

Call for *Human Relations* Editor-in-Chief

The Tavistock Institute of Human Relations (TIHR) is seeking to appoint a new Editor-in-Chief for *Human Relations* to succeed Professor Nick Turner from January 2020.

Human Relations is a leading international multidisciplinary social science journal which has been published for over 70 years. The Editor-in-Chief is responsible for setting and maintaining the scholarly and professional standards of the journal and for providing the strategic direction for its future development. S/he will work closely with an editorial team to manage the receipt and review of scholarly submissions and to encourage submissions and special issues. The appointment is for an initial period of three years (with an option of extension to four or five years) with regular reviews with the Tavistock Institute's CEO.

The journal is published 12 times a year. The Editor-in-Chief's workload is expected to be about six days a month for which the post holder will be remunerated in accordance with a professorial grade at UK universities.

For further details, job and person specifications and application procedure, please see below.

To arrange an informal discussion of the role with Prof. Nick Turner, current Editor-in-Chief or Eliat Aram, Chief Executive Officer of the Tavistock Institute, please email Meg Davies, Operations and Editorial Manager: m.davies@tavinstitute.org

Closing date for applications: Friday 1st November 2019

Background information

The Tavistock Institute

The Tavistock Institute is an independent social science research, consultancy and professional development organisation. It was established in 1947 as a company limited by guarantee with charitable status. It seeks to apply social science ideas and methods to problems of policy and practice, change and innovation, and organisational analysis and design. A distinctive feature of the Institute's work is its focus on social, organisational and policy dynamics through action-research, organisational analysis and formative evaluation.

The Institute is a pioneer of key organisational development interventions including, for example, action research and systems psychodynamics thinking. The staff of the Institute are made up of social scientists from a cross section of disciplines including sociology, economics, anthropology, psychology, policy science, organisational studies and the Arts.

The Institute's programme of work currently includes projects with government, voluntary organisations, health and social care services and corporate industry and has a global outreach from its UK centre. Its income is entirely derived from research tenders and contracts for specific research, organisational development consultancy, professional development programmes, conferences and publishing activities. Its client base includes various domains:

- Education and Training
- Employment and Welfare-to-Work
- Health and Social Care
- Local, Regional, Rural and International Development
- Technology Development
- Manufacturing and Production
- Financial Sector
- Construction
- Mining, Oil and Gas

The Institute's professional development portfolio includes a number of certificated courses:

- Coaching for leadership and professional development
- A practitioner certificate in consulting and change
- A certificate in the dynamics at Board level
- A certificate in supervision of coaching and consultancy
- Organisational Consultancy – working with dynamics certificate

In addition, the TIHR runs its flagship experiential leadership development programme, an annual two week working conference on 'Authority, Leadership and Organisation' at the University of Leicester as well as a programme designed for young people.

Among its portfolio of activities, it has recently launched its Arts and Organisation unit with its cutting-edge programme Deepening Creative Practice.

The Institute owns the leading social science journal *Human Relations*. The Institute has recently opened a subsidiary office in Germany.

For further information see www.tavinstitute.org

Human Relations

Human Relations is a leading global journal with a distinctive niche in the interdisciplinary study of the social sciences, mainly as applied to organisational and work-related settings. Its focus reflects the traditions of the Tavistock Institute of Human Relations, which has founded the journal over 70 years ago.

The journal is published twelve times a year, which provides distinctive opportunities to present special issues with a particular focus or theme. It enjoys a global readership and submissions. Most issues are sold to libraries rather than individuals all over the world. Continuous changes in technology are opening up new markets that provide scope for an innovative editor to nurture. SAGE is the current publisher of the journal and shares responsibility for distributing and marketing the journal.

The editorial arrangements under which the current Editor-in-Chief, Professor Nick Turner, Haskayne School of Business, University of Calgary, operates consist of a part-time Operations and Editorial Manager who assists with day to day administrative aspects of the Journal, a part-time Editorial Assistant who has day-to day responsibility for receiving and processing manuscripts through the electronic system ScholarOne Manuscripts (formerly Manuscript Central), and a team of fifteen Associate Editors working in the UK, Ireland, North America, Australia and China. The Editor reports to the Human Relations Management Committee (HRMC), which has oversight of the journal on behalf of the Council of the Tavistock Institute of Human Relations (TIHR). There are usually two meetings of this committee each year. This committee has responsibility for the appointment of the editorial team, receives and approves the annual budget and receives reports on the operation of the journal. It also maintains relations with the publisher, currently SAGE. The committee reports to the Council of Management of the TIHR. The editorial team traditionally meet three times a year (with members outside of the UK taking part by video-conference). Currently, this includes one meeting annually at the Academy of Management conference in North America.

Job Specification

The role of the Editor-in-Chief is to ensure the scholarly reputation and professional standards of *Human Relations* by publishing high quality output of academic material that reflects the traditions and focus of the journal and which maximises its global relevance.

Within this configuration, the Editor-in Chief has the following tasks and responsibilities:

Strategic Development:

1. Set and communicate the journal strategy, in consultation with the editorial team and the Human Relations Management Committee (HRMC). This includes a regular review of the content of the journal and ensuring that it is addressing the major issues in its field, for example through the selection of special issues and the commissioning of critical essays and critical reviews.
2. Attend two meetings a year of the HRMC and provide feedback as required on the strategy, policies and performance of the journal.
3. Work with the HRMC on the preparation of the annual draft budget to submit to the Head of Finance at the TIHR
4. Liaise closely with the publisher to agree and implement journal's development strategies as needed.
5. Represent the journal at academic conferences and in promotional activities
6. Attend a selected number of major conferences each year. (These are likely to include as a minimum, the Academy of Management).
7. Recommend conferences that should be covered by the editorial team to publicise the journal and to solicit papers.
8. Identify and recommend to the HRMC an appropriate editorial team.
9. Working with the relevant AE and the Ops and Editorial Manager, oversee the social media communications of the journal and ensure this is in line with the marketing strategy

Journal Operations:

10. Oversee the journal's relevant production processes and deadlines.
11. Oversee the journal's smooth and timely operation of the review process and identify and implement any appropriate steps to improve it.
12. Comply with accepted ethical and peer-review best practices as identified by the Committee of Publication Ethics (COPE), of which *Human Relations* is a member.
13. Ensure the quality work of the editorial team, including that the editorial review process is providing a satisfactory throughput of high-quality publishable papers.
14. Oversee the allocation of manuscripts to the editorial team, handle an appropriate number of papers as action editor, and respond to inquiries about the suitability of papers for the journal.
15. Chair meetings, three times a year, of the editorial team.

It is recognised that the role of the Editor-in-Chief can be time-consuming. It is estimated that it takes an average of about six days a month. There will, therefore, be appropriate pro rata payment for this role at the equivalent of a UK university professorial salary.

The appointment will start on 2nd January 2020 or as soon as feasible thereafter, subject to negotiation. The appointment is for an initial period of three years (with an option of extension to four or five years) with regular reviews with the Tavistock Institute's CEO.

Person Specification

The successful candidate for the post of Editor-in-Chief of *Human Relations* is likely to possess and be able to demonstrate evidence of the following qualities:

1. A PhD in an appropriate area of the social sciences.
2. An impressive record of publications in high-quality academic journals.
3. International standing in the field.
4. A commitment to the inter-disciplinary ethos of the journal.
5. Experience of academic editing.
6. Extensive experience of reviewing papers submitted to academic journals.
7. A familiarity with the key journals in the field of interdisciplinary social science applied to work and organisations.
8. A capacity to judge excellence in academic writing across a range of social science methodologies and organisationally-related topics.
9. A willingness and an ability to engage in dialogue with those submitting papers to the journal and to provide timely responses and feedback.
10. A strong international professional network, preferably with strong links in North America and possibly Asia, Africa and other parts of the world.
11. An ability to work closely, in a participatory way with- and to exercise leadership over- an editorial team.
12. A capacity to develop and implement strategies to ensure the continuing success of the journal.

Application Procedure

To arrange an informal discussion of the role with Prof. Nick Turner, current Editor-in-Chief or Eliat Aram, Chief Executive Officer of the Tavistock Institute, please email Meg Davies, Operations and Editorial Manager: m.davies@tavinstitute.org

Applicants should submit a brief CV (no more than 4 sides of an A4), supported by a letter (max. 500 words) that outlines your experience and ability to perform the role, to Meg Davies, Operations and Editorial Manager: m.davies@tavinstitute.org.

Closing date for applications: Friday 1st November.

It is anticipated that interviews will be held in the office of SAGE Publishers in London in the week commencing 11th November 2019. Interviews can be video-conference.

The new Editor-in-Chief would be expected to start on 2 January 2020 and work alongside the current Editor-in-Chief for a handover period of up to 3 months as the current EiC is due to complete his term at the end of March 2020.