

# Enterprising Pioneers Forward Thinkers

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## Strathclyde Global Talent Programme: Chancellor's Fellow in Strategic Foresight and Analytics

|                             |  |                      |                     |            |
|-----------------------------|--|----------------------|---------------------|------------|
| <b>Department</b>           | Management Science ( <a href="http://www.strath.ac.uk/business/managementscience/">www.strath.ac.uk/business/managementscience/</a> )  |                      |                     |            |
| <b>Faculty</b>              | Strathclyde Business School ( <a href="http://www.strath.ac.uk/business/">www.strath.ac.uk/business/</a> )   |                      |                     |            |
| <b>Staff Category</b>       | Academic   | <b>Reference No</b>  | 672246              |            |
| <b>Reports To</b>           | Head of Department   | <b>Grade</b>         | 7 or 8*             |            |
| <b>Salary Range</b>         | £41,421 - £56,921*   | <b>Contract Type</b> | Open Contract       |            |
| <b>FTE</b>                  | 1 FTE (hours required to fulfil duties of post – Happy to Talk Flexible Working)   |                      | <b>Closing Date</b> | 05/01/2025 |
| <b>Working Arrangements</b> | Hybrid. The standard requirement across the University is that at least three days per week (based on 1FTE) will be spent working on-site (with flexibility as appropriate). |                      |                     |            |
| <b>Work Location</b>        | Glasgow  |                      |                     |            |



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## Job Advert

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### *Who we are*

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We are the University of Strathclyde. Our vision is innovative and groundbreaking, placing us amongst the world's leading international technological universities. We are vibrant, dynamic, and passionate about solving the challenges facing society and industry through our cutting-edge, multi-disciplinary research, education and knowledge-exchange with global partners.

We are seeking to appoint extraordinary early career academics who complement our strategic themes.

For more information visit the Strathclyde Global Talent Programme Website:

[www.strath.ac.uk/workwithus/strathclydeglobaltalentprogramme](http://www.strath.ac.uk/workwithus/strathclydeglobaltalentprogramme) or email [globaltalent@strath.ac.uk](mailto:globaltalent@strath.ac.uk)

Founded in 1948, Strathclyde Business School (SBS) is a socially progressive academic faculty within a leading international technological university. We develop theory-led, policy-relevant research through collaboration with industry, government, business and the third sector. SBS has been recognised in the Research Excellence Framework 2021 for its world-leading research - with a GPA of 3.26, this positions us as the third-highest overall quality of all Scottish institutions as ranked by Times Higher Education. SBS has held triple accreditation from the three main business school accreditation bodies – AMBA, EQUIS and AACSB – since 2004. We were the first business school in Scotland to achieve triple accreditation and one of only 129 business schools in the world to hold this status (April 2024). We have a strong reputation for effective working with business, industry and the public sector and our vision is to attain the highest levels of knowledge exchange with key stakeholders.

### *Our department*

The Department of Management Science has a vibrant intellectual culture, and our academic staff have a strong record of both publication and generating funding through research and knowledge exchange activities. Our department has strong capabilities across a broad range of Management Science and Operational Research, providing opportunities for collaboration in areas such as Health Analytics, Risk Analysis and Uncertainty Modelling, Optimisation, Simulation, and Problem Structuring Methods. These areas represent key strengths where you will have the chance to contribute and work alongside experts to address complex challenges. Our teaching portfolio includes an undergraduate principal subject in the Strathclyde Business School as well as our MSc in Data Analytics, MSc Business Analysis and Consulting, and an MSc in Health Analytics, Policy and Management. The Department are also critical contributors to our MBA.

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Building upon our recent success in securing significant research grants, in combining strategic foresight methods with analytics, we are seeking an individual to further develop this area of research. The ideal candidate will have a keen interest in risk-based decision-making models such as Bayesian Belief Networks, Stochastic Programming and Simulation, amongst others. You will have a proven ability to engage with industrial partners to define and shape a collaborative research agenda. Underpinning all of this will be a strong commitment to delivering high-quality research that advances the field and achieves tangible real-world outcomes. They will be passionate about impactful research and thrive in working collaboratively with external stakeholders.

## **The opportunity**

We would love to hear from you if you have a PhD and postdoctoral research experience; an emerging publication history in high quality academic journals; and research interests which align with this area of strategic priority – particularly if you already hold an external fellowship that can be transferred to us.

The University of Strathclyde is a socially progressive institution that strives to ensure equality of opportunity and celebrates the diversity of its student and staff community. Strathclyde is people-oriented and collaborative, offering a supportive and flexible working culture with a deep commitment to our [equality, diversity and inclusion charters, initiatives, groups and networks](#).

We strongly encourage applications from Black, Asian and minority ethnicity, women, LGBT+, and disabled candidates and candidates from lower socio-economic groups and care-experienced backgrounds.

You'll be rewarded with:

- Growth of your research portfolio
- Reduced teaching load and limited administrative duties over the initial years of your Fellowship
- Support through our academic career development framework to gain feedback on your performance, meet your training needs and enhance your effectiveness – allowing you to be ready for promotion within 5-years of your appointment
- Mentoring, to help you establish a balance of research, teaching, knowledge exchange and citizenship responsibilities while enhancing your leadership qualities to support your long-term career.

*\* Your Fellowship will normally be at lecturer level (exceptionally, at senior lecturer (Grade 9) (£58,596 - £65,814) where you have a strong track record in research leadership) for 5 years, with the expectation that you'll meet our promotion criteria within that period and be transferred to senior lecturer (or, where you've been appointed as a senior lecturer, Reader) level.*

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## Job Description

Initially, your focus will be on establishing an impressive strategically-aligned research portfolio, with appropriate attraction of external funding. Whilst a lower teaching load will initially be assigned to you, over the course of your Fellowship, additional teaching and citizenship will be assigned to you in line with the duties of a Lecturer (or Senior Lecturer, as appropriate).

Main Activities/Responsibilities:

- Research Leadership and Dissemination:** Engage in individual and collaborative strategically-aligned research, establishing a distinctive programme of research and disseminating results through regular publications in high impact journals, books and conference proceedings.  
1. [Senior Lecturer level only]: grow research programmes of national/internationally excellence, securing funding and managing research groups, providing nurture, support and guidance to research staff and students and academic colleagues as appropriate
- Funding:** Apply, as Principal- or Co-Investigator, to appropriate external bodies for research funding and manage grants awarded.  
2.
- Knowledge exchange:** Develop knowledge exchange activities by, for example, establishing research and/or educational links with industry and influencing public policy and the professions.  
3.
- Additional activities over 5-year period:** Undertake additional activities relating to research, teaching, knowledge exchange and administration such that the criteria for Senior Lecturer (or Reader, if an appointed as Senior Lecturer) are met by the end of the Fellowship.  
4.

## Person Specification

Educational and/or Professional Qualifications

(E=Essential, i.e. a candidate must meet all essential criteria to be considered for selection, D=Desirable)

E1 Good honours degree and PhD in relevant discipline/s.

E2 Strategically-aligned research interests, with a body of published research in high quality publications demonstrating standards of excellence.

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E3 Track record of securing research funding and/or potential to lead successful research bids, including research fellowships (e.g. UKRI Future Leaders Fellowship, Leverhulme, Royal Society, ERC)

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E4 A passion for delivering research-integrated teaching and a commitment to providing an excellent learning and teaching experience for Strathclyde students.

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E5 Ability to work within an academic team environment and lead teams where required, in a manner consistent with the University's Values.

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E6 Excellent interpersonal and communication skills, with the ability to listen, engage and persuade, and to present complex information in an accessible way to a range of audiences;

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E7 [Senior Lecturer level only]: extensive experience of research leadership and of leading successful research funding applications.

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D1 Relevant teaching experience at undergraduate and/or postgraduate levels;

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D2 Track record in knowledge exchange related activities.

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## Application Procedure

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To apply, [click here](#) to visit Strathclyde's vacancies portal and provide:

- A fully completed application form;
- A cover letter;
- A CV; and
- A 5-year Strathclyde research plan which outlines your vision, aligned to our strategic plan and highlights any existing or future opportunities for collaborative initiatives (maximum 4 pages).

For more information, or to contact a Strathclyde colleague who would love to talk to you about this opportunity, visit our [Global Talent website](#).

University of Strathclyde encourages the recruitment of disabled and neurodivergent candidates. If you need any reasonable adjustments during the recruitment process, please let us know. You are welcome to submit a paper application or a CV instead of the online application form by contacting us at [globaltalent@strath.ac.uk](mailto:globaltalent@strath.ac.uk)

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## Interviews

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Formal interviews for this post will commence from February 2025.

The University is a Disability Confident Employer and operates a guaranteed interview scheme for disabled candidates who meet all the essential criteria for the post that they are applying for.

## Other Information

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Further information on the application process and working at Strathclyde can be found on our website (<http://www.strath.ac.uk/hr/workforus>).

Informal enquiries about the post can be directed to Matthew Revie, Head of Department, Management Science ([matthew.j.revie@strath.ac.uk](mailto:matthew.j.revie@strath.ac.uk)).

## Conditions of Employment

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Conditions of employment relating to the Academic staff category can be found at: [Conditions of Employment](#).

## Rewards and Benefits

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Our comprehensive benefits package, including generous annual leave, family-friendly benefits, flexible work options, and a commitment to continuous learning, reflects our appreciation for the valuable contributions of our colleagues.

We understand that each staff member has unique priorities and lifestyles, so our diverse benefits ensure there are benefits designed to suit everyone, details of which can be found [here](#).

- **Financial Rewards:** We provide attractive financial packages, including competitive salaries, relocation support for employees and a generous pension scheme, with university contributions of 14.5% for USS and 22.1% for LGPS.
- **Work-Life Balance:** We are dedicated to enhancing healthy work-life balance for our employees. We offer generous annual leave, an additional annual leave purchase option, flexible and agile work arrangements.
  - Annual Leaves: Generous entitlement of 27 days (Grade 5 and below) or 31 days (Grade 6 and above), in addition to 11 public holidays and University closure days.

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- Additional annual leave purchase: Option to request purchase of 2 working weeks' additional annual leave per year.
- Flexible and agile working options: The University provides flexible work arrangements. You can request options that fits you and your role, such as hybrid, part-time, compressed hours, term-time, adjusted shifts, staggered hours. These requests can be made from the first day of your employment.
- **Family Friendly Benefits:** We offer a variety of enhanced family-friendly benefits to support our employees in balancing work and family responsibilities. These include Maternity Leave, Paternity/Maternity Support, Adoption Leave, Shared Parental Leave, Parental Leave, Carers Leave and support, Family Friendly Research & Scholarship Leave, and access to our on-campus nursery.
- **Career Development:** Our commitment to personal development is reflected in initiatives such as professional courses, subsidised educational programs, coaching and mentoring, leadership development, secondment opportunities, and access to our library.
- **Health & Wellbeing:** We place high importance on the safety, wellbeing, and health of all our staff and offer discounted Strathclyde Sport membership, an Employee Assistance Programme (EAP), Occupational Health Service, and Cycle to Work program.
- **Recognition Awards:** At Strathclyde, we place a strong emphasis on acknowledging and rewarding our staff's commitment and exceptional contributions. This is demonstrated through our Long-Service Awards and Strathclyde Medals, based on our values.

## Basic Disclosure

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This role requires the satisfactory outcome of a Basic Disclosure Scotland Check. The successful applicant will be asked to carry out a Basic Disclosure Scotland Check. Whether an outcome is satisfactory will be determined by the University.

## Pre-employment health screening

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An offer of appointment will be subject to a medical assessment by Occupational Health. An individual who accepts an offer of employment must complete a confidential medical questionnaire and forward it to the Occupational Health Nurse within 5 days of receipt. If further information is required the individual may be contacted by the OHN or a Medical Advisor and a personal appointment with the individual may be arranged. An unconditional contract of employment will not be issued until Human Resources receives confirmation that applicant is fit to undertake the duties of the post.

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## Probation

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Where applicable, the successful applicant will be required to serve a 12-month probationary period.

## Pension

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The successful applicant will be eligible to join the Universities' Superannuation Scheme. Further information regarding this scheme is available from [Payroll and Pensions](#).

## Relocation

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Where applicable, the University offers a relocation package to support new employees who meet the eligibility criteria. The relocation package is offered as a contribution towards costs incurred, and is designed to be flexible, allowing staff to use the financial support available in the way that will be most helpful to them. Further details are outlined in the [Relocation Policy](#).

## Equality and Diversity

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The University of Strathclyde is a socially progressive institution that strives to ensure equality of opportunity and celebrates the diversity of its student and staff community. Strathclyde is people-oriented and collaborative, offering a supportive and flexible working culture with a deep commitment to our [equality, diversity and inclusion charters, initiatives, groups and networks](#).

We strongly encourage applications from Black, Asian and minority ethnicity, women, LGBT+, and disabled candidates and candidates from lower socio-economic groups and care-experienced backgrounds.

The University currently holds an Athena Swan **Silver award**, recognising our commitment to advancing women's careers in science, technology, engineering, maths, and medicine (STEMM) employment in academia.

## University Values

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The University's Values capture what we're all about: who we are, what we believe in and what we stand for. [Our Values](#) have been derived from how we act and how we expect to be treated as part of Strathclyde.

In delivering **our People Strategy**, we will contribute, act, and make decisions guided by these values.



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- **People-oriented:** committed to our staff and students, providing opportunities, and investing in their development.
- **Bold:** confident and challenging in what we do, and supportive of embracing appropriate and managed risk in our decision-making.
- **Innovative:** focused on discovering and applying knowledge with impact and encouraging creative thinking and new ideas.
- **Collaborative:** working together, with our colleagues and external partners, with integrity and in an open, respectful way.
- **Ambitious:** for our institution, staff and students as well as supporting the ambitions of our partners.

