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Personal Statement

My experience working in varied environments has enabled me to develop a range of practical skills. As a passionate university lecturer, I possess excellent administrative and communicative skills. As an active researcher, I am good at data collection and analysis and have published widely in peer-reviewed journals. Most importantly, I have the proven ability to successfully work to tight schedules and deadlines. In addition, I am able to work in a managerial role or as part of team.

TEACHING EXPERIENCE

20 Mar-1 Apr 2016, Visiting Professor -Northwest A & F University, China
Delivering a module of Professional Development and Entrepreneurship

Sep 2012-Present , Senior Lecturer in HR, OB and PPDP (Full-time) – School of Business and Entrepreneurship, Royal Agricultural University. Responsibilities and duties mainly involve

- x Leading, managing and teaching HRM related modules
- x Supervising research projects and dissertations
- x Program manager of Foundation Degree Business and Enterprise
- x 1st Year Manager BSc (Hons) International Business Management
- x 1st Year Manager BSc (Hons) International Business Management (Food & Agribusiness)

1 Aug-21 Aug 2015, Visiting Professor – Ramkhamhaeng University, Bangkok, Thailand
Responsibilities and duties mainly involve managing and teaching MBA modules of

- x Managing Human Capitals
- x International Business

Oct 2009-Sep 2012, International Teaching Officer (Full-time) - SOB Royal Agricultural College. Responsibilities and duties mainly involve

- x Supporting teaching and learning of international students
- x Developing and delivering pre-session course
- x Co-ordinating with departments of marketing and registry
- x Helping with recruiting Chinese students
- x Liaising with Chinese partners

Jan 2004-Oct 2009, Teaching Assistant (Full-time) – Liverpool Business School, Liverpool John Moores University. Responsibilities and duties mainly involve teaching Level-2 undergraduates' modules of

- x Operations Management
- x Business Management
- x Human Resource Management

March-May 2007, Visiting Professor – Ramkhamhaeng University, Bangkok, Thailand
Responsibilities and duties mainly involve managing and teaching part-time MBA modules of

- x Human Resource Management
- x Change Management

Jun 2007- Jan 2008, Commercial Specialist (Part-time) – HSBC, Merseyside, being responsible for developing and managing commercial accounts for Chinese community, and cross-selling other banking products.

Oct 2004- Jun 2007, Customer Service Representatives (Part-time) – HSBC, Wrexham, North Wales – being responsible for support of sales and operation team on banking related activities; including addressing customer needs, referring sales opportunities to appropriate sales specialist, branch administrative tasks.

EDUCATIONAL BACKGROUND

Jan 2005- Jul 2010, PhD 'Performance Appraisal in China: an analysis of stakeholder perceptions in the Chinese State-owned Banking Industry', Liverpool Business School, Liverpool John Moores University, fully funded research project by Liverpool Business School
Sep 2003-Jul 2004, MBA, Liverpool Business School, Liverpool John Moores University
Sep 2000-Jul 2003, MA in Linguistics, Henan University, P.R.China
Sep 1995-Jul 1999, BA in International Business and English, Henan University, P.R. China
Sep 1991-Jul 1994, Teaching Certificate Henan Teaching School, P.R. China

PROFESSIONAL MEMBERSHIP

- x Associate Member of Chinese Economic Association (CEA), UK
- x Associate Member of Chartered Institute of Personnel and Development (CIPD)
- x Member of Chartered Management Institute (MCMI)
- x Fellow of The Higher Education Academy (FHEA)
- x Member of Academic Quality and Standard Committee (AQSC)

OTHER PROFESSIONAL QUALIFICATIONS

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| x Feb 2015 | FHEA, Higher Education Academy |
| x Jan 2015 | PGCAP, University of Gloucestershire |
| x Jan 2009 | PGCE, Liverpool John Moores University |
| x Aug 2004 | TESOL, Trinity College |

CONFERENCES & TRAINING COURSES

- x Dec 2015 HEA annual conference, Manchester, UK
- x Dec 2014 SPSS and Nvivo Training, Bishop Grosseteste University, UK
- x Nov 2014 CIPD Annual Conference, Manchester, UK
- x Apr 2008 CEA Annual Conference, University of Cambridge, UK
- x Jan 2008 CIPD Conference
- x Apr 2006 Research methods training, Burton Manor

OTHER INTERESTS & SKILLS

- x Chinese opera performer
- x IT skills, Microsoft Office, Statistics Package, etc

ACADEMIC ACHIEVEMENT

- x Topolansky, F., Zhang, Y., Gonzales, M. and Clemence, M. (2016) Does the conventional paradigm help to analyse the competitiveness of an industry? *International Journal of Academic Research in Business and Social Sciences* 6 (9), pp.68-84. ISSN: 2222-6990
- x Zhang, Y (2015) Evaluating my practice of engaging students learning: an evidence based practice using self-reflection. *HEA Annual Conference*. Manchester Studio, 3-4 Dec.
- x Zhang, Y., Topolansky, F. and Baird, Thomas. (2015) Competitiveness in a Saturated Market. A Case Study of the Scottish Craft Beer Industry. *International Journal of Business and Social Sciences* 6 (8), pp. 28-46
- x Zhang, Y., Topolanski, F. & Goodhow, W (2014) The perceptions of salient stakeholders on the conversion from 'renewable obligations' to 'contract for

- differences' in the UK low carbon energy sector. *International Journal of Business and Social Sciences* 5, 8(1), pp. 25-34
- x Zhang, Y. (2013) *Performance Appraisal in China*. Lambert, Germany
 - x Zhang, Y. & Lovegrove, I. (2010) Performance Appraisal for Chinese State-owned Banking Industry, *Journal of Organisational Transformation and Social Change* 6 (3), pp. 189-200
 - x Zhang, Y. & Lovegrove, I. (2008) Performance Appraisal in Chinese State-owned Banking Industry, Conference Paper, Annual CEA conference, University of Cambridge, UK
 - x Zhang, Y. (2004) Managing Successfully International Joint Ventures in China, MBA dissertation, Liverpool John Moores University
 - x Lai, A. & Zhang, Y. (2004) Advanced English, Guangming Daily Publishing House
 - x Zhang, Y. (2003) Comparison of Compliment and Compliment Responses between American and Chinese People, MA dissertation, Henan University
 - x Zhang, Y. (2001) *Skills to identify grammar faults*, A Social Garden of English, Henan University publishing house