

## **Assistant / Associate / Full Professor of Human Resources**

### **About the British University in Dubai (BUiD)**

The University has been formed out of a strategic collaboration between Dubai and United Kingdom institutions to provide the best of British education in Dubai. BUiD has been established to make a substantial and unique contribution to the United Arab. Our UK associates, the Universities of Edinburgh, Manchester and Glasgow have been chosen because of their research standing and high standards. The University's vision is to continue to be recognised as Dubai's premier resource and focus for the reflective pursuit, inclusive accessibility, effective transfer, and liberal application of scientific, academic and professional knowledge. BUiD is a non-profit organisation with a mission to provide world class scholarship, education and research that make a distinctive British contribution to supporting the aspirations of the Dubai Government to become a hub for education and research in the region.

### **Strategic Goals of the University**

1. Enhance Academic Excellence and Global Recognition by providing world-class education that meets national and international standards and prepares students for global challenges.
2. Empower Students through Scholarships through providing financial support to talented and meritorious students, ensuring access to education regardless of economic background.
3. Leverage Technology for Innovative Learning by utilise advanced tools/practices to enhance the learning experience and operational efficiency.
4. Drive Transformative and Impactful Research by establishing BUiD as a leader in research that addresses local, national, and international issues.
5. Foster Innovation and Entrepreneurship through cultivating a culture of innovation and entrepreneurship among students, faculty, and staff.
6. Expand Global Partnerships and Collaborations by strengthening international ties and collaborations with the distinguished British universities and other distinguished international universities to enhance educational and research opportunities.
7. Strengthen Operational Excellence and Financial Sustainability by ensuring efficient and effective operations to support BUiD's strategic goals and long-term viability.
8. Promote Social Responsibility and Community Engagement through enhancing BUiD's role in contributing to societal well-being and addressing social challenges

### **Research**

Research at BUiD is a constantly evolving endeavour, aimed at establishing and developing a wide array of research activities such as faculty and student contributions to high tier publications, patent technologies, original BUiD journals, specialised research centres, and research collaboration opportunities with leading UK universities. BUiD recognises that a society which creates research-based intellectual capital can be a key player in the modern world. By being a major contributor to educational, scientific, legal, business, and sociological research, BUiD plays

a distinctive and collaborative role in the economy and culture of the UAE, the Middle East, and the wider world.

### **Key objectives of research activities at BUIID**

- To establish a motivating and rewarding research environment which attracts high-quality researchers.
- To conduct high-quality research that leads to innovation and improved performance and productivity of organisations at national, regional and international levels.
- To foster a long-term relationship with industry, professional bodies, and other higher education institutions based on mutual interests and benefits.
- To disseminate knowledge and promote research exchange amongst academics and practitioners.
- To facilitate and support the implementation of research findings in national, regional and international organisations.
- To play a leading role in identifying, planning, and conducting research agendas through close collaboration with local and national governments.
- To provide both the public and private sectors with high-quality research, consultancy, and training.
- To use research to engage the potential intellectual capital of the region.

### **About our Business Management Programmes**

#### **Doctor of Philosophy (PhD) in Business Management and Professional Doctorate in Business Administration (DBA)**

BUIID's Doctor of Philosophy (PhD) in Business Management and Professional Doctorate in Business Administration (DBA) suit professionals in commercial, public and private sectors – it blends the latest academic thinking with practice in a wide range of organisational, business and management contexts. The programme emphasises technical and academic knowledge with the development of creativity, innovation and originality in leading change and adopting innovative solutions to business administration problems and opportunities.

#### **Master in Business Administration (MBA)**

The BUIID MBA is versatile and offers lasting benefits to all those who work in business or in the public sector and want to develop their management and leadership skills. The emphasis in the programme is on the application of knowledge to real business situations, as well as the development of leadership skills. The programme can help graduates progress their career in a wide range of business/commercial/public sector settings, which include general management, human resource management, finance, marketing and operations management.

#### **Bachelor Degree in Business Management**

BUIID's Bachelor of Science in Business Management is the leading undergraduate business degree in the UAE that follows the British model of higher education. Our research-based programme is designed to develop your critical thinking, innovation, problem solving, and general skills and competencies for the workplace. The programme is taught by experts in their field who

will support you to achieve your learning objectives and maximum potential. Students will gain an excellent technical grounding for a career in business or public sector management, or for running their own business. The programme covers all the main areas of business including operations management, finance, marketing and human resource management. There is a focus on innovation and entrepreneurship throughout the programme. A variety of teaching and learning styles will be used and there will be opportunities to participate in study trips, both in the UAE, to the UK and elsewhere.

### **Job Description**

The British University in Dubai Business School seeks to appoint an Assistant/Associate Professor of Business Management. The post holder will be required to supervise PhD theses and MBA dissertations, teach at all levels, undertake different management field research, and publish at an international level of excellence in Business Management. We prefer candidates who can teach various management-related subjects, **especially Human Resource Management**. In this role, the post holder will interact with the Head of Programme, Dean, and other faculty members. In all interactions with students and colleagues, you will aim to give the best possible service and further build BUiD's reputation for excellent teaching and research. To meet the challenge of working at BUiD, you will have significant academic experience. In addition, it is essential to have an established track record of PhD supervision. Priority will be given to applicants with good academic experience and a distinguished record of publications in refereed journals/conferences.

### **Job purpose**

- The Assistant Professor /Associate Professor role is a key leadership role within the department, making a positive, significant and strategic contribution to the PhD review panel, including the supervision of masters and PhD students, delivery of teaching on Business Management programmes and acting as an internal examiner.
- This role is designed to manage and conduct a portfolio of research in the area of Business Management and to make significant intellectual contributions, through regular publishing in suitable journals.
- In addition, the post-holder will provide leadership within the Faculty to further develop and strengthen its research culture and enhance its increasing national and international profile, and undertake academic, academic administrative/leadership responsibilities as appropriate.

### **Other duties and responsibilities**

#### **1. Governance**

- Contribute to policies review, development, and ensure its systematic deployment within all areas throughout the faculty in order to ensure compliance, accountability, and efficiency.

#### **2. Faculty operations and growth**

- Provide ongoing creative and innovative leadership to the faculty and ensure the effective and efficient operation and that highest quality standards are met.

- Provide good performance under the leadership of the Head of Programme and Dean of the faculty and facilitate his work.
- Design, develop, and maintain course content related to his/her own teaching (with aid of Head of Program and Dean of the faculty).
- Explain issues, direct comments toward the content and learning objectives, set up discussion forum, probes for learners' responses that focus discussions on critical concepts, principles, and skills in his/her own courses.

### **3. Curriculum and accreditation**

- Enhance and grow a portfolio of innovative programs that respond to the needs of the 21st century in alignment with the university and country strategic directions.
- Seek and maintain local and international accreditation for all programs and offerings of the faculty in collaboration with Head of Programme, and Dean of the faculty.

### **4. Research and Teaching**

- Foster a culture of research and environment within the faculty that encourage scholarly research activities and application for research grants among both faculty and learners in coordination with the Programme Coordinator and Dean of the faculty.
- Teach the relevant business management modules at all levels.

### **5. Community engagement**

- Explore, initiate, develop and sustain a range of affiliations and partnerships with industry, government, professional and wider community to support the university and faculty's strategic objectives, activities, and programs.
- Build collaborative relationships with the learner body and other faculties of the University.

### **6. Other**

- Support key university activities and events for example attending, where required, university open days, graduation ceremonies, and confirmation and clearing including where these activities/events require attendance in the evening or on weekends.
- Perform any other duties commensurate with the job grade as reasonably required from time to time.

### **Required qualification & skills**

- PhD in Business Management, preferably in Human Resource Management, from a well-recognized university.
- Track record of effective teaching and research is desirable.
- Ability to act corporately and work on own initiatives.
- Ability to meet deadlines and work under pressure.
- High level work ethics.
- Teamwork and Time management skills.
- Multitasking and self-disciplined.
- Energetic and inspirational.
- Adapts to the social and cultural environment.
- Excellent IT skills (Social networking) and Pedagogical e-learning skills.
- Excellent communication and interpersonal skills in English language.

## **Job application process**

The required documents are a cover letter and a detailed curriculum vitae (including a teaching statement, a research statement, list of courses that can be taught or were taught, and names of at least three references who would be willing to write letters of recommendation).

Note: The appointment is subject to the successful completion of all Labour and Immigration formalities which could be delayed beyond the control of the University. In such a situation, the start date for employment will be postponed.

The closing date for the application is **Saturday 15 March 2025**.

Share your documents with [careers@buid.ac.ae](mailto:careers@buid.ac.ae)

Only shortlisted candidates will be contacted.