

# PROFESSOR AND HEAD, DEPARTMENT OF MANAGEMENT

DEPARTMENT/UNIT	Department of Management
FACULTY/DIVISION	Faculty of Business and Economics
CLASSIFICATION	Level E
DESIGNATED CAMPUS OR LOCATION	Caulfield, Clayton and Peninsula campuses

## ORGANISATIONAL CONTEXT

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At [Monash](#), work feels different. There's a sense of belonging, from contributing to something groundbreaking – a place where great things happen. You know you're part of something special and purposeful because, like Monash, your ambitions drive you to make change.

We have a clear purpose to deliver ground-breaking intensive research; a world-class education; a global ecosystem of enterprise – and we activate these to address some of the [challenges](#) of the age, Climate Change, Thriving Communities and Geopolitical Security.

We welcome and value difference and [diversity](#). When you come to work, you can be yourself, be a change-maker and develop your career in exciting ways with curious, energetic, inspiring and committed people and teams driven to make an impact – just like you.

Together with our [commitment to academic freedom](#), you will have access to quality research facilities, infrastructure, world class teaching spaces, and international collaboration opportunities.

We champion an [inclusive workplace culture](#) for our staff regardless of ethnicity or cultural background. We have also worked to improve [gender equality](#) for more than 30 years. Join the pursuit of our purpose to build a better future for ourselves and our communities – [#Changelt](#) with us.

The **Monash Business School** 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, <https://www.monash.edu/business>.

The **Department of Management** is a global leader in management research, education, and industry engagement. The 2024 Times Higher Education World University Rankings ranked Monash University 44th in the world and 2nd in Australia for Business and Economics. In the 2024 QS Business and Management Studies subject ranking, Monash placed 3<sup>rd</sup> in Australia and 54<sup>th</sup> globally.

We are committed to the UN's Sustainable Development Goals (SDGs) and Principles for Responsible Management Education (PRME) in delivering high quality, relevant, impactful and inclusive management research and education that address societal challenges of our time.

We encompass multiple fields of management, with world-leading scholars and educators in leadership, organisational behaviour, human resource management, industrial relations, operations and supply chain management, strategic management, international business and management, critical management, and organisation studies.

Core to our success is our collegial culture, inclusively supporting each other to thrive in research, education and external engagement. We enjoy regular seminars, workshops, visits from leading scholars, and strongly support individual researchers through Departmental and Faculty research funding, mentoring, professional and leadership development opportunities.

Our academics publish in top-tier business and management journals (e.g., Academy of Management Journal, Management Science, Organization Science) and discipline-specific journals (e.g., Human Resource Management, Journal of Business Ethics, Journal of Organizational Behavior, The Leadership Quarterly). We also hold senior editorial roles in leading journals, including Human Resource Management, Journal of Organizational Behavior, and Journal of Business Ethics.

We work closely with private, public and third sector settings at home and overseas to translate our research in ways that make a tangible impact.

Monash and the Faculty of Business and Economics value staff diversity and champions inclusive practices. We are committed to equitable decision making and apply the principles of [achievement relative to opportunity](#) in our selection processes.

## **POSITION PURPOSE**

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A Level E academic is expected to exercise a special responsibility in providing leadership and in fostering excellence in research, 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 general.

The Professor and Head of Department is a member of the faculty executive group, contributes to the development of the Business School's strategic plan, plays a leading role in implementing the strategic plan in the Department of Management and inspires staff with a strong vision for education, engagement and research.

**Reporting Line:** The position reports to the Senior Deputy Dean Faculty Operations

**Supervisory Responsibilities:** This position provides direct supervision to approximately 60 academic staff within the Department of Management

**Financial Delegation:** The position has an authorised financial delegation of \$150k maximum

**Budgetary Responsibilities:** The position is responsible for managing a budget of up to \$78M

## **APPOINTMENT PERIOD**

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The professorial appointment will be a continuing appointment in the Department of Management and will include the role of head of department for an initial period of up to three years with opportunity for renewal.

## **KEY RESPONSIBILITIES**

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Specific duties required of a Professor and Head of Department of Management may include:

1. Providing high-level strategic leadership to the department that is aligned with faculty and university strategic plans by managing, administering and fostering excellence in teaching, research and external engagement
2. Taking responsibility for staff leadership and management and the building of an inclusive, collegiate, consultative and transparent environment; recruitment, performance management and staff development; and ensuring equitable management of staff workloads, including teaching, research, external engagement and service
3. Actively engage in a specialist research area in line with the Faculty's research strategy, by maintaining a substantial active publications record (high-quality refereed journals) and supervising and mentoring early career researchers and research students
4. Fostering research excellence through helping to procure competitive research grants, leading significant research projects and working with other staff to develop research and industry links
5. Providing strong and committed leadership in teaching, curriculum development and innovation, and pedagogical research by participating in the faculty's curriculum planning and development processes, academic committees, and relevant examination processes in addition to monitoring the quality of individual teaching in the department
6. Providing innovative and effective leadership for the expansion of the faculty's HDR program by attracting high quality HDR students
7. Maintaining and broadening collaborative partnerships with relevant faculties and departments/schools within the University and community
8. Maintaining and broadening collaborative partnerships with external agencies both nationally and internationally, making a significant contribution to relevant professional bodies and academic communities
9. Ensuring that the school/department complies with the University's policies and meets its legal and statutory obligations
10. Other duties as directed from time to time

## **KEY SELECTION CRITERIA**

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### **Education/Qualifications**

1. The appointee will have:
  - A doctoral qualification or equivalent accreditation and standing and recognised as a leading authority in the relevant discipline.

### **Knowledge and Skills**

2. Proven capacity for leadership at a senior management level that includes developing and leading strategy, financial management and the management of staff to achieve excellence in teaching, research and engagement
3. Highly developed interpersonal and communication skills including the ability to shape a collaborative and collegiate culture, liaise well with colleagues, consult and incorporate

feedback, mentor and develop staff, lead colleagues positively through change and represent and advocate for the school/department as a contributing member on various committees within the Faculty and the University

4. Evidence of outstanding scholarly activity of an international standard in the Management discipline, including significant publications in the highest impact journals, a consistent record of high-level research engagement and productivity and a demonstrated continuing commitment to one or more programs of research
5. Evidence of collaborative and interdisciplinary research projects and the ability to foster a research culture with less-experienced researchers
6. Demonstrated ability to attract external funding in the form of both national competitive grants and other research income and in building links with industry, government, funding and professional bodies
7. Evidence of innovation in curriculum development, course design and course management and proven excellence in teaching
8. A vision for the future needs and development of the Management discipline within Australia and internationally, from research and educational perspectives

## **OTHER JOB RELATED INFORMATION**

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- 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
- This position will require a successful National Police Record check

## **GOVERNANCE**

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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.