LECTURER (EDUCATION FOCUSED) IN
ORGANISATIONAL BEHAVIOUR AND HUMAN
RESOURCE MANAGEMENT

DEPARTMENT/UNIT Department of Management

FACULTY/DIVISION Faculty of Business and Economics

CLASSIFICATION Level B

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 and Prato in Italy. The Department has an international reputation for its research and teaching in many fields of management, including: human resources, employment relations, operations, international business and organisational behaviour. Teaching is managed through three academic

POSITION PURPOSE

A Level B education-focused academic makes a solid contribution to teaching and learning within their department, school or faculty and will be on a trajectory towards leadership in educational delivery and design. Level B education-focused academics must demonstrate potential to become leaders and innovators in educational practice and design.

Reporting Line: The position reports to the Head of Department

Supervisory Responsibilities: Not applicable

Financial Delegation: Not applicable

Budget Responsibilities: Not applicable

KEY RESPONSIBILITIES

In addition to the specific duties of a Level B academic, some of the duties of a Level B education-focused academic may include:

1. Contributing to a range of activities associated with the development and delivery of curriculum
2. Developing skills in all aspects of teaching and learning, including curriculum design and development of teaching resources and teaching innovations
3. Maintaining currency in the discipline and increasing knowledge of discipline-specific pedagogical practice
4. Potentially coordinating course modules and leading team-teaching activities with other staff (as appropriate to the discipline)
5. Systematically collecting and using feedback on student learning, and using it to self-reflect and adjust teaching approaches to improve student learning outcomes
6. Potentially engaging in collaborative design or implementation of cross-faculty or cross-campus teaching activities or projects
7. Having involvement in Honours and Research Higher Degree supervision (where appropriate)

KEY SELECTION CRITERIA

Education/Qualifications

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

Knowledge and Skills

2. Sound grasp of a range of management theories
3. Proven ability, commitment and passion for engaging in academic activities
4. Demonstrated excellence in teaching in the discipline area (i.e. through evaluations, innovation in presentation and through curriculum development)
5. The appointee will have experience in developing assessment tasks and activities that foster intellectual independence
6. Ability to work positively and cooperatively with students, staff members and stakeholders

7. Demonstrate an emerging record in publishing educational research in high-quality refereed journals or equivalent (for example, articles in management journals, textbooks or teaching resources)

8. High-level interpersonal skills and proven ability to establish a good working relationship with colleagues and students and to develop and maintain strong professional links with relevant industry and the community

9. Ability to plan, organise and achieve work targets, sometimes in demanding circumstances and work harmoniously and constructively with academic colleagues and other University staff

10. Willingness to promote the discipline both within the University and to the greater community

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
- This role requires successful completion of Working with Children Check

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.