

## Job Description

| Title                    | Details                                                                       |
|--------------------------|-------------------------------------------------------------------------------|
| <b>Job title</b>         | Lecturer in Organisational Behaviour                                          |
| <b>Department/Unit</b>   | Henley Business School/Leadership Organisation, Behaviour & Reputation (LOBR) |
| <b>Job Type</b>          | 1.00 FTE, Permanent                                                           |
| <b>Grade</b>             | 7                                                                             |
| <b>Accountable to</b>    | Head of Department                                                            |
| <b>Accountable for</b>   | n/a                                                                           |
| <b>Vacancy reference</b> | SRF53378                                                                      |

### Purpose

This is a rare and exciting opportunity to join Henley Business School, a world-class school, helping to shape the unique and progressive department of Leadership, Organisations, Behaviour and Reputation (LOBR). The post will contribute substantially and provide academic leadership to teaching, research and supervision activities of the department Henley's organizational behaviour/leadership portfolio. The candidate has the option to join and contribute to the Henley Centre Leadership. You will be part of one of the most dynamic and ambitious business schools in the world and be immersed in an environment that supports academics to achieve the most in their careers.

We seek an accomplished academic with expertise organisational behaviour and leadership or related disciplines. The candidate has established a strong research profile and is pursuing an outstanding research portfolio. The ideal candidate is passionate about student learning will contribute to the design, delivery, and leadership of our programmes, to doctoral supervision and the research culture within the department.

### Team Structure

Leadership, Organisation, Behaviour and Reputation (LOBR) is a substantial department of Henley Business School. The group is overseen via the matrix structure by the Head of LOBR and heads of individual subject groups such as leadership and coaching. The candidate can join, benefit and substantially contribute to one of leading research centers or groups in LOBR, such as the Henley Centre for Leadership.

### Main duties and responsibilities

A successful appointee is expected to contribute to and to lead in research, teaching, module convening and administration, commensurate with a lecturer role.

- Research activity in the areas of organisational behaviour, leadership, and related disciplines includes development of high-quality research resulting in publications in world-leading academic journals and as well developing new lines of research with the potential for substantial impact. It will also include the submission of research grant applications to secure external funding from research councils, industry partners, and other bodies and the management of any resulting projects.
- Teaching will include delivery of high-quality teaching in any combination of undergraduate, pre and post-experience postgraduate programmes in organisational behaviour and leadership.. This includes and project/dissertation supervision - as agreed with the Head of Department and in view of the strengths and developmental aspirations of the candidate.
- Supervision of doctoral students (PhD and DBA).
- Administrative duties can include management of teaching provision, academic tutoring, module convening and may include other leadership roles within the Department, School and University, along with business engagement and programme outreach activities as appropriate.
- All members of staff demonstrate academic citizenship.
- The candidate post can benefit from and provide academic input to the expanding research, teaching and outreach portfolio of the Henley Centre for Leadership in the department.

### **Supervision received**

Newly appointed staff will have mentors. Supervision for the role tbc. General guidance and line management will sit with the Head of Department.

### **Contact**

The work will involve liaison with other staff in the Henley Business School and wider University and contact with a range of external bodies.

### **Terms and conditions**

The terms and conditions will be standard terms and conditions for a lecturer at the university. Although the post is full-time, requests to perform the role on a part time basis will be considered.

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 does not change the general character of the job or the level of responsibility entailed.

**Date assessed: n/a**

# Person Specification

| Job Title                            | School/Department                         |
|--------------------------------------|-------------------------------------------|
| Lecturer in Organisational Behaviour | HBS/Leadership, Organisations & Behaviour |

## Which stage these Criteria be assessed

A = Application

I = Interview

P = Presentation/Pre task

| Criteria               | Essential                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Desirable                                                                                                                                      |
|------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Skills Required</b> | <ul style="list-style-type: none"> <li>• Excellent team working skills (I/P)</li> <li>• An open, creative and innovative approach to professional tasks (I/P)</li> <li>• Ability to translate organisational behaviour theories into meaningful applications for post- and pre-experience students (I/P)</li> <li>• Potential to conduct research leading to significant academic and professional impact (A, I)</li> <li>• Excellent undergraduate and/or postgraduate/post-experience level teaching skills and ability to deliver to large and small groups (I/P)</li> <li>• Well-developed interpersonal and communication skills, including, outstanding written communication skills (P)</li> <li>• Evidence of organisational skills and effective management of projects (I)</li> </ul> | <ul style="list-style-type: none"> <li>• Executive education teaching skills and ability to deliver to large and small groups (I/P)</li> </ul> |
| <b>Attainment</b>      | <ul style="list-style-type: none"> <li>• PhD/DBA in relevant area or close to submission of a doctoral thesis (A)</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | <ul style="list-style-type: none"> <li>• Organisational Behaviour (or similar) Degree (A)</li> </ul>                                           |

|                            |                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                                        |
|----------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Knowledge</b>           | <ul style="list-style-type: none"> <li>• Knowledge of the various sub-disciplines sufficient to teach related areas such as organisational behaviour, leadership and related disciplines (A/P)</li> </ul>                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                        |
| <b>Relevant Experience</b> | <ul style="list-style-type: none"> <li>• Experience of teaching at undergraduate and postgraduate/post-experience level in OB or related disciplines (A/I/P)</li> <li>• Research published in 3 and/or 4 journals (A/I)</li> <li>• Pipeline of research outputs with potential to be published in 3, 4 or 4* journals (A/I)</li> <li>• Experience of using innovative approaches to teaching and learning. (I/P)</li> </ul> | <ul style="list-style-type: none"> <li>• Cross-cultural/international teaching and/or research experience (I/P)</li> <li>• Experience of supervision of Masters dissertations/projects (A)</li> <li>• Experience of working with businesses and commercial clients at senior levels.(A/I/P)</li> </ul> |
| <b>Other</b>               | <ul style="list-style-type: none"> <li>• Desire/ambition to build an academic career (I)</li> <li>• Higher Education Academy membership/Fellowship or willingness to achieve within an agreed timeframe. (A)</li> </ul>                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                        |

**Completed By: Professor Yelena Kalyuzhnova**

**Date: 6<sup>th</sup> October 2026**