



**Darlithydd Cyfrwng Cymraeg Mewn Rheoli Busnes a Mentergarwch Gwledig
Coleg Cymraeg Cenedlaethol ac Ysgol Fusnes Aberystwyth
Athrofa Busnes a'r Gyfraith**

Cyfnod penodol tan 31 Gorffennaf 2019
Gradd 7: £35,550 - £38,833 y flwyddyn

I hyrwyddo gweithlu hyblyg, bydd y Brifysgol yn ystyried ceisiadau gan unigolion sy'n ceisio am swydd gyda threfniadau gweithio llawn amser, rhan amser, rhannu swydd, neu yn ystod y tymor yn unig.

Gwahoddir ceisiadau gan unigolion â chanddynt brofiad ymchwil a dysgu am swydd Darlithydd Rheoli Busnes a Mentergarwch Gwledig. Ariennir y swydd gan grant a ddarperir gan y Coleg Cymraeg Cenedlaethol tan 31 Gorffennaf, 2019.

Mae'r Ysgol yn croesawu ceisiadau gan ysgolheigion sy'n gweithio yn unrhyw faes yn ymwneud â Rheoli Busnes a Mentergarwch Gwledig, ond byddai diddordeb yn un neu fwy o'r meysydd isod yn fanteisiol:

- Menter ac arloesi
- Arallgyfeirio yn yr economi wledig
- Marchnata
- Cyfrifeg a Chyllid

Mae'r swydd ar gael cyn gynted â phosib neu o 1 Chwefror 2018. Mae rhagor o wybodaeth am yr Ysgol ar ein gwefan: www.aber.ac.uk/abs.

Bydd gan yr ymgeisydd llwyddiannus radd PhD (neu bydd ar fin ei chwblhau) a bydd yn gallu dangos tystiolaeth o gyhoeddiadau ymchwil, yn rhai wedi eu cyhoeddi neu'n rhai sydd yn yr arfaeth, a bydd disgwyl iddo/iddi wneud ymrwymiad sylweddol i ddysgu ac i brofiad y myfyrwyr, cyfrannu at ymchwil ym maes Rheoli Busnes a Mentergarwch Gwledig a chyfrannu at oruchwylio myfyrwyr PhD. Bydd disgwyl hefyd iddo/iddi gynyddu'r dysgu drwy gyfrwng y Gymraeg a sicrhau y cynigir mwy o fodiwlau drwy gyfrwng y Gymraeg yn yr Ysgol Fusnes Aberystwyth, cynorthwyo i ddatblygu darpariaeth ar y cyd â phrifysgolion eraill a datblygu cyrsiau i israddedigion ac uwchraddedigion a chysiau datblygu proffesiynol parhaus ar y cyd ag IBERS ar gyfer y gymuned amaethyddol a busnesau arallgyfeirio yn yr economi wledig.

Disgwylir i ddeiliad y swydd allu dysgu a pharatoi deunyddiau drwy gyfrwng y Gymraeg.

Bydd deiliad y swydd yn rhan o gymuned ehangach o staff academiaidd yn Aberystwyth a ledled Cymru sy'n gweithio i wireddu nod y Coleg Cymraeg o sicrhau statws llawn i'r Gymraeg fel cyfrwng dysgu ac ymchwil yn sector y prifysgolion. Bydd yn rhan allweddol o weithredu Cynlluniau Datblygu Cenedlaethol y Coleg Cymraeg ar gyfer Astudiaethau Busnes ac ar gyfer Daearyddiaeth, Amaethyddiaeth ac Astudiaethau Amgylcheddol ac yn helpu i gyrraedd y



targedau a bennwyd ar gyfer darpariaeth cyfrwng Cymraeg a myfyrwyr sy'n dewis astudio drwy gyfrwng y Gymraeg yn y meysydd hyn.

Gellir gwneud ymholiadau anffurfiol drwy gysylltu â Nerys Fuller-Love, Dirprwy Gyfarwyddwr, Athrofa Busnes a'r Gyfraith, ar 01970 622208 (nnf@aber.ac.uk) neu â Tamsin Davies, Swyddog Cangen, Cangen Prifysgol Aberystwyth o'r Coleg Cymraeg Cenedlaethol (ted@aber.ac.uk).

Cyf: IBL.17.1827

Am fwy o wybodaeth ac i ymgeisio, ewch i <http://jobs.aber.ac.uk>.

Sefydliad Dwyieithog sy'n gweithredu Cynllun Iaith Gymraeg ac yn ymroddedig i Gyfle Cyfartal.

FEL ARFER FE BENODIR I SWYDDI O FEWN 4-8 WYTHNOS WEDI'R DYDDIAD CAU.



**Welsh Medium Lecturer in Business Management and Rural Enterprise
Coleg Cymraeg Cenedlaethol and Aberystwyth Business School
Institute of Business and Law**

Fixed term until 31 July 2019
Gradd 7: £35,550 - £38,833 per annum

To promote a flexible workforce, the University will consider applications from individuals seeking full time, part time, job share, or term time only working arrangements.

Applications are invited from individuals with research and teaching experience for the position of Lecturer in Business Management and Rural Enterprise. The post is funded by a grant provided the Coleg Cymraeg Cenedlaethol until 31st July 2019.

The School welcomes applications from scholars working in any area of Business Management and Rural Enterprise, although interest in one or more of the following areas would be advantageous:

- Enterprise and Innovation
- Diversification in the Rural Economy
- Marketing
- Accounting and Finance

The post is tenable as soon as possible or from 1 February 2018. Further information on the School can be obtained from our website: www.aber.ac.uk/abs.

The post holder will be in possession (or near completion) of a PhD and be able to show evidence of research publications, actual or potential and will be expected to make substantial commitment to teaching and the student experience, to contribute to research in Business



Management and Rural Enterprise and to contribute to PhD supervision. They will also be expected to increase learning through the medium of Welsh and increase the number of modules available through the medium of Welsh in the Aberystwyth Business School, support the development of collaborative provision with other universities, and develop undergraduate, postgraduate and continuing professional development courses in conjunction with IBERS targeted at the agricultural community and diversified businesses in the rural economy.

The post holder is expected to be able to teach and prepare materials through the medium of Welsh.

The post-holder will be a part of a wider community of academic staff at Aberystwyth and throughout Wales who are working towards the realisation of the Coleg Cymraeg's goal of securing full status for the Welsh language as a medium of teaching and research within the university sector. The successful candidate will play a key role in the implementation of the Coleg Cymraeg's national Development Plans for Business Studies and for Geography, Agriculture and Environmental Studies and help achieve the targets set for Welsh-medium provision and students electing to study through the medium of Welsh within these areas.

Informal enquiries may be made to Nerys Fuller-Love, Deputy Director, Institute of Business and Law, on 01970 622208 (nnf@aber.ac.uk) or Tamsin Davies, Aberystwyth University Branch Officer of Coleg Cymraeg Cenedlaethol (ted@aber.ac.uk).

Ref: IBL.18.1827

For information and to apply, please go to <http://jobs.aber.ac.uk>.

We are a Bilingual Institution which operates a Welsh Language scheme and is committed to Equal Opportunities.

APPOINTMENTS ARE NORMALLY MADE WITHIN 4-8 WEEKS OF THE CLOSING DATE.

Manylion Pellach (English below)

Y mae'r disgrifiad swydd hwn yn amodol ar ei adolygu a'i ddiwygio yng ngoleuni anghenion cyfnewidiol y Brifysgol, i ddarparu cyfleoedd datblygu priodol ac/neu i ychwanegu dyletswyddau ychwanegol eraill.

Prif Ddyletswyddau a Chyfrifoldebau

Mae'n rhaid i aelodau o'r staff academiaidd gyflawni'r dyletswyddau hynny y mae Pennaeth yr Ysgol Rheolaeth a Busnes yn rhesymol yn eu pennu. Bydd y rhain yn cynnwys:

1. Dysgu ar bob lefel a gynigir gan yr Athrofa yn eu pwnc. Gall hyn gynnwys rhoi darlithoedd, seminarau a dosbarthiadau tiwtorial ac, fel y bo'n briodol, dosbarthiadau ymarferol, arddangosiadau, teithiau maes/astudio (yn ystod y tymor neu'r gwyliau), ynghyd â goruchwyllo gwaith prosiect ac ymchwil. Mae'n bosib y gofynnir i ddarlithwyr gyfrannu at ddysgu o bell a rhaglenni gradd allanol yn ogystal ag ysgolion haf a rhaglenni cyrsiau byr.
2. Datblygu a defnyddio amryw o ddulliau arholi ac asesu sy'n briodol i'r pwnc, gan gynnwys asesu parhaus. Cynorthwyo i baratoi, cynnal a goruchwyllo arholiadau Prifysgol Aberystwyth;



3. Cynorthwyo â gofal bugeiliol i'r myfyrwyr;

4. Cynorthwyo, yn ôl y gofyn, â gwaith gweinyddol yr Adran, yr Athrofa a'r Brifysgol. Cyflawni tasgau penodol a ddirprwir gan Bennaeth yr Adran a mynd i Bwyllgorau yn y Brifysgol a thu hwnt yn ôl y gofyn. Bydd y darlithydd yn aelod o Gangen y Brifysgol o'r Coleg Cymraeg Cenedlaethol a bydd disgwyl iddo/iddi fynd i gyfarfodydd, yn ogystal â'r Panel Pwnc cenedlaethol ar gyfer Busnes a Marchnata a weinyddir gan y Coleg.

5. Bod yn atebol i Bennaeth yr Ysgol Fusnes am weithredu a defnyddio cyfarpar yr Ysgol Fusnes yn ddiogel;

6. Unrhyw ddyletswyddau eraill sy'n briodol i raddfa'r swydd a fydd yn rhesymol ofynnol o dro i dro.

Ymchwil

Disgwylir i ddeiliad y swydd wneud gwaith ymchwil a bydd yn cyfrannu at themâu a blaenoriaethau yn Yr Ysgol Fusnes Aberystwyth. Yn unol â Swyddi Dysgu ac Ymchwil Proffil 2 Prifysgol Aberystwyth, bydd y darlithydd yn gyfrifol am ddatblygu a rheoli ei ymchwil ei hun, a bydd disgwyl iddo/iddi wneud ceisiadau am gyllid ymchwil o ffynonellau allanol, cyflwyno canfyddiadau ymchwil mewn cynadleddau perthnasol, a chyhoeddi papurau ymchwil, erthyglau a gweithiau eraill o safon addas i'w cyflwyno i broses y Fframwaith Rhagoriaeth Ymchwil. Anogir deiliad y swydd hefyd i gydweithio ar brosiectau ymchwil ag aelodau eraill o staff yr Ysgol Fusnes Aberystwyth gan gynnwys cyhoeddi a lledaenu cynnyrch drwy gyfrwng y Gymraeg.

Disgwylir i ddeiliad y swydd wneud gwaith ymchwil ar economi Cymru ac ymuno ag un o ganolfannau ymchwil yr Ysgol Fusnes, yn bennaf y Ganolfan Mentergarwch Lleol a Rhanbarthol. Bydd ymchwil y darlithydd yn canolbwyntio ar faterion busnes a rheolaeth yng Nghymru o safbwynt economaidd ac effaith polisïau'r llywodraeth a pholisi cyhoeddus arnynt.

Mae Prifysgol Aberystwyth mewn sefyllfa ragorol i fanteisio ar y diddordeb cynyddol yn genedlaethol ac yn fyd-eang mewn materion yn ymwneud a chynaliadwyedd amaethyddiaeth a chymunedau gwledig. Mae gan yr Ysgol Rheolaeth a Busnes ac IBERS hanes llwyddiannus o gydweithio ar grantiau mawr, megis y Bwrdd Strategaeth Technoleg, yn ogystal â rhaglenni penodol i Gymru megis KESS. Mae diddordeb llywodraeth a diwydiant mewn amaeth-fusnesau a biotechnoleg yn gyfle i'r Brifysgol i greu rhagor o incwm ymchwil ac i wneud cyfraniad sylweddol i economi a sylfaen wyddoniaeth Cymru. Bydd disgwyl i ddeiliad y swydd fod yn gyd-ymchwilydd a, lle bo hynny'n briodol, yn brif ymchwilydd ar brosiectau ymchwil ar y cyd. Mae'r ddwy adran eisoes wedi nodi bod angen siaradwyr Cymraeg ar brosiectau ymchwil, oherwydd natur ein hymchwil a'r ymwneud â chadwyni cyflenwi amaethyddol lleol a busnesau eraill.

Dyletswyddau a chyfrifoldebau penodol

Bydd y sawl a benodir i'r swydd hon yn dysgu modiwlau'r Ysgol Fusnes Aberystwyth drwy gyfrwng y Gymraeg, yn enwedig ym maes marchnata busnesau gwledig, brandio cyfrwng Cymraeg a rheoli menter, ond byddai disgwyl iddo/iddi ddysgu pynciau rheolaeth i fyfyrwyr yr Ysgol Fusnes. Mae'r Ysgol Rheolaeth a Busnes yn awyddus i feithrin yr enw sydd ganddi ar hyn o bryd am ddarparu addysg cyfrwng Cymraeg i fyfyrwyr sy'n astudio rheolaeth gyda phwyslais arbennig ar reolaeth a mentergarwch drwy ychwanegu darpariaeth darlithio.



Bydd deiliad y swydd hefyd yn datblygu gweithgarwch Datblygu Proffesiynol Parhaus (DPP). Bydd y cyrsiau DPP hyn ar gael drwy gyfrwng y Gymraeg a byddant wedi'u targedu at amaeth-fusnesau yn ogystal â busnesau arallgyfeirio yn yr economi wledig. Bydd deiliad y swydd hefyd yn helpu i ddatblygu DPP a modiwlau sydd â chredydau (fel y nodir uchod) i'w darparu oddi ar y safle, gan gynnwys darpariaeth dysgu o bell a dysgu cyfunol, ac yn cyfrannu at Gynllun Dysgu o Bell y Coleg, er mwyn bodloni anghenion cymuned o ddysgwyr sydd ar wasgar drwy gefn gwlad Cymru.

Disgwylir i ddeiliad y swydd gyflawni dyletswyddau sy'n gysylltiedig â dysgu, gan gynnwys cydlynu arholiadau'r modiwlau cyfrwng Cymraeg. Yn ogystal â hyn, disgwylir iddo/iddi gyfrannu at weinyddiaeth gyffredinol yr adran fel y pennir gan Bennaeth yr Ysgol Fusnes, a chyflawni dyletswyddau sy'n berthnasol i bwyslais cyfrwng Cymraeg y swydd. Yn y lle cyntaf, bydd disgwyl i ddeiliad y swydd gyfrannu at recriwtio myfyrwyr israddedig, ac yn arbennig felly fyfyrwyr Cymraeg eu hiaith. Bydd deiliad y swydd yn cydweithio'n agos â Chyfarwyddwyr y Gymraeg a Diwylliant Cymru yn yr Athrofa Busnes a'r Gyfraith.

Bydd disgwyl hefyd i ddeiliad y swydd feithrin cyswllt â byd busnes, yn enwedig drwy interniaethau ac ati ymhlith busnesau yng Nghymru sy'n gweithredu drwy'r Gymraeg. Bydd deiliad y swydd hefyd yn gweithio gyda Gwasanaeth Gyrfaoedd Prifysgol Aberystwyth a Go Wales i ddod o hyd i leoliadau i fyfyrwyr gyda chyflogwyr ac i ddatblygu cysylltiadau pellach.

O ran ymchwil, bydd disgwyl i ddeiliad y swydd nodi a manteisio ar gyfleoedd i hyrwyddo'r pwnc ymhlith y gymuned cyfrwng Cymraeg ehangach, er enghraifft drwy gyhoeddi deunydd mewn cyfnodolion megis *Gwerddon*, a chyflwyno papurau i gynadleddau a fforymau a gynhelir drwy gyfrwng y Gymraeg.

Disgwylir i ddeiliad y swydd hefyd:

1) Gynyddu'r gallu i ddysgu myfyrwyr drwy gyfrwng y Gymraeg, ac yn arbennig felly mewn meysydd pwnc sy'n bwysig i economi cefn gwlad Cymru. Yn yr Ysgol Fusnes Aberystwyth, mae'r agenda ymchwil sy'n ehangu ym maes datblygu gwledig a rheoli busnesau bach a chanolog yn golygu bod yn rhaid i ni sicrhau bod gennym fwy o siaradwyr Cymraeg a all weithio gyda phartneriaid ymchwil yn yr ardal.

2) Cynyddu nifer y myfyrwyr sy'n cofrestru ar fodiwlau cyfrwng Cymraeg. Mae'r Ysgol yn wedi cynyddu nifer y credydau sydd ar gael drwy gyfrwng y Gymraeg, gan gynnwys opsiwn i wneud traethawd hir israddedig y flwyddyn olaf yn Gymraeg. Byddwn yn bwriadu i alluogi myfyrwyr sy'n astudio gyda ni allu gwneud cais am Ysgoloriaethau Cymhelliant y Coleg Cymraeg Cenedlaethol (o leiaf 40 o gredydau cyfrwng Cymraeg bob blwyddyn) a'r Prif Ysgoloriaethau (o leiaf 80 o gredydau cyfrwng Cymraeg bob blwyddyn). Mae modiwlau cyfrwng Cymraeg ar gael i bob myfyriwr yn yr Ysgol Fusnes Aberystwyth ac mae modiwlau craidd y flwyddyn gyntaf, Cyflwyniad i Reolaeth a'r Amgylchedd Busnes, bellach ar gael drwy gyfrwng y Gymraeg yn ogystal â modiwlau yn Rhan 2.

3) Caniatáu i IBERS gydweithio'n agosach â'r Ysgol Rheolaeth a Busnes er mwyn ymgorffori modiwlau busnes a rheolaeth drwy gyfrwng y Gymraeg yn ei gynlluniau gradd.

Yn ogystal â'r dyletswyddau dysgu drwy gyfrwng y Gymraeg a nodir uchod, bydd deiliad y swydd yn cyfrannu at ddysgu drwy gyfrwng y Saesneg drwy gyflwyno hyd at 12 o ddarlithoedd ar fodiwlau yn yr Ysgol Fusnes Aberystwyth. Bydd yn dysgu oddeutu 150 o oriau cyswllt y flwyddyn, drwy gyfrwng y Gymraeg a'r Saesneg.



- Ymgymryd â dyletswyddau a chyfrifoldebau iechyd a diogelwch sy'n briodol i'r swydd.
- Bod yn ymroddedig i Bolisi Cyfle Cyfartal ac Amrywioldeb y Brifysgol, ynghyd â dealltwriaeth ynglŷn â sut y mae'n gweithredu o fewn cyfrifoldebau'r swydd.
- Bod yn ymroddedig i'ch datblygiad eich hun a datblygiad eich staff, drwy ddefnyddio proses 'datblygu staff ac adolygu perfformiad' y Brifysgol yn effeithiol.
- Unrhyw ddyletswyddau eraill a ystyrir yn rhesymol.

Mae cyfrifoldebau'r swydd wedi cael ei pharu gyda'r Proffil Swydd Academiaidd Addysgu ac Ymchwil 2. Gellir dod o hyd i fanylion am broffil y swydd yma:

<https://www.aber.ac.uk/en/media/departmental/humanresources/frameworkagreement/academicprofiles/TR2C.pdf>

Manylion Person

Hanfodol	Dymunol
Cymwysterau <ul style="list-style-type: none"> • Gradd PhD mewn disgyblaeth Rheolaeth naill ai wedi ei dyfarnu neu ar fin cael ei chwblhau. 	<ul style="list-style-type: none"> • Cymhwyster uwchraddedig dysgu mewn addysg uwch (e.e. TUAU neu'r hyn sy'n cyfateb).
Profiad <ul style="list-style-type: none"> • Profiad o ddysgu Rheolaeth, Marchnata, Mentergarwch neu Cyfrifeg a Chyllid mewn sefydliad addysg uwch. 	<ul style="list-style-type: none"> • Profiad o ddysgu drwy gyfrwng y Gymraeg. • Profiad o ddatblygu a rheoli cyrsiau, a gallu i wneud hynny.
Cyflawniadau Sy'n Gysylltiedig â'r Swydd <ul style="list-style-type: none"> • Gallu profedig i gyrraedd targedau. • Gallu a pharodrwydd i ddysgu y tu hwnt i'r maes arbenigol penodol yn y ddisgyblaeth yn ehangach. • Gallu a pharodrwydd i weithio gyda chydweithwyr ar brosiectau dysgu ac ymchwil ar y cyd. 	<ul style="list-style-type: none"> • Parodrwydd i fod yn rhan o dimau prosiectau ymchwil trawsddisgyblaethol. • Gallu i ddenu prosiectau ymchwil a ariennir yn allanol.
Sgiliau Rhyngersonol <ul style="list-style-type: none"> • Gallu profedig i weithio gyda chydweithwyr mewn amgylchedd tîm. • Gallu profedig i gyfathrebu ar wahanol lefelau â gwahanol gynulleidfaoedd. • Ymrwymiad i'ch datblygiad proffesiynol eich hun. 	
Ymchwil A Gweithgareddau Cyfatebol <ul style="list-style-type: none"> • Proffil ymchwil sefydledig neu dystiolaeth o allu i ddatblygu'r cyfryw broffil. • Parodrwydd a gallu i oruchwylio ar lefel doethuriaeth. 	<ul style="list-style-type: none"> • Hanes o gyhoeddi erthyglau mewn cyfnodolion a adolygir gan gymheiriaid. • Tystiolaeth o gyflwyno ceisiadau ymchwil yn llwyddiannus. • Gallu profedig i reoli prosiectau ymchwil.



	<ul style="list-style-type: none"> • Wedi cofrestru ar gyfer cymhwyster dysgu perthnasol. • Cydweithio ar brosiect ymchwil.
Ffactorau Eraill <ul style="list-style-type: none"> • Y Gymraeg – gallu i ddysgu drwy gyfrwng y Gymraeg ar lefel addysg uwch. 	
Sgiliau Cyflwyno <ul style="list-style-type: none"> • Gallu profedig i gyflwyno deunydd yn gryno. • Gallu profedig i gyfathrebu â chynulleidfa darged. 	
Iaith Gymraeg <ul style="list-style-type: none"> • Lefel Cymraeg Llafar (siarad) ac Ysgrifenedig C1* 	<ul style="list-style-type: none"> • Lefel Cymraeg Llafar (siarad) ac Ysgrifenedig C2 **

***Lefel Cymraeg Llafar (siarad) C1. Rwy'n gallu:**

- mynegi fy hunan yn rhugl ac yn ddigymell.
- defnyddio iaith yn hyblyg ac yn effeithiol at ddibenion cymdeithasol a phroffesiynol, gan gyfrannu'n hyderus at gyfarfodydd a chyflwyniadau ar lafar.
- ffurfio syniadau a barnau, gan sicrhau bod fy nghyfraniadau'n berthnasol i siaradwyr eraill.
- ymateb yn briodol i sefyllfaoedd diwylliannol a chymdeithasol gwahanol.
- cyflwyno disgrifiadau clir a manwl o bynciau cymhleth gan gyflwyno is-themâu, gan ddatblygu pwyntiau penodol, ynghyd â chloi'r cyflwyniad â chasgliad priodol.
- ysgrifennu testunau wedi'u strwythuro'n glir, ynghyd â mynegi safbwyntiau am gyfnod hir.
- ysgrifennu esboniadau manwl ar bynciau cymhleth ar ffurf e-bost, llythyr, traethawd neu adroddiad, gan danlinellu'r materion perthnasol.
- ysgrifennu gwahanol fathau o destunau mewn arddulliau sy'n briodol i'r gynulleidfa sydd mewn golwg.

**** Lefel Cymraeg Llafar (siarad) C2. Rwy'n gallu:**

- mynegi fy hunan yn rhugl ac yn ddigymell.
- defnyddio iaith yn hyblyg ac yn effeithiol at ddibenion cymdeithasol a phroffesiynol, gan gyfrannu'n hyderus at gyfarfodydd a chyflwyniadau ar lafar.
- ffurfio syniadau a barnau, gan sicrhau bod fy nghyfraniadau'n berthnasol i siaradwyr eraill.
- ymateb yn briodol i sefyllfaoedd diwylliannol a chymdeithasol gwahanol.
- cyflwyno disgrifiadau clir a manwl o bynciau cymhleth gan gyflwyno is-themâu, gan ddatblygu pwyntiau penodol, ynghyd â chloi'r cyflwyniad â chasgliad priodol.
- cymryd nodiadau llawn a chywir a pharhau i gymryd rhan mewn cyfarfodydd a seminarau.
- ysgrifennu testunau wedi'u strwythuro'n dda ac yn llyfn ac yn y cywair priodol.
- ysgrifennu adroddiadau neu erthyglau technegol gymhleth strwythuredig sy'n helpu i dynnu sylw'r sawl sy'n darllen, at y pwyntiau arwyddocaol.
- ysgrifennu adolygiadau o weithiau proffesiynol a/neu rai llenyddol.



Further Particulars

This job description is subject to review and amendment in the light of the changing needs of the University, to provide appropriate development opportunities and/or the addition of any other reasonable duties.

Main Duties & Responsibilities

Members of academic staff are required to undertake such duties as shall be reasonably determined by the Head of The Aberystwyth Business School in the light of the operational needs of the Business School.

These will include:

1. Teaching at all levels undertaken by the Institution in their subject. This may include the giving of lectures, seminars and tutorials and, as appropriate, practical classes, demonstrations, field/study trips (during term time or vacation), together with the supervision of project work and research. Lecturers may be asked to contribute to distance learning and external degree programmes as well as summer schools and short course programmes;
2. The development and use of a range of examinations and assessment methods appropriate to their subject, including continuous assessment. Assisting in the preparing, holding and invigilation of Aberystwyth University examinations;
3. To assist in the pastoral care of students;
4. To assist, as may be required, in the administrative work of the Department, the Institute and the University. To undertake specific tasks so delegated by the Head of the Department and to attend such Committees both within the University and outside as may be required. The lecturer will be a member of the University's Branch of the Coleg Cymraeg Cenedlaethol and will be expected to attend meetings, as well as the national Subject Panel for Business and Marketing administrated by the Coleg;
5. To be responsible to the Head of the Aberystwyth Business School for the safe operation and use of Departmental equipment;
6. Such other duties appropriate to the grade of the post as may be reasonably be required from time to time.

Research

The post-holder is expected to carry out research and will contribute to the themes and priorities group in the Aberystwyth Business School. In accordance with the Teaching and Research Profile 2 Posts AU, the lecturer will be responsible for developing and managing its own research, and expected him / her to apply for research funding from external sources, present research findings at relevant conferences, and publishing papers research, articles and other works of a suitable standard for submission to the REF exercise. The post holder also encouraged to collaborate on research projects with other members of staff in the Aberystwyth Business School including publishing and disseminating outputs through the medium of Welsh.



The post-holder will be expected to carry out research on the Welsh economy and join with one of the Schools' research centres, mainly the Centre for Local and Regional Enterprise. The lecturer's principal research focus will concentrate on business and management issues in Wales in the economic sense and how they are impacted upon by government and public policy.

Aberystwyth University is exceptionally well placed to capitalise on the increasing interest nationally and globally in matters relating to the sustainability of agriculture and rural communities. The Aberystwyth Business School and IBERS have a successful record of collaboration on large grants, as well as Wales-specific programmes such as KESS. Government and industry interest in agribusiness and biotechnology presents the University with an opportunity to generate further research income and make a substantial contribution to the Welsh economy and science base. The post-holder will be expected to play a role as both co-investigator and, where appropriate PI on joint research projects. Both departments have already identified the need for Welsh speakers on research projects, given the nature of our research and its interaction with local agricultural supply chains and other businesses.

Specific duties and responsibilities

The person appointed to the proposed post will teach through the medium of Welsh across modules in the Aberystwyth Business School and IBERS, particularly in rural business marketing, Welsh-medium branding and enterprise management, but would be expected to teach management topics to students. The Aberystwyth Business School would like to enhance its current reputation for Welsh-medium education for management students with a particular focus on management and entrepreneurship areas by increasing lecturing capability.

The post holder will also develop Continuing Professional Development (CPD) activity. These CPD courses will be available through the medium of Welsh and will be targeted at the agri-business community as well as diversified businesses in the rural economy. The post will also support the development of both CPD and credit-bearing modules (as detailed above) for delivery in off-site modes of delivery, including distance and blended learning provision and contribute to the Coleg's Distance Learning Scheme, in order to support the needs to a geographically dispersed community of learners across rural Wales.

The post holder is expected to undertake duties relating to learning, including to act as coordinator of the examinations for the Welsh medium modules. In addition to this the post holder is expected to contribute to the overall administration of the department as specified by the Head of Department, undertaking duties relevant to the post's Welsh-medium focus. In the first instance, the post holder will be expected to contribute towards recruitment of undergraduate students, in particular Welsh speaking students. The post-holder will work closely with the Director of Welsh Language and Culture in the Institute of Business and Law.

The post holder will also be expected to develop engagement with business, particularly internships etc. amongst firms in Wales where the operating language is Welsh. The post-holder will also work with the AU Careers Service and Go Wales in order to place students with employers and develop further links.

With regard to research, the post holder will be expected to identify and take advantage of opportunities to promote their subject area within the wider Welsh-medium community, for instance by publishing material in journals such as *Gwerddon*, and presenting papers to conferences and fora held through the medium of Welsh.



The post-holder will also be expected to:

1) Increase capacity to provide teaching through the medium of Welsh, in particular in subject areas of importance to the rural Welsh economy. In the Aberystwyth Business School, an expanding research agenda in the areas of rural development and SME management, require us to increase our complement of Welsh-speakers capable of working research partners in the locality.

2) Increase the number of students enrolled on Welsh medium modules. The Aberystwyth Business School plans to increase the number of credits available through the medium of Welsh to 120, including an option to complete the final year undergraduate dissertation in Welsh. The intention is to enable students who study with us to apply for the Coleg Cymraeg Cenedlaethol's Incentive Scholarships (at least 40 Welsh-medium credits in every year) and the Main Scholarships (at least 80 Welsh-medium credits in every year). Welsh-medium modules are available to all students in the Aberystwyth Business School and the core first year modules, Introduction to Management and Business Environment are now available through the medium of Welsh as well as modules at Part 2.

3) To allow IBERS to work more closely with the Aberystwyth Business School to integrate business and management modules through the medium of Welsh into its degree schemes.

In addition to the Welsh-medium teaching duties outlined above, the post holder will contribute to the provision of English language learning by introducing lectures on some of the modules, as well as tutorials. The total hours including both Welsh and English medium teaching will be approximately 150 contact hours per annum.

- To undertake health and safety duties and responsibilities appropriate to the post.
- To be committed to the University's Equal Opportunities and Diversity Policy, together with an understanding of how it operates within the responsibilities of the post.
- To be committed to your own development and that of your staff through the effective use of the University's staff development and performance review.
- Any other duties reasonably requested.

The responsibilities of this vacancy have been matched to the Academic Role Profile Teaching and Research 2. Details of the role profile can be found at:

<https://www.aber.ac.uk/en/media/departmental/humanresources/frameworkagreement/academicprofiles/TR2.pdf>

Person Specification

Essential	Desirable
Qualifications <ul style="list-style-type: none"> • A PhD in a Management discipline either awarded or close to completion 	<ul style="list-style-type: none"> • A postgraduate qualification in teaching in higher education (e.g. PGCTHE or equivalent).
Experience <ul style="list-style-type: none"> • Experience of teaching Management, Marketing, Entrepreneurship or Accounting and Finance in a higher education institution. 	<ul style="list-style-type: none"> • Experience of teaching through the medium of Welsh. • Experience of, and proficiency in, course development and management.



<p>Job-Related Achievements</p> <ul style="list-style-type: none"> • Proven ability to meet targets. • Ability and willingness to teach outside immediate specialist area in the broader discipline. • Ability and willingness to work with colleagues in collaborative teaching and research projects. 	<ul style="list-style-type: none"> • Willingness to be part of cross-discipline research project teams. • Ability to attract externally funded research projects.
<p>Skills</p> <ul style="list-style-type: none"> • A proven ability to work with colleagues in a team environment. • A proven ability to communicate at different levels to different audiences. • Commitment to own professional development. 	
<p>Research And Analogous Activities</p> <ul style="list-style-type: none"> • An established research profile or evidence of the ability to develop such. • Willingness and ability to supervise at the doctoral level. 	<ul style="list-style-type: none"> • A track record of articles published in refereed journals. • Evidence of successful submission of research bids. • Proven ability to manage research projects. • Enrolled in a relevant teaching qualification. • Collaborative involvement in a research project.
<p>Other Factors</p> <ul style="list-style-type: none"> • Welsh language – the ability to teach through the medium of Welsh at HE level. 	
<p>Presentation Skills</p> <ul style="list-style-type: none"> • A proven ability to present material succinctly. • A proven ability to communicate to a target audience. 	
<p>Welsh Language</p> <ul style="list-style-type: none"> • Oral (spoken) and Written Welsh Level C1.* 	<ul style="list-style-type: none"> • Oral (spoken) and Written Welsh Level C2.**

* Oral (spoken) and Written Welsh Level C1. I can:

- express myself fluently and unprompted.
- use language flexibly and effectively for social and professional purposes, and contribute confidently to meetings and oral presentations.
- formulate ideas and opinions, and ensure that my contributions are relevant to others.
- respond appropriately to different cultural and social situations.
- present clear detailed descriptions of complex subjects, integrating sub-themes,



- developing particular points, and rounding off with an appropriate conclusion.
- write clear well-structured texts, expressing points of view at some length.
- write detailed explanations of complex subjects in the form of email, letter, essay or report, underlining the salient issues.
- write different types of texts in styles that are appropriate to the reader in mind.

** Oral (spoken) and Written Welsh Level C2. I can:

- understand reports and articles I come across in my work, including complex ideas expressed in complex language.
- take part effortlessly in any discussion.
- express myself fluently and convey finer shades of meaning precisely.
- If I do have a problem I can revise and restructure around the difficulty so smoothly that other people are hardly aware of it.
- advise on complex, difficult and contentious matters such as financial or legal matters, to the extent that my specialised knowledge allows me
- present descriptions or arguments well, smoothly and clearly, in the appropriate register and context, and with a logical and effective structure which helps to draw the listeners' attention to relevant points.
- take full and accurate notes and continue to take part in meetings and seminars.
- write well-structured and smoothly flowing texts in the appropriate register.
- write complex technical reports or articles which helps the recipients to notice significant points.
- write reviews of professional and/or literary works.

