Malcolm Broomhead
Chair in Finance

Information for candidates
The University of Queensland (UQ) Business School is seeking an internationally-regarded Professor and leader in finance for the Malcolm Broomhead Chair in Finance.

This is an exciting opportunity for you to join one of the world's top business schools and enhance its capacity to educate and develop the business leaders of the future.

The Business School is a leading MBA provider outside of North America and Europe and was classed as above world standard in all its fields of research in the Australian Government’s ERA assessment. Our teaching staff are also amongst the best in Australia, reinforced by research and consulting activities that ensure their teaching is at the forefront of academic knowledge while staying attuned to industry requirements.

This chaired position has been named in honour of Malcolm Broomhead, in recognition of a philanthropic gift from the alumnus and leading Australian businessman. Its primary purpose will be to provide leadership in the further development of the School’s academic and research programs, to engage in undergraduate and postgraduate teaching and supervision as well as to conduct high quality research.

Malcolm Broomhead is Chairman of Orica Limited, Director of BHP Group Limited and BHP Group Plc and Director of the Walter and Eliza Hall Institute of Medical Research. He undertook his MBA at the Business School in the early 1980s. Malcolm found finance the most useful component of his studies and went on to become a Chief Financial Officer on his way to becoming a Chief Executive Officer of Orica. He chose to support the Business School because he believed it was important for those who had been successful to give back and support the education of the next generation.

The Business School has developed a strategic plan that seeks to elevate the student experience as well as emphasise the core research strengths of the School to create distinctiveness and impact both within academia and beyond. Our aim is also to develop key strategic partnerships to support value creation in learning and research. This Chair in Finance will significantly contribute to the implementation of the plan both in their own discipline and more broadly across the Business School.

One area that has become quite important is the integration of environmental, social and governance criteria into business and investment decisions. An applicant with an interest in this area would be considered favourably.

The appointee will be selected based on their international research profile and demonstrated success in industry engagement. The new Professor will be expected to publish regularly in Tier 1 journals and actively mentor and support staff and RHD students with their publication strategies in elite journals. Furthermore, the person will both enhance existing and bring new industry partnerships with the view to significantly boosting research income within the Business School.

The Malcolm Broomhead Chair in Finance provides an opportunity for an inspirational academic in finance, at the peak of their field, to take on a prestigious leadership role within one of the nation's leading business schools.
The University of Queensland

The University of Queensland (UQ), located in Brisbane, Australia, ranks consistently among the world’s top universities and delivers unparalleled teaching, learning, and research excellence.

The University 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 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). UQ has an outstanding track-record in securing grants from key funders, including more than 13,000 postgraduate scholarships and more than 12,000 international students from 144 countries, adding to its proud 250,000-plus alumni. The University has about 7000 academic and professional staff and a $1.7 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 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 $11 billion+. UQ has a rapidly growing record of attracting philanthropic support for its activities and will have further success in this area as an important strategic aim going forward.

Delivering on the vision of knowledge leadership for a better world is an ambitious goal in any context, but in an environment of funding uncertainty, rapid change and digital disruption, the challenge becomes amplified. Disruptive technologies are the new norm, introducing new competitors within higher education and broadening access to information on a global scale. These changes are fundamentally impacting the way universities teach, the way they conduct research, and the way new knowledge is shared with the world.

Traditional sources of funding are also in decline, forcing universities to look beyond government for financial support. Opportunities exist to build research funding from industry or international sources and the Australian higher education system continues to attract large numbers of international students. This provides important additional revenue for the sector, but it is also necessary to mitigate against the risks of becoming too dependent on foreign markets.

The University of Queensland’s Strategic Plan has been developed with these issues and risks firmly in mind. To meet this uncertainty, it is vital that UQ establishes an agile and flexible foundation – uniting a diverse community to anticipate change and confidently adapt to whatever challenges this brings.

Governance

The University is governed by a 22-member Senate representing University and community interests and is led by a Chancellor and Deputy Chancellor. The Senate has delegated to the Vice-Chancellor many of its powers under the University of Queensland Act 1998 to appoint staff, manage and control University affairs and property, and manage and control finances.

For more information uq.edu.au/about/governance

Strategic focus areas

UQ must make some fundamental adjustments to our operations. It is these changes, articulated through the six strategic focus areas listed below, that form the body of this Strategic Plan.

1. Transforming our student experience through a flexible, integrated and partnered learning environment.
2. Enhancing our high quality research by improving our capacity to collaborate to achieve greater impact.
3. Building engaged and strategic partnerships with a broad range of local and global networks.
4. Committing to activities that attract, support and retain a diverse and inclusive community of high achieving staff and students.
5. Building an agile, responsive and efficient university operation.
6. Diversifying our income streams and managing our resources to establish a sustainable financial base.
UQ Business School

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 over 200 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.

For more information | business.uq.edu.au

Introduction to Finance


We are a collegial, high-performing discipline who are looking for equally collegial and high-performing colleagues to join us. Research by members of our group appears in the top-tier journals. Our curriculum is contemporary, our enrolments are strong and we have excellent relationships with industry.

This is a rare opportunity to join a vibrant group at the forefront of finance research, teaching, and practice and we enthusiastically invite applications.

Role of Professor in Finance

Primary purpose of position

The Teaching and Research academic at Level E will demonstrate excellent contributions to teaching, research, and service and engagement, where they will be expected to provide leadership in the school and university. A Level E academic will be expected to exhibit effective leadership and excellence in a range of settings and roles. They must be able to demonstrate a sustained record of outstanding achievement and impact that is internationally recognised.

Duties

Duties and responsibilities include, but are not limited to:

Research

- In research, a Level E academic is expected to lead research groups, emphasising the inclusion and involvement of junior staff.
- A Level E academic will maintain an outstanding record of publication or exhibition in high-quality outlets.
- A Level E academic will demonstrate a capacity for research leadership, contributing as a chief investigator, including collaborations which yield new insights and opportunities, and will be expected to obtain and successfully manage significant external research funds.
- A Level E academic will have achieved international recognition for research in the field through publication in high quality internationally-recognised outlets, and, where relevant, by the impact of their research on policy, practice and/or commercialisation.
- Leadership will be evident through a record of successful applications for external research funding in a chief investigator role and mentoring of more junior academics and researchers.

Teaching

- In teaching, a Level E academic will achieve teaching quality as indicated by approved surveys and outcomes for students and will improve or innovate where appropriate in response to feedback.
- Take responsibility for the preparation and delivery of substantial course modules and coordinate one or more courses, including collaboration in curriculum design and delivery where appropriate.
- A Level E academic will have demonstrated the ability to teach across different settings, resulting in continuous improvement of curriculum, teaching resources and approaches.
- He or she will demonstrate leadership and successful coordination of a significant aspect of a program (e.g. a major, a clinical teaching unit or a field of study), or a significant contribution to the development or coordination of teaching in their school or faculty.
- He or she will be expected to have a record of supervising Higher Degree by Research students successfully to completion as principal supervisor.

Service and Engagement

- In service, a Level E academic will demonstrate efficient performance in and management of allocated roles, share in academic service responsibilities, and contribute to outcomes of internal committees.
- He or she will be expected to effectively perform a range of higher-level internal duties and will usually provide a strong contribution and leadership in internal and external activities.
- A Level E academic will make a strong contribution to the governance and collegial life of the institution, including successful mentoring of less experienced staff.
- He or she will undertake a leadership role in the broader academic discipline; e.g., acting as referee/editor for leading academic journals, service at national or international conferences.
- In engagement, a Level E academic will evidence an ability to collaborate with business and industry groups through presentations, promotional activities, committees, and/or media work.
- He or she will foster the School and University’s relations with industry, government departments, professional bodies, and the wider community, and be active in making external contributions.
Selection criteria

Essential

- PhD in relevant discipline, directly related to the discipline’s research expertise.
- Demonstrated expert knowledge in the discipline and related disciplines.
- An outstanding established track record of publishing in leading and premier refereed journals (A* in Australian Business Deans’ Council journal list), and a pipeline of research-in-progress which is targeting high quality journals.
- International recognition for research contributions to the relevant discipline.
- The demonstrated ability to support and mentor junior faculty.
- A high-quality teaching track record and evidence of significant teaching innovation and leadership, and a demonstrated ability to relate well to students in an interactive learning environment.
- Experience in leading course and program developments or other teaching innovations.
- Active and effective record of principal supervision of Research Higher Degree Students.
- Demonstrated ability to obtain competitive research grants, e.g. Australian Research Council (ARC) grants.
- Evidence of an ability to represent and promote the School at a university and wider community level, including industry, government and professional bodies.
- Demonstrated leadership and service to domestic or international academic associations, journals and professional bodies.
- Experience in liaising and collaborating with external agencies to develop co-operative research initiatives.
- High-level communication, inter-personal and collaboration skills that are consistent with the values of the school and university.
- The ability to balance demands in teaching, research and other service activities while maintaining high levels of work productivity.

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 relevant Discipline Leader and Head of School.

How to apply

Applications should be made via UQ Jobs.
Please specify which position you are applying for.
All applicants must supply the following documents: Curriculum Vitae, Cover Letter and Suitability Statement.
Applicants should provide the names and contact details of at least three potential referees. These referees need not be approached in advance, as they will not be contacted without the prior consent of the applicant.
If you have any questions about the position or the application process, please contact:

Associate Professor Barry Oliver
+61 7 334 68037
b.oliver@business.uq.edu.au
Quote reference number 509672

Living in Brisbane

The capital of Australia’s sunshine state, Queensland, Brisbane is the third largest city and the fastest-growing capital with a population of more than 2.4 million people. It boasts a safe, friendly, and multicultural environment for residents and visitors alike.

With an edgy arts scene, thriving nightlife, strong sporting community, and music and cafe culture, Brisbane has endless opportunities to explore within and around the city.

The inner city is characterised by the Brisbane River, parklands, convention facilities, museums, art galleries, a casino, malls, shopping districts and a host of cosmopolitan restaurants and cafes.

The city is perfect for any of your metropolitan needs, while if you venture just outside the city limits, you will find lush rainforests and sandy beaches, ideal for a relaxing getaway.

The golden beaches and fun parks of the Gold Coast are just an hour’s drive south. The beautiful Sunshine Coast beaches are a short drive to the north, along with National Parks, rainforests, and attractions such as Australia Zoo.

Not only does Brisbane enjoy over 250 days of sunshine, it also is one of the most affordable cities in Australia. Housing in the Greater Brisbane area is 83% more affordable than Sydney and 28% more affordable than Melbourne (REIQ 2017).
Conditions of employment

Seminar
Applicants invited for interview may be required 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.

Tenure
This position is a full-time, continuing appointment.

Salary and benefits
For information on our base salary offerings, please see our Academic Staff Salaries. A full package will be negotiated individually with successful applicants, inclusive of 17% employer superannuation contributions. Remuneration will be subject to periodic review. These positions are entitled to four weeks’ recreation leave and 15 days’ annual personal leave. Other terms and conditions of employment will be negotiated.

Relocation
The University will meet reasonable removal and establishment expenses. In the case of an interstate or international appointee, an accommodation allowance may be available for a limited period.

Further information

General information on the University is available through the website uq.edu.au

Other documents to which candidates might wish to refer include:

Business School: business.uq.edu.au
The University of Queensland Business School Strategic Plan 2017-2021
Research at the Business School: business.uq.edu.au/research
Research at UQ: uq.edu.au/research
Key UQ statistics: pbi.uq.edu.au/ClientServices/UQStatistics/index

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

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 (uq.edu.au/equity) for further information and points of contact if you require additional support. Accessibility requirements and/or adjustments can be directed to recruitment@uq.edu.au

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