



*We are exceptional!*

# LET YOUR CAREER FLOURISH AT QUEEN'S



QUEEN'S UNIVERSITY  
MANAGEMENT  
SCHOOL



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**Queen's University  
Management School (QUMS)**  
– which enjoys an international  
reputation as a top 20 UK  
management school and a first  
class research institute for the  
business sciences – has a bold  
ambition.

We want to grow into a global leader in education and research for accounting, economics, management and finance.

We are seeking 20 inspirational thinkers to help us to fulfil this ambition. Opportunities are available at Lecturer, Senior Lecturer/Reader and Professor levels for talented individuals to help us to enhance further our reputation for excellence in both teaching and research.

This investment follows on from considerable investments that have been made in recent years in the School, in its research activities, its teaching portfolio, its academic staff and its new purpose-built home at Riddel Hall.

QUMS is where outstanding careers are made.

Read on to find out more about making a career for yourself at Queen's University Management School.





## QUEEN'S UNIVERSITY MANAGEMENT SCHOOL

### Academic Opportunities in Accounting, Economics, Finance, and Management

Building on our achievement and to fulfil our ambition to become a centre of excellence in both teaching and research we are seeking to reinforce our academic reputation by appointing 20 academic leaders in Accounting, Economics, Finance and Management at Lecturer, Senior Lecturer/Reader and Professor level.

Our mission is to become a first class management school that endeavours to deepen understanding of how markets, trade networks, (international) business organisations and social institutions behave and to produce graduates who possess integrity, creativity and academic excellence.

#### Our purpose is to

- Deliver innovative learning and teaching programmes that provide students with the competences and skills to make a positive contribution to business, economic and civic life;
- Conduct leading-edge research that interprets unfolding patterns of economic, business and social life in a manner that fosters new, sometimes controversial, theories and ideas;
- Engage with all relevant stakeholders to provide unbiased, empirically informed views and commentaries about business, economic and social development in Ireland, the UK and internationally.

These principles are at the heart of the ethos of Queen's University Management School (QUMS), the leading research-led School on the island of Ireland, which has a clear vision of its role in enhancing Northern Ireland's international reach and reputation.

The University has invested substantial resources in a major programme of expansion to build on the School's existing platform of excellence. These posts will provide a major opportunity for academics with vision, passion and commitment to play a central role in taking the School to the next level of its development and contributing to Queen's drive to become a Global Top 100 university.

The post holders will have substantial track records or research publications of international excellence in their area of expertise. They will undertake research and provide research leadership in line with the School's research strategy, teach

at undergraduate and postgraduate level, and contribute to the School's administration and significant outreach activity.

The successful candidates will be expected to develop substantive partnerships with organisations in the private sector, the public sector and in the social economy.

They will also be able to enhance the School's reputation for scholarship with external audiences, and will lead in identifying opportunities for collaboration in programme development and delivery inside and outside the university.





## QUEEN'S UNIVERSITY MANAGEMENT SCHOOL

### Education

Queen's University Management School dates back to 1965 with the establishment of the first Chair in Management and the University was among the first in the UK to offer an MBA.

Today, the School's programmes at both Undergraduate and Master's levels reflect an innovative and contemporary approach to current best practice in Accounting, Finance, Risk Management and International Business. Consistently ranked within the UK's Top Ten Management Schools, and ranked 19th for research in the 2008 Research Assessment Exercise, the QUMS' commitment to and investment in research-led business education has attracted teaching staff and students of many nationalities and skills sets.

The current growth in student intake is the largest of any School within Queen's. The School has forged critical collaborative partnerships across Queen's and with the global business education community. Looking forward, new alliances are being developed with institutions in the United States, China, India and Malaysia. The University's investment in Executive Education will enable the School to build upon this growing achievement.

The School has established a strong external peer-reviewed reputation for teaching and learning activities. This, along with a high quality undergraduate intake and the fact that degree programmes are well matched to the labour market has resulted in the School obtaining consistently high scores in a range of league tables.

Over the past five years the portfolio of undergraduate programmes has

been revised and extended with new programmes in, International Business with a Modern Language and Actuarial Science and Risk Management.

We have developed a new portfolio of taught postgraduate programmes, including programmes in Sustainability, Risk Management and International Business. Undergraduate student numbers have almost doubled to over 1,300, and total postgraduate numbers stand at almost 250, with further growth planned with the introduction of an International MBA, and MSc programmes in HRM, Marketing, Computational Finance and International Trade and Development.

### Research

Research activity in the School spans the core disciplines of Accounting, Economics, Finance and Management. There are over 60 members of academic staff in the School, including 14 Chairs. In the 2008 RAE Business and Management Panel an overall grade point average of 2.65 placed the School 19th out of 90 submissions, with 55 per cent of its research activity rated as 'world leading' (4\*) or 'internationally excellent' (3\*).

The School aims to strike a balance between having a broad research profile, in terms of discipline and field, and creating a sense of intellectual identity through developing specific research themes.

International collaboration is strongly encouraged in terms of both joint publications and membership of international research teams and networks, and is supported by an Internationalisation Working Group within the School. Research in Queen's University Management School is supported by funding from a wide

range of sponsors, including the British Academy, ESRC, EPSRC, the European Union, Leverhulme Trust, national and international agencies and industry.

The school has consistently encouraged its staff to conduct leading-edge research that interprets unfolding patterns of economic, business and social life in a manner that fosters new, sometimes controversial, theories and ideas; that engages in empirical research grounded in current practices; and that develops suggestions for public policy as well as for institutional and organisational innovations. The core purpose is to deepen understanding of how markets, business organisations and social institutions evolve over time and hopefully, in the process, influence public policy and corporate and social behaviour.

### Research Theme

The School has identified the need to develop a comprehensive Research theme - Networks, Institutions & Innovation. The theme is school-wide and includes all research fields, functioning as an interdisciplinary facilitator within the business sciences. It should be remarked that within this context "networks" refers to decentralised organisational forms,





while "institutions" refer to broadly defined organisational devices in the sense of Williamson (1975), referring to (socio-economic) behavioural norms, laws, culture, business practices, large corporations, and government agencies. The selection of Networks, Institutions & Innovation as the School's research theme is based on the following considerations:

- The theme of Networks, Institutions & Innovation coalesces very well with the existing research efforts in the School. It accommodates the main research fields of the management and accounting of public-private relationships; the history of economic financial institutions and markets; the economic theory of networks, markets and institutions; human resource management; international business and multinational corporations; marketing; innovation; and sustainability.
- The theme of Networks, Institutions & Innovation is fresh and innovative. The selected theme is currently not used by any of the main competing institutes, or business and management schools in the UK.
- Finally, the theme of Networks, Institutions & Innovation is contemporary and attractive as a subject for international collaboration and for international conferences and workshops. It is likely that in the 21st century the

**social sciences in general and the business sciences in particular, will develop strongly around network-based research approaches.**

The School will develop a 4-year Integrated PhD programme centred on the School's research theme of Networks, Institutions & Innovation. The Integrated PhD programme is particularly oriented towards international PGR students and the School will seek to develop it with its current international collaborators.

**Riddel Hall**

During the summer of 2011 the School relocated to Riddel Hall, a listed building, set in 11 acres of beautiful parkland, situated within the Stranmillis Conservation Area adjacent to the main University campus. The site comprises a new purpose-built Management School and Postgraduate and Executive Education Centre with conference facilities.

The move has provided a new physical identity and also a focus for its work in widening access to the business community. It will also rehabilitate a landmark building for Northern Ireland within the University estate.

Entrepreneurship is a defining feature of Belfast's character, and it was the enlightened combination of commerce and benefaction which led to the building of Riddel Hall as a residence for women students and teachers in the early years of the last century. More recently, the Hall accommodated a number of University services.

The vision for Queen's as a global Top 100 university by 2015 and for Riddel Hall as a leading business education centre is about more than league tables and quantitative cost benefits analysis. Queen's agenda recognises that we live in a global community world in which partnering and common purpose can result in better outcomes for all societies. Northern Ireland's Programme for Government' identifies the University as the 'powerhouse' for economic growth. Riddel Hall provides a focal point for the growth of our students, the growth of leaders, the growth of business and the growth of society underpinned by world-class research, facilities and collaboration.





## STAFF PROFILES

### Our World-Class Academic Community

These posts offer a unique opportunity to join a leading university at one of the most exciting times in its history, as it moves towards its goal to become a Global Top 100 university.

Queen's nurtures an academic environment which values its scholars and researchers. It provides the highest rewards, professionally and financially, as well as the potential to play an academic leadership role in the higher education sector and in the wider community.

In the following profiles, a number of staff in Queen's University Management School share their experiences as members of the University's family.



**Prof Rob Gilles**  
Head of School,  
Professor of Economics

My decision to take up a post in Queen's University Management School (QUMS) was influenced by the many affinities of my work with other academic staff members, in particular a very strong research group of young lecturers working in network economics. I feel that Queen's provides a fruitful environment for developing my research programmes, which is also due to the broad outlook that the University provides.

I joined QUMS in the summer of 2009 as a Professor of Economics. Before my arrival here I was in the Department of Economics at Virginia Tech, Blacksburg, USA. My research interests are centred on the economics of networks, the analysis of interactive decision making (game theory), and public economics.

I very much enjoy living in Belfast. The city provides a wide variety of activities and cultural events, much more than I ever anticipated. Combined with the natural beauty of the Irish Isle, living and working here brings significant rewards.



**Prof Paul Teague**  
Director of Research,  
Professor of Management

Paul Teague is Professor of Management specialising on work and employment. He holds a PhD from the London School of Economics and has been a Fulbright Scholar at the University of Massachusetts. He has previously worked at Cranfield School of Management and the London School of Economics. He has been a Visiting Professor at Trinity College Dublin and Cornell University. He has written widely on the themes of the employment relations consequences of deeper European integration, the dynamics of employment standard-setting and workplace conflict management and the nature of social partnership in Ireland and elsewhere. He has acted as a consultant on employment and labour affairs for many Governments and international organisations, including the UN, EU, the ILO and OECD. His latest co-authored book *Human Resources in the Recession: Managing and Representing People at Work in Ireland* has just been published.



**Dr Youwei Li**  
Senior Lecturer: Finance

My research interests include financial econometrics, quantitative finance, and agent-based modelling of financial markets, and I came to Queen's as a lecturer in Finance in 2004 after I finished my PhD study at Tilburg University in the Netherlands. I have found the Finance group in the School to be very vibrant, the quality of publications is high, and staff collaborate with world-leading researchers. The School provides constant support for research and facilitates a well balanced workload allocation among research, teaching, and administration.

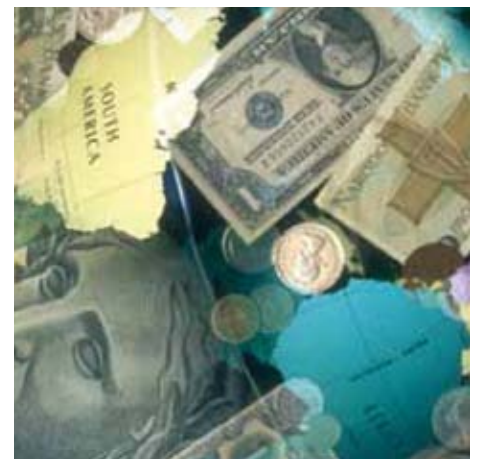
QUMS is one of the largest Schools at the University, with many other research groups, and colleagues from the United States, continental Europe, China, India, and other countries. I find it very exciting to work in such a diverse and intellectually challenging environment.

I also find Belfast is a lovely place to live, the local people are friendly, and it's very easy to find high quality schools for children. My family enjoys our life in Belfast.



**Dr Shirley-Ann Hazlett**  
Director of Education,  
Senior Lecturer in Management

I am proud to say that I am both a graduate and employee of Queen's. I took up my position in Queen's University Management School more than 10 years ago, having previously held a lecturing position in the National University of Ireland – Cork. My decision to come to Queen's was one easily made; based on the University's reputation for excellence and its focus on both teaching and research. I am currently Director of Undergraduate Education. With almost 1,200 undergraduate students, QUMS is one of the largest Schools in the University. Our student body continues to become more diverse, which enriches the experiences of both staff and students. Belfast itself is a vibrant city. Professionally, there are many opportunities to engage with the local and international business community; senior managers in many organisations willingly give of their time to enhance our research and teaching activities.





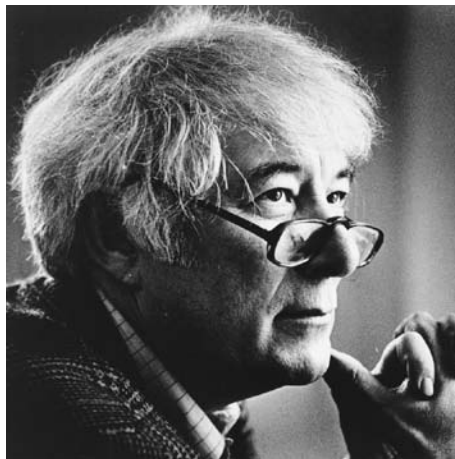
## LOOKING TOWARDS A WORLD-CLASS FUTURE

One of the UK's great civic universities, with 160 years of heritage, Queen's University Belfast has gained global recognition for the impact of its research and education. The institution is not only a member of the Russell Group of the UK's 20 leading research-intensive universities, but it has also won the Queen's Anniversary Prize for Further and Higher Education on five occasions – for world-class achievement in cancer research, green chemistry, environmental research, palaeoecology and law.

Four prestigious Times Higher Education (THE) Awards further recognise the University's contribution to society. Queen's received the award for Excellence and Innovation in the Arts in 2008, was awarded the title of the UK's Entrepreneurial University of the Year in 2009, the Outstanding Engineering Research Team of the Year in 2010 and Most Innovative Teacher of the Year in 2011.

These accolades reflect Queen's spirit of innovation and invention. From new treatments for life-threatening diseases to protecting the lives and livelihoods of some of the poorest people on the planet, the University's research impacts on society around the globe. Its technology will provide

arsenic-free drinking water for over 70 million people in South-East Asia, while the Queen's-led programme for the improvement of cancer services



in Northern Ireland has resulted in the creation of a comprehensive cancer centre and significantly improved rates of cancer survival. In the University's Centre for Secure Information Technologies, one of the UK's first innovation and knowledge centres, world-class researchers are working to protect global society against cybercrime.

Furthermore, Queen's work in green chemistry, in partnership with Fortune 500 company Petronas, is revolutionising the chemical processing industry around the world. Two of the University's chemists in this field have been cited in the Times Higher Education listing of the world's 100 Top Chemists of the Past Decade. Meanwhile, in the arts, the Seamus Heaney Centre for Poetry, home to many leading contemporary poets, underpins the University's reputation as a world literary force.

The results of the most recent national Research Assessment Exercise (RAE) identified areas of world-class research across all academic disciplines at Queen's. This excellent outcome reinforced Queen's position as a university leading the way in areas central to society's future, including engineering, medicine, the humanities and the professions.



THE SEAMUS HEANEY CENTRE FOR POETRY, HOME TO MANY LEADING CONTEMPORARY POETS, UNDERPINS THE UNIVERSITY'S REPUTATION AS A WORLD LITERARY FORCE



Queen's is now on a transformational journey to enhance further its standing on the world stage.

The global dimension is crucial to Queen's future success. Its researchers work closely with universities around the world and the University is committed to enhancing these links still further. Among its dynamic partnerships are academic links with leading institutions in India, Malaysia, China and North America.

Entrepreneurship is the lifeblood of Queen's. More than 50 businesses have emanated from the University's cutting-edge research, generating over 1,000 high-value jobs. The students create an environment in which enterprise can flourish, and Queen's graduates are much sought after by all employers, including blue-chip companies and firms in the City of London. More than 1,000 students are involved in business activities, while initiatives such as Students in Free Enterprise help disadvantaged people from Belfast to Uganda. Queen's is also the UK's most active partner in the Knowledge Transfer Partnership programme, which enables small and medium-sized enterprises to access the skills and expertise within academic institutions.

Combining heritage with innovation, and outstanding academic credentials with a welcoming culture, the University attracts students from more than 80 countries who are looking for a first-class university and to make an impact on society.

The University is committed to ensuring that its students have the best learning experience possible. As the tangible benefits of a multi-million investment in staff, students and infrastructure come to life, this is truer than ever. Major projects include the award-winning McClay Library, one of the finest

university libraries in the world, which opened for business in summer 2009. The development of the Elms Student Village, and extensive refurbishment of the Students' Union, has helped to create one of the best student campuses in the United Kingdom and Ireland. And the excellence of the University's state-of-the-art Physical Education Centre, one of the best university sports facilities in these islands, is underlined by its selection as a training camp for Olympic athletes in the 2012 London Games.

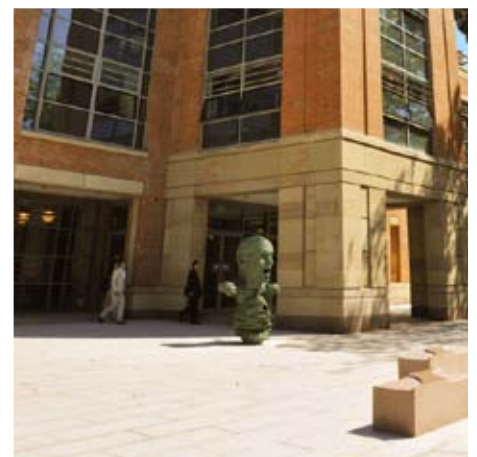
Major new buildings include ECIT, the University's Institute of Electronics, Communications and Information Technology, the centrepiece of the Northern Ireland Science Park in Titanic Quarter, and the world-leading Centre for Cancer Research and Cell Biology on the Belfast City Hospital campus.

Current projects include large-scale refurbishment programme of research and teaching buildings on the Engineering and Physical Sciences campus, with phased completion between now and 2013.

The campus is also home to a range of major arts initiatives – the award-winning Ulster Bank Belfast Festival at Queen's, the Queen's Film Theatre, the only art cinema in Northern Ireland, and the Naughton art gallery, which enrich the lives of Queen's staff, students and the wider community.

From Nobel prizewinners to medical pioneers, and from political and business leaders to leading figures in science and the arts, the Queen's family has made its mark in the professions, in business and in civic and political life throughout the world.

THE UNIVERSITY'S  
GREATEST STRENGTHS  
HAVE ALWAYS BEEN  
ITS STAFF AND  
STUDENTS WHO  
TOGETHER MAKE UP  
AN EXCEPTIONAL  
LEARNING  
COMMUNITY





## QUEEN'S AND NORTHERN IRELAND

**Northern Ireland provides a high quality of life in a welcoming environment, and Queen's University plays a pivotal role in its educational, economic, social and cultural development.**

Northern Ireland's stunning scenery becomes apparent only a few short miles outside the city centre. Indeed, one 19th century travel writer once dubbed the city a 'northern Rio'.

Although only the size of Yorkshire or Connecticut, Northern Ireland has an astonishing variety of landscapes, cultural and leisure opportunities, a fascinating history and has made a contribution

to the world out of all proportion to its compact size.

Within 50 miles of the Queen's campus you can climb a wild mountain, plunge into Atlantic surf, travel through mystical glens, visit some of the best golf courses in the world, indulge in superb fishing and water sports, and enjoy a cordon bleu meal in a Michelin-starred restaurant.

Northern Ireland is, as one local author suggests, 'a great country, pretending to be small'.

The region is recognised by the British Council as having the lowest cost of living in the UK. Its education system has long been recognised as among the best in Europe. Among its other assets are a world-class healthcare service, a range of affordable and desirable property, and a crime rate less than half the UK average.

Many visitors to Northern Ireland have chosen to make the region their home. People from all over the world are now making an important contribution to life

MANY VISITORS TO NORTHERN IRELAND HAVE CHOSEN TO MAKE THE REGION THEIR HOME





here – in medicine, business and industry, and education.

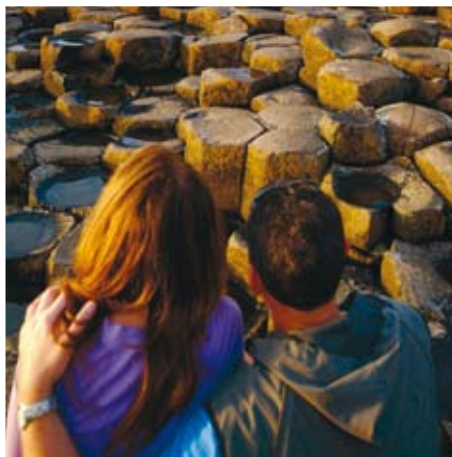
Travelling to and from Northern Ireland is both easy and economical. Most major British cities are within an hour's flying time from Belfast's two splendid airports which are both quickly accessible from the University area. These airports offer flights to many locations in Ireland and mainland Europe, as well as several direct services to North America. Dublin is a quick two-hour train journey from Belfast and there are regular ferry services to Scotland and England.

Northern Ireland has undergone a transformation in recent years, as it looks towards a new era of economic prosperity and cultural development which celebrates the innovation and creativity of its people.

**Queen's University is central to this process.**



NORTHERN IRELAND HAS UNDERGONE A TRANSFORMATION IN RECENT YEARS, AS IT LOOKS TOWARDS A NEW ERA OF ECONOMIC PROSPERITY



Images courtesy of NI Tourist Board.



## HOW TO APPLY

Applicants should apply online by submitting a full Curriculum Vitae and covering letter. You must clearly indicate your current position and the academic level you are applying for.

Please go to [www.qub.ac.uk/jobs](http://www.qub.ac.uk/jobs) to submit your online application.

Please quote Academic Recruitment Campaign, Queen's University Management School in all correspondence.

APPLICANTS SHOULD APPLY ONLINE BY SUBMITTING A FULL CURRICULUM VITAE AND COVERING LETTER

PLEASE GO TO [WWW.QUB.AC.UK/JOBS](http://WWW.QUB.AC.UK/JOBS)

