

## THE POST

**College:** University of Exeter Business School <http://business-school.exeter.ac.uk/>

**Post:** Professor in Finance

**Reference No:** P44489

**Grade:** Professorial Scale

## THE POST

### **Main Duties and Responsibilities:**

The University of Exeter Business School is seeking to appoint two Chairs in Finance. Applications are invited from academics in asset pricing, corporate finance, investment analysis, risk management, regulation, governance or other finance specialisms. The successful candidate will be able to demonstrate his/her ability and enthusiasm to contribute positively in a leadership role to the research output and reputation and teaching/development activities of the Centre for Finance and Investment (Xfi) and the Business School.

### **Research and Scholarship**

Given the School's demanding research standards and ambitions, applicants will be required to provide evidence of high quality, internationally recognised academic research; demonstrate success in securing research funding; and attract and supervise a body of PhD students working in relevant areas of interest.

The post-holder will be expected to undertake the following responsibilities:

- Support the further development and implementation of the research strategy and culture within Xfi and more generally within the School.
- Undertake high quality research, publish research outcomes and disseminate research findings
- Provide academic leadership and along with other senior academics within the Business School coordinate research activity in the subject, including bids for research, consultancy and other external funding opportunities.
- Identify sources of funding and make grant applications to secure funds, act as principal investigator and project leader.
- Supervise research students (PhD, M Phil, MSc), subject to the usual University criteria
- Engage in external academic activities that enhance the School's national/international research profile. Such activities will include, delivery of research papers at conferences, membership of committees of academic bodies, journal editorships, external examining, as referee for papers and research grants, participation in knowledge transfer, development of industrial and business links and other related activities.
- Assist in collaborative partnerships with other educational institutions or other bodies.
- Actively mentor and guide junior staff in relation to the above activities.

Each research-engaged member of staff receives a personal research budget to spend on conferences and other research-related activities. In addition each member of staff has access to apply to a School research seed-corn fund to support the development of application bids for large scale multi-discipline research grants.

## **Teaching and Learning**

On the teaching side, the successful candidate will be expected to contribute to and lead teaching and programme/module development at the undergraduate, postgraduate and post-executive levels. The range of modules taught can be found on the School's web pages.

The postholder will be expected to contribute and lead on the following:

- Design and development of the Centre's educational programmes.
- Design, development and delivery of a range of programmes of study at various levels (undergraduate, postgraduate and executive development).
- Development and implementation of teaching and learning strategies.
- Development of academic policies across the School and University.
- Apply innovative and appropriate teaching techniques and material which create interest, understanding and enthusiasm amongst students.
- Contribute to quality assurance developments (e.g. for the validation and revalidation of programmes and modules).
- Source and lead the involvement of relevant external partners (e.g. business people and professional bodies) in curriculum development.

The amount of class contact time and administrative duties required compare favourably to those at other business schools. Student projects and postgraduate research supervision are explicitly recognised in teaching allocations.

## **Liaison and Networking**

The postholder will be expected to:

- Chair relevant School committees.
- Participate in Xfi's and School decision-making and governance.
- Lead and develop internal and external networks to foster collaboration and share information and ideas and to promote the subject and the School.
- Participate in internal and external networks in relation to research and research funding; in teaching and teaching funding, and consultancy.
- Promote and market the work of the School in the subject area both nationally and internationally.
- Contribute to the enhancement of research quality and thinking in the field by being involved in quality assurance and other external decision making bodies.
- Participate in networks and forums with professional (e.g. business people and professional bodies) in order to foster fruitful relationships.
- Manage relationships with key corporate connections (e.g. business people and professional bodies) to ensure strategic outcomes are realised.

## **Leadership Responsibilities**

Appointments at this level will be required to:

- Exercise academic leadership for all subject area activities, teaching and/or research, as appropriate.
- The postholder may be required to act as line manager for matters relating to the employment of staff and ensuring the work is allocated fairly, according to skills and capacity.
- Appraise and advise staff on personal and career development plans.
- Mentor research activity within the discipline/School (e.g. as Departmental Director of Research and PDP mentor).
- Develop and communicate a clear vision of Xfi's and the School's strategic direction.
- Ensure the enactment of University strategic plans.
- Promote a collegiate approach and develop team spirit and team coherence.
- Foster inter-disciplinary team working.
- Act as mentor for academic staff who have less experience in areas of business engagement, executive education and other forms of interaction with business and professional partners.

## **Planning and Managing Resources**

Appointments at this level will be required to:

- Contribute to the overall administration and management of Xfi and the School.
- Be involved in Xfi and School level strategic planning.
- Plan and deliver research, consultancy or similar programmes.
- Contribute to the management of quality, audit and other external assessments.

## **Expertise**

Appointments at this level will be required to:

- Be a leading authority in the subject with an international reputation.
- Possess in depth knowledge of specialism to enable the development of new knowledge, innovation and understanding in the field.
- Possess a thorough understanding of University management systems and the wider higher education environment, including equal opportunity issues.

## **Administration and other Duties**

The successful candidate will be required to assist with the management functions and development of Xfi and the School, its programmes and modules. In addition, the postholder will be expected to contribute to wider activities within the University.

The postholder may be required to work outside of standard office hours and in addition to travel internationally on School business.

This role outline summarizes the main duties and accountabilities of the post and is not comprehensive. The postholder may be required to undertake other duties of similar level and responsibility.

## **Person Specification**

1. Demonstrate clear evidence of academic leadership in one of the sub-disciplines of Finance and contribute to Xfi's research focus in a distinctive area of finance scholarship.
2. Provide clear evidence of international excellence in research and scholarly publications in leading, peer-reviewed journals.
3. Have a track record of bringing together and leading on research initiatives in this area.
4. Demonstrate the ability to develop inter-disciplinary links with projects between Schools and external partners.
5. Demonstrate success in securing large scale research/training funding from both public and private sources.
6. Supervise PhD and other research students and contribute to general research activity; and demonstrate the potential to attract high-quality research students.
7. Ability to provide high quality teaching at undergraduate, postgraduate and executive development levels; and willingness to contribute to and in part lead the further development of the School, the Centre and their degree programmes.
8. Have the equivalent of a masters degree in accounting, finance, economics or related subject, and have completed a PhD in a relevant discipline

## **Informal Enquiries**

For an informal discussion about these posts, please contact the Head of Xfi, Professor Richard Harris by email ([R.D.F.Harris@exeter.ac.uk](mailto:R.D.F.Harris@exeter.ac.uk)) or by telephone (+44 (0) 1392 723215).

## **Additional Information Relating to the Post**

### **Hours of work**

There are no specific hours of work but Academic Staff are required to work such hours as are necessary to carry out the duties associated with the post.

### **Annual Leave**

The annual leave entitlement for full-time appointments is 41 days per calendar year (pro rata for part-time appointments). For further information see our website <http://www.admin.ex.ac.uk/personnel/leave.shtml>.

### **Probationary Period**

The appointment will normally be subject to a probationary period of one year.

### **References & Medical Clearance**

All appointments are subject to satisfactory reference and medical checks and individuals will be required to complete a medical assessment form before appointment is confirmed. Applicants should note that the University normally contacts referees for short-listed applicants without further advice to applicants. When advising of referees, if they are resident overseas, please ensure you supply email addresses and/or fax numbers enabling us to contact them (if necessary) without delay.

### **Right to Work in the United Kingdom**

If you do not have the right to work in the UK, this appointment will be subject to the University successfully obtaining a Certificate of Sponsorship under the UK's Points Based System for migrant workers and to you obtaining Entry Clearance/Leave to Remain.

For further information, see the links to the UK Border Agency and UK Visas websites at <http://www.exeter.ac.uk/working/new/international/>. In particular you are encouraged to undertake a self assessment of your eligibility to work in the UK using the link to [www.ukba.homeoffice.gov.uk/pointscalculator](http://www.ukba.homeoffice.gov.uk/pointscalculator).

### **Terms & Conditions**

The Terms and Conditions of Employment can be viewed on line by visiting [http://admin.exeter.ac.uk/personnel/terms\\_conds](http://admin.exeter.ac.uk/personnel/terms_conds)

Academic staff are required to perform such teaching, academic and other duties relating to the examinations and administration as may be reasonably assigned by the Dean of College and to engage in research leading to publication or performance in recognised from appropriate to the discipline. Reasonable time will be allowed and facilities provided for such research.

Full-time members of the academic staff may undertake external examining, literary work, public lecturing, extra-mural teaching, occasional broadcasting and the giving of advice on an ad-hoc basis and on a relatively small scale without the consent of the University Council.

### **Pensions**

Membership of the Universities' Superannuation Scheme (USS) is automatic provided that you meet the qualifying criteria for membership. The USS is a contracted-out scheme. USS scheme has two sections: Final Salary and Career Revalued Benefits; which section you will be eligible for will depend on any previous membership of USS. An information leaflet concerning the qualification rules for both the sections is enclosed; more detailed information about the USS scheme structure can be found at [www.uss.co.uk](http://www.uss.co.uk). **If you have been in USS before, you are strongly requested to contact the Pay and Benefits Office as soon as you can so that possible membership of the Final Salary benefits section can be investigated.** The University, as your employer, contributes such sums as will be required to maintain the full benefits of the scheme. You may opt out of the scheme; if you wish to do so, you should contact the Pay and Benefits Manager, Mrs Alison Rose (01392 263088/email [a.j.rose@exeter.ac.uk](mailto:a.j.rose@exeter.ac.uk)) for further information.

The University now operates a Pension Salary Exchange scheme. Under the rules of the scheme, new employees who become members of the pension scheme become eligible to participate in Pension Salary Exchange after three full calendar months of employment. This means that you will pay employee pension contributions until you have completed three full calendar months' service and then you will automatically participate in the Pension Salary Exchange scheme from the 1st of the month following this date. However, you also have the right to opt-out of Pension Salary Exchange at any time up to the completion of three full calendar months of employment. In the event that you do not wish to participate in Pension Salary Exchange, you should request an opt-out form by contacting the Pay and Benefits Office on extension 3088 (or email [a.j.rose@exeter.ac.uk](mailto:a.j.rose@exeter.ac.uk)).

Further information about Pension Salary Exchange is available from the Human Resources website <http://www.exeter.ac.uk/staff/employment/pensions/> or from the Pay and Benefits Office.

### **Relocation**

For Chair appointments the University will reimburse new employees against receipts up to the £8,000 maximum allowed by the Inland Revenue. In the case of candidates coming to the UK from overseas we will, additionally pay for one way economy class airfares for the employee and their immediate family and for surface shipment of personal belongings.

In view of the significant costs involved in providing relocation assistance any member of staff who resigns from their post within the first three years of commencing their appointment will be required to repay a percentage of the money that they have received according to the following scale:

- Resignation during first year: 75%
- Resignation within second year: 50%
- Resignation within third year: 25%

The sum should be repaid to the University no later than the final day of employment.

### **Short-listing Information**

The University of Exeter recognises the time and effort taken to apply for a position and will contact you by email to inform you of results of shortlisting

### **Application Procedure and Interview Information**

The closing date for applications is **28<sup>th</sup> January 2013**. Please note, the University reserves the right to consider applications received after the closing date.

Applicants are invited to apply on-line via our e-recruitment system. This can be found at [www.exeter.ac.uk/jobs](http://www.exeter.ac.uk/jobs) . Please quote reference number **P44489** in any correspondence. Your full academic CV should be accompanied by a short letter of application explaining why you are interested in the post.

### **Data Protection Act (1998)**

The information contained within your application is being requested to enable the University to make employment decisions and meet statutory obligations. Any information provided to the University in this context will be treated confidentially and used only by manager(s), member of the University, Human Resources, Superannuation and Payroll during the course of your employment. Where the application relates to a post which is externally funded this information may be passed onto the relevant funding body.