

Recruitment to the academic community policy

This paper sets out the policy of The London Institute of Banking & Finance on recruitment to the academic community.

Context

Recruitment to The London Institute of Banking & Finance academic community is an on-going process, shaped by demand within specific modules and programmes. However, recruitment to The London Institute of Banking & Finance academic community is also proactive, identifying highly-qualified and experienced individuals who will be an asset to academic life of The London Institute of Banking & Finance.

Aims

This policy aims to set down the principles under which new members of the academic community are recruited, and the arrangements pertaining to recruitment and induction.

Definitions

The London Institute of Banking & Finance academic community comprises those involved in shaping, sharing, applying and disseminating knowledge and understanding of banking and finance and its underpinning pedagogy in line with the organisation's values and objectives. It is the community of scholars encompassing Lecturers, Senior Lecturers, Associate Professors, Professors, Senior Fellows and Visiting Professors.

Principles

Lecturers, Senior Lecturers, Associate Professors and Professors of The London Institute of Banking & Finance academic community should ideally hold both postgraduate qualifications (doctorate required for Associate Professor and Professor) and have relevant industry experience. Where an applicant holds exceptional industry experience they may be considered for Senior Fellow or Visiting Professor appointments. In addition, members of the academic community should have experience of teaching in Higher Education, recognised by a fellowship of the Higher Education Academy, The London Institute of Banking & Finance Postgraduate Certificate in Higher Education (PGCHE), or an equivalent teaching qualification. Exemptions from a teaching qualification may be granted by the Head of Faculty for those appointed as Associate Professors or Professors with demonstrated teaching experience, subject to approval by the Learning and Teaching Committee.

Arrangements

Prospective members of the academic community interested in working at The London Institute of Banking & Finance may apply by responding to an advertisement. The application is initially considered by the Head of Faculty. Thereafter, should the application be taken further, the prospective applicant is interviewed by an appropriate panel which must include the Dean, the Head of Faculty, a member of the Programme team, and a member from the Academic Community. In the event of the applicant being successful at interview, references are taken up and the applicant is invited to give a presentation on the relevant subject area to an audience comprising members of the Faculty and student body. At this point, should references prove supportive and feedback from the presentation be positive, the applicant is advised of the success of their application by the Head of Faculty.

New appointments to the academic community are reported to the Learning and Teaching Committee.

Induction

Each new member of the academic community receives an induction which aims to familiarise them with The London Institute of Banking & Finance as an organisation and introduce them to the development opportunities and VLE, for example. On-going support and oversight is supplied by the Head of Faculty and Programme Heads.

Review

This policy is subject to review approximately every 12 to 18 months by the Head of Faculty.

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