

**THE KPMG PROFESSORSHIP OF MANAGEMENT STUDIES  
CAMBRIDGE JUDGE BUSINESS SCHOOL**

## **1 The Professorship**

### **Background**

This opening is for the KPMG Professor of Management Studies, with a specialisation in Organisational Behaviour, following the retirement of its current holder. The Professorship was established in the Cambridge Judge Business School in 1998 through a generous endowment from KPMG UK. Previous holders of the KPMG Professorship were Professor Dame Sandra Dawson and Professor David de Cremer.

The successful candidate for this professorship will be joining a dynamic and expanding international and multi-disciplinary business school, determined to achieve and sustain international excellence in research and scholarship. They will be expected to add distinction through research and teaching in the field of Organisational Behaviour. The position offers the opportunity to shape the development of this subject area as a leading member of a highly visible group of scholars within a world-class university. The position also offers a chance to interact with business leaders and shapers of the Cambridge entrepreneurial environment at the highest level.

The successful candidate will join our newly established Organisational Behaviour subject group. The Organisational Behaviour group aspires to promote simultaneously our basic understanding of individual and group behaviour at all levels within organizations and the translation of our scientific research into practical implications that have significant executive and corporate value. To achieve these aims the group is focused on conducting rigorous and cutting-edge research that is published in both major empirical OB outlets, such as Journal of Applied Psychology, Academy of Management Journal, Organisation Science, Organisational Behaviour and Human Decision Processes, and Journal of Personality and Social Psychology, and managerial and practitioner focused outlets such as Harvard Business Review. To achieve and promote our integrative approach of both basic and practical research we focus on developing local, national, and international collaborations with leading scholars (in OB and other related fields), business leaders, and major corporations.

The Organisational Behaviour group currently includes the research faculty Dr. Yeun Joon Kim, Dr. Jochen Menges, Dr. Andreas Richter, Dr. David Stillwell, and Dr. Patrizia Vecchi, senior faculty in management practice fellow Dr. Keith Goodall, cross-listed faculty Professor Sucheta Nadkarni, and the behavioural laboratory manager Josephine Andresen. Current research interests include big data, leadership and emotions, creativity and innovation, social networks, cross-cultural

management, psychometric measurement, strategic leadership, and teams. The Organisational Behaviour group conducts mostly quantitative and mixed-methods research, largely (but not exclusively) drawing on experimental, survey, and archival data collected in international contexts. The group runs the CEBEG Experimental Laboratory at Cambridge Judge Business School (<https://www.jbs.cam.ac.uk/faculty-research/centres/cebeg/>) and has a lab manager available to coordinate research activities. The group is active in the PhD programme and welcomes involvement at all levels, from hosting visiting professors to working with student research volunteers.

## **Selection Criteria**

Candidates will be considered for the Professorship on the basis of the following selection criteria, which they should address in their application.

- An outstanding research record of international stature in an area of management studies. Preference will be given to persons with a specialization in an area of Organisational Behaviour.
- The vision, leadership, experience and enthusiasm to build on current strengths in maintaining and developing a leading research presence, and the ability to lead the development of research on Organisational Behaviour to a world-class level.
- The ability to manage and interact with staff and students at all levels, and to contribute to broadening the strategic development of Judge Business School.
- Willingness and ability to attract, train, and develop research students.
- The candidate will present a good fit with the Organisational Behaviour subject group, will demonstrate willingness to collaborate with members of the group, as well as to mentor junior Organisational Behaviour faculty.
- Academic excellence is key for us. Candidates will have a strong commitment to research, an established international presence, and strong academic reputation in their field. The successful candidate will publish in leading journals and provide intellectual leadership to the School.
- Collaboration and engagement are core values at the School. The professor is expected to engage with colleagues in the school and the wider University, with leading academics elsewhere, as well as with leaders in business and society.
- Impact is very important for us. Candidates will be keen to engage both academic and managerial audiences. They will shape the research agenda in their field and, at the same time, have a strong and visible impact on business practice or society at large.

Candidates will hold a PhD or equivalent postgraduate qualification.

## 2 Judge Business School

Established in 1990 under the name of the Judge Institute of Management Studies the Cambridge Judge Business School is a great business school at the heart of Cambridge, advancing knowledge and leadership through people who leave a mark on the world.

The [world-class faculty](#) of the School comprises around 55 members. They represent all continents and likewise their [research interests](#) span the globe and the full spectrum of business issues. Many are leaders in their field directing cutting-edge research, consulting for top businesses, advising governments, and most of all, bringing their experiences and new found knowledge into the classroom. We are one of the top business schools in the world, offering a variety of teaching programmes including [the Cambridge MBA](#), [the Cambridge Master of Finance](#), [the Cambridge Executive MBA](#), [PhD](#), [MPhil](#) and [undergraduate](#) degrees together with a suite of [Executive Education](#) courses.

## 3 Standard Duties

### Teaching and research

#### Research

The professor will produce original research of the highest calibre and foster the development of a vibrant and productive research culture in Organisational Behaviour, based on the school's core values of academic excellence, collaboration and engagement, and impact. Cambridge is a draw for excellent PhD students from all over the world. Professors are expected to select and supervise PhD students with a view of developing future academic leaders for the world's top business schools.

#### Teaching

The professor is jointly responsible for the strategic oversight and development of teaching within their field. He or she will be able to teach MBA, EMBA as well as research students, and to interact with practicing managers in executive education. The teaching load compares favorably with most business schools in the US and Europe, being generally lighter. Teaching in Cambridge is divided into three terms of only 8 weeks length, so our courses are considerably shorter than the semester length courses in other universities. Teaching arrangements vary significantly amongst faculty. A teaching stint for the Professorship might, for example, consist of:

- a research-based MPhil course (16 hours, typically one 2 hour session per week over an 8-week term), e.g. on the MPhil in Strategy, Marketing, and Operations
- subsequent supervision of some related MPhil research projects.
- part of an MBA or an EMBA core course (e.g. four 3 hour sessions, double-streamed and compactly scheduled)
- an MBA or an EMBA elective (typically four 3 hour sessions) in the professor's specialist area and subsequent supervision of some related individual MBA projects.

Faculty will typically schedule their lecture-style teaching in at most two of the three terms. Faculty who take on significant administrative or leadership positions, such as the head of a subject group, have an appropriately reduced teaching stint.

### **Executive Education**

Executive education is a growing activity within the Cambridge Judge Business School. Faculty are encouraged to use the executive education stage to disseminate their research and expertise to companies and use it as one vehicle to achieve visible impact on business practice. Executive education activities are not part of faculty teaching stints and are remunerated separately.

### **Examining**

The Professor will be required to undertake such university examining as may be required by the Faculty Board of Business and Management.

### **Supervision**

The Professor will be required to act as the supervisor of graduate students as and when requested.

### **Administration**

Administrative duties are shared equitably and appropriately among faculty. The new professor's primary remit and focus is the development of his or her subject area and he or she may from time to time be asked to act as head of the subject group. Professors will also be expected to participate in the development of the school as a whole and act for periods of time in school-wide roles, for example on the Faculty Board or the major Faculty Committees dealing with such matters as academic appointments and promotions; they may also be asked to be director of research or teaching programmes. If faculty undertake major school-wide administrative roles their teaching stint is suitably reduced.

## **4 The Colleges**

The University, the Faculties and Departments, and the Colleges are linked in a complicated historical relationship that is mutually beneficial but not simple. Students (both graduate and undergraduate) are admitted by one of the 31 Colleges, although in the case of graduate students the Faculties and Departments determine admissions before the Colleges are involved. Almost all undergraduates, and many graduate students, live in a College. The teaching of undergraduate students is shared between the Colleges and the Faculties and Departments, with the Colleges arranging small group teaching ("supervision") and the Departments providing lecturing, laboratory classes, and advanced supervisions. Most academic staff will also be invited to join a College as a teaching or professorial fellow. College teaching is remunerated separately from the University teaching, and appointment to a College is a separate matter from a University appointment. Membership of a College adds an important social and intellectual dimension for many of the academic staff. The Chair of the Faculty/Head of Department or senior colleagues can give more advice.

The Scheme for newly-appointed University Officers seeking a College Fellowship is set out at:

<https://www.ois.cam.ac.uk/uto-scheme/guidance-for-applicants/view>

## 5 Procedure for Appointment

The appointment will be made by a Board of Electors, chaired by the Vice-Chancellor or his Deputy, with a membership which includes members of the School, members of cognate Departments and external experts.

All applications will be acknowledged. The Board of Electors will decide how they wish to proceed towards making an election, which may include interviews and/or presentations. Short-listed candidates may be invited to visit Judge Business School to give a seminar on their work and meet prospective colleagues in the course of the process.

Candidates will be informed of the progress of their applications as agreed by the Electors.

It is anticipated that the successful candidate will take up the appointment on 1 January 2020 or as soon as possible thereafter.

## 6 Enquiries and Applications

Informal enquiries about this Professorship may be made to Dr Andreas Richter, by email: [a.richter@jbs.cam.ac.uk](mailto:a.richter@jbs.cam.ac.uk), to Professor Christoph Loch, Director of Cambridge Judge Business School, email: [c.loch@jbs.cam.ac.uk](mailto:c.loch@jbs.cam.ac.uk), or at [academic.enquiries@jbs.cam.ac.uk](mailto:academic.enquiries@jbs.cam.ac.uk) or by phone on +44 (0)1223 339590.

Further information on the University is available at the following address: [www.cam.ac.uk](http://www.cam.ac.uk).

Applications, consisting of a letter of application together with a statement of current and future research plans, a curriculum vitae and a publications list, should be made online no later than **30 September 2019**.

If you are unable to apply online, please contact the Human Resources, University Offices, The Old Schools, Cambridge, CB2 1TT (email [professorships@admin.cam.ac.uk](mailto:professorships@admin.cam.ac.uk)).

## GENERAL INFORMATION

All appointments to University Offices are subject to the Statutes and Ordinances of the University.

### **A Salary**

Salary on appointment will be determined by the Vice-Chancellor at the appropriate point on the University's salary spine for grade 12, taking account of the criteria for the respective contribution band. Professorial salaries are reviewed periodically, on the basis of research, teaching and general contribution, by the Vice-Chancellor with the assistance of a small Advisory Committee.

There is a normal sabbatical entitlement of one term in seven on full pay, subject to the University regulations.

### **B Headship of the Department**

Should a Professor be appointed to the Headship of a Department, a pensionable payment in addition to salary is made.

### **C Recruitment Incentive**

The University has a scheme whereby a single recruitment incentive payment may be made on appointment at the Vice-Chancellor's discretion.

### **D Removal Expenses**

If the person appointed is not resident in Cambridge, a contribution from University funds towards expenditure incurred in removal to Cambridge to take up a University office will be made.

### **E Consultancy Work**

The University's policy on consultancy work is that consultancy arrangements must be entered into privately between the employee and the organisation concerned. The consultancy work must not interfere with the duties required of the officer under the officer's contract of employment with the University. Consultancy work is not covered by the University's insurances, even when the University has knowledge that such work is being done. The University must not be regarded as being directly or indirectly involved in any consultancy arrangement through the use of University letterheads, advice given or work done in the individual's capacity as an employee of the University. Individuals undertaking private or consultancy work are advised to take out personal insurance.

Alternatively, professional indemnity cover may be obtained by channelling private work through the University company Cambridge Enterprise Ltd. Anyone wishing to do so should, in the first instance, contact Cambridge Enterprise at [www.enterprise.cam.ac.uk](http://www.enterprise.cam.ac.uk).

### **F Professorial Fellowships**

The great majority of Professors at Cambridge hold a professorial fellowship of a college. Although election to a fellowship is a matter for an individual college, the University takes active steps to draw to the attention of Heads of House the names of those Professors eligible for election. The Scheme for newly-appointed University Officers seeking a College Fellowship is set out at: <https://www.ois.cam.ac.uk/uto-scheme/guidance-for-applicants/view>

In seeking the views of referees, their permission will be sought for the release of their comments on the successful candidate if it were to be requested by the professorial fellowship electors of a college.

#### **G Health screening on appointment to University Office and in the case of University Officers undertaking a change of duties**

Offers of appointment made to prospective University officers whose work will fall within certain categories are conditional on the completion of a medical questionnaire and, if necessary, on a satisfactory health check by the Occupational Health Service.

Only the person elected will be asked to complete the questionnaire at the time of election.

#### **H Family friendly policies and benefits**

The University has a range of family friendly policies to aid employee's work-life balance including maternity, paternity and parental leave, flexible working and career break schemes. In addition, childcare vouchers, access to two nurseries and a holiday play scheme are available through the Childcare Office to help support University employees with childcare responsibilities. Further information can be found at:

<http://www.admin.cam.ac.uk/offices/hr/staff/benefits/family.html>

#### **I Eligibility to work and reside in the UK**

UK immigration procedures stipulate that an employer may not consider the appointment of any person unless they have seen evidence of their immigration status. Accordingly, shortlisted candidates, whatever their nationality, will be asked to provide such evidence at an appropriate stage in the recruitment procedure.

#### **J Equal Opportunities Information**

The University of Cambridge appoints solely on merit. No applicant for an appointment in the University, or member of staff once appointed, will be treated less favourably than another on the grounds of sex (including gender reassignment), marital or parental status, race, ethnic or national origin, colour, disability (including HIV status), sexual orientation, religion, age or socio-economic factors.

#### **K Information if you have a Disability**

The University welcomes applications from individuals with disabilities. Our recruitment and selection procedures follow best practice and comply with disability legislation.

The University is committed to ensuring that applicants with disabilities receive fair treatment throughout the recruitment process. Adjustments will be made, wherever reasonable to do so, to enable applicants to compete to the best of their ability and, if successful, to assist them during their employment. We encourage applicants to declare their disabilities in order that any special arrangements, particularly for the selection process, can be accommodated. Applicants or employees can declare a disability at any time.

Applicants wishing to discuss with or inform the University of any special arrangements connected with their disability can, at any point in the recruitment process, contact, Dr Gosia Wloszycka, who is responsible for the administration of the recruitment process for this position, by email on [mw425@admin.cam.ac.uk](mailto:mw425@admin.cam.ac.uk)