Chair of Strategic Management

Trinity Business School
Post Specification (033347)

<table>
<thead>
<tr>
<th>Post Titles:</th>
<th>Chair of Strategic Management</th>
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<tbody>
<tr>
<td>Post Status:</td>
<td>Permanent (full time or part time)</td>
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<tr>
<td>Discipline/Faculty:</td>
<td>Trinity Business School</td>
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<tr>
<td>Location:</td>
<td>Main Campus and TBSI, Trinity College Dublin, The University of Dublin</td>
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<td>Reports to:</td>
<td>Dean of the Trinity Business School</td>
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<tr>
<td>Salary:</td>
<td>Appointment will be made on the 101 Professor’s Salary Scale (€114,740 - €144,186 per annum) at a point in line with current Government pay policy</td>
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<tr>
<td>Hours of Work:</td>
<td>Hours of work for academic staff are those as prescribed under Public Service Agreements. For further information please following link below:</td>
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<tr>
<td>Closing Date:</td>
<td>12 noon (GMT) on Friday, 9th November 2018</td>
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Presentations and interviews for this post are expected to take place on 5th and 6th February 2019.
Post Summary

Trinity Business School is in the midst of a transformative high growth strategy and it is currently one of the fastest growing established Business Schools. It is engaged in significant levels of recruitment of faculty and professional staff. It is also investing €80 million in a new state of the art building at the heart of Dublin City Centre which will have an Innovation and Entrepreneurship Hub at the core of the building to support entrepreneurial activity and performance across the University. The construction of the new building is currently on schedule and due to open in Spring 2019. The School is implementing extensive innovation in both undergraduate and postgraduate degrees as well as in a new portfolio of executive education. All of these activities are delivering impactful programmes, which are underpinned by personal development, ethical values, rigorous research and cutting-edge expertise from industry. The mission is to build upon Trinity Business School’s niche high quality education offering and develop a full portfolio of activities commensurate with a leading international business school. The building of the Schools capabilities in the Business Strategy/Strategic Management space is a key element necessary to achieve this mission.

The capacity to steer an organization through turbulent environmental contexts is critical to firm success. Competing successfully in an uncertain environment with incomplete information is increasingly seen to be both an art and science. This has been reflected in recent years as the economics of strategy has been complemented by a multi-disciplinary approach incorporating the fields of sociology and psychology leading to more attention being paid to the complexity of human and organizational behaviour.

In addition to the above, over recent times there has also been a greater alignment between strategy and entrepreneurship as complementary disciplines as innovative and entrepreneurial behaviour has become a key requirement for more mature organisations. Therefore, an effective chair of business strategy needs to have a broad reach in research or if not a general expertise extending across these various approaches to the study of strategic management.
As a result, Trinity Business School intends to hire a recognised thought leader in the area of business strategy as broadly defined who, commensurate with a leading international full professor, has a substantial portfolio of research publications both in terms of volume and quality i.e. highly ranked in the journals listed in the Chartered Association of Business Schools journals rankings. Applicants with publications in the Financial Times’ list of preferred management research journals are particularly welcome. While we are seeking to hire a rigorous researcher we also require that this research expertise is of relevance and can provide value-added to senior executives and entrepreneurs as well as those engaged in public policy. Therefore, evidence of considerable 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 key attributes that we need to fulfil our mission.

Trinity Business School delivers cutting-edge education at both undergraduate and postgraduate degree level. It has also launched some very successful executive education degree programmes and has ambitions for further expansion. It is envisaged that this new Chair will play a leading role in teaching and developing these programmes. Therefore, we are seeking to hire a professor who is motivated and passionate about their 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 fair to say that we are not looking for a professor 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 a 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 and executives/entrepreneurs.

The successful candidate will have: A PhD in a business subject area within the field of strategic management as broadly defined; high quality research publications; will be able to demonstrate excellence in teaching and administration that is consistent with the demands of modern business education; industry experience is desirable; and familiarity with distance education and online teaching would be advantageous. Candidates should have excellent communication, organisation and interpersonal skills, with the ability to work independently as well as part of a team.

Further Information

Informal enquiries about this post should be made to Professor Andrew Burke, Dean of the Trinity Business School by e-mail: DeanTBS@tcd.ie
Standard Duties of the Post

Successful candidates will:

• Be willing and able to teach in the area of business studies broadly and in strategic management specifically at undergraduate/postgraduate degree levels and/or executive education.

• Develop learning environments that are consistent with modern teaching and learning practices and that are flexible, student-centred and accessible, utilising appropriate technology.

• Contribute to building an active individual and collaborative international research record, including PhD supervision, publication and the generation of external research income.

• Participate with colleagues in developing and maintaining links and partnerships with industry and the wider community both nationally and internationally.

• Undertake appropriate administrative/managerial activities and tasks that supports and adds value to Trinity Business School and the wider Trinity community.

Knowledge & Experience

Knowledge & Experience (Essential & Desirable):
Teaching

• An experienced academic with an on-going programme of scholarly activities – Essential.

• Operating independently and as a senior 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 – Essential.

• Experience of designing and monitoring undergraduate / postgraduate research projects – Essential.

• Familiarity with working in an interdisciplinary environment, candidate must be able to and willing to teach topics at undergraduate level in business that lie outside their immediate area of specialisation – Essential.

• Significant experience in lecturing at university level – Essential.

• Evidence of a personal contribution and commitment to excellence in teaching – Essential.

• Proven experience of facilitating seminars, presentations and workshops – Essential.

• Evidence of a personal contribution and commitment to excellence in teaching – Essential.

• Experience in curriculum design, examinations and course administration – Essential.

• Proven experience in designing, planning and implementing academic programmes for professional learning or executive education – Desirable.

• Experience of using new teaching media – Desirable.

Person Specification

The ideal candidate will have the following:

Qualifications

The person appointed to this post will have:

• A PhD in business strategy, strategic management, organization theory, international business, HRM, leadership, industrial organization, entrepreneurship, organizational sociology or another disciplines that can clearly be seen to underpin the wider field of business strategy.

• An extensive high quality research publication portfolio commensurate with a chair in business strategy at a leading European business school.

• Industry expertise would be an advantage.
Research

- A portfolio of research equivalent to a leading international full professor which includes substantial representation in higher ranked journals in the Chartered Association of Business Schools listing – Essential.
- The successful candidate will have developed a research programme of significance and hold a record of research leading to published work – Essential.
- Developed an international reputation for thought leadership – Essential.
- Plays a key role in the development of inter-institutional research collaborations, national and/or international – Essential.
- Has a track record of success in research grant applications, in line with opportunities available and can provide evidence that they are continuing on a trajectory of research excellence – Essential.
- Demonstrate clear evidence of sustained research output and impact – Essential.
- Ability to secure research funding and to attract and develop postgraduate students – Essential.
- Ability to supervise dissertations through to a successful outcome – Essential.
- Knowledge of recent research in the relevant areas – Essential.
- Candidates will be expected to have presented data at international conferences and to be members of relevant learned societies – Essential.
- Capacity to work as part of a team – Essential.

Experience in 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 expected to undertake leadership positions at Discipline, School, Faculty or University level – Essential.
- Shows significant contribution to their current School, University, Field – Essential.
- Invited appearances before industry or public audiences – Essential.
- 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 – Essential.
- External examining – Desirable.
- Contribution to academic and professional bodies – Desirable.
- Contribution to national and international bodies – Desirable.
- Societal engagement relevant to the University’s mission statement – Desirable.
- Organisation of workshops, seminars, conferences or other collaborative intellectual activity – Desirable.
- Pro bono consultancies resulting in publication – Desirable.
- Professional advice to government and public organisations – Desirable.
- Demonstrable experience of leadership in advancing gender equality.

Service to the University / Administration

- The successful candidate will be expected to participate in discipline administration including admissions, degree programme 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.
Application Information

Candidates should submit by e-Recruitment:

• Cover letter stating why the applicant wishes to be considered for this professorial chair.

• Full curriculum vitae to include your list of publications and the names and contact details of 5 referees (email addresses if possible).

• Publications must be tagged and listed according to their Chartered Association of Business Schools rankings i.e. list highest ABS ranked journals first stating the ranking beside each publication i.e. ABS4*, ABS4, ABS3, ABS2, ABS1 or non-ABS).

• Publications which are in the FT preferred journals publication list must also be tagged.

• Research plan (summarising research to be carried out in the next two years and including details for funding to be sought – maximum of 2 pages).

• Teaching statement (summarising teaching experience and approach – maximum of 2 pages).

• Leadership/innovation statement – outlining the innovation, projects and development that the candidate would like to initiate at Trinity Business School.

PLEASE NOTE:

• Candidates who do not submit the information specified via e-recruitment will not be considered for shortlisting.

• Applications are only accepted via http://jobs.tcd.ie

• Applications sent after the closing date or time will not be considered for shortlisting.
Trinity is Ireland’s premier university, with a proud tradition of excellence stretching back to its foundation in 1592. The oldest university in Ireland, and one of the oldest in Europe, today Trinity sits at the intersection of the past and the future, and is ideally positioned as a major university in the European Union. Our 47-acre campus is located in the heart of Dublin city centre and is home to historic buildings dating from the University’s establishment, as well as some of the most cutting-edge teaching and research facilities in Ireland. Students at Trinity benefit from a unique educational experience across a range of disciplines in our three faculties – Arts, Humanities, and Social Sciences; Engineering, Mathematics and Science; and Health Sciences. The pursuit of excellence through research and scholarship is at the heart of a Trinity education, and our researchers have an outstanding publication record and strong record of grant success.

Trinity has developed 18 broad-based multidisciplinary research themes that cut across disciplines and facilitate world-leading research and collaboration within the University and with colleagues around the world. These internationally recognised themes include such diverse areas as Cancer, Immunology, Telecoms, Identities in Transformation, Nanoscience, Neuroscience, and Making Ireland. Researchers from across the University work together in innovative ways to develop new and exciting approaches to their research and explore the frontiers of knowledge in the 21st century. In creating these dedicated research themes, Trinity’s researchers are able to become a more powerful force on the global stage, successfully competing for large-scale grants and attracting top students and faculty to the University. Trinity is home to Ireland’s first purpose-built Nanoscience research institute, CRANN, which opened in January 2008. This state-of-the-art facility houses 150 scientists, technicians, and graduate students in specialised laboratories, fostering creative innovations that have seen Trinity’s researchers make significant breakthroughs.

The Trinity Long Room Hub for Arts and Humanities Research Institute is the University’s flagship institute for research in the Arts and Humanities, providing a world-class environment for cross-disciplinary collaborative projects. The Long Room Hub provides a central location through which the University’s internationally respected Arts and Humanities research can become more visible, demonstrating its relevance for contemporary and future societies. Researchers from across the University regularly participate in debates on topical issues facing the world today. As well as operating an International Visiting Research Fellowship programme, the Long Room Hub also hosts major EU-funded Digital Humanities projects.

One of the most instantly recognised parts of Trinity’s campus is the famous Old Library, home to the historic Book of Kells as well as other internationally significant holdings in manuscripts, maps, and early printed material. Trinity’s Library is the largest research library in Ireland and is an invaluable resource to Trinity’s students and research community. Built up over the four centuries of the University’s existence, the Library’s collections have benefitted from its status as a Legal Deposit library for the past 200 years, granting Trinity the right to claim a copy of every book published in Ireland and the UK. At present, the Library’s holdings span approximately 4.25 million books, 22,000 printed periodical titles, and access to 60,000 e-journals and 250,000 e-books.

Trinity attracts top students from Ireland and abroad and prides itself on the consistently high standard of student admitted to the University every year. These students are drawn to Trinity for the excellence of our research-led teaching and for the quality and prestige a degree from this University confers. Trinity has also pioneered accessibility to education in Ireland, becoming the first university in the country to reserve 15% of its undergraduate places for students from non-traditional learning groups.
Trinity is the top-ranked European university for student entrepreneurship and Europe’s only representative in the world’s top-50 universities.

Our alumni have gone on to shape the history of Ireland and of Western Europe in a wide range of fields. These include such notable figures as Jonathan Swift, Oscar Wilde, William Rowan Hamilton, Edmund Burke, William Stokes, Denis Burkitt, Louise Richardson, Lenny Abrahamson, and Anne Enright.

Three of Trinity’s graduates have been awarded Nobel prizes: Ernest Walton for Physics in 1951; Samuel Beckett for Literature in 1968; and William Campbell for Physiology / Medicine in 2015. Trinity also counts the first female President of Ireland among its alumni in Mary Robinson, as well as other notable former Presidents Douglas Hyde and Mary McAleese. At Trinity we are justifiably proud of our tradition, and we strive to uphold this excellence as we face the demands of the 21st century.

Trinity’s Research Themes

- Ageing
- Cancer
- Creative Arts Practice
- International Development
- International Integration
- Making Ireland
- Creative Technologies
- Digital Engagement
- Digital Humanities
- Manuscript, Book and Print Cultures
- Nanoscience
- Neuroscience
- Genes & Society
- Identities in Transformation
- Immunology, Infection & Infection
- Telecommunications
- Smart Sustainable Planet
- Next Generation Medical Devices
Trinity College Dublin World University Rankings

*Trinity is the top ranked university in Ireland. Using the QS methodology we are ranked 88th in the world and using the Times Higher Education World University Rankings methodology we are 117th in the world.*

**Overall**

- Trinity is Ireland’s No.1 University in the QS World University Ranking, THE World University Ranking and the Academic Ranking of World Universities (Shanghai).
- Trinity is ranked 88th in the World, and 29th in Europe, in the 2017/2018 QS World University Ranking.
- Trinity is ranked in the Top 100 for Graduate Employability in the QS 2017 Rankings.
- Trinity is in the Top 50 most innovative universities in Europe according to Reuters¹.
- Between 2010 and 2015, Trinity was ranked the top university in Europe for entrepreneurship according to Pitchbook’s independent analysis².

**Internationalisation**

- Trinity is ranked 52nd in the world in the THE World University Ranking for international outlook.

**Research Performance**

- Of the 981 institutions included in the THE World University Rankings for 2017, Trinity is in the top 15% internationally for research performance.
- Trinity is ranked in the top 15% internationally by QS for citations.

**In the QS World University Rankings:**

- Trinity featured in the world’s elite (Top 200) institutions in 25 of the 28 subjects in which it was evaluated by the QS World University Rankings by Subject in 2015. Of these, Trinity ranked in the top 100 in the world in 14 subjects and in the top 50 in the world in 6 subjects: English Language and Literature; Nursing; Politics and International Studies; History; Biological Sciences; and Modern Languages.
- In three out of the last four years, Trinity has been consistently ranked in the Top 50 worldwide for the following areas: English Language and Literature; Nursing; Modern Languages; and Politics and International Studies.
- In the QS Faculty rankings, Trinity has been consistently ranked in the Top 100 globally for Arts and Humanities over the last four years.

¹ [http://www.reuters.com/article/us-innovative-stories-europe-idUSKCN0Z00CT](http://www.reuters.com/article/us-innovative-stories-europe-idUSKCN0Z00CT)
Trinity Business School

Business is a long established discipline in Trinity, having originated with the School of Commerce offering B.A. and B.Comm. degrees in 1925 and transformed into the School of Business Studies in 1962. The evolution of a School of Commerce to a School of Business marks one of the earliest recognitions among Irish and British universities of the emergence of the Business School as distinct from the earlier model of a School of Commerce. It was followed quickly by the launch of one of the three original European MBA programmes. The 2014-19 Strategy of the University set out a broad vision to become a university of greater consequence. A key part of this institutional strategy was to grow the international Trinity Business School into a full suite school located in a world class building. This led to the development of a high growth and transformational strategy for Trinity Business School along with a financial plan which were both approved by the Board of the University in the Spring of 2016. This strategy involved growing the School by 150% over 7 years and constructing a new cutting-edge €80 million building for Trinity Business School with an opening date of Spring 2019. The implementation of this strategy is now well underway with annual growth rates of 43% achieved in 2016/17 and a further compound growth of 23% achieved in 2017/18. The strategy involves growth driven primarily through the development of new degree programmes including a new dedicated business undergraduate degree, expansion of the MSc portfolio, new formats of delivery for the MBA and expansion in the flexible education market. Coupled with this is a further deepening and broadening of the Schools’ research activity with a greater emphasis on highly ranked international journal publications.

In parallel, real-world relevant research and thought leadership are key objectives as well as pan-School research centres (which include the Centre for Social Innovation and the Centre for Digital Business) which address major research themes/questions relevant for business, society and public policy. Permeating all of these activities is the aim of further deepening the School’s five elements of its expertise and focus which throughout the consultation process in 2015 have been distilled into what has become known as the Trinity Business School DNA (see below). The purpose of the strategy is to embed these elements and values in all activities of the School. The School’s Mission, Values and Vision are expressed as follows in the personal plural tense reflective of the collective approach underpinning its activities:

Our Mission:

We are the business school at the heart of a world-renowned university located at the core of Dublin, an international capital city and hub for global business. In this context, we are dedicated to education and research for students and organisations which instil a mind-set focused on improving business and society based upon creative and critical thinking, ethical awareness and values, cutting-edge knowledge and professional behaviour.

Our Values:

Our values commit us to a liberal environment where independence of thought is protected and where all in the School community are encouraged to become fulfilled by realising their potential to enhance business and society in a manner which involves ‘putting in more than you take out’.

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Trinity Business School

Our Vision and expected outcomes:

To become a business school of greater consequence Trinity Business School will grow to a full suite international business school through deepening our DNA and delivering on five key objectives:

i. **Education focused on careers and business performance.** Developing and delivering programmes which create great careers for our graduates and excellent performance for the businesses in which they are engaged. Our graduates learn cutting-edge real world management from both leading researchers and high performance business executives and entrepreneurs.

ii. **A set of values – “put in more than you take out”**. We take a deep and responsible view of the term ‘business performance’ which creates an awareness beyond profit to include the impact of business on the wider economy and society. We expect our graduates to ‘put in more than they take out’ of the economy and society throughout their career.

iii. **The personal development and well-being of our students.** We provide opportunities for our students to explore and to develop their business and personal potential on our degree programmes as well to prepare them for a healthy career existence in today’s dynamic but often stressful work environment.

iv. **A real-business educational environment.** The University is located right in the centre of the vibrant and friendly Dublin City. We are adjacent to: the Irish Financial Services Centre (IFSC), Europe’s digital industries capital, government and public sector management headquarters, city centre retail, professional services industries and Ireland’s cultural industry sectors. Quite simply, we have cutting edge global corporations and high performance new ventures on our doorstep. We are based in a highly entrepreneurial university and provide students with the education which they need to excel in established and new businesses. An innovation and entrepreneurial hub will be located at the core of our new business school building and we already provide students with excellent opportunities to develop new ventures.

v. **Rigorous research which serves and critically evaluates business.** Creating and then disseminating research which addresses questions which both serve and critically engage with real-business practice and public policy.

Trinity Business School’s DNA

Details of the staff, students, alumni and programmes offered by Trinity Business School along with further information can be found on the School’s website: [https://www.tcd.ie/business](https://www.tcd.ie/business)
The Selection Process in Trinity

• The Selection Committee (Interview Panel) may include members of the Academic and Administrative community together with External Assessor(s) who are expert in the area. Applications will be acknowledged by email. If you do not receive confirmation of receipt within 1 day of submitting your application online, please contact the named Recruitment Partner on the job specification immediately and prior to the closing date/time.

• Given the degree of co-ordination and planning to have a Selection Committee available on the specified date, the University regrets that it may not be in a position to offer alternate selection dates. Where applicants are unavailable, reserves may be drawn from a shortlist. Outcomes of interviews are notified in writing to applicants and are issued no later than 5 working days following the selection day.

• In some instances the Selection Committee may avail of telephone or video conferencing. The University’s selection methods may consist of any or all of the following: Interviews, Presentations, Psychometric Testing, References and Situational Exercises.

• It is the policy of the University to conduct pre-employment medical screening/full pre-employment medicals. Information supplied by applicants in their application (Cover Letter and CV) will be used to shortlist for interview.


• Non-EEA applicants should note that the onus is on them to secure a visa to travel to Ireland prior to interview. Non-EEA applicants should also be aware that even if successful at interview, an appointment to the post is contingent on the securing of an employment permit.
Equal Opportunities Policy

Trinity College is an equal opportunities employer and is committed to employment policies, procedures and practices which do not discriminate on grounds such as gender, civil status, family status, age, disability, race, religious belief, sexual orientation or membership of the travelling community.

On that basis we encourage and welcome talented people from all backgrounds to join our staff community.

Trinity College’s Diversity Statement can be viewed in full at https://www.tcd.ie/diversity-inclusion/diversity-statement

Pension Entitlements

This is a pensionable position and the provisions of the Public Service Superannuation (Miscellaneous Provisions) Act 2004 will apply in relation to retirement age for pension purposes. Details of the relevant Pension Scheme will be provided to the successful applicant.

Applicants should note that they will be required to complete a Pre-Employment Declaration to confirm whether or not they have previously availed of an Irish Public Service Scheme of incentivised early retirement or enhanced redundancy payment. Applicants will also be required to declare any entitlements to a Public Service pension benefit (in payment or preserved) from any other Irish Public Service employment.

Applicants formerly employed by the Irish Public Service that may previously have availed of an Irish Public Service Scheme of Incentivised early retirement or enhanced redundancy payment should ensure that they are not precluded from re-engagement in the Irish Public Service under the terms of such Schemes. Such queries should be directed to an applicant’s former Irish Public Service Employer in the first instance.
Application Procedure

Applicants should submit a full Curriculum Vitae to include the names and contact details of 3 referees (including email addresses), together with a cover letter (1x A4 page) that specifically addresses the application procedure set out above by e-Recruitment:

APPLICATIONS WILL ONLY BE ACCEPTED BY E-RECRUITMENT

http://jobs.tcd.ie

If you have any application queries, please contact:
Raquel Dowie, Human Resources,
House No. 4, Trinity College Dublin, the University of Dublin

Tel: +353 1 896 3365, Email: dowier@tcd.ie