POSITION DESCRIPTION

Position Title: Lecturer/Senior Lecturer in Strategy (Teaching and Research)
Organisation Unit: Business School
Position Number: TBC
Type of Employment: Continuing
Classification: Academic Levels B & C

THE UNIVERSITY OF QUEENSLAND

The University of Queensland (UQ) contributes positively to society by engaging in the creation, preservation, transfer and application of knowledge. UQ helps shape the future by bringing together and developing leaders in their fields to inspire the next generation and to advance ideas that benefit the world. UQ strives for the personal and professional success of its students, staff and alumni. For more than a century, we have educated and worked with outstanding people to deliver knowledge leadership for a better world.

UQ ranks in the world's top universities, as measured by several key independent ranking, including the CWTS Leiden Ranking (32), the Performance Ranking of Scientific Papers for World Universities (43), the US News Best Global Universities Rankings (42), QS World University Rankings (48), Academic Ranking of World Universities (55), and the Times Higher Education World University Rankings (65). Excluding the award component, UQ is now ranked 45th in the world in the ARWU, and is one of the only two Australian universities to be included in the global top 50.

UQ has an outstanding reputation for the quality of its teachers, its educational programs and employment outcomes for its students. Our students remain at the heart of what we do. The UQ experience – the UQ Advantage – is distinguished by a research enriched curriculum, international collaborations, industry engagement and opportunities that nurture and develop future leaders. UQ has a strong focus on teaching excellence, winning more national teaching excellence awards than any other in the country and attracting the majority of Queensland's highest academic achievers, as well as top interstate and overseas students.

UQ is one of Australia’s Group of Eight, a charter member of edX and a founding member of Universitas 21, an international consortium of leading research-intensive universities.

Our 52,000-plus strong student community includes more than 16,400 postgraduate scholars and more than 15,400 international students from 135 countries, adding to its proud 250,000-plus alumni. The University has more than 6,600 academic and professional staff (full-time equivalent) and a $1.75 billion annual operating budget. Its major campuses are at St Lucia, Gatton and Herston, in addition to teaching and research sites around Queensland and Brisbane city. The University has six Faculties and four University-level Institutes. The Institutes, funded by government and industry grants, philanthropy and commercialisation activities, have built scale and focus in research areas in neuroscience, biomolecular and
biomedical sciences, sustainable minerals, bioengineering and nanotechnology, as well as social science research.

UQ has an outstanding track-record in commercialisation of our innovation with major technologies employed across the globe and integral to gross product sales of $11billion+ (see http://uniquest.com.au/our-track-record).

UQ has a rapidly growing record of attracting philanthropic support for its activities and this will be a strategic focus going forward.

**Organisational Environment**

The University of Queensland Business School is independently ranked as one of the top business schools in Australia and among the leading institutions worldwide. Our mission is to cultivate courageous thinkers who empower future leaders to positively transform business and society.

Based at the St Lucia campus as part of the Faculty of Business, Economics and Law, the School brings together 12,000 students and 130 subject experts.

The Business School also has a presence at UQ Brisbane City, the University’s newest site in the heart of the Brisbane CBD. At UQ Brisbane City, students and professionals from the School’s Master of Business Administration (MBA) program and Executive Education courses are taught in smart, functional and flexible learning facilities.

The School offers a wide range of degree programs. Our eight main areas of academic strength are represented by discipline clusters – accounting, business information systems, finance, international business, management, marketing, strategy and entrepreneurship, and tourism.

The Business School is renowned for its cutting-edge research, outstanding academic staff, depth of educational programs and close links with leading global organisations. The School also carries AACSB International and EQUIS accreditation – the first school in Australia to receive this prestigious accreditation across its full range of programs.

To learn more about UQ Business School, please visit https://www.business.uq.edu.au.

**Information for Prospective Staff**

Information about life at UQ including staff benefits, relocation and UQ campuses is available at - http://www.uq.edu.au/current-staff/working-at-uq

The University of Queensland Enterprise Agreement outlines the position classification standards for Levels A to E.

**DUTY STATEMENT (Lecturer – Level B, Senior Lecturer, Level C)**

**Primary Purpose of Position**

The appointee will be predominantly responsible for coordinating and teaching into the third year strategy course in the School’s undergraduate management programs.

In addition, the appointee will be expected to undertake high quality research and also perform administrative and other activities associated with the School. Applicants with research expertise in strategy, strategy as practice, innovation or entrepreneurship would be
favourably considered as these topics are the focus of the Strategy and Entrepreneurship discipline.

**Key Responsibilities**

Key responsibilities include, but are not limited to:

**Teaching and Learning (Level B and Level C)**
- Undertake teaching, coordination and assurance of learning of undergraduate coursework students in strategy in a ‘flipped classroom’ environment.
- Contributions to the curriculum in programs offered by the School as required, including preparation of teaching materials and assessment.
- Lead and collaborate with teaching teams and provide tutorial assistance if necessary.
- Be available for consultation with students.

**Engagement (Level B and Level C)**
- Foster the School’s relations with industry, government departments, professional bodies and the wider community, and be active making external contributions.
- Engagement with business, industry groups and the academic discipline through presentations, promotional activities, committee work and other activities appropriate to the discipline.

**Research (Level B)**
- Continue to develop research expertise in qualitative and/or quantitative research methods.
- Publish in A and A* journals on the Australian Business Deans’ Council journal list in the research areas covered by the Strategy and Entrepreneurship discipline.
- Attend leading conferences such as Academy of Management and EGOS to develop research for publication.
- Collaborate with colleagues to submit research funding proposals, including ARC grants.
- Translate research findings into outlets for practitioners and policy makers.

**Research (Level C)**
- All of the above for level B.
- Leading the submission of grants and external research funding proposals.
- Publish in leading journals in the applicant’s field of expertise, such as the Academy of Management Journal, Strategic Management Journal, Journal of Business Venturing, Research Policy and Journal of Product Innovation Management.
- Develop relationships with industry and external agencies to win contract research funding.

**Administration/Service Level B**
- Participate in the School’s Consultative Committee and serve on other University committees.
- Perform any other duties as directed by the Discipline Leader or Head of School.

**Administration/Service Level C**
- All of the above for level B
- Contribute to the school by formally undertaking the role of director/chair for committees and programs as vacancies arise.
Other
Ensure you are aware of and comply with legislation and University policy relevant to the duties undertaken, including but not exclusive to:

the University’s Code of Conduct requirements of the Queensland occupational health and safety (OH&S) legislation and related OH&S responsibilities and procedures developed by the University or Institute/School

- the adoption sustainable practices in all work activities and compliance with associated legislation and related University sustainability responsibilities and procedures
- requirements of the Education Services for Overseas Students Act 2000, the National Code 2007 and associated legislation, and related responsibilities and procedures developed by the University

Organisational Relationships
The position reports to the Strategy & Entrepreneurship Discipline Leader and Head of School.

SELECTION CRITERIA (LEVEL B/C Teaching and Research)

**Essential Level B**

- PhD in a discipline area directly related to the Strategy and Entrepreneurship Discipline’s research expertise.
- Evidence of a current and active program of research, peer-reviewed publications in leading journals (A and A* in Australian Business Deans’ Council journal list), and a pipeline of research-in-progress which is targeting high quality journals.
- Evidence of effective collaboration in research teams.
- Evidence of contributions to the national and international research community such as paper presentations, and/or acting as a discussant at conferences or through service as a referee to leading academic journals.
- A high-quality teaching record at undergraduate and postgraduate levels, as evidenced by teaching performance metrics and awards.
- Evidence of an ability to represent and promote the School at a university and wider community level, including industry, government, and professional bodies.
- High-level communication and inter-personal skills.
- Ability to communicate with students in an interactive learning environment.
- The ability to balance demands in teaching, research and other service activities while maintaining high levels of work productivity.

**Desirable Level B**

- Leadership skills and administrative experience.
- Active record of supervision of higher degree by research students.
- Demonstrated involvement in University external engagement activities.
- Demonstrated leadership and service to domestic or international academic or professional bodies.
- Developing research profile with international recognition.
- Course and program development experience.
Experience in liaising and collaborating with external agencies to develop cooperative research initiatives.

**Essential Level C**
- All of the essential and desirable criteria for level B
- Achievement of national recognition and progressing towards developing international profile in research.
- Evidence of a current and active program of research including a track record of peer-reviewed publications in leading journals, and a pipeline of research-in-progress which is targeting high quality journals. These journals may include *Academy of Management Journal, Organization Science, Strategic Management Journal, Journal of Business Venturing, Research Policy*, or similar.
- Experience in writing competitive research grant applications.
- Evidence of established research collaborations and effective working in research teams particularly with contributions as a chief investigator.
- Active and effective record of principal supervision of higher degree by research students.
- High personal work ethic to complete tasks in a timely manner.

**Desirable Level C**
- Leadership skills, administrative experience and evidence of service contributions.
- Developed industry liaisons and professional contacts domestically and internationally.
- Experience in liaising and collaborating with external agencies to develop cooperative research initiatives.

**Seminar**

Applicants invited for interview may be expected to present a seminar in conjunction with the selection interview process.

**Qualification Verification**

An appointment to this position is subject to the verification of the highest academic qualification from the conferring institution.

The University of Queensland values diversity and inclusion and actively encourages applications from those who bring diversity to the University. Please refer to the University’s Diversity and Inclusion webpage ([http://www.uq.edu.au/equity](http://www.uq.edu.au/equity)) for further information and points of contact if you require additional support.

This role is a full-time position; however flexible working arrangements may be negotiated.

Accessibility requirements and/or adjustments can be directed to Recruitment Services ([recruitment@uq.edu.au](mailto:recruitment@uq.edu.au)).