

PROFESSOR AND HEAD, DEPARTMENT OF BUSINESS LAW AND TAXATION

DEPARTMENT/UNIT	Department of Business Law and Taxation
FACULTY/DIVISION	Faculty of Business and Economics
CLASSIFICATION	Level E
DESIGNATED CAMPUS OR LOCATION	Caulfield campus

ORGANISATIONAL CONTEXT

At [Monash](#), work feels different. There's a sense of belonging, from contributing to something groundbreaking – a place where great things happen. You know you're part of something special and purposeful because, like Monash, your ambitions drive you to make change.

We have a clear purpose to deliver groundbreaking intensive research; a world-class education; a global ecosystem of enterprise – and we activate these to address some of the [challenges](#) of the age, Climate Change, Thriving Communities and Geopolitical Security.

We welcome and value difference and [diversity](#). When you come to work, you can be yourself, be a change-maker and develop your career in exciting ways with curious, energetic, inspiring and committed people and teams driven to make an impact – just like you.

Together with our [commitment to academic freedom](#), you will have access to quality research facilities, infrastructure, world class teaching spaces, and international collaboration opportunities.

We champion an [inclusive workplace culture](#) for our staff regardless of ethnicity or cultural background. We have also worked to improve [gender equality](#) for more than 30 years. Join the pursuit of our purpose to build a better future for ourselves and our communities – [#Changelt](#) with us.

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 Business Law and Taxation is a leading undergraduate and graduate business law department in Australia, with a comprehensive teaching and research program that focuses on the many dimensions of commercial, business and taxation law in the Asia-Pacific region and beyond. Being located in the Monash Business School, our academic staff have a unique opportunity to demonstrate to our students the key role that law plays in a business context and to undertake the highest quality research that draws on the business insights of our colleagues in other departments. Our teaching equips the business professionals of the future with a sound understanding of the fundamental regulatory and compliance issues they will face and with the ability to understand the language and perspectives of legal professionals and regulators. Our professional staff provide support to our academic staff as they work to discover solutions to the complex problems that will be faced by organisations in the future. The Department is also concerned with the impact of business on the world and the role that business can play in addressing critical social and environmental challenges. Our research program produces outstanding international publications, attracts the highest quality post-graduate students, engages in international collaboration and secures competitive funding. Further information about the Department of Business Law and Taxation is available from the department's website: www.monash.edu/business/blt.

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 Head of Department is responsible for the overall management of the Department and provides leadership and fosters excellence in research, teaching, professional activities, external engagement and policy development within the department, the University and the community, both scholarly and general.

The Professor and Head of Department is a member of the Faculty executive group, contributes to the development of the Business School's strategic plan, plays a leading role in implementing the strategic plan in the Department of Business Law and Taxation and inspires staff with a strong vision for education, engagement and research.

Reporting Line: The position reports to the Senior Deputy Dean Faculty Operations

Supervisory Responsibilities: This position provides direct supervision to approximately 32 academic staff within the Department of Business Law and Taxation

Financial Delegation: Yes, in accordance with the University delegations schedule

Budgetary Responsibilities: The position is responsible for managing a budget of up to \$30 million

APPOINTMENT PERIOD

The professorial appointment will be a continuing appointment in the department of Business Law and Taxation and will include the role of head of department for an initial period of up to three years with opportunity for renewal.

KEY RESPONSIBILITIES

Specific duties required of a Professor and Head of Department of Business Law and Taxation may include:

1. Providing high-level strategic leadership to the department that is aligned with faculty and university strategic plans by managing, administering and fostering excellence in teaching, research and industry engagement
2. Taking responsibility for staff leadership and management and the building of an inclusive and collegiate environment; recruitment, performance management and staff development; and ensuring equitable management of staff workloads, including teaching, research and service
3. Actively engaging in a specialist research area in a business law or taxation related discipline by maintaining a substantial active publications record (high-quality refereed journals) and supervising and mentoring early career researchers and research students
4. Fostering research excellence through procuring competitive research grants, leading significant research projects and working with other staff to develop research and industry links
5. Providing strong and committed leadership in teaching, curriculum development and innovation, and pedagogical research 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 department
6. Providing innovative and effective leadership for the expansion of the Faculty's HDR program by attracting high quality HDR students
7. Maintaining and broadening collaborative partnerships with relevant faculties and departments/schools within the University and community
8. Maintaining and broadening collaborative partnerships with external stakeholders in industry, government and civil society' both nationally and internationally, making a significant contribution to relevant professional bodies and academic communities
9. Ensuring that the school/department complies with the University's policies and meets its legal and statutory obligations; and
10. Other duties as directed from time to time

KEY SELECTION CRITERIA

Education/Qualifications

1. The appointee will have:
 - A doctoral qualification in a relevant discipline.

Knowledge and Skills

2. Proven capacity for leadership at a senior management level that includes developing and leading strategy, financial management and the management of staff to achieve excellence in teaching, research and engagement
3. Highly developed interpersonal and communication skills including the ability to shape a collaborative and collegiate culture, liaise well with colleagues, mentor and develop staff, lead colleagues positively through change and represent and advocate for the school/department as a contributing member on various committees within the Faculty and the University
4. Evidence of outstanding scholarly activity of an international standard in a Business Law or Taxation related discipline, including significant publications in high-quality refereed journals, a

and productivity and a demonstrated continuing commitment to one or more programs of research

5. Evidence of collaborative and interdisciplinary research projects and the ability to foster a research culture with less-experienced researchers
6. Evidence of high-level research engagement and a desire to nurture the engagement culture within the department
7. A record of successful supervision of postgraduate research students and the ability to make a significant contribution to postgraduate training programs in Business Law, Taxation or a related discipline
8. Demonstrated ability to attract external funding in the form of both national competitive grants and other research income and in building links with industry, government, funding and professional bodies
9. Evidence of innovation in curriculum development, course design and course management and proven excellence in teaching (at both undergraduate and postgraduate levels)
10. From the perspective of both research and education, a vision for the future needs and development of Business Law and/or Taxation within Australia 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
- This position will require a successful National Police Record check

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.