



ROYAL UNIVERSITY OF BHUTAN POSITION PROFILE

1. JOB IDENTIFICATION

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| 1.1 | Position Title | : Associate Lecturer/Lecturer |
| 1.2 | Position Level | : PL5/PL4 |
| 1.3 | Discipline | : Human Resource Management |
| 1.4 | Occupational Group | : Academics |
| 1.5 | Requirement | : 1 |
| 1.6 | College | : Gedu College of Business Studies |
| 1.7 | Mode of employment | : Regular |

2. MAIN PURPOSE OF THE POSITION:

- 2.1 Plan and teach HRM modules
- 2.2 Design and implement assessment items
- 2.3 Research and implement best industry practices
- 2.4 Contribute to institutional capacity building through innovation and research of curriculum, academic inputs and international exchange programmes
- 2.5 Mentor student's research projects

3. GENERAL ROLES AND RESPONSIBILITIES

3.1 Teaching

- 3.1.1 Teach modules (full time) and support students within own subject area at least up to the undergraduate level
- 3.1.2 Set and mark assessments, and advise students on their progress
- 3.1.3 Develop and deploy teaching-learning materials in area of own expertise
- 3.1.4 Plan and review own approach to learning
- 3.1.5 Take responsibility for organizing own activities and for the management of allocated resources



4. SPECIFIC ROLES AND RESPONSIBILITIES:

The faculty recruited through this advertisement should be able to teach and assess the following Human Resource Management modules:

- Fundamentals of Human Resource Management
- Recruitment and Retention
- Compensation
- Leadership and Management Development
- Industrial Relations
- International Human Resource Management
- Strategic Human Resource Management
- Performance Management System

5. KNOWLEDGE, SKILLS & ABILITIES (KSA) REQUIREMENTS

5.1 Education Qualification: PhD/ Master (HRM)/Any other relevant qualification

5.2 Experience: Preference will be given to those with either teaching experiences or industrial experience in the relevant field

5.3 Knowledge Skills and Abilities:

- Ability to demonstrate high level of commitment to teaching
- Ability to listen and being open to multiple views, perspectives, and feedback
- Engagement in continuous learning and development, and committed to continuous improvement by way of recognizing to change personal, interpersonal and managerial behavior
- Sound skills in research, analysis and dissemination of knowledge mainly by way of publication
- Ability to master in a particular field of specialization and provide excellent learning outcomes among the students

Service Condition:

- Salary will be commensurate to qualification and experience with allowance in accordance to the existing Rules and Regulations of the Royal University of Bhutan.