



ASSOCIATE PROFESSOR OF ACCOUNTING (AUDIT)

DEPARTMENT/UNIT	Department of Accounting
FACULTY/DIVISION	Monash Business School
CLASSIFICATION	Level D
DESIGNATED CAMPUS OR LOCATION	Caulfield or Clayton campuses

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.

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.

The Monash Business School operates across all three Australian campuses (Caulfield, Clayton and Peninsula) and, together with the business school in Malaysia, makes up Monash University's Faculty of Business and Economics.

The **Department of Accounting** is one of the largest academic departments of its kind and a leader in the advancement of accounting research, practice and education. Specifically, we are committed to the advancement of knowledge and the preparation of future business leaders, accounting professionals and academics through high quality research, teaching and learning. Our strong reputation is based on our high-quality, leading-edge programs that prepare industry-ready graduates at all levels; our vibrant research culture wherein we produce rigorous research that is relevant to meeting the challenges of the day; and our strong links with professional bodies and the business community. For more information about the Department and the work we do, please visit our website: www.monash.edu/business/accounting.

POSITION PURPOSE

A Level D academic is expected to make a significant contribution to all activities of the organisational unit or interdisciplinary area and play a significant role within their profession or discipline. Academics at this level may be appointed in recognition of distinction in their disciplinary area.

An Associate Professor of Accounting is expected to provide leadership in the Department of Accounting by fostering excellence in research, teaching, professional activities as well as engagement and impact. Associate Professors work closely with other senior staff members to contribute to the department's research culture, especially in pursuing both traditional and more innovative sources of research funding. They share, with other senior staff, responsibility for the development and maintenance of high research performance, the continued development of the HDR program and the mentoring of staff in the department.

Reporting Line: The position reports to the Head of Department

Supervisory Responsibilities: This position provides direct supervision to staff at Level B and Level C and may supervise Teaching Associates

Financial Delegation: Not applicable

Budgetary Responsibilities: Not applicable

KEY RESPONSIBILITIES

Specific duties required of a Level D academic may include:

1. Consolidation of an international research profile through the conduct of original research, evidenced by publications in high quality refereed journals and with high level academic or commercial publishers
2. Foster research excellence through procuring competitive research grants and working with others to develop research links nationally and internationally
3. Preparation and delivery of lectures, tutorials, practical classes, demonstrations, workshops, and consultations with students
4. Strong leadership in teaching and curriculum development
5. Course coordination including offering guidance to assistant lecturers and supervision of sessional staff in teaching unit/s if required
6. Supervision of PhD, honours and postgraduate students
7. Preparation and assessment of student assignments and examinations
8. Significant role in managing and leading research projects and teams
9. Significant contribution to the profession, the community and/or discipline both nationally and internationally
10. Significant contribution to the strategic development and administration of the department, including undertaking academic leadership roles where required
11. Other duties as directed from time to time

KEY SELECTION CRITERIA

Education/Qualifications

1. The appointee will have:

- A doctoral qualification in Accounting, or equivalent accreditation and standing, and be recognised as a leading authority in the relevant discipline.

In determining experience relative to qualifications, regard shall be had to teaching experience, experience in research, experience outside tertiary education, creative achievement, professional contributions and/or contributions to technical achievement. In addition, a position at this level will normally require a record of demonstrable scholarly and professional achievement in the relevant discipline area.

Knowledge and Skills

2. A strong publication record in high-quality Accounting journals or equivalent and outstanding contribution to the discipline
3. Demonstrated ability to generate research income, including from both traditional and more innovative sources of research funding
4. Evidence of engagement and impact that makes a positive difference beyond the academy by engaging with industry, government and community stakeholders to co-create change and benefit society, the economy, culture and the environment
5. Record of successful supervision of postgraduate research students and the ability to make a significant contribution to postgraduate training programs in Accounting and Auditing
6. Demonstrated excellence in teaching in the relevant discipline area (at both undergraduate and postgraduate levels, including in executive education)
7. Demonstrated ability to mentor staff and students
8. High level of interpersonal skills and a proven ability to establish good working relationships with colleagues, students and members of community and professional bodies
9. Demonstrated leadership in committees and other administrative work and portfolios and preparedness to take on academic leadership roles in the department
10. Evidence of sustained relationships with industry and professional bodies, coupled with vision for the future needs and development of Accounting and Auditing within Australia and internationally
11. Evidence of contributions to various boards and committees within a department, wider faculty and the University, and a record of establishing and maintaining links with industry
12. From the perspective of both research and education, an understanding of the future needs and development of accounting both nationally and internationally

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.