



**Birmingham  
Newman  
University**

## **Principal Lecturer Business Management**

Salary Scale: **£59,139 - £66,537** per annum

**Job reference: NU4825**

**Vice-Chancellor**

Professor Jackie Dunne



Birmingham Newman University is located on Genners Lane, Bartley Green, Birmingham, West Midlands, B32 3NT.

## **Birmingham Newman University**

Birmingham Newman University is named after the 19th-century cardinal St John Henry Newman, whose 1852 work “The Idea of a University” continues to inspire our vision of a connected, supportive community of scholars. We believe that education is transformative, enabling students to understand the world in new ways and to make a positive difference within it. This is delivered through smaller class sizes, interactive learning, and a personal approach that puts student success and wellbeing at the centre.

Rooted in a Catholic tradition that champions education, equality, and social justice, we welcome students of all faiths and none. We take pride in our diverse, friendly, and inclusive environment, where every student is valued, supported, and encouraged to achieve their goals. Our mission is to serve diverse communities by making high-quality, globally connected education accessible to all who can benefit, and by carrying out research, scholarship, and professional practice that has a positive impact on.

Our modern single campus, eight miles southwest of Birmingham city centre, has recently benefited from a £20 million investment. This includes new halls for 200 students, improved teaching and social spaces, and enhanced facilities such as a state of the art law court, a careers and employability hub, a computer science lab, and an accessible student helpdesk. We are committed to sustainability, already generating 20 % of our energy needs on-site through solar power.

In 2023, we expanded our academic portfolio with the launch of the School of Nursing and Allied Health, introducing programmes in Adult Nursing, Mental Health Nursing, and Physiotherapy. This reflects our strategic aim to grow in ways that meet real world needs producing highly skilled practitioners from diverse backgrounds to support the West Midlands health sector and beyond.

Our focus on partnership with students and staff drives our success. In 2025, we were ranked 1st in England for Student Satisfaction in the Good University Guide, and in the 2024 National Student Survey we placed 1st in the West Midlands and 7th in England for full-time student satisfaction. We are among the top UK universities for widening participation: 99 % of our students come from non-selective state schools, 72.2 % are the first in their family to attend university, and over 45 % come from Black, Asian, or ethnic minority backgrounds.

We are a teaching-led university, ensuring our students benefit from regular contact with active researchers whose work enriches learning. Our Silver rating in the Teaching Excellence Framework reflects our commitment to high-quality teaching, while the latest Research Excellence Framework saw us double both the number of academic teams submitting work and our volume of world-leading research.

Our strategic objectives guide everything we do: transforming students’ lives, working in partnership with them, growing responsibly, nurturing our staff, adding to knowledge and cultivating wisdom, and serving our diverse community and the wider world. Together, we foster a respectful, collaborative culture that empowers people to succeed and to make a meaningful contribution to society.

## Job Description

**Job Title:** Principal Lecturer Business Management

**Grade:** AC4

**Salary:** £59,139 - £66,537

**Hours:** Full Time

**Department:** School of Business and Law

**Reporting to:** Head of Subject Business

### Purpose of Post:

The Principal Lecturer in Business Management will play a central role in leading and developing the School of Business and Law's postgraduate business provision. The postholder will undertake the Programme Leadership of the postgraduate business programmes, currently the MBA and MSc International Business Management, driving their growth, success, and reputation. The role will lead on the further development of the postgraduate business portfolio, ensuring programmes remain academically rigorous, market-responsive, and aligned to both UK and international recruitment priorities. In addition, the Principal Lecturer will teach across the Business and Management portfolio at undergraduate and postgraduate levels, contribute actively to the School's research and/or professional practice and knowledge exchange strategies, and take a leading role in driving innovation initiatives across the School. Through academic leadership, teaching excellence, and a commitment to innovation, the postholder will make a significant contribution to the School's strategic ambitions and the success of its students.

### 1. Main responsibilities:

- Provide academic leadership for the postgraduate business programmes, including oversight of curriculum design, delivery, and assessment, fostering creative approaches teaching, learning, and student engagement and satisfaction.
- Drive the growth and reputation of the postgraduate business programmes in both UK and international markets, working to enhance recruitment, retention, satisfaction, and employability outcomes..
- Lead the development of new postgraduate business programmes, ensuring alignment with market needs, employer demand, and the School's strategic priorities.
- Teach across the Business and Management portfolio at undergraduate and postgraduate levels, delivering high-quality, engaging, and inclusive learning experiences.
- Supervise PGT (and if applicable PGR) projects and dissertations, ensuring rigorous academic standards and relevance to contemporary business practice.
- Contribute actively to the School's research and/or professional practice, and/or knowledge exchange strategies, generating outputs that enhance the School's profile and impact.
- Lead and drive innovation initiatives within the School, identifying and developing opportunities—such as enterprise, entrepreneurship, or other strategic projects—that enhance the School's profile, enrich the student experience, and support its long-term growth.

- Build and maintain strong relationships with employers, industry bodies, PSRBs and academic partners to enhance programme relevance, employability outcomes, and collaborative opportunities.
- Work collaboratively with the Head of Subject and other colleagues to ensure the effective management, administration, and quality assurance of programmes, meeting internal and external metrics and regulatory requirements.
- Support the School's internationalisation objectives by engaging with partners, agents, and networks to attract and retain a diverse, global student body.
- Facilitate effective communication with all stakeholders, including students, alumni, and international partners, enhancing the visibility and impact of the postgraduate programmes.
- Lead the design and delivery of postgraduate student induction and integration activities, ensuring students are supported from the outset to achieve academic success and feel part of the learning community.
- Act as an ambassador for the School of Business and Law, representing the university and its postgraduate programmes at various events (including overseas) to enhance visibility and attract potential students.
- Participate in School and University task groups, committees, and boards, and undertake additional academic duties as assigned by the Head of Subject and/or Head of School (Associate Dean) for Business and Law, contributing to broader institutional goals and priorities.
- Commit to ongoing personal and professional development, staying current with sector changes, digital advancements, and pedagogical innovations to lead effectively in a dynamic educational landscape.
- Collaborate with internal stakeholders to address student welfare, ensuring a safe and supportive learning environment.
- Uphold and advocate for fairness, trust, equality of opportunity, and diversity in all university practices, contributing to an environment that welcomes and supports all members.
- Engage in and contribute to the university's dedication to environmental sustainability by embedding sustainable practices throughout the postgraduate programmes. This involvement will directly support the School's objectives within the Principles of Responsible Management Education, emphasising the integration of ethical and sustainable strategies into the curriculum and operational approaches.
- In accordance with the University's Information Security Policy, please specify if the post holder will be dealing with 'restricted information' or 'highly restricted information' as part of their duties.

## **2. Health & Safety:**

- Under the Health & Safety at Work Act 1974 the post holder must take reasonable care of their own health and safety and that of any other person who may be affected by their acts or omissions. The post holder must also co-operate with the University on all matters concerning health and safety and not interfere with, or misuse, anything provided for the purpose of health, safety or welfare. The post holder must follow Health & Safety requirements in line with their training and instruction, and report to management any unsafe acts or conditions, defects in equipment or facilities that have the potential to affect health and safety. The post holder must report to management any injuries they receive whilst at work.
- Where post holders line manage staff and services they will be responsible for the health, safety and welfare of those staff and services in accordance with the University's Health & Safety Organisational Arrangements.

### **3. General Terms**

- Variation to Job Description

This job description summarises the main duties and accountabilities of the post and is not exclusive. The post holder may be required to undertake other duties of a similar level of responsibility. It is anticipated that this job description will change over time in accordance with the needs of the role and the post holder will be consulted on any proposed amendments. Therefore, University reserves the right to vary the duties and responsibilities of its employees within the general conditions of employment and related matters. Thus, it must be appreciated that the duties and responsibilities outlined above may be altered as required to meet the changing needs of the service.

- It is a condition of employment that staff will not disclose any information obtained in the course of their duties other than to those entitled to receive it. The post holder must ensure that the confidentiality of personal data remains secure and that 'restricted information' or 'highly restricted information' to which they have access remains confidential during and after their employment at Birmingham Newman University. All staff must undergo appropriate data protection training as defined by the University's Data Protection Policy and comply with the University's Information Security Policy and IT User Policies including the General Conditions of use of Computing and Network Facilities, Bring Your Own Device Policy and Wireless Networking Policy.
- The University is committed to equality of opportunity. All staff are required to comply with current legislation, University policies and good practice guidance.
- All staff are required to act in a way that safeguards the health and wellbeing of children and vulnerable adults at all times. The post holder must be familiar with and adhere to appropriate safeguarding policies and guidance and participate in related mandatory/statutory training. Managers have a responsibility to ensure their team members understand their individual responsibilities with regard to safeguarding children and vulnerable adults.
- All staff are required to participate in the University appraisal process and should ensure they are familiar with the process, attend the mandatory training and plan time to prepare for their appraisal. Following the appraisal, staff are expected to undertake in any necessary learning and development and work towards the objectives that have been set.
- The University expects staff to attend any training designated as mandatory and to undertake learning and development activities to support their role.
- All absence from work must be reported in accordance with the University's Absence Management Policy and recorded on iTrent and staff are expected to be familiar with and follow the Policy.
- The University acknowledges its responsibility to provide a safe, smoke free environment, to its employees, service users and visitors. It is the policy of

the University not to allow smoking on University premises other than in specifically designated areas.

#### 4. Person Specification

Criteria	Essential	Form of Assessment (*amend as applicable)	Desirable	Form of Assessment (*amend as applicable)
<b>Educational Qualifications and Training</b>	<p>A first degree in a relevant area.</p> <p>A relevant teaching qualification (PG Cert or TLHE) And / Or Fellowship of HEA (or willingness to achieve this within 18months of commencing the post</p> <p>A postgraduate qualification and/or significant industry experience in business leadership roles, and/or a proven track record of driving substantial strategic innovation projects within university business schools.</p>	Application	<p>DBA/PhD or near completion in a relevant area.</p> <p>Senior Fellowship of HEA.</p> <p>Professional qualification(s) relevant to business leadership, entrepreneurship, or innovation.</p>	Application
<b>Relevant work experience and/or knowledge</b>	<p>Proven experience of leading or managing academic programmes in business or a closely related discipline, ideally at postgraduate level.</p> <p>Demonstrable success in curriculum design and delivery that aligns with market needs and maintains high academic standards and student satisfaction.</p> <p>Experience in engaging with industry or professional bodies to enhance programme relevance</p>	Application/ interview	<p>A record of research, professional practice, or knowledge exchange that has achieved demonstrable impact.</p> <p>Experience of establishing or leading enterprise and innovation initiatives, such as entrepreneurship hubs, incubators, or strategic business engagement projects.</p> <p>Experience of forging and sustaining</p>	Application/ interview

Criteria	Essential	Form of Assessment (*amend as applicable)	Desirable	Form of Assessment (*amend as applicable)
	<p>and graduate employability.</p> <p>Evidence of contributing to research, professional practice, or knowledge exchange that informs teaching and/or enhances institutional reputation.</p> <p>Understanding of the UK higher education landscape, including quality assurance requirements.</p> <p>Understanding of the challenges and opportunities of international recruitment.</p>		<p>industry partnerships.</p> <p>Knowledge of and commitment to environmental sustainability practices in higher education.</p> <p>Understanding of regulatory and compliance frameworks for postgraduate education, including international recruitment and quality assurance requirements.</p> <p>Experience in developing and managing Higher and Degree Apprenticeship programmes.</p>	
<b>Relevant and/or Specific skills required</b>	<p>Strong leadership and influencing skills, with the ability to inspire and guide academic and professional teams.</p> <p>Excellent oral and written communication skills, capable of engaging effectively with diverse stakeholders.</p> <p>Ability to develop and implement strategies for programme growth, innovation, and market responsiveness.</p> <p>Strong organisational skills, including the capacity to manage multiple priorities and deliver results to deadlines.</p> <p>Competence in using technology to enhance teaching, learning, and</p>	Application/ interview	<p>Creativity in designing innovative curricula that integrate applied business practice.</p> <p>Ability to develop programmes that respond to both UK and international market trends.</p> <p>Strong networking and partnership-building skills to enhance programme visibility.</p> <p>Experience of securing external funding or resources to support innovation initiatives.</p>	Application/ interview

<b>Criteria</b>	<b>Essential</b>	<b>Form of Assessment (*amend as applicable)</b>	<b>Desirable</b>	<b>Form of Assessment (*amend as applicable)</b>
	programme management.			
<b>Personal qualities and attributes</b>	<p>Strategic thinker with the ability to identify opportunities and drive change to deliver institutional priorities.</p> <p>Commitment to excellence in teaching, learning, and student experience.</p> <p>Collaborative approach, with the ability to work effectively across teams and build productive relationships.</p> <p>Demonstrated commitment to equality, diversity, and inclusion in higher education.</p> <p>Resilient, adaptable, and proactive in responding to challenges in a dynamic academic environment.</p>	Application/ interview	<p>Demonstrate strong analytical skills, able to evaluate data and feedback to inform decisions.</p> <p>Anticipates future challenges and opportunities in postgraduate education, planning accordingly to keep the university at the forefront.</p> <p>Willingness to embrace and drive change by exploring new educational technologies and pedagogical methods.</p> <p>Engage in proactive and open communication, effectively conveying ideas and listening to others.</p> <p>Pay attention to the details of programme development and management, ensuring thoroughness in execution.</p>	Application/ interview
<b>Other</b>	Active membership in relevant professional and academic bodies, and/or a commitment to ongoing professional development and networking.	Application/ interview	An understanding of the challenges faced by international students studying in the UK.	Application/ interview



## General Terms & Conditions of Employment

This post is a fulltime appointment, offered on a permanent basis. It will be remunerated on the single pay spine, at Grade AC4 £59,139 - £66,537 per annum. The appointment is subject to meeting all pre-employment clearances and requirements of the Person Specification.

All new employees undergo a period of probation in accordance with the University Probationary Scheme and confirmation of employment is dependent on the satisfactory completion of that probationary period.

The standard hours of work are based on 37 hours per week for Professional and Support Staff and 35 hours per week for Academic Staff. Your line manager will discuss with you the required working hours.

The University holiday year runs from January to December for Professional and Support Staff and from September to August for Academic Staff. The post carries an entitlement to 35 working days (for a full-time position, otherwise pro rata) of paid leave during the course of the holiday year (pro rata if the appointment is made during the holiday year), in addition to Statutory Bank Holidays. There may also be discretionary days and days when the University is closed on particular dates in the interests of efficiency.

## Disclosure and Barring Service

It is a condition of employment that all relevant posts are vetted by the Disclosure & Barring Service (DBS) and if it applies to this appointment you will be required to undertake a DBS check. The University will pay the fee for this service. Any false declarations or any findings from the Disclosure could affect the suitability for employment.

## Pension and Auto Enrolment

If you meet the criteria set out below and are not already an active member of any of our pension schemes, the University is required to auto-enrol you into a suitable pension scheme.

The criteria for auto-enrolment is:

- Age - if you are 22 or over but no more than State Pension Age
- Earnings - a minimum of £10,000 per year
- Working in the UK

The pension schemes supported by Birmingham Newman University are:

- <https://www.teacherspensions.co.uk> - Teachers' Pension Scheme for academic staff
- <http://aviva.co.uk> - Aviva Scheme for professional and support staff
- <http://www.nestpensions.org.uk> - National Employment Savings Trust, NEST for staff not eligible to join either of the above schemes

You will be auto-enrolled into the [National Employment Savings Trust](#) (NEST) unless you are an academic and eligible to contribute to TPS, or other member of professional and support staff employed on a substantive contract of employment, in which case you will be auto-enrolled into Aviva, our defined contributory scheme. You will receive a notice from the University Payroll Department telling you that you have been auto-enrolled and advising you of your options, including the right to opt out. Once you have been auto-enrolled, you will have an option to opt-out of the pension scheme and receive a refund of your first contribution. There is a time limit of one month in which to do this, and you will have to contact your pension scheme to make this happen; **the University is prohibited, by law, from helping you to opt-out.**

## Staff Benefits

We offer a wide range of Staff Benefits including 35 days annual leave entitlement plus bank holidays (pro rata for part time posts), pension scheme, chaplaincy and spiritual care, library services, free on-site parking, discounted travel scheme, cycle to work scheme, employee assistance programme,

occupational health and counselling services and staff development opportunities. Further details of the full range of staff benefits available can be found on our website:

<https://www.newman.ac.uk/knowledge-base/staff-benefits/> or please contact the Human Resources Department.

### **Procedure for Application**

Applications should preferably be submitted by e-mail (as opposed to post) on the University Application Form and should be completed in typescript wherever possible. CV's are not accepted as part of the application process unless explicitly stated. Considerable emphasis is placed in the shortlisting process on how candidates demonstrate in their application that they possess the qualifications, experience, skills and qualities which are required for the post. **Application forms should therefore refer explicitly to how you meet the essential and desirable criteria for the post you are applying for.**

The University is an Equal Opportunity Employer and we operate the Disability Confident Employer Standard which amongst other things guarantees an interview to disabled applicants who meet the essential criteria of the job specification.

Two referees should be identified who must be people who can comment authoritatively on you as a person and as an employee in relation to the level of the post and must include your current or most recent employer or their representative. You must disclose whether you are related to any employee of the University, or to any member of the Council. Canvassing for appointment disqualifies you from being selected for interview or being appointed to the post in question.

Should you be selected for interview please be aware that we are unable to reimburse interview expenses. If you have not heard from us within four weeks of the advertised closing date, please assume that you have not been shortlisted.

**Closing date for applications: ????**

**Interview date to be confirmed/Interviews will take place on 07 October 2025**

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### **Job Applicant Privacy Notice**

Birmingham Newman University collects and processes your personal data in order to take steps at your request prior to entering into a contract and so that it can meet its statutory and legal obligations. For further information about how Birmingham Newman University processes and protects personal data of job applicants please refer to the [Privacy Notice for Job Applicants](https://www.newman.ac.uk/privacy-notice/#blueprint) available at [www.newman.ac.uk/privacy-notice/#blueprint](https://www.newman.ac.uk/privacy-notice/#blueprint) 5