

## JOB DESCRIPTION

<b>Vacancy reference:</b>	SRF42308
<b>Post Title:</b>	Associate Professor in Accounting and Financial Management
<b>Grade:</b>	8
<b>School/Department:</b>	Henley Business School/Business Informatics, Systems and Accounting (BISA)
<b>Reports to:</b>	Head of BISA

### Purpose

We are seeking to appoint an Associate Professor in Accounting and Financial Management who will undertake academic research in the area of accounting and financial management, and teaching in the broad area of accounting and financial management, with associated responsibilities in administration. To align with the strategic research areas of the University as well as Henley Business School, preference will be given to those who can advance the research in sustainability accounting.

### Main duties and responsibilities

A successful appointee is expected to contribute to research, teaching and administration, commensurate with the senior post of Associate Professor.

The appointee is expected to:

- Conduct independent research primarily in the area of accounting and financial management, preferably in the area of sustainability accounting;
- Teach a range of modules in the broad area of accounting and financial management, primarily in undergraduate and pre-experience master's programmes as agreed by the Head of Business Informatics, Systems and Accounting (BISA); ability to teach ethics, audit and assurance, tax or financial management will be an advantage;
- Take on administrative duties and academic citizenship activities as well as academic leadership roles as appropriate;

Research will involve the planning and conduct of individual and collaborative research projects expected to lead to the regular publication of articles in internationally recognised and refereed academic journals. Preparation of research proposals and funding applications appropriate to the field and level will also be expected, as well as developing evidence to demonstrate the impact of research. It is desirable that the research will contribute to the area of sustainability accounting, actively contributing to the research agenda in sustainability of the University such as Climate and Finance, as well as that of Henley Centre for Accounting Research and Practice (HARP) and Henley's Centre for Sustainability and Ethics.

Teaching is expected to be primarily in undergraduate and postgraduate programmes in accounting as well as business and management, which will involve lectures, seminars, tutorials, project/dissertation supervision at all levels, together with appropriate assessment and feedback. Providing students with an effective learning experience is expected, by fully engaging with their teaching/learning and seek to enhance their practice, building on examples of good practice from a range of sources. For those with appropriate experience and expertise, there will be opportunities for teaching in Executive Education programmes.

Administration will include management of teaching provision, academic tutoring, module convening and may include other roles within the Department or School, along with business engagement and programme outreach activities as appropriate. As a senior member of staff, it is expected that the appointee will demonstrate leadership, e.g., by mentoring early career researchers and through taking on leadership roles as appropriate.

All members of staff at Henley Business School are expected to demonstrate academic citizenship, which includes collegiality and taking active part in contributing to School and University activities such as Open Days.

### **Supervision received**

Newly appointed staff will receive general guidance from the Head of BISA and other experienced staff.

### **Supervision given**

### **Contact**

The work will involve liaison and coordination with academic and administrative staff in Henley Business School, and may involve colleagues across the University on both the Greenlands and Whiteknights campuses, University of Reading Malaysia, as well as within Henley's international partner network. It will also involve contact with a range of external organisations including commercial clients, accreditation bodies, professional bodies and employers.

### **Terms and conditions**

The terms and conditions will be standard terms and conditions for an Associate Professor at the University of Reading.

This document outlines the duties required for the time being of the post to indicate the level of responsibility. It is not a comprehensive or exhaustive list and the line manager may vary duties from time to time which do not change the general character of the job or the level of responsibility entailed.

**Date assessed: 11/7/2022**

# PERSON SPECIFICATION

Job Title	School/Department
Associate Professor in Accounting and Financial Management	Henley Business School/Business Informatics, Systems and Accounting

Criteria	Essential	Desirable
<b>Skills Required</b>	<ul style="list-style-type: none"> <li>• Demonstrable ability to publish regularly in leading international peer-reviewed academic journals</li> <li>• Demonstrable ability to conduct research leading to significant academic and professional impact</li> <li>• Demonstrable ability in excellent Teaching &amp; Learning practice, impacting on the student experience/ outcomes</li> <li>• Demonstrable ability in contributing to teaching and learning strategic initiatives at disciplinary, interdisciplinary, School or University levels</li> <li>• Strong oral and written communication skills</li> <li>• Excellent presentation skills</li> <li>• Excellent team-working skills</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrable ability to manage research projects</li> <li>• Demonstrable ability to secure external research funding</li> <li>• Demonstrable ability to develop and apply new pedagogies or innovative teaching methods appropriate for the target audience</li> </ul>

<b>Attainment</b>	<ul style="list-style-type: none"> <li>• PhD in Accounting, Financial Management, or closely related subject</li> <li>• Track record of research of at least national standing, built on high quality research outputs.</li> <li>• Contribution to research leadership, and recognition (externally and internally) as a researcher, with a national profile and/or emerging international profile.</li> </ul>	<ul style="list-style-type: none"> <li>• A higher education teaching qualification such as Fellowship of Higher Education Academy</li> <li>• Track record of supervising doctoral students (PhD/DBA) to completion</li> </ul>
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>• Specialist knowledge of theories and contemporary practice in the field of accounting and financial management to be able to conduct research and provide teaching and curriculum design</li> </ul>	<ul style="list-style-type: none"> <li>• Specialist knowledge and expertise in sustainability accounting to advance research in this area</li> <li>• Knowledge of sub-disciplines and cognate areas sufficient to teach outside areas of expertise</li> </ul>
<b>Relevant Experience</b>	<ul style="list-style-type: none"> <li>• Teaching experience at an HE institution</li> <li>• Teaching students from international backgrounds</li> <li>• Supervision of masters and doctoral students</li> </ul>	<ul style="list-style-type: none"> <li>• Experience in gaining external research funding, or equivalent</li> <li>• Experience in participating in collaborative research projects</li> </ul>

<b>Disposition</b>	<ul style="list-style-type: none"> <li>• Enthusiasm for and commitment to high-quality teaching</li> <li>• Enthusiasm and commitment to play a full part in developing the accounting and financial management profile in one of the world's leading full-service business schools</li> <li>• Ability to work collaboratively and effectively in a multi-cultural and multidisciplinary environment</li> <li>• Ability and willingness to take on work from time to time that may involve weekends such as outreach activities and other external and internal engagement activities</li> <li>• Collegial attitude to work</li> </ul>	
<b>Other</b>	<ul style="list-style-type: none"> <li>• Willingness to undertake administrative duties as appropriate and required</li> <li>• Demonstrable potential in developing an independent research agenda</li> </ul>	

Completed by: Keiichi Nakata

Date: 11/07/22