



SENIOR LECTURER, MANAGEMENT

DEPARTMENT/UNIT	Department of Management
FACULTY/DIVISION	Faculty of Business and Economics/Monash Business School
CLASSIFICATION	Level C
WORK LOCATION	Caulfield and Clayton campus

ORGANISATIONAL CONTEXT

Everyone needs a platform to launch a satisfying career. At Monash, we give you the space and support to take your career in all kinds of exciting new directions. You'll have access to quality research, infrastructure and learning facilities, opportunities to collaborate internationally, as well as the grants you'll need to publish your work. We're a university full of energetic and enthusiastic minds, driven to challenge what's expected, expand what we know, and learn from other inspiring, empowering thinkers. Discover more at www.monash.edu.

The **Monash Business School** undertakes education, research, consultancy and community engagements across all the main business and economics disciplines. It offers a comprehensive selection of awards including bachelor degrees, specialist master degrees by coursework, the Master of Business Administration (MBA), masters by research, and the PhD. Student numbers exceed 14,000, making it one of the largest business education providers in Australia.

The Monash Business School operates across all four Australian campuses (Berwick, Caulfield, Clayton and Peninsula) and, together with business schools in South Africa and Malaysia, makes up Monash University's Faculty of Business and Economics.

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) as well as a number of research centres, units and groups in specialist areas such as behavioural economics, development economics, employment and work, and retail studies.

To learn more about the Monash Business School, please visit our website: www.buseco.monash.edu.au.

The **Department of Management** is a large grouping of management educators and researchers in the Asia-Pacific region with academic staff teaching on the Monash metropolitan Australian campuses and at our international locations in China, Malaysia and in Italy. The Department has an international reputation for its research and teaching in many fields of management, including: human resources, employment relations, operation management, international business, strategic management and organisational behaviour. Teaching is managed through three academic groups: Governance, Leadership and Organisation (GLO); Human Resources, Employment Relations and Research (HRERR); and,

International Business, Operations and Strategy (IBOS). Our expertise embraces both the public and private sectors at home and overseas. www.business.monash.edu/management.

POSITION PURPOSE

The Senior Lecturer will make a substantial contribution to activities in the department, faculty and university, and play a key role within the Senior Lecturers profession or discipline. Academics at this level are expected to take on some leadership and service/administration tasks within the department. Specifically, the senior lecturer appointed to this role is required to contribute to teaching and scholarship in the nominated discipline areas of Management.

Reporting Line: The position reports to the Head of Department for education and research program responsibilities and outcomes, through the relevant performance manager

Supervisory Responsibilities: Not applicable

Financial Delegation: Not applicable

Budget Responsibilities: Not applicable

KEY RESPONSIBILITIES

Specific duties required of a Level C academic will include:

1. Preparing and delivering lectures, tutorials, seminars and workshops
2. Conducting original research that will lead to publications in top tiered refereed journals (as per the ABDC list) and attract external industry or government funding
3. Being involved in broad administrative functions; the majority of which are connected with the subjects in which the academic teaches, such as marking and assessment
4. Supervision of the program of study of honours students and of postgraduate students engaged in course work and where appropriate, in the Higher Degrees Research program
5. Developing course material with appropriate advice from and support of more senior staff, in accordance with the requirements of the Department academic workload policy
6. Developing curriculum, and participating in curriculum review
7. Attending departmental, school and/or faculty meetings and a major role in planning or committee work
8. Embracing and supporting the faculty's commitment to national and international accreditation (i.e. TEQSA, EQUIS, AACSB and AMBA)
9. Recognising and upholding the faculty's commitment to the principles and values promoted through PRME and GRLI in all activities

KEY SELECTION CRITERIA

Education/Qualifications:

1. The appointee will possess:
 - A doctoral qualification in management or a closely-related discipline

Knowledge and Skills

2. Demonstrated methodological skills (qualitative or quantitative) and manuscript preparation skills; including a track record of refereed research publications in A* journals as per the Australian

Business Deans Council (ABDC) 2016 list: <http://www.abdc.edu.au/pages/abdc-journal-quality-list-2013.html>

3. Demonstrated academic knowledge in one of the nominated discipline areas of HRM/ER or organisational behaviour and a commitment and capability to deliver high-quality learning and teaching at undergraduate and postgraduate level
4. Demonstrated teaching experience in a tertiary environment in the area of Human resource management and organisational behaviour related areas
5. Evidence of successful record of quality research supervision of higher degree research students
6. Demonstrated ability to generate external research income
7. Possession of a high-level of interpersonal skills and demonstrated ability to work positively and cooperatively with students, and independently with internal and external stakeholders
8. Demonstrated capacity to make a solid contribution to Department education, scholarly and administrative activities and tasks

OTHER JOB RELATED INFORMATION

- Travel (e.g. to other campuses of the University) may be required
- There may be peak periods of work during which the taking of leave may be restricted
- Completion of Working With Children Check is required for this role

LEGAL COMPLIANCE

Ensure you are aware of and adhere to legislation and University policy relevant to the duties undertaken, including: Equal Employment Opportunity, supporting equity and fairness; Occupational Health and Safety, supporting a safe workplace; Conflict of Interest (including Conflict of Interest in Research); Paid Outside Work; Privacy; Research Conduct; and Staff/Student Relationships.