Aston University
BIRMINGHAM UK

Lecturer in Cybersecurity Management



Reference: R260044

Grade: 08/09, depending on experience

Salary: £38,784 to £56,535, per annum, depending on experience

Contact Type: Permanent

Basis: Full Time

Job description

We have an opportunity in the Business Analytics and Information Systems (BAIS) Department for Lecturer in Cybersecurity Management. Appointment will be made based on the experience and academic profile of the candidate.

As part of our growth strategy, we are seeking inspirational and highly motivated individuals to contribute to the development of the Department's research, teaching and learning activities. We are keen to discuss new ideas to strengthen our research, complement our business support provision and support our teaching and learning activities. We welcome discussions with prospective candidates whose research interests include cybersecurity management, information security management, organisational responses to cyber risk, digital resilience and forensics, cryptocurrencies, blockchain and fintech.

This role is located within the Business School and is oriented toward the management, governance, strategic and organisational dimensions of cybersecurity rather than the purely technical computer science aspects of the field. The successful candidate should therefore be able to teach and research cybersecurity in ways that are meaningful for business students, managers, policymakers and organisational stakeholders.

Applicants should have experience of teaching at different levels – at undergraduate and at postgraduate levels (MSc/MBA), ideally at a business school, and have potential to deliver executive education courses. Applicants should be able to demonstrate effective and innovative teaching practices and a willingness to participate in the design of new modules and courses, based on innovative research, including those delivered by distance learning. We welcome discussions with prospective candidates whose teaching portfolio includes digital forensics, cybersecurity management, cryptocurrencies, blockchains and fintech.

The applicant is expected to join the Cyber Security Innovation (CSI) Centre. The Centre brings together stakeholders from industry, government and leading cybersecurity research institutions. CSI members include globally recognised academics undertaking projects that address real-world cyber security challenges through innovative solutions. The scope of the international Cyber Security & Innovation Centre is to strategically manage operations and build effective relationships across academia, industry, and policymakers.

We seek applicants who can teach students in the Business School (e.g., those on general business courses, marketing, law, HR, finance, and analytical degrees) and those who are able to produce impactful related research. The ability to supervise DBA/PhD students is essential. The ability to deliver industry-certified courses in the above subjects is desirable.

Applicants should have a good first degree in Business, Management, Information Systems, or a related discipline, as well as a higher degree in a relevant academic discipline. They must also be able to demonstrate an established or emerging path of research with links to teaching and learning, and engagement with external stakeholders. We are especially looking for people with a 'hands-on' and 'can-do' attitude. The University actively supports and finances academic and entrepreneurial spin-offs. Applicants from computing or engineering backgrounds are welcome where they can demonstrate a strong and credible business school profile in research and teaching.

Job Purpose:

To contribute to, develop and enhance the research, scholarship and teaching activities of the School either independently or as part of a team, through professional practice and expertise. In addition, to develop external links with regional, UK and international bodies such as government agencies, schools, colleges, professional bodies, business and industry as appropriate to the subject discipline, School and/or University strategy.

The majority of academic staff will undertake a balance of research and teaching and learning activities. Whilst ability and effectiveness should be demonstrated in all areas, individuals may be more specifically focussed on research, teaching and learning or external engagement. This balance will be discussed and agreed with individuals annually in the PDR meeting in line with operational needs, School and University strategy and with consideration of the individual's career goals and development plans.

Main Duties/Responsibilities:

Research

- To develop research objectives, projects and proposals for personal/joint research programmes consistent with the School's research priorities.
- To write up or contribute to the write up of research work for publication.
- To identify sources of funding, develop and submit funding applications, securing external research funding.
- Where appropriate to School/University strategy and subject discipline, to participate in and develop external networks.
- To supervise and manage research projects.
- To supervise postgraduate students at Masters and doctoral levels. To foster an environment which encourages research among students at postgraduate level.
- To collaborate in research initiatives with colleagues in and beyond the School as appropriate.

In addition, at grade 9

- To write up research and publish the outcomes in good quality publications.

Teaching and Learning

- To teach students at different levels including foundation, undergraduate and postgraduate students, and to carry out the associated examining processes.
- To be contribute to/ be responsible for the design and content of specific areas of teaching and learning within the School's teaching Programmes, with guidance.
- To provide academic support and advice to foundation, undergraduate and postgraduate students.
- To cooperate with colleagues across disciplines in the continuous review and development of Programmes and the curriculum.
- To use and promote the use of a range of methods and techniques in teaching, learning and assessment including pursuing digital and modern methods of delivery.
- To engage in supporting and promoting quality assurance measures within the University e.g. by evaluation and development of modules for which the lecturer has responsibility, in terms of content, delivery and assessment as well as reviewing delivered modules, setting and receiving student feedback questionnaires.

In addition, at grade 9

- To be responsible for the design and content of specific areas of teaching and learning within the School's teaching Programmes with guidance

- To innovate in teaching, demonstrate continuous professional development and critical reflective practice, translating knowledge into the course of study.

External Engagement

- To contribute to student placement schemes with companies and research institutions both in the UK and overseas.

- To contribute to plans to demonstrate research impact and secure commercialisation, identifying and pursuing opportunities for translational research where appropriate to role and discipline.
- To enhance the University's reputation with professional/scholarly bodies e.g. by promoting understanding of the subject.

In addition, at grade 9

- To develop research and development collaborations with industry partners to secure additional direct funding where appropriate to focus and subject discipline

Citizenship

- To carry out specific School roles and functions as may be reasonably required (e.g. Programme Co-ordinator, Personal Tutor, Admissions Tutor), these being equitably distributed across the academic staff.
- To provide pastoral care and support to students.
- To take part in and, if required, manage staff seminars, cross-departmental activities and events e.g. Open Days, Sixth Form Conferences etc.
- To display and promote Aston values through own actions and behaviour.
- To undertake such other duties as may be reasonably requested and that are commensurate with the nature and grade of the post.

In addition, at grade 9

- To take part in and, on occasion, act as Chair of one or more of the School committees, these responsibilities being equitably distributed across the academic staff.

Additional responsibilities

- Engage in continuous personal and professional development in line with the demands of the role, including undertaking relevant training and development activities to develop themselves and support the development of others.
- Ensure and promote the personal health, safety and wellbeing of staff and students.
- Carry out duties in a way which promotes fairness in all matters and which engenders trust.
- Promote equality of opportunity and support diversity and inclusion as well as working to support the University's environmental sustainability agenda and practices.

Person specification

	Essential	Method of assessment
Education and qualifications	▶ A good first degree in a relevant area ▶ A doctorate or near completion of a doctorate in IS/ICT, management of information systems, eBusiness or relevant academic discipline. **In addition, at grade 9** ▶ A recognised teaching qualification / membership of the Higher Education Authority at Fellow level.	Application form
Experience	▶ Experience of teaching and assessing within a degree programme. ▶ Experience of curriculum design, review and implementing innovative ideas. ▶ Experience of using VLE's e.g. Blackboard Experience of initiating and conducting research up to doctoral level. ▶ Experience of writing up/ contributing to the writing up of research for high quality publications. **In addition, at grade 9** ▶ Experience of publishing research in high quality publications.	Application form and interview
Aptitude and skills	▶ Ability to develop own teaching materials and contribute to course and programme development. ▶ Ability to provide tutorial and counselling advice to undergraduate and postgraduate students. ▶ Excellent communication skills to build external contacts that will support research and teaching activity. ▶ Ability to develop and maintain a research programme and to publish in international journals.	Application form and interview

	Essential	Method of assessment
	▶ Ability to secure research funds from external sources. ▶ Ability to harness IT as a research and teaching tool. ▶ A willingness to undertake further training as appropriate and to adopt new procedures as and when required. ▶ Commitment to observing the University's Equal Opportunities Policy at all times. ▶ Ability to attend the University as and when required for scheduled teaching, relevant meetings and student support. **In addition, at grade 9** ▶ Ability to lead taught modules and programmes for undergraduate and postgraduate students. ▶ Evidence of securing research income and of maintaining an ongoing pipeline.	

	Desirable	Method of assessment
Education and qualifications	▶ Membership of relevant professional body (e.g. The Operational Research Society, British Computer Society) Professional qualifications and certifications and equivalent extensive work experience. ▶ Ability to deliver short certified courses, PhD or DBA and desire to continue related research in teaching subject areas.	Application form
Experience	▶ Experience in teaching cybersecurity management, information security management, organisational responses to cyber risk, digital resilience and forensics, cryptocurrencies, and e-business by clearly outlining their applicability and relevance to businesses and policy makers	Application form and interview and presentation

	Desirable	Method of assessment
	▶ Research interest relating to cybersecurity management, information security management, organisational responses to cyber risk, digital resilience and forensics, cryptocurrencies. ▶ Ability to develop teaching cases and training courses on the topics above but demonstrating their relevance to organisations and appropriate for students enrolled in a business school ▶ Expertise in IS/ICT based techniques, specialized software and web-based technologies for the development and teaching of cybersecurity topics. ▶ Consulting experience in cybersecurity management. ▶ International and/or inter-cultural experience. ▶ Working with industry in applied projects (e.g. Knowledge Transfer Projects) to generate impact.	
Aptitude and Skills	▶ Highly motivated, passionate about education and able to initiate and develop ideas and opportunities in teaching, learning and research; A confident communicator able to relate to the student population and must have excellent verbal and written communication skills. ▶ An innovative ‘hands-on’ and ‘can-do’ mindset.	Interview and presentation

University values

All staff are expected to demonstrate/promote the University's values and expectations, which are an integral part of our strategy and underpin the culture of the University. In addition, our leaders are expected to be accountable, help to execute strategic visions of the University and share and set clear expectations that inspire those around them.



How to apply

You can apply for this role online via our website https://www2.aston.ac.uk/staff-public/hr/jobs.

Applications should be submitted by 23.59pm on the advertised closing date.
All applicants must complete an application form, along with your CV.

Any CV sent direct to the Recruitment Team and Recruiting Manager will not be accepted.

If you require a manual application form, then please contact the Recruitment Team via recruitment@aston.ac.uk.

Contact information

Enquiries about the vacancy:

Name: Dr Leonidas Anastasakis
Job Title: Head of Business Analytics and Information Systems Department
Email: l.anastasakis@aston.ac.uk

Enquiries about the application process, shortlisting or interviews:
Recruitment Team via recruitment@aston.ac.uk or 0121 204 4500.

Additional information

Visit our website https://www2.aston.ac.uk/staff-public/hr for full details of our salary scales and benefits Aston University staff enjoy.

Salary scales: https://www2.aston.ac.uk/staff-public/hr/payroll-and-pensions/salary-scales/index

Benefits: Benefits and Rewards | Aston University

Working in Birmingham: https://www2.aston.ac.uk/birmingham

Employment of Ex-Offenders: Under the Rehabilitation of Offenders Act 1974, a person with a criminal record is not required to disclose any spent convictions unless the positions they applying for is listed an exception under the act.

Eligibility to work in the UK: You should ensure that you meet the eligibility requirements, including meeting the English language standards. If you do not meet the eligibility criteria, any application for a work visa would be unsuccessful. Please see UKVI guidance for further information on eligibility, knowledge of English requirements and approved test centres https://www.gov.uk/tier-2-general

With the end of free movement for EU/EEA/Swiss nationals from 1 January 2021, the UK's new immigration system applies to all non-UK/Irish nationals who require a visa.

Where an individual is subject to UK immigration control, they will require a visa to work in the UK.

The following individuals do not need a visa for the UK, but do still have to prove their right to work before employment can commence:

- **British Citizens or Irish Nationals**
- **EU/EEA/Swiss nationals with Settled or Pre-settled status under the EU Settlement Scheme**
- **Non-EEA nationals with Indefinite Leave to Remain/Settlement in the UK**

The main routes available for those who need a visa to work in the UK are **Skilled Worker**, **Global Talent** and the **Graduate Route**.

You can find further information about each of these visa routes on our candidate immigration page.

If you will conduct research in your role, you may need to apply for and obtain ATAS clearance before Aston can issue a Certificate of Sponsorship for your visa application. Please see below for further details.

Academic Technology Approval Scheme (ATAS):
If you will conduct research in your role and you apply for a Skilled Worker or Temporary

Worker GAE visa, you may need to apply for and obtain ATAS clearance before Aston can issue a Certificate of Sponsorship for your visa application.

This process can take at least 6 weeks to process, and Aston will consider this when confirming your expected start date. Processing times will increase between April and September and can longer to complete.

There is no fast-track option available. ATAS certificates will be processed in order of receipt.

You can find more information about ATAS on our candidate immigration page.

Before you start and Right to Work

90-day entry vignette

If you have applied for your visa outside of the UK, you will receive a vignette in your passport which is usually valid for 90 days. Please make sure to travel to the UK within the 'valid from' and 'valid to' dates on this visa. If you entered the UK before or after these dates, you would not 'activate' the visa and you would need to leave and re-enter the country.

You will also receive a decision letter confirming details about your immigration permission and where to collect your Biometric Residence Permit.

Cost of Living - Estate and Letting Agents

There are numerous Estate and Letting Agents in and around Birmingham that can help you find suitable accommodation. The Midland Landlord Accreditation Scheme provides a list of professional agencies and landlords who have applied with them for accreditation. Whilst accreditation is not a guarantee of quality, it provides some reassurance about the standard of the service they provide.

You can also use property search websites such as Rightmove or Zoopla.

Equal Opportunities

Aston University promotes equality and diversity in all aspects of its work. We aim to ensure, through our admissions policies for students, and our staff recruitment and selection processes that we encourage applications from all groups represented in the wider community at a local, national and international level.

The University will endeavour not to discriminate unfairly or illegally, directly or indirectly, against student or potential students, staff or potential staff. This commitment applies to all functions of the University and to any stage of an individual's career.

An Equal Opportunities Monitoring Form is included within the application form. Data you provide on the Equal Opportunities Monitoring Form will be included in a general database, for statistical monitoring purposes, enabling the University to monitor the effectiveness of its

Policy, Codes of Practice and Guidelines on Equal Opportunities in Employment. Individuals will not be identified by name.

Data Protection

Your personal data will be processed in compliance with the Data Protection Act 2018 and the General Data Protection Regulation ((EU) 2016/679) ("GDPR"). The University's Data Protection Policy and Privacy Notices, including the Job Applicant Privacy Notice can be found at https://www2.aston.ac.uk/data-protection. Your application will only be used to inform the selection process, unless you are successful, in which case it will form the basis of your personal record with the University which will be stored in manual and/or electronic files. Information in statistical form on present and former employees is given to appropriate outside bodies.

Full details of our terms and conditions of service and associated policies and procedures are available online at https://www2.aston.ac.uk/staff-public/hr/policies

Aston University
Birmingham
B4 7ET, UK.
+44 (0)121 204 3000

www.aston.ac.uk