

Position Description

Associate Professor

Position Number: 00037069
Position Title: Associate Professor
Date Written: November 2019

Faculty / Division: UNSW Business School
School / Unit: Centre for Social Impact
Position Level: Level D

ORGANISATIONAL ENVIRONMENT

UNSW is currently implementing a ten year strategy to 2025 and our ambition for the next decade is nothing less than to establish UNSW as Australia's global university. We aspire to this in the belief that a great university, which is a global leader in discovery, innovation, impact, education and thought leadership, can make an enormous difference to the lives of people in Australia and around the world.

Following extensive consultation in 2015, we identified three strategic priority areas. Firstly, a drive for academic excellence in research and education. Universities are often classified as 'research intensive' or 'teaching intensive'. UNSW is proud to be an exemplar of both. We are amongst a limited group of universities worldwide capable of delivering research excellence alongside the highest quality education on a large scale. Secondly, a passion for social engagement, which improves lives through advancing equality, diversity, open debate and economic progress. Thirdly, a commitment to achieving global impact through sharing our capability in research and education in the highest quality partnerships with institutions in both developed and emerging societies. We regard the interplay of academic excellence, social engagement and global impact as the hallmarks of a great forward-looking 21st century university.

To achieve this ambition we are attracting the very best academic and professional staff to play leadership roles in our organisation.

VALUES IN ACTION: OUR UNSW BEHAVIOURS

UNSW recognises the role of employees in driving a high-performance culture. The behavioural expectations for UNSW are below.



Delivers high performance and demonstrates service excellence.



Thinks creatively and develops new ways of working. Initiates and embraces change.



Works effectively within and across teams. Builds relationships with internal and external stakeholders to deliver on outcomes.



Values individual differences and contributions of all people and promotes inclusion.



Treats others with dignity and empathy. Communicates with integrity and openness.

OVERVIEW OF RELEVANT AREA AND POSITION SUMMARY

UNSW Business School is a leader in business education and research in the Asian region and one of the largest Business Schools in Australia with more than 16,500 students, 500 academic and professional staff and more than 80,000 alumni and partners. The Business School offers a full suite of business degree programs at undergraduate, postgraduate, coursework and research levels, including the AGSM MBA programs and a range of Executive Programs. Its direction is guided by a business advisory council of leading CEOs, chairpersons and other business leaders.

The Business School's reputation is built on its outstanding staff, students and alumni and a cultural diversity which ensures an international focus. It also has a long history of deep industry engagement, and takes pride in the impact it has through its educational and research activities. The School is frequently ranked among the top 50 in the world, and in some areas among the top 20, according to global indicators. For further information, see: <https://www.business.unsw.edu.au/>

The **Centre for Social Impact** (CSI) is a national research and education centre dedicated to catalysing social change for a better world. CSI is built on the foundation of three of Australia's leading universities: UNSW Sydney, The University of Western Australia, and Swinburne University of Technology.

Our **research** develops and brings together knowledge to understand current social challenges and opportunities; our postgraduate and undergraduate **education** develops social impact leaders; and we aim to **catalyse change** by drawing on these foundations and translating knowledge, creating leaders, developing usable resources, and reaching across traditional divides to facilitate collaborations.

CSI National and CSI UNSW is located on the UNSW Sydney campus (Kensington) within the UNSW Business School where the centre is aligned with the strategic priorities of the University and from where it leads interactions with students, alumni, industry, government, professional bodies, and the community.

CSI UNSW comprises research, education, and centre operational teams, a national marketing & communications team and the CEO.

A Level D Academic (Associate Professor) is expected to make high-level contributions to research and grant funding, and a significant contribution to the centre's reputation for research leadership in social impact by establishing a strong, thriving, high quality research environment in the area of evaluation. The Associate Professor is expected to make a full contribution to the administration and management of the Centre, and contribute to the Centre's engagement with the multiple stakeholders across diverse sectors in the wider business and professional community and across the other CSI University nodes.

The role of Associate Professor reports to the Research Director CSI UNSW, and has no direct reports. Other key relationships include academic and professional research staff at CSI UNSW and partner universities UWA and Swinburne.

RESPONSIBILITIES

- Develop and conduct a highly active and high quality research program (including attainment of research and evaluation government and industry research funding, high quality publications, knowledge exchange, publicly accessible communication and HDR student supervision) in any discipline relevant to the Centre for Social Impact.
- Play a significant role in the leadership of research and evaluation projects, including, where appropriate, leadership of a research team and mentoring and collaborating with junior staff.
- In collaboration with the Research Director, make a significant contribution to the research/outcomes measurement and operating budget including income generation from academic, industry, philanthropic.
- Support the Research Director to operationalise CSI's strategy in the context of research and outcome measurement and help meet CSI UNSW's KPIs (e.g. industry engagement, research income, high quality publications, accessible publications, demonstrable moments of influence/impact etc).

- Play an academic oversight role on the Amplify Social Impact Project, ensuring academic rigor underpins all products and engagements and that rigour meets usability.
- Collaborate and liaise with CSI's Social Impact Industry Director and external Amplify Social Impact industry partners and funders to ensure benefits to society are maximised.
- Provide leadership in developing and maintaining significant productive relationships and engagement with industry and the community, attract significant industry funding, contribute to CSI business development activities and participate in professional activities.
- Lead and participate in executive education offerings where applicable, and present at industry and intersectoral workshops, conferences, events, community/communities of practice etc as appropriate in this space.
- Ensure hazards and risks are identified and controlled for tasks, projects and activities that pose a health and safety risk within your area of responsibility.

SELECTION CRITERIA

- A doctoral qualification in a discipline relevant to CSI (e.g. social sciences, economics, business, health sciences, humanities etc).
- Demonstrated expertise and significant experience in evaluation and/or outcomes measurement, including industry funded projects.
- Outstanding research program, as evidenced by a high impact publications in top journals, knowledge transfer and HDR supervision.
- A strong track record of attracting significant funding from a diversity of sources (grant funding, industry funding)
- Demonstrated ability to contribute to the Centre's external engagement agenda, including but not limited to the ability to write for, communicate with and educate a wide range of audiences (e.g. with policy-makers, business, the professions, NFPs, people with lived experience, and other external bodies).
- Demonstrated ability to extend the School's interface with the profession and industry (across sectors).
- Extensive experience and expertise in project management including management of budgets and financial information, measure and report outcomes and ability to work to agreed timelines. Experience in operational budget management also advantageous.
- Knowledge exchange and capacity building skills with industry at a postgraduate or executive education level, in an area of relevance to CSI, would be a distinct advantage.
- Well-developed interpersonal skills with supervision experience and the ability to supervise and mentor staff and students from diverse backgrounds;
- Demonstrable commitment to equal opportunities and diversity.
- Ability and capacity to implement required UNSW health and safety policies and procedures.

PRE-EMPLOYMENT CHECKS REQUIRED

Based on the duties, responsibilities and requirements of this position, an appointment to this position is subject to a satisfactory completion of the following pre-employment checks:

- Verification of qualifications

It is not the intention of the position description to limit the scope or accountabilities of the position but to highlight the most important aspects of the position. The aspects mentioned above may be altered in accordance with the changing requirements of the role.