## Position Summary

At UNSW, we pride ourselves on being a workplace where the best people come to do their best work.

This position is open to Female applicants only. UNSW has obtained an exemption under section 126 of the Anti-Discrimination Act 1977 (NSW) to designate and recruit senior academic level D (Associate Professor) and level E (Professor) roles within UNSW Sydney Faculties where the percentage of women is below 40%, to fulfil UNSW’s goal of a representative workforce rate.

UNSW is currently implementing a ten-year 2025+ strategy and our ambition 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. This position, which is in line with our 2025 Strategy, emphasises our commitment to promoting equity, diversity, and social justice. For further information, see: <https://www.2025.unsw.edu.au/>

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 School of Information Systems & Technology Management (ISTM) is one of eight schools within the Business School that comprises around 30 staff from all over the world. It offers a vibrant and dynamic academic community engaged in leading edge research, innovative teaching as well as constructive community and professional engagement. ISTM is one of the largest and oldest such schools in Australia, we are currently ranked #1 (Australia), #3 (Asia), and #14 (Worldwide) in the AIS Research Productivity Ranking (2021-2023).

An Associate Professor (Level D) / Professor (Level E) is expected to provide academic leadership and foster excellence in research, innovative teaching, and engagement activities in their area of expertise.

## The role of Associate Professor / Professor reports to Head of School and has no direct reports.

## Accountabilities

Specific accountabilities for this role include:

* Lead and conduct original/innovative research at the highest level, actively contributing to the advancement of knowledge in the relevant subject area/s, while ensuring the publication of outcomes in high quality research outlets and translation to relevant stakeholders in the field of expertise.
* Make internationally recognised contributions to secure competitive government and industry research funding, and/or external education funding.
* Held in high esteem by peers at an international level and establish and influence research network/s (based on the norms of the discipline) at an international level.
* Apply a well-defined teaching philosophy and a critically reflective teaching practice that inspires student learning and cultivates a positive attitude towards teaching in both postgraduate and undergraduate courses in line with UNSW policy as an exemplar for others.
* Design and develop learning activities and resources, provide assessment and feedback at both course and program level using a range of suitable approaches and learning environments that inspires excellence in others by providing mentorship and peer review.
* Maintain professional development in pedagogy, disciplinary knowledge, and professional accreditation requirements (where relevant).
* Chair and contribute to School, Faculty, University, and sector-wide committees, working groups and projects as well as other administrative functions as required.
* Make an independent contribution through professional practice and expertise which integrates knowledge or practice across discipline areas
* Mentor and guide students, group and colleagues and support and mentor UNSW's early career academics and postdoctoral fellows. This includes mentoring early career academics to obtain research and/or education grant funding, including external competitive fellowships.
* Recruit HDRs based on research reputation and supervise to timely completion as primary supervisor.
* Lead strategic initiatives that contribute to the engagement and social impact priorities (e.g., the United Nations Principles of Responsible Management Education and Sustainable Development Goals) of the School, Faculty and University.
* Chair and/or contribute significantly to the knowledge hubs and labs of UNSW Business School toward meaningful translational research and commercialisation.
* Align with and actively demonstrate the [UNSW Values in Action: Our Behaviours](https://unsw.sharepoint.com/sites/values-in-action) and the [UNSW Code of Conduct](https://www.gs.unsw.edu.au/policy/documents/codeofconduct.pdf)
* Cooperate with all health and safety policies and procedures of the university and take all reasonable care to ensure that your actions or omissions do not impact on the health and safety of yourself or others.

Skills and Experience:

* A PhD in a related discipline, and/or relevant work experience.
* A distinguished research record and international reputation evidenced by high-quality publications in top tier Business and Information Systems journals (e.g., AIS Basket of 8, Financial Times 50); as well as premier IS conferences such as ICIS, ECIS, AMCIS, and PACIS and editorial board memberships
* Demonstrated experience in teaching and learning design using a range of pedagogical approaches, development and delivery of courses and programs, at undergraduate and/or postgraduate level.
* Experience of implementing educational technologies and online delivery methods.
* Evidence of teaching effectiveness and passion for educational excellence and fostering this in others.
* Demonstrated experience with industry or work-integrated learning.
* Evidence of professional development of teaching practice in self and others with the ability to advance and lead an inclusive culture of excellence in learning and teaching.
* Evidence of highly developed interpersonal and collaboration skills with demonstrated ability to work and influence across disciplines, faculties, institutions, industry, and professional accreditation bodies.
* Evidence of being an inspirational role model for other academics seeking mentoring, guidance, advice and support.
* Proven leadership of research projects and leadership of research teams, including high quality HDR supervision.
* Demonstrated capacity to lead by example in supporting equal opportunity and equity, diversity and inclusion policy and programs as they relate to staff and students.
* Proven leadership in developing significant productive relationships and engagement with industry and the community, with success in attracting significant industry funding.
* An understanding of and commitment to UNSW’s aims, objectives and values in action, together with relevant policies and guidelines.
* Knowledge of health and safety responsibilities and commitment to attending relevant health and safety training.

Pre-employment checks required for this position

* Verification of qualifications

About this document

This Position Description outlines the objectives, desired outcomes, key responsibilities, accountabilities, required skills, experience and desired behaviours required to successfully perform the role.