

SURREY BUSINESS SCHOOL

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Surrey Business School  
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Chair in Strategy

Candidate Pack – November 2018



SURREY  
BUSINESS  
SCHOOL

UNIVERSITY OF SURREY

## Surrey Business School Chair in Strategy

Candidate Pack – Monday, 26 November 2018

### Executive Summary

Surrey Business School (SBS) is a mid-sized business school with over 100 academic staff members from around the globe, and a highly cohesive and collegial atmosphere. The School is accredited by AACSB (the Association to Advance Collegiate Schools of Business) and AMBA (the Association of MBAs). With a strong Senior Management Team led by its Dean, Professor Ansgar Richter, the School is ambitious in building a world-class interdisciplinary business school where innovative thinking is accelerated into action. Based in Guildford just outside of London, the University of Surrey is an outstanding international University with an enterprising spirit.

The School is growing strongly, both in terms of size, and in terms of the quality and impact of their work. Specifically, they put a heavy emphasis on research excellence. Faculty regularly publish in top journals such as AMJ, AMR, SMJ, JIBS, Management Science, Journal of Management, Journal of Management Studies, ETP, Organisation Studies, Human Relations, Research Policy, and in other leading journals in their fields of expertise. Academic colleagues have joined the School from prestigious universities and business schools worldwide, with recent appointments including individuals who earned their PhD at institutions such as Stanford, Harvard, MIT, Chicago, LSE, and elsewhere.

SBS offers a full slate of programmes including undergraduate, postgraduate and MBA programmes, as well as a PhD programme. Programmes are renowned for their quality in terms of intellectual rigor, student experience, and employability. The School is becoming increasingly active in executive education (both open-enrolment and tailor-made programmes). Through its Business Insights Lab, it works closely with companies and other partner organisations. In particular, there are strong links with many technology-oriented start-ups and established firms in London, Surrey, and the South-East of England in general. For further information about Surrey Business School, please visit the website (<http://www.surrey.ac.uk/business-school>).

Surrey Business School is now seeking to appoint a Chair in Strategy for its Department of Strategy and International Business. With core research strengths in corporate strategy, non-market strategy, and international business, the Department of Strategy and International Business increasingly considers the links between strategic decision-making and the global economy. The Department is a healthy mix of research active faculty and practitioner teaching fellows, the latter bringing a wealth of business experience. The Department has grown strongly in recent years, and will continue to do so in future, with further appointments already in plan.

Candidates will be strongly research-active academics who can demonstrate an excellent track record of publications in top international journals, and also be willing to provide leadership in the Department and be instrumental in its future development. Of particular interest to the School are candidates whose work in strategy relates to one or several of the School's focus areas of digital innovation and technology transformation, leadership and organisational psychology, sustainability and corporate governance, and to those of colleagues in the Department. The individual will also contribute to teaching in their area of expertise to help support the School's focus on teaching excellence and an outstanding student experience. There will also be ample opportunities for the individual to become active in business engagement and executive education.





## Surrey Business School

Surrey Business School (SBS), based in Guildford just outside of London, is a growing business school with over 100 academic staff members. Possessing the AACSB (the Association to Advance Collegiate Schools of Business) and AMBA (the Association of MBAs) accreditations, it is internationally recognised with a reputation for teaching and research excellence. The School offers academically rigorous and practically relevant courses, investing in pioneering world-class research to provide insights that can transform people's lives, organisations and society at large. Not merely teaching and researching business, but also working with people, organisations and communities, they look to positively change business practices and create responsible leaders who have a truly international outlook.

SBS offers a dynamic learning environment and collaborative ways of working, with skills gained via hands-on learning and critical thinking. It encourages its students to have an entrepreneurial spirit, challenging them to move outside their comfort zones, to 'learn by doing' and put their knowledge to work. As part of this, students enjoy the benefits of a close relationship with the University's Research Park and Incubation Service, two Science Parks that offer students the opportunity to contribute to the advancement and development of businesses that are finding their feet in a commercial environment. The Business School therefore features at the fore-front of technology and innovation, creating business models fit for the ever-changing landscape and revolutionary industries, such as that of digital economy.

Part of the Faculty of Arts and Social Sciences, one of the three faculties at the University of Surrey, the School is organised around six departments, each of which benefit from close working relationships with colleagues across the faculty and the wider university. This allows the opportunity for individuals to work alongside a passionate and talented management team of academic and professional services staff:

- Department of Strategy and International Business;
- Department of Business Transformation;
- Department of Digital Economy, Entrepreneurship and Innovation;
- Department of Finance and Accounting;
- Department of Marketing and Retail Management;
- Department for People and Organisations.

They also have three research centres:

- Centre of Digital Economy;
- Centre for Social Innovation Management;
- Centre for Management Learning.



## Department of Strategy and International Business

The Department of Strategy and International Business comprises internationally recognised academics that unite around a shared interest in the ways in which businesses, organisations, and nation states flourish in an increasingly complex global environment. Academics engage with enterprises and their stakeholders to better understand how to develop growth trajectories and implement foreign direct investment strategies in an uncertain international business context. Their research has been influential in the fields of social enterprise, international business, organisational behaviour, international trade economics, and strategic management, and is publishing in world-class journals.

Business-relevant research is conducted across a wide range of topics, with three key areas of research strength:

### Research Areas:

- *Strategic Management*
  - Nonmarket strategy and corporate political activity;
  - Environmental management, and research and development partnerships;
  - Business model innovation;
  - Management learning;
  - Strategy and structure of professional services firms.
- *International Business*
  - Location determinants of foreign direct investment (FDI);
  - Knowledge transfer and multinational enterprises;
  - Multinational outsourcing and offshoring;
  - Economic globalisation and convergence/divergence of global standards;
  - Labour market effects of international trade;
  - Political risk management and foreign market entry.
- *Management and Organisation*
  - Stakeholder management;
  - The management of mergers & acquisitions;
  - Strategic leadership and management learning;
  - Cross-cultural management;
  - Excellence and the development of expertise;
  - Organisational design, incentives and ownership.

The Department also maintains a strong network with local and international enterprises and organisations. Combining real-world challenges and academic curiosity, students and businesses alike can remain alert to the Department's latest high-quality research and its implications for the practice of business management.

### Teaching:

The Department of Strategy and International Business offers high-quality and challenging courses at undergraduate, postgraduate and PhD level in International Business Management, Business Decision-Making, Comparative Country Studies, International Trade, and other related areas. As part of these,

students are given the opportunity to take advantage of the Business Schools' close links with national and international businesses of all sizes and across all sectors, including Ernst & Young, HP, Microsoft and Xerox. This gives them the opportunity to learn from real business problems, as well as to develop connections and invaluable experience for their future career.

Executive education programmes are also provided, in which the Department works with organisations to deliver fit-for-purpose education solutions tailored to their individual requirements.





## Role Description

This role requires a highly research active academic to take a leading role in developing the research, teaching and external engagement of the Department of Strategy and International Business. With a particular interest in international strategy and management, strategic innovation and knowledge management, sustainability and stakeholder management, and strategic decision-making, the incoming Professor will be involved in broadening the research strengths and international profile of the Department. Alongside this, the successful applicant will be expected to contribute to teaching and will be given ample opportunity to become active in business engagement and executive education.

As Chair in Strategy, the individual will bring a sustained and coherent research agenda, demonstrating a capacity to lead in promoting evidence-based research impact, and providing indicators of academic and practical impact.

## Person Specification

The successful candidate will be expected to demonstrate evidence of the following skills, capabilities and experience (this list is not exhaustive):

### Research:

- Demonstrate a sustained and coherent research agenda within any area related to strategy, including international strategy and management, strategic innovation and knowledge management, sustainability and stakeholder management, strategic decision-making, and related topics;
- Show excellence across the dimensions of publication outputs, research income and impact;
- Provide evidence of a strong pipeline of research papers at 4\* quality, showing target journals and each paper's stage of development;
- Demonstrate the capacity and the willingness to lead in promoting and enabling evidence-based research impact, and developing an exceptional research environment;
- Provide indicators of academic impact, reflected in, for example, citations, invitations to visit/speak and other indicators of international reputation within the relevant constituency;
- Demonstrate a strong track record of developmental mentoring of doctoral students and early career research staff, and of leading research teams;
- Be an active member of the international academic community, as evidenced by editorial board membership, service in scholarly associations, and similar initiatives.

### Teaching:

- Contribute to teaching at both undergraduate and postgraduate levels in Strategy and related areas;
- Demonstrate currency of knowledge in relation to developments in managerial practice;
- Be willing to support and contribute to pedagogic innovation;

### Leadership and Service:

- Be willing to act as an academic leader, e.g. by supporting and mentoring junior staff, and by representing the Department and School within the University and externally;
- Maintain relations with key stakeholder groups relevant to this appointment, e.g. business / industry leaders, public and non-governmental organisations, and others.



## Appointment Details and How to Apply

Surrey Business School is being assisted in this appointment process by the executive search firm Society.

Applications must consist of a full academic CV and, ideally, a covering letter addressing the criteria in the person specification. To upload these documents via Society's website, click [here](#).

**The deadline for receipt of applications is midday (GMT) on Wednesday, 23 January 2019.**

Shortlisted candidates will be invited to interview at Surrey Business School in the second half of February 2019.

This is a senior appointment, and the position is equivalent to a Full Professor (with tenure) at other institutions. Conditions and compensation will be at internationally competitive standards and be commensurate with the appointee's experience and expertise.

*Surrey Business School acknowledges, understands and embraces cultural diversity.*

