Position Description
Associate Professor

Details

Area	Deakin Business School ([Deakin Business School	Deakin](#))
Team / School	Department of Information Systems and Business Analytics ([Department of Information Systems and Business Analytics	Deakin](#))
Employment	Continuing
Location	Burwood
Classification	Level D
Manager Title	Head of Department

Deakin

Deakin is an Australian university located in Melbourne, Victoria with a global impact. We are agile and innovative, and committed to making a positive impact through our excellence in education and research and the contributions we make to the wider community.

Our reputation has been built on the dedication and expertise of our staff. We offer a dynamic, diverse and inclusive working environment with opportunities to grow and develop careers. We believe that a progressive, thriving culture will ensure people choose to come, and stay at Deakin and contribute to our ongoing success.

As one of Australia's largest universities, Deakin has strong global linkages, world-class research and an education portfolio that blends the best of campus and digital delivery into a highly supportive and personalised student experience.

We offer outstanding education founded on the experience we create for our learners and guided by graduate outcomes for successful lives and careers. We undertake globally significant discovery research that benefits our communities through the innovative translation of our ideas into new services, products, policies and capabilities.

At Deakin we value diversity, embrace difference and nurture an inclusive, safe and respectful community. Deakin is an Employer of Choice for Gender Equality, a SAGE Athena SWAN Bronze Award holder, seeking gender equity for Women in STEMM, and a Silver Award holder in the Australian Workplace Equality Index for LGBTQ inclusion. We strongly encourage applications from Aboriginal and Torres Strait Islander people and people of all cultures, abilities, sexualities and genders.

Strategic Plan – Deakin 2030: Ideas to Impact

Benefits of working at Deakin

Position Description
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Overview

The Associate Professor will provide leadership to achieve the Department's strategic plan; contribute to the Department's teaching across all levels; undertake and publish research in high-quality national and international journals and make strong contribution to the Department's research agenda and in enhancing disciplinary profile; actively participate in and secure external research funding; foster relationships with research, industry, community, government and professional partners including higher education institutions; and, enhance the scholarly reputation of the University.

Responsibilities

Education and Employability

- Lead the integration of industry and research to inform unit / course design and teaching practices across the discipline within the Department
- Lead teaching teams to develop and/or review courses and materials and innovation in curriculum design which influence teaching in the discipline or across multiple disciplines within the Department and University,
- Deliver learner-centric, research-informed teaching practices across different levels / modes of delivery
- Work collaboratively with and build teaching teams across the Department/ University to improve student learning outcomes
- Provide clear assessment criteria and timely feedback to learners to facilitate learning outcomes
- Lead the development and moderation of assessment tasks and rubrics across the discipline within the Department and University practices to improve learning outcomes
- Support diverse learners by designing accessible and inclusive learning experiences and resources at the discipline level
- Design collaborative learning opportunities that span the discipline within the Department and University and involve learners, teachers and the community
- Provide academic support to students in relation to their academic pursuits
- Provide leadership in systematic mentoring programs to improve teaching practices across the discipline
- Build a culture of collaboration and educational excellence across the Department and the University
- Lead and support collaboration with other education institutions

Research and Innovation

- Lead major, highly productive, high-quality, research and scholarship activities generating high-impact outputs
- Develop and lead academic or other collaborations that enable novel research activities recognised nationally and internationally
- Widely communicate research outputs to discipline(s), other sectors and the community, nationally and internationally, ensuring impact in the field and the community
- Lead applications and/or teams and succeed in achieving external funding for research activities, that influence policy, strategy or translate into real-world impact
- Attain sustained and expanding national and international reputation for a substantial and growing body of work, recognized quality, excellence and impact
- Lead development of intra- and inter-disciplinary research collaborations, to enable creation of knowledge and understanding and solutions to complex problems

- Play an active role in the development and promotion of the university's research collaboration agenda and priorities by leading major initiatives that ensure widespread adoption of culture of research excellence, innovation and impact
- Demonstrate sustained and expanding track record of timely delivery of outcomes for industry partners, with national and growing international recognition
- Recruit and supervise HDR students with timely completions and productive, high-quality outcomes
- Provide effective mentoring for HDR students, ECRs and MCRs to support professional and career development and employability

Department and University Citizenship and Engagement

- Contribute to the development and implementation of the university's strategic agenda through formal and informal leadership and contributory roles to deliver core outcomes at the discipline and Department level
- Provide leadership and contribute to the development of the University's community engagement agenda and activities

Relationships

Internal relationships: Head of Department, Dean of Business School, Academic colleagues of the Department, Associate Deans, Faculty Professional staff

External relationships: External grant providers, national and international Academics in the discipline, stakeholders in Academic journals; industry and professional bodies relevant to the discipline(s)

Selection Criteria

Qualifications and experience

- PhD in Information Systems, Business Analytics, or a related discipline
- Internationally recognised research reputation underpinned by publications in high quality journals such as the FT50 list, ABDC A* journals, AIS Basket journals and the UTD journal list
- Expertise in at least two of the following areas of research specialisation within the Department: information systems; business analytics; business analytics and decision-making; machine learning; digital innovation, transformation and disruption; digitally-enabled globalisation; digital entrepreneurship; IT and business value; digital health; artificial intelligence and the future of work
- Expertise in at least three of the following areas of teaching focus within the Department: business analytics; information systems; artificial intelligence for business; digital transformation; machine learning; data science; cyber security; enterprise systems; project management
- Distinguished record of scholarly learning and teaching in UG and PG programs, including innovative curriculum design and supervision to doctoral level
- Success in obtaining and timely completion of competitive external research grants
- Successful engagement with research, community, and industry to enhance the national and international standing of the discipline
- Demonstrated success and passion for mentoring and leadership in teaching, research and administration

- Excellent interpersonal skills and a proven ability to establish good working relationships with colleagues

Capabilities

- **Environmental Scanning**: Seeks emerging trends; identifies issues within field of expertise and University context
- **Planning and Organising:** Plans, analyses and co-ordinates the delivery of projects while balancing priorities and resources
- **Inspiring Results:** Translates strategic priorities into operational reality; inspires outcomes through others
- **Leading Teams:** Uses appropriate methods to support, develop, motivate, and guide the team to achieve successful outcomes
- **Collaboration:** Proactively supports working together, shares ideas and provides constructive feedback; respects and values others
- **Building Networks and Partnerships:** Identifies and invests in relationships essential for growth and positive outcomes

Special Requirements

- Occasional interstate or overseas travel may be required and regular travel within Victoria will be required
- Working with Children Check
- May be required to teach from other campuses in addition to the home campus

Note The intention of the position description is to provide an outline of scope and responsibilities, at a point in time. Please note, responsibilities may evolve in accordance with organisational needs.