



**Trinity College Dublin**

Coláiste na Tríonóide, Baile Átha Cliath

The University of Dublin

## Job Description

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<b>Comp ID:</b>	037353
<b>Job Title:</b>	Associate Professor in International Business
<b>School/Department:</b>	Trinity Business School
<b>Job Category and Level:</b>	Academic; Associate Professor

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### The Purpose of the Role

Trinity Business School is an internationally ranked innovative business school, part of Trinity College Dublin, Ireland's oldest and highest-ranking university. The School is Triple Accredited by AACSB, AMBA and EQUIS. It also holds an Athena Swan Bronze Award in recognition of its achievement in the area of gender balance. The Business School is housed in a contemporary, eco-conscious structure on the Trinity campus, adjacent to major international business hubs, especially those in the finance and digital business sectors.

Trinity Business School is seeking to recruit academics to deliver the key strategic objectives associated with its mission. As the School continues to develop, it is seeking to hire an Associate Professor in International Business to deliver and develop in the area of International Business across the relevant activities of research, teaching and management/leadership. The Associate Professor will also have a sufficient broad knowledge of business studies generally to be able contribute to some other – mostly introductory or intermediate - business courses.

**Research:** the successful candidate will have a significant portfolio of research publication in terms of quality and impact. High quality research outputs through publication in journals that are highly ranked by the Chartered Association of Business Schools (ABS) or featured in the Financial Times' top 50 list. Research impact is also primordial and hence, TBS will be seeking evidence of engagement and impact with the business and public policy community (beyond academia) to include an understanding of the key challenges facing the relevant groups as well as an ability to communicate effectively with them are valuable attributes that we need to fulfil our mission. We prioritize research impact and are looking to recruit a researcher who not only demonstrates thoroughness but also ensures their research is relevant and beneficial to senior executives, entrepreneurs, and public policy professionals. TBS is committed to hiring someone who can engage with and make a significant impact on the business and public policy sectors beyond academic circles. We value candidates who understand the main challenges these groups face and can communicate effectively with them, as these skills are crucial for fulfilling our mission.

**Teaching:** The successful individual will be capable of delivering cutting-edge education. Trinity is hoping to extend its online offerings and generalize blended programs. The candidate will therefore not only possess a profound understanding of the latest industry practices and academic theories, but he/she will have demonstrated an ability to communicate his/her knowledge and expertise in an online, interactive environment. As an Associate Professor, the candidate will be expected to inspire, challenge, and motivate students, fostering an atmosphere of innovation and critical thinking that reflects our commitment to academic excellence and professional growth.

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**Leadership:** The successful candidate will be instrumental in shaping the direction of our online programs, ensuring they remain at the forefront of industry standards and provide our students with an educational experience that encompasses online learning. This role demands a proactive approach to curriculum design, a keen understanding of market trends, and the ability to anticipate and incorporate future advancements in technology and marketing strategies.

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## Context

Trinity Business School delivers cutting-edge education at both undergraduate and postgraduate degree level. It also has successful executive education programmes and ambitions for further expansion. It is envisaged that this Associate Professor will play a role in teaching and developing these programmes. Therefore, we are seeking to hire an associate professor who is motivated and passionate about teaching and ultimately its impact on the careers of students, managers, and organisations.

While Trinity has an internationally competitive workload model which includes generous time for research, it is important to note that we are not looking for an academic whose career aspiration is to only focus on research to the point of seeking to disengage from teaching and students. Instead, we want to hire an associate professor who will secure high course evaluation ratings and who will want to play an active role in developing and managing leading education programmes and experiences for students, executives and those engaged in financial markets.

### Informal enquiries can be made to:

Dean Professor Laurent Muzellec email: [DeanTBS@tcd.ie](mailto:DeanTBS@tcd.ie)

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### Standard Duties of the Post:

Successful candidates will:

1. Be willing and able to teach in business studies broadly and in international business, inter-cultural studies, international and enterprise development at undergraduate/postgraduate degree levels and/or executive education.
2. Develop learning environments that are consistent with modern teaching and learning practices and that are flexible, student-centred, focusing on online approaches, utilizing accessible, utilizing appropriate technology.
3. Contribute to building an active individual and collaborative international research record, including PhD supervision, publication, and the generation of external research income.
4. Participate with colleagues in developing and maintaining links and partnerships with industry and the wider community both nationally and internationally.
5. Undertake appropriate leadership, administrative and managerial activities such as program development and management as well as other tasks that add value to Trinity Business School and the wider Trinity community.

## Person Requirements

The ideal candidate will have the following:

### Qualifications

**The person appointed to this post will have:**

- A PhD in an area of international business broadly defined such as International Strategy and Management. Cross-cultural studies, Entrepreneurship, Managerial Economics, or a related discipline.
- A high-quality research publication portfolio commensurate with an Associate Professor in International Business at a leading European business school
- Experience and/or evidence of thought leadership engagement, with industry or business media would be an advantage.

### Knowledge & Experience (Essential & Desirable)

#### Teaching:

- Expertise in subject matter: Deep knowledge in the specific field of study, ensuring the content is current, relevant, and rigorously presented. Essential.
- Course Development: Proficiency in developing comprehensive course syllabi that reflect the latest developments in the field, including setting learning objectives, choosing appropriate reading materials, designing assignments, and creating exams. Essential.
- Online Course Delivery: Ability to develop and deliver engaging and effective online course content. This includes proficiency with digital learning platforms, tools for creating interactive online content, and strategies for fostering online discussions and collaborations. Essential.
- Teaching & Assessment Methodology: Familiarity with a variety of teaching methodologies including online techniques tailored to diverse learning styles and classroom settings (including large lectures, seminars, and small-group discussions). Desirable.
- Research Supervision: The ability to deliver all aspects of international business courses including Born Global Firms, Foreign Direct Investment and Cross-Cultural Management – Essential
- Operating independently and as a member of teaching teams – Essential.
- Has developed successful teaching programmes and introduced innovations of significance in existing programmes – Essential.
- Has a demonstrable commitment to enhancing the teaching quality in their field – Essential.
- Has experience of supervising research students – Desirable.
- Experience in supervising undergraduate and/or postgraduate research, guiding students in developing their research skills, and mentoring them in projects – Essential.

- Candidates must be able to and willing to teach topics at undergraduate level in business that reside outside their academic and professional growth. Desirable.
- Student Engagement: Ability to inspire and maintain student interest and participation, both in-person and online, fostering an inclusive and collaborative learning environment. Desirable.

#### **Research:**

- Publication Record: A strong publication record in high-impact, peer-reviewed journals, particularly those recognized in international rankings such as the Chartered Association of Business Schools (ABS) Academic Journal Guide or the Financial Times' top 50 journals. Essential.
- Research Impact: Evidence of the impact of the research on the academic community, industry, and policy-making. This can be demonstrated through citations, awards, and recognition by peers. Impact may also be shown through the translation of research into practice, influencing business strategies, public policy, or societal changes. Essential.
- International Collaboration: Experience in collaborating with researchers from other institutions globally, contributing to the international reputation of the business school. Capacity to work as part of a team in a respectful and congenial manner – Essential.
- Supervision and Mentorship: Experience in supervising Ph.D. students, post-doctoral researchers, or research teams, indicating a commitment to developing the next generation of researchers and contributing to the research culture of the institution. Essential.
- Research Funding: A track record of securing competitive research funding from reputable sources, indicating the ability to attract investment for research projects. This also demonstrates recognition of the value and potential impact of the research by funding bodies. Desirable.
- Innovation and Methodological Rigor: A demonstrated ability to innovate in research methodologies, adapt to new technologies, and maintain rigor and ethics in research practices. This also includes the ability to handle complex data and use advanced data analysis techniques, especially in fields like digital marketing and AI. Desirable.
- Interdisciplinary and Practical Relevance: The ability to conduct interdisciplinary research and connect academic theories with real-world business challenges, thereby ensuring that the research has practical relevance and contributes to solving complex global issues. Desirable.

### **Service to the University / Administration:**

- The successful candidate will have experience in academic management including degree programme development and/or management, student recruitment, examinations, course leadership and student attendance – Essential.
- Proven track record in organisation and administration including leading and working collaboratively with other colleagues as part of a course team - Essential.
- A commitment to student care - Essential.
- A commitment to professional development - Essential.
- Good organisational skills are required, including an ability to meet deadlines - Essential.

### **Engagement with Discipline/ Society:**

The successful candidate will be expected to demonstrate significant engagement with the School/ Society and show strong contribution on outreach activities that include the following:

- May have or be willing to undertake leadership positions at Discipline, School, Faculty or University level – Essential.
- Shows significant contribution to their current school and university – Essential.
- Invited appearances before industry or public audiences - Desirable.
- Service to the intellectual infrastructure of the discipline or field of study (editing research journals, conference proceedings, other scholarly publications, web sites, refereeing submitted materials) – Desirable.
- Contribution to academic and professional bodies – Desirable.
- Societal engagement relevant to the University's mission statement – Desirable.
- Organisation of workshops, seminars, conferences or other collaborative intellectual activity- Desirable.
- Value added engagement with businesses, non-profit organisations and/or government – Desirable

### **Skills**

- Well-developed written and verbal communication skills and interpersonal skills.
- Planning and organisational skills, particularly coordinating processes and systems.
- Ability to represent the School and College on appropriate national and international advisory boards and professional bodies.

### **Personal attributes**

- Capability and confidence to take ownership of problems and seek long term solutions.
- Career driven, enthusiastic and motivated.
- Commitment to own professional development.
- Congenial and respectful team player