

# PROFESSOR AND DIRECTOR, PACIFIC ACTION FOR CLIMATE TRANSITIONS

<b>DEPARTMENT/UNIT</b>	Pacific Action for Climate Transitions (PACT), a Monash-FNU Research Centre
<b>FACULTY/DIVISION</b>	Faculty of Business and Economics
<b>CLASSIFICATION</b>	Level E
<b>DESIGNATED CAMPUS OR LOCATION</b>	Caulfield campus and Fiji National University, Suva

## 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 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).

Monash Business School is leading a major new initiative aligned with the University's Strategic Plan Impact 2030 with respect to the global challenge posed by climate change. Through PACT, a co-designed Pacific-focused research centre, we will expand collaborative research partnerships to empower Pacific Island Countries (PIC) to mitigate the effects of climate change to ensure sustainable economic and social growth and development. With the Pacific increasingly feeling the direct impacts of climate change and the global policy agenda on climate change prevention, mitigation and adaptation, there is a greater need for high quality policy research focusing on, and led by, the PIC for meaningful climate change policies and regulation. Through PACT, strategic collaboration between academia, government and industry can form important contributions to developing resilience to climate change.

## POSITION PURPOSE

---

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 Director's overall role is to provide strategic leadership to the joint research Centre, which will be formally launched in early 2023. As a champion of the Pacific, this role is responsible for developing the research strengths of Pacific Island researchers, connecting funders, experts and policy makers, and building productive research connections across the Monash ecosystem that lead to global solutions for climate change mitigation and adaptation to build business (SMEs in particular) resilience to climate change. This role will be expected to:

- Provide strong leadership to PACT and manage the centre in the context of the Monash Business School's vision and business plans and the University's Strategic Plan 2030
- Provide inspirational leadership to build sustainable research collaborations that leverage Monash and FNU research strengths
- Develop productive partnerships across the PIC to embed PACT as a trusted partner for meaningful climate change action
- Achieve continued growth in the quality and impact of the research produced through PACT
- Develop a strong financial base of research income for the centre
- Build and establish PACT's reputation and profile as a leading international centre for climate change research

**Reporting Line:** The position reports to the Deputy Dean, Research

**Supervisory Responsibilities:** Not applicable

**Financial Delegation:** Not applicable

**Budgetary Responsibilities:** Not applicable

## APPOINTMENT PERIOD

---

The appointment as a professor will be continuing and will include the role of Director of PACT for up to the first five years of the appointment. Subject to performance and other criteria, a further term as director may be negotiated.

## KEY RESPONSIBILITIES

---

Specific duties required of a Professor and Director may include:

### Strategic Leadership and Management

1. Develop and implement a 5-year strategic plan for the centre, ensuring it is aligned to University and the Monash Business School's objectives
2. Regularly monitor progress towards defined milestones and key performance indicators, providing reports and recommendations to the PACT advisory council
3. Provide strong and committed leadership to recruit and retain staff in the centre over its establishment phase, and supervise, mentor and promote their professional development
4. Ensure that the centre complies with the University's policies and meets its legal and statutory obligations
5. Maintain an effective and competent administrative establishment to support the various activities of the centre

## **Research Management**

1. Develop an environment that fosters a high performing and innovative culture, where staff are creative and thought leading in their approach to research, leading to improved research outputs and the positive impact both in the community and discipline
2. Provide leadership and expertise in project management, ensuring projects are scoped, risks mitigated, legal implications considered, timeframes met, budgets adhered to and outcomes delivered
3. Develop, maintain and enhance the centre's national and international research profile and networks
4. Develop strategies to integrate relevant researchers from other parts of the Monash Business School and the University into the centre's research agenda
5. Provide leadership for capacity building initiatives for policy makers from Pacific Island Countries

## **External Relationships**

1. Pro-actively lead business development opportunities for the centre, by:
  - a. Building capability internally to engage in business development initiatives
  - b. Developing and fostering important relationships within industry
  - c. Identifying new, and leveraging existing, income streams from Australian and international sources to support research initiatives and projects that have high impact on the industry both domestic and internationally
2. Maintain and foster key stakeholder relationships with partner institutions, bodies and civil society
3. Represent the centre and its interests, views and needs in an external, professional, business and government context. In particular, in relation to:
  - a. Raising research funds
  - b. The generation of research ideas, topics and programmes
  - c. The reporting dissemination and publicising of the Centre's research

## **Professor**

1. Actively engage in a specialist research area in line with Monash Business School's research strategy, by maintaining a substantial active publications record (high-quality refereed journals) and supervising and mentoring early career researchers and research students
2. Foster research excellence through procuring competitive research grants, leading significant research projects and working with other staff to develop research links
3. Provide high-level strategic leadership to the school that is aligned with faculty and university strategic plans by managing, administering and fostering excellence in teaching, research and professional activities
4. Take responsibility for staff leadership and management, including team building, recruitment and selection, performance management and staff development ensuring equitable management of staff workload, including teaching, research and administration
5. Provide strong and committed leadership in teaching, curriculum development and research training 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 relevant discipline
6. Provide innovative and effective leadership for the expansion of the Faculty's HDR program by attracting high quality HDR students

7. Maintain and broaden collaborative partnerships with relevant faculties and departments/schools within the University and community
8. Maintain and broaden collaborative partnerships with external agencies both nationally and internationally, making a significant contribution to the profession
9. Other duties as directed from time to time

## **KEY SELECTION CRITERIA**

---

### **Education/Qualifications**

1. The appointee will have:
  - A postgraduate qualification with extensive work experience in and research on Pacific Island countries; or
  - an equivalent combination of relevant knowledge, extensive training and/or professional experience in Pacific Island countries.

### **Knowledge and Skills**

2. Significant work experience in at least one of the Pacific Island countries including evidence of research leading to policy changes
3. A vision for the future needs of the Pacific Island countries given the effects of climate change on their people and economies
4. Superior communication, influencing and interpersonal skills, including a proven ability to work as part of a team and independently and proven ability to negotiate with senior industry stakeholders and government officials
5. Ability and vision to develop sustained relationships with industry, business, government and professional bodies.
6. Evidence of ability in, and commitment to, the promotion of climate change as a policy and academic research area
7. Previous experience managing complex, international research projects/ bodies
8. Proven record of successful supervision of postgraduate research students and the ability to make a significant contribution to postgraduate training programs that contribute to capacity building in climate change policy research
9. Previous experience in a tertiary education institution and an understanding of the issues regarding the academic, research, administrative and social aspects of a university

## **OTHER JOB RELATED INFORMATION**

---

- International travel will 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

## **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.