



Candidate Brief for the position of
The Sinyi Professorship of Chinese Management
Cambridge Judge Business School

June 2020

The Professorship

Cambridge Judge Business School (CJBS) is seeking an outstanding scholar to fill the post of the Sinyi Professorship of Chinese Management. We are looking for an individual who would be enthusiastic about contributing intellectually to the Strategy and International Business group, whose members have published in several leading journals including, AMJ, AMR, ASQ, JIBS, Organization Science, Organization Studies, SMJ, and several others. The Sinyi Professor will need to be capable of teaching Strategy / International Business courses to MBAs, Executive MBAs and Executives and will be expected to carry out research that is not simply published in top journals but also has meaningful impact.

Candidates should be engaged scholars with a global standing in their field with a track record of publications in the world-renowned academic journals, a history of successful grant income and engagement with organisations through their work. We are particularly interested in candidates whose research lies in the field of Strategy and International Business, and within those, whose present or future research is linked to the Far East, especially China or Taiwan. Applications from female candidates are especially welcomed and encouraged. Salary will be globally competitive and negotiable dependent upon experience.

Selection Criteria

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

- An outstanding research record of international stature in Strategic Management / International Business.
- The vision, leadership experience and enthusiasm to build on current strengths in maintaining and developing a leading research presence, and an established record in attracting research grant support to further this development.
- The ability to manage and interact effectively with staff and students at all levels.
- An enthusiastic commitment to the recruitment, training and mentoring of the next generation of researchers, including undergraduates, research students, and postdoctoral research fellows

Candidates will hold a PhD or equivalent postgraduate qualification.

The University of Cambridge

The University of Cambridge is rich in history – its famous Colleges and University buildings attract visitors from all over the world and its museums and collections hold many treasures which give an exciting insight into some of the scholarly activities, both past and present, of the University's academics and students.

The University is one of the world's oldest universities, a leading academic centre and a self-governed community of scholars. Its reputation for outstanding academic achievement is known worldwide and reflects the intellectual achievement of its students, as well as the world-class original research carried out by the staff of the University and the Colleges.

With more than 18,000 students from all walks of life and all corners of the world, over 11,000 staff, 31 Colleges and 150 Departments, Faculties, Schools and other institutions, no two days are ever the same at the University of Cambridge.

The University is a confederation of Schools, Faculties, Departments and Colleges. The 31 Colleges are governed by their own statutes and regulations, but are integral to the make-up of the University. As well as being a member of the University and of an academic Faculty/Department, students also belong to a College community, an arrangement that offers pastoral and academic support for each individual. Further details as to how this operates are available on page five of this document.

Mission

The mission of the University of Cambridge is to contribute to society through the pursuit of education, learning and research at the highest international levels of excellence.

Core values

The University's core values are as follows:

- freedom of thought and expression
- freedom from discrimination

Education

- the encouragement of a questioning spirit
- an extensive range of academic subjects in all major subject groups
- quality and depth of provision across all subjects
- the close inter-relationship between teaching, scholarship, and research
- strong support for individual researchers as well as research groups
- residence in Cambridge as central to most courses
- education which enhances the ability of students to learn throughout life

The University's relationship with society

- the widest possible student access to the University
- the contribution which the University can make to society through the pursuit, dissemination, and application of knowledge
- the place of the University within the broader academic and local community
- opportunities for innovative partnerships with business, charitable foundations, and healthcare
- concern for sustainability and the relationship with the environment

The Collegiate University

- the relationship between the University and the Colleges as fundamental to the nature of Cambridge
- the interdisciplinary nature of the Colleges as a major stimulus to teaching and learning
- the enhanced quality of experience for students and staff through College membership

University staff

- recognition and reward of the University's staff as its greatest asset
- the encouragement of career development for all staff

Other activities

- the opportunities for broadening the experience of students and staff through participation in sport, music, drama, the visual arts, and other cultural activities

Cambridge Judge Business School

Cambridge Judge Business School (www.jbs.cam.ac.uk) is a world-leading business school at the University of Cambridge and is globally recognised for its research, teaching and impact. CJBS is in the business of transformation of individuals, of organisations and society. Through cutting edge research rooted in real-world challenges and innovative teaching and pedagogy platforms, we seek to help students and clients ask the right questions to create and deliver change in society and the economy. Faculty members at CJBS work with some of the world's leading organisations whether through collaborative research or in an executive education capacity. The Business School is situated within central Cambridge, which is in close proximity to London. At the same time, it is at the centre of 'Silicon Fen', Europe's fastest growing technology-based industrial centre, which gives unprecedented access to large multinationals and to hundreds of smaller entrepreneurial organisations in emerging industries. In addition, the interdisciplinarity that characterises research at Cambridge ensures faculty contact across a wide range of departments and expertise, thus promoting cross-fertilisation of ideas.

Standard Duties

Teaching and Research

The Professor will be required to deliver lectures and give instruction in Strategy / International Business and in particular to perform the following duties:

- The Professor will contribute both specialist teaching on their own subject and core teaching for one of the subject groups – at MBA, EMBA, MPhil or undergraduate level. The teaching load compares favourably with most business schools in the US and Europe. The annual requirement is the equivalent of 70 one-hour sessions (with supervision of projects/dissertations, and administrative contributions counting towards the stint). Sabbatical on full pay for one term in seven is a statutory entitlement; up to three sabbatical terms can be accumulated.
- The Professor will produce original research of the highest calibre and foster the development of a vibrant and productive research culture in his or her subject group, 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 to developing future academic leaders for the world's top business schools.

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 among the teaching members of the Faculty. The Professors are expected to play significant roles from time to time on the Faculty Board and Faculty Committees dealing with such matters as academic and other appointments, admission of graduate students, research and teaching assessments, the libraries and computing arrangements. They are also encouraged to accept appointment to University Committees.

Executive Education

Executive education is a growing activity within Cambridge Judge Business School. Faculty are encouraged to use the executive education 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.

The Colleges

The University, the Faculties and Departments, and the Colleges are linked in a historical relationship that is mutually beneficial. Students (both graduate and undergraduate) are admitted by one of the 31 Colleges, although in the case of graduate students the Faculties and Departments determine admissions before the Colleges are involved. Almost all undergraduates, and many graduate students, live in a College. The teaching of undergraduate students is shared between the Colleges and the Faculties and Departments, with the Colleges arranging small group teaching ("supervision") and the Departments providing lecturing, laboratory classes, and advanced supervisions. Most academic staff will also be invited to join a College as a teaching or professorial fellow. College teaching is remunerated separately from the University teaching, and appointment to a College is a separate matter from a University appointment. Membership of a College adds an important social and intellectual dimension for many of the academic staff. The Chair of the Faculty/Head of Department or senior colleagues can give more advice.

The Scheme for newly appointed University Officers seeking a College Fellowship is set out at:

<https://www.ois.cam.ac.uk/uto-scheme/guidance-for-applicants/view>

Procedure for Appointment

The appointment will be made by a Board of Electors, chaired by the Vice-Chancellor or his Deputy, with a membership which includes members of the Faculty, 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 Faculty 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 October 2021 or as soon as possible thereafter.

Enquiries and Applications

Informal enquiries about this Professorship may be directed to our executive search partner Berwick Partners;

Elizabeth James
Partner

D: 0121 6545924

M: 07715 993443

elizabeth.james@berwickpartners.co.uk

Further information on the University is available at the following address: www.cam.ac.uk.

The preferred method of application is online at www.berwickpartners.co.uk/80330.

Please 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 5-year summary of teaching portfolio and evaluations with a clear description of the rating scale the evaluations are based on.

The closing date for applications is 28th August 2020.

If you are unable to apply online please email your application to response.manager@berwickpartners.co.uk

All applications will receive an automated response.

If an EOM form is required:

All candidates are also requested to complete an online Equal Opportunities Monitoring Form which will be found at the end of the application process.

For detailed information on how we process your personal data, please review our privacy policy on our website <https://www.berwickpartners.co.uk/privacy-policy/>

In line with GDPR, we ask that you do **NOT** send us any information that can identify children or any of your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, data concerning health or sex life and sexual orientation, genetic and / or biometric data) in your CV and application documentation. Following this notice, any inclusion of your Sensitive Personal Data in your CV/application documentation will be understood by us as your express consent to process this information going forward. Please also remember to not mention anyone's information or details (e.g. referees) who have not previously agreed to their inclusion.