



**Australian  
National  
University**

## Position Description

<b>College/Division:</b>	<b>ANU College of Business and Economics</b>
<b>Faculty/School/Centre:</b>	<b>Research School of Management</b>
<b>Position Title:</b>	Associate Professor in Management
<b>Classification:</b>	Academic Level D
<b>Position term:</b>	Ongoing
<b>Position No:</b>	
<b>Responsible to:</b>	Director, Research School of Management

### PURPOSE STATEMENT:

The Research School of Management (RSM) is seeking to appoint an Associate Professor in Management to provide academic leadership and high-quality research, teaching and external engagement that will reinforce and strengthen the outstanding achievements of the School.

### KEY ACCOUNTABILITY AREAS:

#### Position Dimension & Relationships:

The Associate Professor in Management is expected to work collegially with academic and professional staff to inform and shape the research and teaching agenda of the School. The Associate Professor will conduct research of international standing and make active, independent contributions to undergraduate and graduate teaching. They contribute to the intellectual life of the School through seminar and other research activities.

Our College values of Excellence, Robustness, Respect, Collegiality and Unity represent what we care about collectively. We refer to our College values to guide behaviour that helps ensure that we are treating one another well and are working together in the most effective way possible. Our Values and Behaviours are available [here](#).

#### Role Statement:

Under the broad direction of the Research School Director, the Associate Professor in Management will:

1. Undertake original and innovative research in their field, leading to internationally recognised scholarly achievements including publication in leading refereed journals; be invited to present research at academic seminars, national and international conferences; and, collaborate with other academic staff both within and outside of the University.
2. Actively seek and secure external funding including the preparation of research proposal submissions to external funding bodies.
3. Make a significant contribution to the teaching activities of the School including review and development of educational policy, programs and courses.
4. Maintain and actively promote high academic standards in the education, research and administration endeavours of the School, College and University.
5. Supervise students at honours, graduate coursework, and higher degree research levels.
6. Participate and provide leadership in the School, College and the University, including the mentoring and development of junior academic staff.
7. Proactively contribute to the operation of the School, College and University including developing policy and being involved in governance and administrative matters.
8. Participate and provide leadership in community outreach activities including to prospective students, research institutes, international NGO's, Australian and foreign Governments, the media and the general public for the broader benefit of the University.
9. Comply with all ANU policies and procedures and in particular those relating to work health and safety and equal opportunity.
10. Other duties as consistent with the level of the position

## Sill Base: Level D

A Level D academic will make a significant contribution to the teaching and research in their discipline area at the national and international level. They make original contributions and expand knowledge or practice in their discipline. A Level D academic will demonstrate academic excellence and make a significant contribution the activities of an organisational unit or an interdisciplinary area at undergraduate, honours and postgraduate level where they will play a major role and provide leadership.

## SELECTION CRITERIA:

1. PhD by research in management, preferably in the area of leadership.
2. Track record of peer-reviewed publications in high-impact journals in their field, including in FT50 and ABDC A\* journals.
3. Success in attracting competitive external research funding.
4. Evidence of high quality teaching (including preparation and delivery of lectures, tutorials and assessment) as demonstrated by good oral and written English communication skills and excellent teaching evaluations. Evidence of capacity to deliver executive education would be viewed favourably.
5. Demonstrated experience in building strategic alliances with industry, government and other Universities at a national and international level.
6. Track record of supervising research students to completion at the Honours, postgraduate and higher degree levels, including an ability to mentor early career researchers.
7. Evidence of being able to foster and maintain inclusive, respectful and productive working relationships with staff, students and colleagues at all levels.
8. A demonstrated understanding of WHS, equal opportunity (EO) principles and policies and a commitment to their application in a university context.

*The ANU conducts background checks on potential employees, and employment in this position is conditional on satisfactory results in accordance with the [Background Checking Procedure](#) which sets out the types of checks required by each type of position.*

<b>Supervisor/Delegate Name:</b>	Professor Vinh Lu	<b>Date:</b>	01 March 2023
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## References:

[Professional Staff Classification Descriptors](#)

[Academic Minimum Standards](#)