

Candidate Briefing Pack

# Charles Huang Chair in International Entrepreneurship



University of  
**Strathclyde**  
Glasgow

Charles Huang Chair in International Entrepreneurship - candidate briefing

# Charles Huang Foundation and our transformational gift

**In September 2021, University of Strathclyde received a £50 million donation from alumnus Charles Huang PhD through his philanthropic foundation - the Charles Huang Foundation.**

Dr Huang gained his MBA from Strathclyde in 1989 and his PhD in Marketing in 1994. He is a global business leader and founder and chairman of Pasaca Capital Inc, a California-based private equity firm established in 2016, with various global portfolio companies in North America, Europe, Asia and the Middle East in medical devices, pharmaceuticals, TMT, industrials & automation, and entertainment.

The Charles Huang Foundation is a private non-profit corporation with a mission to accelerate and encourage advanced education, health-related research, and entrepreneurship on a global platform. The Foundation works in partnership with governments, foundations, corporations, and institutions to establish educational

and business opportunities to maximize the potential of aspiring scholars, researchers, and entrepreneurs.

The donation is made as a token of gratitude to the UK for the scholarship that facilitated Dr Huang's opportunity to be educated at Strathclyde and he also seeks to honour Professor Stephen Young, a former Head of the Department of Marketing and Dr Huang's supervisor and mentor during his PhD studies.

The gift will enable Strathclyde to grow its collaborative work with business, industry and the public sector to tackle major challenges of our time, develop the next generation of students, and support Scotland and the UK's recovery from the pandemic.

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In terms of investment, £30M of the transformational gift will support the construction of a new building named after Dr Charles Huang in the University's Technology and Innovation Zone in the heart of Glasgow City Innovation District. The remaining £20M will enable the creation of The Stephen Young Institute for International Business, The Stephen Young Global Leaders Scholarship Programme and The Stephen Young Entrepreneurship Awards, all of which will stimulate business creation and support the economy. More specifically:

**The Stephen Young Institute for International Business:** The gift will fund two Professorial Chairs – one in International Entrepreneurship and a second in International Business and Innovation. It will also fund associated Research professionals, a Doctoral Training Centre and administrative staff to support the ambitious vision of the Institute.

**The Stephen Young Entrepreneurship Awards:** The funding will support an annual prize for an outstanding research paper for a business idea and will support Strathclyde's Inspire Enterprise strategy which aims to develop the next generation of entrepreneurs.

**The Stephen Young Global Leaders Scholarship Programme:** A fund to support five merit scholarship awards each year which will see an associated leadership programme put in place for each of the scholarship students.

**The Charles Huang Technology and Innovation Building:** This sustainable building will become a key part of the University's Technology and Innovation Zone. Since 2014, Strathclyde's Technology and Innovation Centre has transformed the east of Glasgow City Centre and it forms the beating heart of Glasgow City Innovation District – a hub for entrepreneurship and collaboration. With the existing buildings at capacity, the new building will create leading-edge research space. This will allow further businesses to co-locate with the University and improve productivity, develop world-class talent, research, and technology, and accelerate inclusive economic growth. The District has been held up as an exemplar in the sector and was recognised in the UK Government's 2020 R&D Roadmap.



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# The University of Strathclyde

**The University of Strathclyde was founded by John Anderson in 1796 as a “Place of Useful Learning.” Our vision, inspired by this mission is to make the world better educated, sustainable, prosperous, healthy, fair and secure.**

We offer our students an outstanding educational experience as well as providing them with the tools and skills to support their career journey. We are vibrant, dynamic and passionate about solving the challenges facing society and industry through our cutting-edge, multi-disciplinary research, education and knowledge-exchange.

Our global partners are far reaching. Our values; people-oriented, bold, innovative, collaborative and ambitious are embedded in everything we do, capture who we are and how we act. If these characteristics resonate with you and becoming a “Strathclyder” is appealing; please read on.

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*“Strathclyde is a dynamic, results-oriented institution, and the values of the leadership are outstanding. During my recruitment, I was able to work with senior staff to negotiate appointment terms that suited my career goals. The process was collaborative, respectful and affirming. The institution is very welcoming, and I was able to make numerous key contacts with research leaders in my field only months into my new role. The business school where I work is very people centred, and even through the darkest days of the lockdown there was an active culture of support and collegiality.”*

**Jeremy Lauer, Professor of Management Science (Global Health)**

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# Our Values

**People-Oriented,  
Innovative,  
Collaborative,  
Ambitious  
and Bold**

The University of Strathclyde is a place of useful learning where we're recognised as being:

- People-oriented: committed to our staff and students, providing opportunities and investing in their development.
- Innovative: focused on discovering and applying knowledge with impact, and encouraging creative thinking and new ideas.
- Collaborative: working together, internally and externally, with integrity and in an open, respectful way.
- Ambitious: for our institution, staff and students as well as supporting the ambitions of our partners.
- Bold: confident and challenging about what we do, and supportive of appropriate and managed risk in our decision-making.

Our People-oriented value is demonstrated by the Strathclyde People Strategy. Our People Strategy places staff at the heart of our plans and recognises that their collective talents, effort and commitment will deliver the University's ambitious Vision for 2025.

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## Equality & Diversity

The University of Strathclyde is committed to achieving and promoting equality of opportunity in its learning, teaching, research and working environments, and to ensuring these environments support positive relations between people, and a culture of respect. As a provider of employment and education, we value the diversity of our staff and students and are committed to encouraging everyone to realise their full potential.

We welcome applications from all sectors of the community, particularly from traditionally under-represented groups.

The University currently holds a Bronze Athena SWAN award, recognising our commitment to advancing women's careers in science, technology, engineering, maths and medicine (STEMM) employment in academia.



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# Strathclyde Business School

**As a socially progressive Business School within a leading international technological University, SBS's purpose is to engage with and influence business, organisational and public life.**

The University is renowned for its engagement with industry, policy-makers, and not-for-profit organisations. Strathclyde received the THE award for Business School of the Year in 2016/2017, Workplace of the Year in 2017/2018, Scottish University of the Year in 2019/20, Queen's Anniversary Prize for Higher and Further Education in 2019/20 and THE awards for University of the Year in 2019/20.

The School was one of the first Business Schools to become accredited (AACSB, EQUIS and AMBA) and has recently been re-accredited by EQUIS for a 5-year period.

Strathclyde Business School delivers international business education at an Undergraduate and Postgraduate level and is home to outstanding research talent in both our academic staff and postgraduate research community.

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*"Strathclyde Business School is an outstanding environment within which to advance your career. Since joining SBS in 2013 I have been Head of Department of Marketing, and currently Chair of the Academy of Marketing and a full panel member for REF2021. My leadership within my discipline has been thoroughly supported by the Business School and the University."*

**Anne Marie Doherty,  
Professor of Marketing**



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# The Position

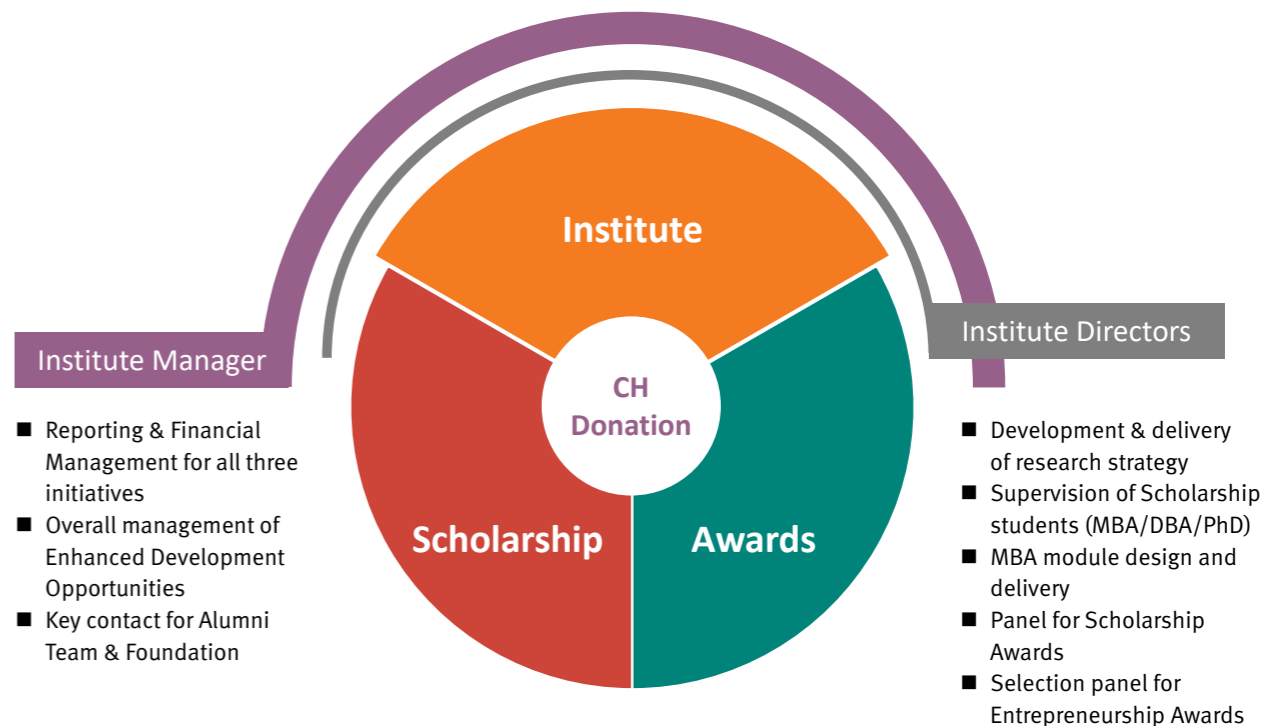
**The Stephen Young Institute for International Business (SYIIB) requires visionary and transformational leadership to establish and develop the Institute as a world-leading centre of research excellence for International Business and Innovation research.**

SYIIB will be led by two Institute Directors, both of whom will be appointed as Professorial Chairs. These Chairs will be outstanding Higher Education research professionals in the fields of International Entrepreneurship and International Business and Innovation. The Chairs will be endowed in the name of Dr Charles Huang. The Charles Huang Chair in International Entrepreneurship will be a globally recognised authority in this research area. As such, the successful candidate will have the necessary expertise, gravitas and academic networks to be able to attract world leading scholars to the Institute. They will have the know-how to attract students with the potential to be future leaders, as well as internationally-regarded researchers to study under and contribute to the Institute's mission.

The Institute will be closely aligned to The University of Strathclyde's Vision 2025 strategy which has five key aims: to deliver outstanding education; to produce world-leading research; to engage in and support transformative innovation; to be a globally engaged institution; and, to be operationally excellent.

SYIIB will be housed within Strathclyde Business School's Department of Marketing. Established in 1971, the Department is widely acknowledged as one of the earliest seats of excellence in the Marketing field within the UK and internationally. We are ranked No.1 in Scotland and No.3 in the UK in the 2022 Complete University Guide.

The current vision for the organisational structure of SYIIB is shown below:



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# Main activities/ responsibilities

1. Manage significant resources and provide leadership, support and direction to academic/ professional staff.
2. Provide vision within the Institute, Department, Business School and University through developing and leading significant research directions and projects.
3. Lead an internationally acclaimed programme of research, disseminating outcomes through regular and sustained publication in high impact journals, books and conference proceedings.
4. Secure substantial research grant funding and attract income through knowledge exchange activities.
5. Play a leading role in the development of educational strategy and operational standards.
6. Lead the development of knowledge exchange activities and promote public engagement by establishing links with industry and educational links with industry influencing policy and the profession at national and international level.
7. Engage with the University of Strathclyde academic network and industry partners. For example through the Glasgow City Innovation district and the Advanced Manufacturing Innovation District Scotland.
8. Plan, implement and manage a Doctoral Training Centre to increase funded scholarships through collaborative partnerships with government agencies and international industry partners.
9. Develop relationships and collaborations with high calibre academic institutions and industry to promote and encourage visiting researchers and joint doctoral supervisory collaborations.
10. Contribute, at a strategic level, to the work of the Department/School, Faculty and University, for example through participation in the Department/School senior management team and by playing a lead role on University committees.
11. Engage in, and where appropriate set the agenda in, national and international academic debates and within professional institutes, learned/practitioner societies and governmental committees.
12. Engage in continuous professional development.

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# Person Specification

## ESSENTIAL

- Doctoral Degree (or equivalent) in relevant field.
- Research interests consistent with the strategic direction of the department/School/Faculty/University.
- An established international reputation as an expert and leader within specialist field, with a strong track record of contributing to high-quality publications in the areas of international entrepreneurship, international business and related fields.
- Ability to build an internationally leading research group and successfully manage and promote that group's research within an international arena.
- Extensive experience of delivering high quality teaching to undergraduate and postgraduate students and supervision at all levels, including training, examination of research students and successful supervision of doctoral students.
- Track record of contributing to multidisciplinary programs that foster International business and / or entrepreneurial research.
- Proven ability to attract substantial research funding over a sustained period from national as well as international sources.
- Established track record of project, budget and staff management.
- Demonstrated active participation and engagement with extensive national and international networks in academe and industry including learned societies, government and/or relevant Chartered professional bodies.
- Evidence of extensive citizenship activities evidenced through appointments on Faculty, University and/or Learned Society committees.
- An outstanding and inspiring record of achievement in research and publication recognised internationally.
- Track record of multi/inter-disciplinary research collaborations and developing external partnerships.
- Excellent interpersonal and communication skills, with the ability to listen, engage and persuade, and to present complex information in an accessible way to a range of audiences.
- Ability to think strategically and contribute to the development and growth of the SYIB.

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## DESIRABLE

- Membership of relevant Chartered/professional bodies (including the Higher Education Academy).
- Experience in the management or editorship of an internationally recognised journal.
- Experience of developing international University partnerships.
- Sustained track record of leading the development and delivery of large and varied educational programmes.



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# Reward and employee benefits

## REWARD

We offer a competitive salary package at a level commensurate with your profile and experience. As well as this, employment at the University of Strathclyde offers a number of excellent benefits including:

- Generous holiday entitlement of 31 days plus 11 public holidays.
- Membership of the Universities Superannuation Scheme which includes a generous monthly employer contribution of 21.4% while you will pay 9.8% of your salary.
- Salary exchange scheme known as Pensions Plus, which is open to employees who are members of the Universities Superannuation Scheme; members benefit from savings in National Insurance Contributions by changing the way pension contributions are paid.
- A generous relocation package available for those relocating from further afield.

## CAREER DEVELOPMENT

- Committed to being a ‘place of useful learning’, the University puts great emphasis on the learning and development of all our staff.
- Reduced or remitted fees on a number of vocational and non-vocational courses.
- Access to the University Library’s facilities and resources.
- A wide range of professional development courses via the [University’s Organisation and Staff Development Unit \(OSDU\)](#) and other in-house learning and development providers.

## FAMILY FRIENDLY BENEFITS

The University is committed to promoting and improving a healthy work-life balance for employees and we offer a number of benefits to staff with families.

- Generous maternity, paternity, adoption and shared parental leave schemes offering above the statutory minimum requirements for qualifying staff.
- On-campus nursery, run by Childcare Scotland, is available for children from 3 months to pre-school.

## HEALTH AND WELLBEING

The University places high importance on the safety, wellbeing and health of all our staff and offer a range of facilities and services to facilitate this.

- Reduced rates of membership to [Strathclyde Sport](#), the University’s centre for sport and recreation.
- [Ross Priory Club](#)
- Generous occupational sick pay provision.
- Access to the Occupational Health Service and Employee Counselling Service.
- [Cycle to Work Scheme](#)

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# How to apply

The University of Strathclyde has appointed Veredus, an executive search agency, to assist with these appointments.

Candidates should apply for this role through the Veredus website at [www.veredus.co.uk](http://www.veredus.co.uk) quoting Job Ref 3840.

To apply, please submit an up-to-date CV and a Supporting Statement (around 2 pages of A4) indicating why you think you are suitable for this post, with a particular reference to the Person Specification criteria.

Please also submit an Equal Opportunities Monitoring Form and Candidate Supporting Information Form, both of which can be downloaded from the Veredus job page.

The closing date for applications is 9am on Monday, 15th August 2022.

For a confidential discussion, please contact our executive search consultants at Veredus:

- Nataliya Starik-Bludova on 07717003 792
- James Griffin on 07736 491816

*At Veredus, we take care to protect the privacy of our candidates and clients. To read more about how we collect, store and share your data please read our privacy notice which can be accessed here: <https://www.veredus.co.uk/privacy-and-cookies>*



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# Further Information

## CONDITIONS OF EMPLOYMENT

Conditions of employment relating to the Academic staff category can be found at: [Conditions of Employment – needs link](#)

## REWARDS AND BENEFITS

Our staff have access to a wide range of outstanding benefits that include financial rewards, family friendly and wellbeing benefits and career development opportunities, details of which can be found [here](#).

## PVG CHECK

This position involves regulated work, making it a legislative requirement that the successful candidate becomes a member of the Protection of Vulnerable Groups Scheme. If appointed, employment with the University will not be confirmed, until membership of the Scheme has been received. The successful applicant will be precluded from working with protected groups until that time.

## BASIC DISCLOSURE

This role requires the satisfactory outcome of a Basic Disclosure Scotland Check. The successful applicant will be asked to carry out a Basic Disclosure Scotland Check. Whether an outcome is satisfactory will be determined by the University.

## PRE-EMPLOYMENT HEALTH SCREENING

An offer of appointment will be subject to a medical assessment by Occupational Health. An individual who accepts an offer of employment must complete a confidential medical questionnaire and forward it to the Occupational Health Nurse within 5 days of receipt. If further information is required the individual may be contacted by the OHN or a Medical Advisor and a personal appointment with the individual may be arranged. An unconditional contract of employment will not be issued until Human Resources receives confirmation that applicant is fit to undertake the duties of the post.

## Probation

Where applicable, the successful applicant will be required to serve a 12 month probationary period.

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## PENSION

The successful applicant will be eligible to join the Universities' Superannuation Scheme. Further information regarding this scheme is available from Payroll and Pensions.

## RELOCATION

Where applicable, the University offers a relocation package to support new employees who meet the eligibility criteria. The relocation package is offered as a contribution towards costs incurred, and is designed to be flexible, allowing staff to use the financial support available in the way that will be most helpful to them. Further details are outlined in the Relocation Policy.

## INTERVIEWS

Formal interviews for this post will be held on [Click here](#) to enter a date..

## EQUALITY AND DIVERSITY

We value diversity and welcome applications from all sections of the community.

The University currently holds a Bronze Athena SWAN award, recognising our commitment to advancing gender equality in academia across all academic disciplines and professional and support functions.

## UNIVERSITY VALUES

The University's Values capture what we're all about: who we are, what we believe in and what we stand for. Our Values have been derived from how we act and how we expect to be treated as part of Strathclyde.



Times Higher Education University of the Year 2012 & 2019  
Times Higher Education Widening Participation Initiative of the Year 2019  
The University of Strathclyde is rated a QS 5-star institution



SCOTTISH UNIVERSITY OF THE YEAR



THE QUEEN'S ANNIVERSARY PRIZES  
For the 10th Anniversary of the Prizes  
2009-2019



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[www.strath.ac.uk](http://www.strath.ac.uk)  
University of Strathclyde Glasgow G1 1XQ

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registered in Scotland, with registration number SC015263