



LECTURER - MANAGEMENT

DEPARTMENT/UNIT Department of Management

FACULTY/DIVISION Faculty of Business and Economics

CLASSIFICATION Level B

DESIGNATED CAMPUS OR LOCATION Caulfield 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, and opportunities to collaborate internationally. 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 **Department of Management** is a large group of management academics in the Asia-Pacific region who teach at the Monash metropolitan Australian campuses and our international locations including China and Italy.

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

The Department of Management has an international reputation for its disciplinary and multidisciplinary research and teaching in many fields of management including organisational behaviour (OB) and leadership, human resource management and industrial relations, operations and supply chain management, strategic management, international business and management, critical management and organisation studies. Our interests embrace public, private and third sectors at home and overseas.

POSITION PURPOSE

A Level B academic is expected to make contributions to the teaching and research effort of the Department, School or Faculty. An academic at this level is also expected to undertake service.

The purpose of the role is to teach units in management, publish in high-ranking management journals, be willing to pursue research funding and external engagement opportunities, supervise Honours/PhD students, and contribute collegially to administrative and other activities of the Department, Faculty and University.

A key expectation of this role is that the successful applicant will have a passion, interest and capability to lead, manage, teach and develop, together with other colleagues, our large introduction to management units.

Reporting Line: The position reports to the Head of Department (Management)

Supervisory Responsibilities: Not applicable

Financial Delegation: Not Applicable

Budgetary Responsibilities: Not Applicable

KEY RESPONSIBILITIES

Specific duties required of a Level B academic may include:

1. Subject/unit coordination (including Chief Examiner responsibilities for large or small student cohorts), assessment design and marking
2. Preparation and delivery of classes (e.g., lectures, tutorials) and other teaching activities at undergraduate and graduate levels, on and off campus, through face-to-face and synchronous/asynchronous online delivery through the learning management system
3. Subject/unit content and delivery enhancement, including the development, implementation and review of educational innovations designed to deliver rich student learning experiences with appropriate advice and support of more senior staff
4. Manage and ensure timely attention to broader administrative functions
5. Conduct high quality research, including publications in high quality outlets (e.g., A/A*-ranked management journals as per the Australian Business Deans' Council 2019 list), and apply for internal and external funding for research projects
6. Supervision of Honours and, where appropriate, PhD students
7. Engage in professional development, and internal and external service
8. Embrace and support the Faculty's commitment to national and international accreditation
9. Embrace and embed in research, educational and service activities the Faculty's commitment to the principles and values promoted through the UN PRME, the SDGs, and Monash Business School's purpose and vision
10. Attendance at Departmental and/or Faculty meetings as required
11. Other duties as directed from time to time

KEY SELECTION CRITERIA

Education/Qualifications

1. The appointee will have:
 - A doctoral qualification in the relevant discipline area or equivalent accreditation and standing.

Knowledge and Skills

2. Demonstrated excellence in teaching in the discipline area (e.g., through evaluations, innovation in delivery or curriculum development)
3. Demonstrated experience and excellence in teaching undergraduate units, and ideally introductory management
4. Demonstrated ability to motivate and engage students (e.g., through enriching/immersive learning experiences, and/or diverse/authentic assessment tasks)
5. Prior subject/unit coordination responsibilities for managing large student cohorts at the undergraduate level
6. Prior experience, or a strong willingness, to manage and motivate sessional teaching staff (teaching assistants)

- 7.** An emerging track record of high-quality research publications (e.g., in A and A* ranked management journals as per the Australian Business Deans' Council 2019 list)
- 8.** Demonstrated awareness and valuing of diversity, and inclusive practices, in education, research and internal/external service and engagement
- 9.** High-level interpersonal skills and a willingness to establish collaborative relationships with colleagues and students, and to develop a strategy to build professional links within and external to academia
- 10.** An awareness and commitment to the UN's Principles for Responsible Management Education (PRME) and the Sustainable Development Goals (SDGs)
- 11.** Willingness to supervise Honours and, where appropriate, PhD students
- 12.** Willingness to generate research funding
- 13.** Demonstrated capacity to make a meaningful contribution to Departmental, Faculty or University committees or other administrative activities, including teaching and learning committees and activities

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.