisciplinary, programs that foster international business or management research	Essential	App/CV/ Interview
D3	Experience of developing international university partnerships	Desirable	App/CV/ Interview
D4	Experience in the management or editorship of an internationally recognised journal.	Desirable	App/CV/ Interview
<b>Personal Attributes</b>			
E11	Excellent interpersonal and communication skills, with the ability to listen, engage and persuade, and to present complex information in an accessible way to a range of audiences.	Essential	App/CV/ Interview
E12	Ability to think strategically and contribute to the development of the Institute	Essential	Interview
E13	A creative and genuinely collaborative leader excited by the opportunity to work with and inspire a team of excellent researchers in tackling some of the world's systemic global challenges.	Essential	App/CV/ Interview

## Application Procedure

Applicants are required to complete an application form including the name of three referees who will be contacted without further permission, unless you indicate you would prefer otherwise. Applicants should also submit a Curriculum Vitae and a covering letter detailing the knowledge, skills and experience you think make you the right candidate for the job as well as a Research Plan outlining your research strategy for the next 5 years. Candidates will also be required to deliver presentation to panel. Applicants should also complete the Equal Opportunities Monitoring Form.

## Other Information

Further information on the application process and working at Strathclyde can be found on our website (<http://www.strath.ac.uk/hr/workforum>).

Informal enquiries about the post can be directed to Prof Emma Macdonald, Stephen Young Institute Director ([emma.macdonald@strath.ac.uk](mailto:emma.macdonald@strath.ac.uk)).

### Conditions of Employment

Conditions of employment relating to the Academic staff category can be found at: [Conditions of Employment](#).

### Rewards and Benefits

Our staff have access to a wide range of outstanding benefits that include financial rewards, family friendly and wellbeing benefits and career development opportunities, details of which can be found [here](#).

### Basic Disclosure

This role requires the satisfactory outcome of a Basic Disclosure Scotland Check. The successful applicant will be asked to carry out a Basic Disclosure Scotland Check. Whether an outcome is satisfactory will be determined by the University.

### Pre-employment health screening

An offer of appointment will be subject to a medical assessment by Occupational Health. An individual who accepts an offer of employment must complete a confidential medical questionnaire and forward it to the Occupational Health Nurse within 5 days of receipt. If further information is required the individual may be contacted by the OHN or a Medical Advisor and a personal appointment with the individual may be arranged. An unconditional contract of employment will not be issued until Human Resources receives confirmation that applicant is fit to undertake the duties of the post.

### Probation

Where applicable, the successful applicant will be required to serve a 12 month probationary period.

### Pension

The successful applicant will be eligible to join the Universities' Superannuation Scheme. Further information regarding this scheme is available from [Payroll and Pensions](#).

### Relocation

Where applicable, the University offers a relocation package to support new employees who meet the eligibility criteria. The relocation package is offered as a contribution towards costs incurred, and is designed to be flexible, allowing staff to use the financial support available in the way that will be most helpful to them. Further details are outlined in the Relocation Policy.

### Interviews

Interviews for this post will be held in November 2024.

### Equality and Diversity

The University of Strathclyde is a socially progressive institution that strives to ensure equality of opportunity and celebrates the diversity of its student and staff community. Strathclyde is people-oriented and collaborative, offering a supportive and flexible working culture with a deep commitment to our equality, diversity and inclusion charters, initiatives, groups and networks.

We strongly encourage applications from Black, Asian and minority ethnicity, women, LGBT+, and disabled candidates and candidates from lower socio-economic groups and care-experienced backgrounds.

### University Values

The University's Values capture what we're all about: who we are, what we believe in and what we stand for. [Our Values](#) have been derived from how we act and how we expect to be treated as part of Strathclyde.



# Conditions of Employment

## Professorial Staff

### 1. GENERAL CONDITIONS

Members of staff are subject to the Charter and Statutes and the Ordinances and Regulations of the University, published in the Calendar, and to any amendments or additions thereto approved by the University Court and, in the case of the Charter and Statutes, the Privy Council. Staff are also expected to familiarise themselves with, and adhere to, general University policies and procedures, as published on University web pages.

The University Court recognises Strathclyde Universities and Colleges Union (SUCU) as the sole body with which it will negotiate and consult on all collective issues concerned with the terms and conditions of employment of Academic Staff. Such terms and conditions may be varied by the University Court after negotiation and consultation with UCU.

Each member of staff is responsible for the proper performance of allocated duties to the person or persons specified in the member of staff's letter of appointment and any accompanying papers.

Each professor is responsible to the Court of the University through the Head of Department/School, Dean and Principal for the fulfilment of the normal professorial duties. Unless otherwise indicated, members of staff are appointed for full time service.

Heads of Department/School are responsible to the Court of the University through the Principal for that department as a whole. The conditions of such appointment are as set out in Regulation 1.13, and a separate letter of appointment. Each professor is ex-officio a member of the Board of Study for the Faculty in which the professor's department or area is located.

The University is committed to ensuring that its business is conducted in an open and transparent manner and will take all appropriate steps to address risks of bribery or corruption. Members of staff are required at all times to act honestly and with integrity and to safeguard the resources for which they are responsible. The University has in place a robust Public Interest Disclosure (Whistleblowing) Policy to enable concerns to be brought to its attention. This is available at [www.strath.ac.uk/publicinterestdisclosure](http://www.strath.ac.uk/publicinterestdisclosure). Other relevant policies, e.g. Fraud Prevention and Conflicts of Interests, can also be found on the University's website.

Any member of staff may at any time be exposed to commercially sensitive information, information related to potentially valuable intellectual property or information which may otherwise be of a confidential nature. This information, which could be found anywhere in the University, may be written or disclosed orally, can include information of a commercial or technical nature, and may be owned by the University or by third parties. The University requires all employees to keep any such information confidential in the first instance and not disclose, publish or otherwise disseminate it without prior consent of the University. Such confidentiality obligations are commonplace and in the commercial interests of the University. When in doubt advice should always be sought from Research and Knowledge Exchange Services prior to disclosure.

The University operates probationary periods for new staff. The probation period for posts in this staff category is 12 months. Further guidance on probationary procedures is published at [www.strath.ac.uk/hr](http://www.strath.ac.uk/hr).

Further information on the terms and conditions specified in this document and other staffing policies and procedures can also be found at [www.strath.ac.uk/hr](http://www.strath.ac.uk/hr).

### 2. SALARY

Appointments are made at an appropriate level at or above the minimum for professorial staff. Performance is reviewed annually and any adjustments to salary are at the University's discretion.

Salaries are paid directly to staff members nominated bank account, normally on the second last working day of the month.

### 3. HOURS OF WORK

Working time is that required to fulfil the duties of the post. The duties are: research, teaching, knowledge exchange and administrative activities organised by agreement with the Head of Department/School/equivalent to produce a reasonable balance of commitment between these duties. The University Court recognises that academics carry out these duties in a wide variety of ways, but expects student contact to take place on the campuses during normal working hours on week days. There are exceptions to this pattern which may involve student contact at other locations or in the evenings, or at the weekends, but these arrangements will be made with the agreement of the member of staff concerned and may involve additional payment.

### 4. HOLIDAYS

Annual leave entitlement is 31 days per year to be taken by agreement with the line manager. For staff members working on a part-time basis, holidays will be calculated on a pro-rata basis.

In addition to annual leave there is an entitlement to eleven public holidays per year which should be taken on days that the University is closed for this purpose. The University presently closes for four additional days over the Christmas and New Year period. **These additional days count against the annual leave entitlement.**

For staff members working on a part-time basis, public holiday entitlement will be calculated on a pro-rata basis.

Annual leave and public holiday entitlements should be taken in the leave year to which they relate. Up to five days leave can be carried forward into the new leave year subject to line management agreement. In exceptional circumstances, Heads of Department/School/equivalent may approve carry forward of accrued annual leave in excess of five days.

The University's expectation is that staff take all accrued holidays prior to their termination date. If staff have exceeded their entitlement the University will deduct an equivalent number of days pay from final salary payments.

## 5. SICKNESS ABSENCE

During any period of absence through illness or injury provided the appropriate notification and certification procedures have been followed the University will pay a member of staff (having taken account of the aggregate of all periods of absence due to illness during the twelve months immediately preceding the first day of the current absence) as follows:

<b>Period of Continuous Employment at start of absence from work</b>	<b>Full Pay</b>	<b>Half Pay</b>
Less than 1 year	1 month	1 month
1 year but less than 2 years	2 months	2 months
2 years but less than 3 years	4 months	4 months
3 years but less than 5 years	5 months	5 months
5 years or more	6 months	6 months

In order to manage the University's sick pay scheme the University requires to maintain sickness absence records on individual members of staff. When making payments after the expiry of statutory sick pay the University will deduct an amount equivalent to any benefit normally payable by the Department of Work and Pensions. For full details on the general University policy in this area please refer to the Sickness Absence Management Policy at [www.strath.ac.uk/staff/policies/hr](http://www.strath.ac.uk/staff/policies/hr).

## 6. PENSIONS

If you are under age 75 at the date your appointment commences you will automatically become a member of the pension scheme operated by the University — the Universities Superannuation Scheme (USS). You will be admitted to the career revalued benefits scheme called the USS Retirement Income Builder; the contribution rate that currently applies is 6.1% of pensionable salary. A threshold applies to the maximum salary that counts towards the USS Retirement Income Builder. The current threshold from 1 April 2024 is £70,296 per year. Contributions based on salary above the monthly equivalent rate of the threshold are paid to the defined contribution section of the scheme called the USS Investment Builder. Please use the following link to access information, including the USS Member Guide: <https://www.uss.co.uk/for-members/youre-a-new-joiner>. The scheme booklet is called 'Your Guide to the Universities Superannuation Scheme'.

The University operates a salary exchange arrangement, Pensions Plus, for members of the USS. Pensions Plus enables pension contributions to be made in a manner so that both employees and the University can benefit from available National Insurance Contribution savings. You will be automatically included in Pensions Plus, provided it does not adversely affect your take-home pay or your ability to claim certain state benefits. If your earnings fall below the Pension Plus pay protection limit you will be opted out of Pension Plus. This will not affect your membership of the USS.

New members of staff may opt out of USS within three months of taking up appointment and will then be treated as if they had never been a member of the scheme. After three months members of staff who wish to withdraw from USS during their employment will be required to give a minimum of 28 days' notice in writing to the University. Any member of staff who wishes to opt out should contact the Pensions Section, Finance, in the first instance ([pensions@strath.ac.uk](mailto:pensions@strath.ac.uk)). Please note that if you are a member of Pensions Plus and withdraw from USS with less than two years of membership, or cease employment with the University and have less than two years of USS membership, the option of a refund of pension contributions will not be available to you. Instead, USS must provide you with a pension benefit that is payable from your Normal Pension Age. Regardless of whether you participate in Pensions Plus, if you are a member of the pension scheme for two years or more you are not entitled to a refund of pension contributions on leaving the scheme, you will be entitled to a pension benefit.

The University reserves the right to alter or withdraw Pensions Plus as it sees fit or as required to comply with legislative changes. Withdrawal or amendment of Pensions Plus will not affect your membership of USS. If you do not wish to participate in Pensions Plus but wish to remain in

the pension scheme please contact the Pensions Team who will provide you with a non-participation form.

Information regarding pension scheme membership can be found on the Pensions pages of the University's website. Full information regarding USS can be found on the USS website – [www.uss.co.uk](http://www.uss.co.uk)

## 7. PLACE OF WORK AND RESIDENCE

Members of staff will be based on the John Anderson Campus, unless otherwise stated in the letter of appointment. The Department/School in which the post is initially placed will be specified in the letter of appointment although there will be an expectation to work at such other places as required in the course of employment.

If the need arises for members of staff to work outside the UK for a period (or periods) of more than one month then such arrangements will be subject to mutual agreement. Members of staff would then be provided with a statement in advance setting out the terms covering such periods of employment.

The University does not normally place specific restrictions upon the place of residence of members of staff. All staff are, however, expected

to reside in a location which is compatible with the satisfactory fulfilment of all the duties associated with their appointment.

## 8. CONSULTANCY/FURTHER ACTIVITIES

To support the strategic objectives of the University and to facilitate individual professional development, the University encourages staff to engage in professional activities with outside bodies related to their field of work. In many cases, such activity will be approved on the basis that it represents University knowledge exchange activity and should therefore be treated as part of the individual's overall workload and managed through the University's systems. It is also recognised that there will be some cases where an activity is entirely separate from the University and should thus be notified/approved as a personal business activity. For further information please refer to the "University Procedure in relation to Work for Outside Bodies including Consultancies", which forms part of the employment contract and can be accessed at [www.strath.ac.uk/hr](http://www.strath.ac.uk/hr).

## 9. DISCIPLINARY AND GRIEVANCE PROCEDURES

Further information on the University's disciplinary and grievance procedure can also be found at [www.strath.ac.uk/hr](http://www.strath.ac.uk/hr) or on request from Human Resources.

## 10. NOTICE AND TERMINATION

The employment of a member of staff is terminable by at least six months' notice, in writing, on either side; termination dates are normally 31 March, 30 June, 30 September and 31 December. If notice is being given by a member of staff earlier release may be granted if this can be arranged without detriment to the work of the department or area. If the appointment is for a fixed term it will expire at the end of the period without the necessity for notice. Staff whose appointment has so terminated shall not normally be regarded as having been dismissed or removed from office in circumstances to which the terms of Ordinance 4.3 shall apply. Fixed term contracts may be terminated by either party short of the expiry date by the serving of six months' notice in writing. The University is not obliged to continue a fixed term appointment beyond the employment period.

Revised April 2024