Appointment of
Associate Professor / Professor
(Teaching and Research)
BUSINESS SCHOOL
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The University of Queensland Business School is independently ranked as one of the top business schools in Australia and among the leading institutions worldwide. We are one of the best research-intensive business schools in the Asia-Pacific region, and our mission is to leverage our cutting-edge research expertise to cultivate courageous thinkers and empower future leaders to positively transform business and society. The School carries AACSB International and EQUIS accreditation across the full range of programs, and we are the only School in Australia to hold UNWTO accreditation. We have a sustainability strategy that complies with the UN Principles of Responsible Management Education by embedding ethics, sustainability, and indigeneity across our teaching programs.

The School has approximately 200 academic staff and 70 professional staff. We are the largest school in the university, delivering a broad range of teaching programs to over 11,000 passionate students. The School is organised in traditional discipline areas of Finance, Accounting, Marketing, Tourism, Business Information Systems, Management, International Business, and Strategy and Entrepreneurship; however, we also maintain interdisciplinary research strength in key areas: Business Sustainability, Trust/Ethics/Governance, Service Innovation, Future of Health, and Practice and Process Studies. To support this research activity, we also maintain a cutting-edge Behavioural Science Lab.

The School is located on the St Lucia campus, renowned as one of Australia’s most attractive university campuses, just 7km from Brisbane’s city centre. We also conduct MBA and Executive Education at our 293 Queen Street campus in the Brisbane central business district. Brisbane is one of the most affordable cities in Australia, boasting over 250 days of sunshine per year, with a safe, friendly, and multicultural environment.
Role of the Associate Professor / Professor

We are seeking academic expertise and leadership from senior scholars (i.e., Level D and E in the Australian system, respectively) who are capable of helping us transform education, theory, and practice to meet the needs of future-focused organisations. In addition to research and teaching excellence, we are particularly interested in individuals with an established track record of effective leadership, high-level industry engagement, and an ability to attract competitive grant funding. We welcome applications from excellent scholars in any business discipline area. However, we strongly encourage applicants conducting work that also aligns with our interdisciplinary research hubs and/or our three strategic priorities: Future of Commerce; Digital Management and Marketing; and Responsible Governance, Growth, and Innovation.

Future of Commerce
Research relevant this particular priority area may include (but is not limited to): Fintech, Sustainability, Assurance, Audit, Investments, New Economy Minerals and Resources, Technology-Assisted Accounting, Venture Capital, and related areas of future growth. This focal area is particularly relevant to individuals with academic expertise in Finance or Accounting; but as an interdisciplinary priority, it could involve experts from any business discipline.

Digital Management and Marketing
Research relevant this particular priority area may include (but is not limited to): Data Analytics, Digital Marketing, Marketing Analytics, People Analytics, Technology Ethics, Data Security, Digital Transformation, Digital Health, and related areas of future growth. This focal area is particularly relevant to individuals with academic expertise in Business Information Systems, Management, or Marketing; but as an interdisciplinary priority, it could involve experts from any business discipline.

Responsible Governance, Growth, and Innovation
Research relevant this particular priority area may include (but is not limited to): Sustainability, Entrepreneurship, Innovation, Trust/Ethics/Governance (esp. digital), Tourism, Service/Hospitality, Event Management, and related areas of future growth. This focal area is particularly relevant to individuals with academic expertise in Strategy, Entrepreneurship/Innovation, Sustainability/Ethics or Tourism/Events; but as an interdisciplinary priority, it could involve experts from any business discipline.
Duties

Associate Professor, Level D

At Associate Professor level, the incumbent expected to undertake leadership roles and have a strong record of supervising Higher Degree by Research students successfully to completion as principal supervisor. Please note that in the Australian academic system, the Associate Professor (Level D) rank is equivalent to a Full Professor in North America or Reader in the UK.

Duties and responsibilities include, but are not limited to:

Teaching
- Coordinate courses, prepare and deliver lectures and tutorials, and undertake assessment and marking for undergraduate and postgraduate courses.
- Drive the ongoing improvement and development of new programs or a significant aspect of a program (e.g. a major, a clinical teaching unit or a field of study) to meet industry and educational standards to ensure courses are engaging, relevant and contemporary.
- Exhibit exemplary design in curricular and assessment practices that contributes to enhanced student learning outcomes.
- Adapt and introduce novel teaching and learning approaches and technologies (including online learning and alternative teaching methods and resources) to inspire students’ participation and achieve enhanced learning outcomes.

Research
- Maintain a record of outstanding contributions to the field and producing quality research outputs consistent with discipline norms as lead contributor, by publishing in high quality international research journals, other appropriate refereed publications, and conference publications.
- Initiate and lead funding initiatives and applications as chief investigator role in applications for significant research funding to support projects and activities, which includes actively seeking, obtaining and managing research funding.
- Lead the progressing towards transfer of knowledge, technology and practices to research end users through translation.
- Participate in discipline service, including service on leading editorial boards, or other discipline leadership positions
- Encourage, initiate and coordinate strategic collaborative research projects that where possible impacts on policy, practices and/or commercialisation (where relevant) resulting in internationally recognised achievements in the research area.

Supervision and researcher development
- Develop and mentor more junior academics and researchers.
- Act as Principal Supervisor to Higher Degree by Research students.
- Demonstrate and lead others in the responsible conduct of research.
Citizenship and service

• Consistently demonstrate and lead others in relation to the UQ values.
• Make a strong contribution to the governance of the organisational unit, including displaying leadership behaviours.
• Sustain a track record of impact, achievement, and initiative in internal service roles.
• Undertake administrative processes as required.
• Establish a track record of collaboration in relation to external service activities.
• Advance external links and partnerships by collaborating on external activities and sustain strategic relationships with industry, government departments, professional bodies, and the wider community.

Professor, Level E

At Professor level, the incumbent expected to demonstrate outstanding outcomes in leadership roles and have an exceptional record of supervising Higher Degree by Research students successfully to completion as principal supervisor. Please note that in the Australian academic system, the Professor (Level E) rank is equivalent to a Distinguished or Endowed Professor in North America.

Additional to the duties and responsibilities listed above for Academic Level D, but are not limited to:

Teaching

• Teach across different settings and lead educational practice and innovative curriculum design including online learning and alternative teaching methods.
• Build and maintain internal and external education collaborations and lead or enable professional learning through advocacy, mentorship, and/or scholarly inquiry.

Research

• Maintain a record of international recognition and leadership to the field and producing quality research outputs.
• Lead significant and strategic research agendas that yield new insights and opportunities to represent and promote the discipline area in leading academic and research forums.
• Drive the development of opportunities for the application of knowledge beyond the specific research area to create an environment of cross collaboration between disciplines.
• Hold leadership roles in discipline service, including service on prestigious editorial boards, or national and international committees.

Supervision and researcher development

• Successfully build and lead a research team, developing and mentoring more junior academics and researchers.
• Effectively lead and develop supervisee performance and conduct by providing feedback, coaching, and professional development.
Citizenship and service

• Provide senior leadership to others in relation to UQ values.
• Make outstanding contributions to the improvement and governance of the organisational unit, including displaying leadership behaviours.
• Show leadership through mentoring, collaboration, and a responsibility for staff wellbeing.
• Act as a leader in service and engagement by sustaining and advancing strategic relationships with industry, government departments, professional bodies, and the wider community.

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, Faculty, Institute or School.
• The adoption of 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.
About you

**Essential – Level D**
- PhD in a relevant business field or a closely related discipline.
- An outstanding established track record of publishing in leading and premier refereed journals.
- Evidence of contributions to the research community such as seminar presentations, acting as a discussant at conferences and refereeing for leading journals.
- Demonstrated leadership and service to domestic or international academic associations, journals, and professional bodies.
- Demonstrated ability to obtain competitive research grant applications.
- A high-quality teaching track record at undergraduate and postgraduate levels, as evidenced by teaching performance metrics and the ability to lead doctoral seminars.
- The ability to support and mentor junior faculty.
- Course and program development experience.
- Experience supervising honours and higher degree students, to successful completion.
- Evidence of an ability to enhance linkages with the local community, the larger business community and professional associations.
- Administrative experience and evidence of service contributions.
- High-level communication and inter-personal skills.
- High personal work ethic to complete tasks in a timely manner.
- Commitment to upholding the University’s values, and with the outstanding personal qualities of openness, respectfulness and integrity.

**Essential - Level E**
- Demonstrated evidence of effective academic leadership.
- Demonstrated international esteem for expert knowledge in relevant business field or related area.
- Ability to develop innovative courses or programs in relevant business field or related area.

**Desirable – Level D or E**
- Experience in innovative modes of teaching, including online and blended learning.
- Experience in liaising and collaborating with external agencies to develop cooperative research initiatives.
- Strategic fit to one of the three strategic business streams.
**Conditions of employment**

**Employment type**
This is a full-time continuing position at Academic Level D or Level E.

**Salary and benefits**
The full-time equivalent base salary (at Level D) will be in the range $146,824 – $161,756 plus super of up to 17%. The total FTE package will be in the range $171,785– $189,255 per annum.
The full-time equivalent base salary (at Level E) will be $189,130 plus super of up to 17%. The total FTE package will be $221,283 per annum.
Flexible employment options may be available for this role: part-time/job share; some working from home; variable start or finish times; compressed hours; purchased leave; flex-time.
For further information about UQ’s benefits, please visit Why Work at UQ and review The University of Queensland’s Enterprise Bargaining Agreement 2018–2021.

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**Questions**
To discuss this role, please contact:

**Future of Commerce**
- Professor Shaun Bond, Finance Discipline Leader
- Associate Professor Kathleen Herbohn, Accounting Discipline Leader

**Digital Management and Marketing**
- Professor Marta Indulska, Business Information Systems Discipline Leader
- Associate Professor Ravi Pappu, Marketing Discipline Leader

**Responsible Governance, Growth, and Innovation**
- Associate Professor Paul Spee, Strategy and Entrepreneurship Discipline Leader
- Associate Professor Judith Mair, Tourism Discipline Leader

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**How to apply**
All applicants must supply the following documents:

- **Cover Letter,** which should:
  - State the academic level you wish to be considered for (Level D, Level E, or both)
  - Indicate your disciplinary affiliation(s)
  - Address the ‘About you’ section

- **Curriculum vitae** (CV)

To satisfy prerequisite questions and ensure your application can be considered in full, all candidates must apply via the UQ Careers portal by the job closing deadline. Applications received via other channels including direct email will not be accepted.
The University of Queensland

For more than a century, The University of Queensland (UQ) has maintained a global reputation for creating positive change by delivering knowledge leadership for a better world.

UQ ranks among the world’s top universities, as measured by several key independent rankings, including the U.S. News Best Global Universities Rankings (36), the Performance Ranking of Scientific Papers for World Universities (38), CWTS Leiden Ranking (41), QS World University Rankings (47), Academic Ranking of World Universities (51), and Times Higher Education World University Rankings (=54).

At UQ, we’re changing the way higher education is imagined and experienced. Our students enjoy innovative and flexible learning options, diverse and dynamic partnership opportunities, and an integrated digital and campus learning environment.

More than 56,000 students, including the majority of Queensland’s highest academic achievers, as well as top interstate and overseas students, study across UQ’s three beautiful campuses in South East Queensland at St Lucia, Herston and Gatton. They include around 20,000 postgraduate and approximately 21,000 international students, who contribute to a diverse, supportive and inclusive campus community.

With a strong focus on teaching excellence, having won more national teaching awards than any other Australian university, UQ is committed to providing students with the best opportunities and practical experiences during their time with us, empowering them with transferable knowledge and skills that will prepare them to exceed expectations throughout their careers.

UQ’s 307,000 graduates are an engaged network of global alumni spanning more than 170 countries, and include more than 15,800 PhDs.

UQ’s six faculties, eight globally recognised research institutes and more than 100 research centres attract an interdisciplinary community of 1,500 scientists, social scientists and engineers who champion research excellence and continue UQ’s tradition of research leadership. This is reflected in UQ being the number one recipient of Australian Research Council fellowships and awards nationally across all scheme years (452 awards worth over $339 million).

UQ has an outstanding track record in commercialising innovation, with major technologies employed across the globe and gross product sales of more than $22 billion.

UQ is one of only three Australian members of the global Universitas 21; a founding member of the Group of Eight (Go8) universities; a member of Universities Australia, as well as the Association of Pacific Rim Universities (APRU); and one of only three Australian charter members of the prestigious edX consortium, the world’s leading not-for-profit consortium of massive open online courses (MOOCs).

UQ employs more than 6,900 academic and professional staff (full-time equivalent) and has a $2.12 billion annual operating budget.
Governance

The University is governed by a 21-member Senate representing University and community interests. Senate 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.

uq.edu.au/about/governance

Strategic direction

By 2032, UQ will be known as a university that:

1. Delivers highly sought-after graduates, who are prepared for future success through rich and broad educational experiences
2. Leads as a premier provider of high-quality postgraduate and lifelong learning opportunities
3. Leverages the breadth and depth of its research capabilities and vibrant precincts to address the world’s most pressing challenges
4. Is a trusted and agile partner widely regarded as a leader in entrepreneurship, knowledge exchange and commercialisation
5. Has an extensive global reach in education and research with a strong commitment to capacity building in the Indo-Pacific
6. Breaks down barriers to education through the targeted and effective Queensland Commitment
7. Is values-led, deeply committed to delivering for the public good and supporting our people, leading reconciliation, and embracing different life experiences and perspectives
Strategic plan 2022–2025

Our vision
Knowledge leadership for a better world.

Our mission
Our core purpose is to deliver for the public good through excellence in education, research and engagement with our communities and partners: local, national and global.

Our values

What we strive for

Creativity
We apply our creativity as a way of seeking progress. We value new ideas, seek fresh perspectives and pursue game-changing innovations and opportunities.

Excellence
We strive for excellence in everything we do. We apply the highest standards to our work to achieve the greatest impact for the benefit of communities everywhere.

Central to what we do

Truth
Truth is central to all that we do as a university. We seek truth through our focus on the advancement and dissemination of knowledge, and our deep commitment to academic freedom and freedom of expression.

How we work together

Integrity
We always act with integrity. As stewards of the University’s resources and reputation, we are honest, ethical and principled.

Courage
We are courageous in our decision-making. We are ambitious, bold and agile. We demonstrate moral courage, so that we are always guided by a sense of what is right.

Respect and inclusivity
We provide a caring, inclusive and empowering environment for all. We engage respectfully with one another and promote the value that our diversity brings to our whole community.
Leadership capability expectations

The UQ Leadership Framework identifies seven key capabilities that define leadership in the UQ context. The framework aligns with UQ’s strategic direction, and mission, vision and values.

Achieves results and drives accountability
Leaders ensure engagement and performance, and motivate and empower others to achieve results.

Communicates and collaborates with influence
Leaders engage others in open and honest dialogue about important issues and actively seek common interests and goals.

Exemplifies personal credibility and integrity
Leaders strive for personal achievement and are visibly proactive and ethical in their dealings with others.

Fosters learning, inquiry and innovation
Leaders nurture an environment that allows for multiple perspectives, challenge assumptions, and model openness to new ideas.

Purposefully leads change
Leaders initiate and lead change and improvement agendas, modelling behaviour that embraces innovation and change.

Thinks and works strategically
Leaders create and communicate a clear direction for the future, aligned with UQ’s vision.

Values people and builds culture
Leaders create a positive, constructive workplace where people feel connected and valued.
Brisbane is the sunny, sophisticated capital city of Queensland and gateway to its many famous attractions. Australia’s third largest city and fastest-growing capital with a population of more than 2.2 million, it offers a safe, friendly, multicultural environment. 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.

Brisbane offers a range of lifestyle benefits including climate, culture, family fun and sport. Residents and visitors can combine art and outdoor adventure in Brisbane, where South Bank’s cultural institutions and restaurants meet riverside gardens and a lagoon. Take a paddle steamer or ferry down the Brisbane River, abseil Kangaroo Point cliffs and bike ride through the City Botanic Gardens. Go for a day trip to Moreton Island, Noosa, the Sunshine Coast or the Gold Coast with just a short drive to each beautiful destination. National Parks, rainforests and attractions such as Australia Zoo, Dreamworld and other theme parks are also a short drive away.

The perfect place to raise a family, Brisbane is one of the safest cities in Australia and boasts a wide range of cultural attractions, numerous theatres, art galleries and a world-class museum; the city is dubbed a food and drink lover’s paradise. Brisbane is one of Australia’s most liveable and affordable capital cities. Brisbane enjoys a subtropical climate providing sunny days almost all year round, with enough rainfall to keep the city and suburbs cool and green.

Just an hour south of Brisbane’s CBD is the Gold Coast, where the high-rises are built around superb beaches like Surfers Paradise with lively nightlife, international theme parks and designer boutiques. A few hours drive north from Brisbane is the Great Barrier Reef, one of the ‘natural wonders of the world’. As the largest World Heritage Area, it stretches more than 2,000 kilometres alongside the coast, and is home to around 1,500 species of fish and 350 types of coral. Stradbroke, Moreton and Fraser Islands are also world-famous attractions that are close to Brisbane, and offer some of the largest sand dunes in the world.

A leader in education

Brisbane has a wide range of high-quality schools at primary and secondary level, religious or non-denominational, single-sex or co-educational, with many offering excellence programs or other specialty features such as the International Baccalaureate. Brisbane also offers some of the greatest learning institutes in Australia, with three major internationally recognised universities on offer. Each Brisbane university offers a high-quality learning environment with access to some of Australia’s finest institutions covering all areas of study from law and medicine through to business, marketing, tourism, IT and biotechnology. The University of Queensland (UQ) is one of Australia’s leading research and teaching institutes, ranking among the world’s top universities.

Lifestyle

In the heart of Brisbane city, Queen Street Mall is a vibrant shopping and lifestyle precinct and is Australia’s most popular pedestrian mall. Brisbane is also the home for many of Queensland and Australia’s major sporting events in rugby league, rugby union, AFL and cricket.

Brisbane residents have excellent access to healthcare in both public and private sectors, covering hospitals, general practitioners, dentists and other allied healthcare professionals. The numerous public and private hospitals include the Princess Alexandra Hospital, the Mater Hospital network, The Queensland Children’s Hospital and the Royal Brisbane and Women’s Hospital. Urgent and emergency medical care is readily available to everyone.
Further information

General information on the University is available through the University’s website: [uq.edu.au](http://uq.edu.au)

Other documents which you may wish to refer to include:

- Annual Report: [about.uq.edu.au/organisation/policies-procedures-guidelines/annual-reports](about.uq.edu.au/organisation/policies-procedures-guidelines/annual-reports)
- Governance: [about.uq.edu.au/governance](about.uq.edu.au/governance)
- Research at UQ: [research.uq.edu.au](research.uq.edu.au)
- Strategic Plan 2022–2025: [about.uq.edu.au/strategicplan](about.uq.edu.au/strategicplan)
- UQ Global Strategy: [global-strategy.uq.edu.au](global-strategy.uq.edu.au)