

# ASSOCIATE PROFESSOR

<b>SCHOOL</b>	School of Business
<b>SPECIALISATION</b>	Accounting
<b>CLASSIFICATION</b>	Level D
<b>WORK LOCATION</b>	Main Campus

## ORGANISATIONAL CONTEXT

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Monash University is a modern, global, research-intensive university, delivering education and research excellence in Australia and across the Indo-Pacific. We are making a positive impact on today's global challenges – whether by mitigating climate change, easing geopolitical insecurity or fostering healthy communities. Monash University is Australia's largest university and a member of the prestigious Group of Eight, a group of Australia's eight leading research universities. We have been consistently ranked among the world's top universities, at 42nd globally in the QS World University Rankings and 54th in the Times Higher Education World University Rankings in 2024, reflecting our strong commitment to academic and research excellence.

Monash University is a global university with four campuses in Australia and a campus in Malaysia and Indonesia. In India, Monash Research Academy is a postgraduate research and PhD training partnership with the Indian Institute of Technology Bombay, whilst Monash-Suzhou is a partnership between Monash University and Southeast University focused on world-class research and training in China. The Monash University Prato Centre meanwhile provides a European base for international research and education. Additionally, Monash has extensive international partnerships and study abroad programs with more than 100+ partner universities around the world.

Established in 1998, Monash University Malaysia is Monash's third-largest campus and one of Malaysia's most respected higher education institutions. We were awarded the prestigious "Berdaya Saing" (Competitive) status for the SETARA rating assessment by the Ministry of Higher Education Malaysia in 2022, cementing our position in the very top cohort of outstanding universities in the country. In the same year, we retained our five-star rating for research excellence from the Malaysia Research Assessment (MyRA).

We attract students from Malaysia and all over the world. More than 9,200 students representing approximately 72 nationalities are currently enrolled at Monash University Malaysia, and they enjoy a quality study experience supported by committed staff members. Since welcoming our first cohort of 417 students, we have graduated more than 26,500 students.

We pride ourselves in educational excellence, offering degrees in arts and social sciences, business, engineering, information technology, medicine, psychology and health sciences, pharmacy, and science across seven schools. New courses in emerging areas, including artificial intelligence, data science, digital business

and pharmaceutical science, expand our range of internationally-recognised degrees for a changing world. We invest in constantly upgrading our facilities to incorporate cutting-edge teaching and learning technology to enhance our students' and staff's experience.

In line with Monash University's strategic plan, Impact 2030, our research focuses on issues of national and global significance. We strive to formulate and implement solutions that could mitigate the effects of climate change, promote geopolitical security in the ASEAN region and improve health and wellbeing to enable communities to thrive. Our [research projects](#) and [researchers](#) are making long-term and sustainable impact across health, economics, policy, technology, the environment and society at large. We also offer a broad range of [world-class infrastructure and services](#) to support the needs of the research community and industry.

Our campus is located in Greater Kuala Lumpur, one of the region's industrial hotspots. We sit in the heart of the rapidly developing economic corridor linking Singapore, Kuala Lumpur, Bangkok and beyond. Our education and research are oriented towards deep engagement with this dynamic socio-economic and industrial landscape.

Monash University Malaysia is committed to delivering quality education and research to address the global challenges of our time, and we have ambitious plans to reach our goals. Join us as we make a positive difference for the betterment of communities worldwide.

For further information, please visit [www.monash.edu.my](http://www.monash.edu.my).

The School of Business is the largest school at Monash University Malaysia with enrolment numbers close to 3000 students. The School is structured into seven departments namely Accounting, Finance, Business Law and Taxation, Econometrics and Business Statistics, Economics, Management, and Marketing.

The School's vision is to be an innovative and enterprising Business School in the region focused on developing excellence in research, teaching and learning to create developmental opportunities for our stakeholders. By pursuing this vision, the School contributes to the University's mission to improve the human condition by advancing knowledge and fostering creativity. The School's mission is to have an impact on the way business is conducted through high quality research, educational excellence and engagement with stakeholders.

The School is led by the Head of School who is advised and supported by an Executive Committee comprising senior academic and professional staff members of the School: Deputy Heads of School, Heads of Discipline, Senior School Manager and managers.

For further information, see: <https://www.monash.edu.my/business>

## **POSITION PURPOSE**

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A Level-D academic is expected to exercise a special responsibility in providing leadership and in fostering excellence in research, teaching, professional activities and policy development in the academic discipline within the department or other comparable organisational unit, within the university and within the community, both scholarly and general.

The academic will have responsibility for fostering excellence in research, teaching, engagement and professional activities in the academic discipline within the school, campus and the University.

**Reporting Line:** If the incumbent is the Head of Department, the position reports to the Head, School of Business; otherwise, the position reports to the respective Head of Department.

**Supervisory responsibilities:** As assigned.

**Financial delegation and/or budget responsibilities:** As assigned.

**Financial delegation and/or budget responsibilities:** Not applicable

## **KEY RESPONSIBILITIES**

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1. Actively engage in a specialist research area in line with the School's/Faculty's research strategy, by maintaining a substantial active publications record (high-quality refereed journals) and supervising and mentoring early career researchers and research students.
2. Foster research excellence through procuring competitive research grants, leading significant research projects and working with other staff to develop research links.
3. Provide strong and committed leadership in teaching, curriculum development and research training by participating in the faculty's curriculum planning and development processes, academic committees, and relevant examination processes in addition to monitoring the quality of individual teaching in the relevant discipline.
4. Provide innovative and effective leadership for the expansion of the School/Faculty's HDR program by attracting high quality HDR students.
5. Contribute to academic and administrative leadership within the School/Faculty by participating in the development of policy and strategy.
6. Maintain and broaden collaborative partnerships with relevant faculties and departments/schools within the University and community.
7. Maintain and broaden collaborative partnerships with external agencies both nationally and internationally, making a significant contribution to the profession.
8. Actively contribute to partnering with industry and diversifying funding avenues.
9. Contribute to the School's internal and external engagement strategy with industry, government and community stakeholders.
10. Actively participate in promoting the School's presence on the local, regional and global stage through individual and group appearance in international, national and local media and communications.
11. Organising workshops, symposia, and conferences (national, international) that bring together key stakeholders (academics, policy makers, corporations and communities) to tackle important global and local challenges and issues.
12. Mentoring ECRs and developing research, teaching and engagement capabilities.
13. Initiating and leading multidisciplinary projects for transformative impact on local communities, the nation and the region.

## **KEY SELECTION CRITERIA**

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### **Education/Qualifications**

1. The appointee will have:  
a doctoral qualification, or equivalent accreditation and standing, and recognised as a leading authority in the relevant discipline.

### **Knowledge and Skills**

2. Evidence of outstanding scholarly activity of an international standard in the area of Accounting and a demonstrated ongoing commitment to one or more programs of research.
3. Demonstrated ability to generate research income, including from both traditional and more innovative sources of research funding.
4. Record of successful supervision of postgraduate research students and the ability to make a significant contribution to postgraduate training programs in the area of Accounting.
5. Proven excellence in teaching at both undergraduate and postgraduate levels.
6. Willingness and capacity to make a substantial contribution to all activities of the department, including administration and planning.
7. Proven professional leadership qualities and capacity for executive administrative responsibilities.
8. Evidence of sustained relationships with industry, business, government agencies and professional bodies coupled with vision for the future needs and development of the area of Accounting within Malaysia, Asia and internationally.
9. The incumbent will be required to deliver units using different pedagogies that range from fully face-to-face, flipped or blended learning, to fully online.
10. Demonstrated capability to engage with industry, government and community stakeholders for meaningful impact.
11. Ability to initiate and lead multi-disciplinary projects to deliver transformative impact that improve the condition of the local community and global society.
12. Proven record of successful mentoring of ECR in teaching, research or engagement.
13. Established record of external recognition and media presence nationally, regionally or internationally.
14. Able to teach in three of the following areas: (i) Management Accounting, (ii) Financial Accounting, (iii) Accounting Information Systems, (iv) Auditing, and (v) ESG Reporting

### **LEGAL COMPLIANCE**

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Ensure you are aware of and adhere to legislation and University policy relevant to the duties undertaken, including: Equal Employment Opportunity, supporting equity and fairness; Occupational Health and Safety, supporting a safe workplace; Conflict of Interest (including Conflict of Interest in Research); Paid Outside Work; Privacy; Research Conduct; and Staff/Student Relationships.