## PROFESSOR OF ACCOUNTING

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### ORGANISATIONAL CONTEXT

Monash is full of thinkers and doers who are looking for their next challenge. So if you’ve forged a rewarding career so far, this role provides the perfect platform to join us. You’ll have access to quality research facilities, infrastructure and teaching spaces to do exciting work, along with opportunities to collaborate internationally. You’ll be part of a university that's made up of inspirational, challenging thinkers and doers – and continue doing work that makes a lasting impact. Discover more at [www.monash.edu](http://www.monash.edu).

The [Monash Business School](http://www.monash.edu) is structured into seven discipline-based departments (Accounting, Banking and Finance, Business Law and Taxation, Econometrics and Business Statistics, Economics, Management, and Marketing) along with the specialist Leadership and Executive Education unit, and a number of research centres, units and groups in specialist areas such as behavioural economics, development economics, employment and work, finance, global business, and retail studies. To learn more about the Monash Business School, please visit our website: [www.monash.edu/business](http://www.monash.edu/business).

The Monash Business School operates across all three Australian campuses (Caulfield, Clayton and Peninsula) and, together with the business school in Malaysia, makes up Monash University's Faculty of Business and Economics.

The [Department of Accounting](http://www.monash.edu) is one of the largest academic departments of its kind and a leader in the advancement of accounting research, practice and education. Specifically, we are committed to the advancement of knowledge and the preparation of future business leaders, accounting professionals and academics through high quality research, teaching and learning. Our strong reputation is based on our: high-quality, leading-edge programs that prepare industry-ready graduates at all levels; our vibrant research culture wherein we produce rigorous research that is relevant to meeting the challenges of tomorrow and is published in outstanding international outlets;
and our strong links with professional bodies and the business community. We also attract high quality postgraduate students, engage in strong international collaborations and secure competitive research funding. For more information about the Department and the work we do, please visit our website: www.monash.edu/business/accounting.

POSITION PURPOSE

This position is expected to provide substantial leadership in the Department by fostering excellence in research, learning and teaching and professional activities, as well as engagement and impact. Professors work closely with other senior staff members to contribute to a collegiate culture that supports the department’s development in learning and teaching, and research and professional engagement. They share, with other senior staff, responsibility for the development and maintenance of high research performance, continued development of the HDR program, and mentoring of staff in the department.

The appointee is expected to exercise a special responsibility in providing leadership, and in fostering excellence in research, learning and teaching, professional activities and policy development in the academic discipline within the department or other comparable organisational unit within the University and within the community, both scholarly and in general. Thus, it is expected that the successful candidate will demonstrate leadership experience and a strong desire to make a significant contribution to the leadership of the Department.

Reporting Line: The position reports to the Head of Department

Supervisory Responsibilities: This position provides direct supervision to staff at Levels B, C and D, and may supervise Teaching Associates or Research Assistants

Financial Delegation: Not applicable

Budgetary Responsibilities: Not applicable

KEY RESPONSIBILITIES

Specific duties required of a Level E academic may include:

1. Provision of a continuing high level of personal commitment to and achievement in a particular scholarly area in Accounting
2. The conduct of high-quality research of an international standard evidenced through top tier and high-quality scholarly publications in accounting, and procuring competitive research grants and other externally sourced research funds
3. Providing strong and committed leadership in research, including the development of policies and procedures and the fostering of research in other groups and individuals within the department or other comparable organisational unit and within the discipline and related disciplines
4. Providing strong and committed leadership in education, including curriculum development, course coordination and educational innovation, the preparation and delivery of lectures, seminars, workshops and tutorials, consultation with students, and marking and assessment
5. Providing innovative and effective support for the HDR program through attracting and supervising high quality HDR students
6. Supervision of honours or postgraduate research projects
7. Making a distinguished personal contribution to teaching at all levels
8. Participating in and providing leadership in community affairs, particularly those related to the discipline, in professional, commercial and industrial sectors where appropriate
9. Embracing and supporting the Faculty’s commitment to national and international accreditation (i.e. TEQSA, EQUIS, AACSB and AMBA)

10. Recognising and upholding the Faculty’s commitment to the principles and values promoted through PRME and GRLI in all activities

11. Representing and advocating for the department as a contributing member on boards and committees within the Faculty and university

12. Actively mentoring staff and removing barriers to development

13. Using knowledge of external influences, commercial challenges and opportunities of the department, faculty, and university to proactively identify continuous improvement opportunities

14. As a senior academic in the department, being willing to accept appointments to significant leadership roles such as Head or Deputy Head of Department as the need arises

15. Other duties as directed from time to time

**KEY SELECTION CRITERIA**

**Education/Qualifications**

1. The appointee will have:
   - A doctoral qualification in Accounting and be recognised as a leading authority in the discipline.

**Knowledge and Skills**

2. Evidence of outstanding scholarly publications in the top-tier and high-quality journals in Accounting and a demonstrated ongoing commitment to one or more programs of research

3. Demonstrated ability to generate research income, including from traditional and more innovative sources of research funding

4. Evidence of strong engagement with industry, professional bodies, government and/or community stakeholders to co-create change that has impact and benefits society, the economy, culture or the environment

5. Evidence of collaborative and interdisciplinary research projects and the ability to foster a research culture with less-experienced researchers

6. Record of successful supervision of postgraduate research students and the ability to make a significant contribution to postgraduate training programs in Accounting

7. Evidence of significant contributions and innovation in curriculum development, unit/course design and course management, and proven excellence in teaching at both undergraduate and postgraduate levels

8. Highly developed interpersonal and communication skills, including the ability to liaise well with other academics in order to achieve mutually beneficial outcomes, to mentor and develop staff and to represent and advocate for the department as a contributing member on various board and committees within the Faculty and the University

9. Demonstrated leadership experience and a strong desire to make a significant contribution to the leadership of the Department of Accounting

10. From the perspective of both research and education, an understanding of the future needs and development of accounting both nationally and internationally
OTHER JOB RELATED INFORMATION

- Travel to other campuses of the University may be required
- There may be a requirement to work additional hours from time to time
- There may be peak periods of work during which taking of leave may be restricted
- A current satisfactory Working With Children Check is required

GOVERNANCE

Monash University expects staff to appropriately balance risk and reward in a manner that is sustainable to its long-term future, contribute to a culture of honesty and integrity, and provide an environment that is safe, secure and inclusive. Ensure you are aware of and adhere to University policies relevant to the duties undertaken and the values of the University. This is a standard which the University sees as the benchmark for all of its activities in Australia and internationally.