

JOB TITLE: UNIVERSITY LECTURER/UNIVERSITY SENIOR LECTURER IN ORGANISATIONAL THEORY AND INFORMATION SYSTEMS

REPORTS TO: DIRECTOR OF CAMBRIDGE JUDGE BUSINESS SCHOOL

Background

Cambridge Judge Business School (CJBS) seeks to appoint an outstanding scholar to contribute to the development of the Organisational Theory & Information Systems (OTIS) subject area. The position offers the opportunity to become a leading member of a highly visible group of qualitative researchers within a world-class university, and the chance to interact with business leaders and public policy makers at the highest level.

Since 1990, Cambridge Judge Business School forged a reputation as a centre of rigorous thinking and high-impact education, situated within one of the world's most prestigious research universities, and in the heart of the Cambridge Cluster, the most successful technology cluster in Europe. The Business School pursues innovation through inter-disciplinary insight, its entrepreneurial spirit and its collaborative ethos. Cutting edge research is rooted in real-world challenges. Undergraduate, graduate, and executive programmes attract creative thinkers, thoughtful and collaborative problem-solvers, and current and future leaders, drawn from a huge diversity of backgrounds and countries. The close proximity to London facilitates collaboration with top global corporations, non-governmental organisations (NGOs) and national and international policy-making institutions. For more information see the CJBS website: www.jbs.cam.ac.uk/aboutus/governance/advisory-board.

The role

The appointee will take a strategic role in developing and growing their field in the Business School, including developing relationships in teaching and research with other parts of the University, as may be appropriate. They will make their mark by working in collaboration with their colleagues to develop and realise a long-term vision for their specific area of expertise.

Main responsibilities

Research

The appointee will produce original research of the highest calibre and foster the development of a vibrant and productive research culture in their subject group, based on Cambridge Judge's core values of academic excellence, collaboration and engagement, and impact. Substantial investments in the Business School's 10-year plan, including PhD scholarships and an earmarked Distinguished Visiting Professor scheme, support the development of an exciting research environment. Cambridge is a draw for excellent PhD students from all over the world.

Teaching

The appointed applicant will be able to teach MBA and Executive MBA (EMBA) students, as well as research and professional Masters students and undergraduates. In due course, they should also be able to interact with practicing managers in Executive Education. We are particularly seeking to appoint someone who can contribute strongly to teaching in the area of digital innovation (broadly-defined), as there is high/growing student demand for such courses.

The teaching load compares favourably with most business schools in the US and Europe, being generally lighter. Teaching in Cambridge is divided into three terms of only eight weeks' length, so our courses are considerably shorter than the semester-length courses in other universities. Teaching arrangements vary significantly amongst faculty. Newly appointed faculty are given a reduced initial teaching load. Faculty typically schedule their lecture-style teaching in at most two of the three terms.

Executive Education

Executive Education is a growing activity at Cambridge Judge Business School. Faculty are encouraged to use the executive education stage to disseminate their research and expertise to companies and use it as one vehicle to achieve visible impact on business practice.

Administration

Administrative duties are shared equitably and appropriately among faculty. If faculty undertake major CJBS-wide administrative roles their teaching stint is suitably reduced.

The person

Academic excellence is key for us. Candidates will have a PhD and a strong commitment to research and an established international presence and strong academic reputation in their field. The successful candidate will publish in leading journals and contribute to the intellectual leadership to the Organisational Theory and Information Systems subject group at the Business School.

The ideal candidate will have a proven research record in theoretical and empirical work. The intention is that the successful candidate will be someone who would complement and potentially be able to work with existing faculty in one or more of the following areas:

- digital innovation (eg Professor Michael Barrett, Dr Matthew Jones, Dr Stella Pachidi, Dr Karla Sayegh).
- social entrepreneurship (eg Professor Paul Tracey, Dr Neil Stott).
- extreme context research (eg Professor Mark de Rond).
- sustainability (eg Professor Jennifer Howard-Grenville).
- additionally, in such theoretical/methodological orientations as sociomateriality, practice theory, symbolic interactionism, institutional theory, and ethnography.

The group is particularly known for its commitment to qualitative research and is supportive of non-traditional research, especially where this seeks to address 'grand challenge' topics in organisations and society more widely.

Collaboration and engagement are core values at the Business School. The appointee will be expected to engage with colleagues at CJBS and in the wider University, with leading academics elsewhere, as well as with leaders in business and society.

Impact is very important for us. The successful candidate will be encouraged to work with both academic and practitioner audiences. They will shape the research agenda in their field and, at the same time, have a strong and visible impact on policy and business practice.

Benefits

The salary is recognised to be internationally competitive.

The appointment will be from September 2022 or as soon as possible thereafter, and will be a tenure track position, with a tenure decision within five years. For particularly strong applicants who meet CJBS's tenure conditions for this level of appointment (at least two publications in top tier journals) it may be possible to confirm tenure at the time of appointment.

There is an entitlement to sabbatical leave on full pay, accumulated on the basis of one term's leave for every six terms in office.

University Officers are required to reside in the vicinity of Cambridge. There are no limits to the amount of outside work which may be undertaken – except, of course, that any such outside commitments must not interfere with performance in his/her academic work. There is an entitlement to sabbatical leave, accumulated on the basis of one term's leave for every six terms in office.

The University of Cambridge comprises more than 150 departments, faculties, schools and other institutions, plus a central administration and 31 independent and autonomous Colleges. It is one of the world's oldest and most successful universities, with an outstanding reputation for academic achievement and research.

With excellent benefits, extensive learning opportunities and a stimulating and attractive environment, the University of Cambridge is a great place to work. Our employees are eligible for a wide range of competitive benefits and services. We give them access to numerous discounts on shopping, health care, financial services and public transport. We also offer final salary pensions and tax-efficient bicycle and car lease schemes.

We have two nurseries and a holiday play scheme to help support those with childcare responsibilities and we offer various types of family-friendly leave to aid employees' work-life balance. In addition we operate a number of initiatives to promote career development, health and well-being.

Further details can be found at www.admin.cam.ac.uk/offices/hr/staff/benefits. There is also a range of information about living and working in Cambridge at www.jobs.cam.ac.uk.

Application arrangements

Informal enquiries about the position may be made to outgoing Head of Group, Professor Mark de Rond (mejd3@cam.ac.uk) before 1 October, to incoming Head of Group, Professor Paul Tracey (p.tracey@jbs.cam.ac.uk) after 1 October, to Professor Michael Barrett (m.barrett@cam.ac.uk), or to Professor Mauro Guillen, as Director of Cambridge Judge Business School (m.guillen@jbs.cam.ac.uk), or at academic.enquiries@jbs.cam.ac.uk or by phone on +44 (0)1223 339590.

Please do not send formal applications to these individuals.

To submit an application for this vacancy, please search for this position on the University's Job Opportunities website at www.jobs.cam.ac.uk and click on the "Apply online" button at the bottom of the relevant job description. This will route you to the University's Web Recruitment System, where you will need to register an account (if you have not already) and log in before completing the online application form.

The closing date for applications is 15 October 2021.

The system allows you to upload up to five documents. These should be arranged as follows:

- Curriculum vitae.
- Covering letter explaining your interest in the post.
- A one-page statement specifying research interests and future plans.
- Evidence of teaching performance.

Please note you will be asked to submit published or working papers if you are invited to interview, but there is no need to send these with your application. Further information about working for the Business School is available at www.jbs.cam.ac.uk/aboutus/working-for-us.

Three references will be required, and applicants are asked to forward a copy of the reference request letter (available on the website) and of the further particulars to each of their referees, requesting that they send their references direct to Ms Kal Sandhu, Human Resources Manager, to reach her by 15 October 2021 at hr@jbs.cam.ac.uk. The letters may be addressed to the incoming OTIS group subject head, Professor Paul Tracey.

Applicants may be contacted for an initial telephone conference call prior to a final decision on whether they will be called for interview.

Equality of opportunity at the University

The University of Cambridge is committed to a proactive approach to equality, which supports and encourages all under-represented groups, promotes an inclusive culture and values diversity. Entry into employment with the University is determined by personal merit and by the application of criteria required for the post. No applicant for an appointment or member of staff will be treated less favourably than another on the grounds of sex (including gender reassignment), marital or parental status, race, ethnic or national origin, colour, disability (including HIV status), sexual orientation, religion, age or socio-economic factors.

The University has various diversity networks which help it to progress equality; these include the Women's Staff Network, the Disabled Staff Network, the Black and Minority Ethnic Staff Network and the Lesbian, Gay, Bisexual and Transgender Staff Network. In addition, the University was ranked in the top 100 employers for lesbian, gay and bisexual (LGB) staff in Stonewall's Workplace Equality Index 2013.

Information if you have a disability

The University welcomes applications from individuals with disabilities and is committed to ensuring fair treatment throughout the recruitment process. Adjustments will be made, wherever reasonable to do so, to enable applicants to compete to the best of their ability and, if successful, to assist them during their employment.

We encourage applicants to declare their disabilities in order that any special arrangements, particularly for the selection process, can be accommodated. Applicants or employees can declare a disability at any time.

Applicants wishing to discuss any special arrangements connected with their disability can, at any point in the recruitment process, contact, a member of Cambridge Judge Business School's HR team who are responsible for recruitment to this position, on (01223) 768497 or by email on hr@jbs.cam.ac.uk. Alternatively, applicants can contact the HR Business Manager responsible for the department they are applying to via hrenquiries@admin.cam.ac.uk.