



# Associate Professor

# Organisational Behaviour/ Management

## CONTACT

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Applications close on 15 November 2019.

[deakin.edu.au/business](http://deakin.edu.au/business)



# About Deakin

**TOP  
2%**  
of the world's  
universities<sup>1</sup>

**No.1**

in Victoria for  
student satisfaction  
2010–2017<sup>2</sup>

**No.214**

ARWU global ranking  
of world universities<sup>3</sup>  
research capabilities

Deakin's growing reputation is reflected in its rapid rise in international rankings; Deakin entered the prestigious Academic Ranking of World Universities for the first time in 2014 and now ranks an estimated 214 (ARWU 2017). Deakin is ranked 29 in the QS ranking of the world's top universities under 50 years. Eighty-nine percent of Deakin's research was rated at or above world standards in the Australian Government's Excellence in Research for Australia (ERA).

Established in 1974, Deakin University was named after the leader of the Australian Federation movement and the nation's second Prime Minister, Alfred Deakin.

Deakin University has five campuses, one in Melbourne's eastern suburbs, two in the port city of Geelong and one in Warrnambool on the south-west coast of Victoria. Deakin's fastest growing campus is in the Cloud where over 14 000 students study predominantly online. All students, regardless of their campus or mode of study, benefit from Deakin's award-winning digital environment.

Deakin is proud of its inclusive and student-focussed culture and its reputation for using innovative digital solutions to provide an engaging and personalised learning experience. Deakin is committed to lifelong learning, providing students with choices about how, when and where learning occurs.

Deakin's four faculties offer courses across the arts, design, science, sport, nutrition, architecture, business, law, medicine, optometry, engineering, nursing, allied health, psychology and teaching.

With 58 000 students Deakin is one of Australia's largest universities and is ranked in the top 2 per cent of the world's universities in the major international rankings (ranked 29 in the QS ranking of the world's universities under 50 year).

As a Victorian university with a global impact, Deakin is translating its research into the commercial outcomes that will drive the innovation Australia's economy needs now and into the future. Research at Deakin focusses on innovation and robust partnerships with industry and business and it is building a formidable international reputation in areas of emerging national social, economic and political priority in its core areas of health, carbon fibre, energy and cyber security. Deakin has integrated its research growth plan into its overall strategy of service, developing its base in advanced manufacturing, which is vital for the Geelong community and Information technology, which is strong in the surrounds of its Melbourne campus.

## Our strategy

Deakin's vision and mission is articulated in its strategic plan *LIVE the future: 2017-2020*. Through *LIVE the future*, Deakin aspires to be Australia's premier university in driving the digital frontier, enabling globally connected education for the jobs of the future, and research that makes a difference to the communities Deakin serves.

Informed by its Australian and Victorian context and engaged locally in the communities it serves, Deakin advances:

- Learning – offering students a brilliant education where they are and where they want to go
- Ideas – making a difference through world-class innovation and research
- Value – strengthening our communities, enabling our partners and enhancing our enterprise
- Experience – delighting our students, our alumni, our staff and our friends.

These four interconnecting elements form the acronym *LIVE*, and together they articulate the Deakin promise to its students, staff, alumni, partners and friends.

Leader in graduate satisfaction in Victoria for the eighth consecutive year (in the **Australian Graduate Survey** (2010–15) and the **Graduate Outcomes Survey, QILT** (2016–17).

Top 2% in global rankings in the major international university rankings: ARWU, QS, Leiden and Times Higher Education.





# Deakin Business School

Deakin Business School (DBS) comprises six academic departments that span the full range of business disciplines: Accounting, Economics, Finance, Information Systems & Business Analytics, Management, and Marketing.

The mission of DBS is to prepare graduates for careers of the future. We harness emerging technologies to facilitate innovative, borderless, and personalised education. Our research informs our practice and impacts the communities with whom we engage.

DBS has over 15 000 students, comprising 10 000 undergraduate students, 4900 postgraduate students and 160 PhD students in our single and combined degree programs. Most of our degree programs have been accredited by leading national and international accreditation agencies.

The Deakin MBA and Bachelor of Commerce are internationally recognised and EPAS accredited by the European Foundation for Management Development. EPAS is an international quality benchmark for business programs worldwide. In addition, the Deakin MBA is rated five stars by QS for program strength, delivering an 'attractive and recognised program with a very high graduate employability rate'. In 2016 DBS received accreditation by AACSB International. Only five per cent of business programs worldwide are AACSB accredited.

## Our mission and vision

Our mission is to prepare graduates for the careers of the future by harnessing emerging technologies to facilitate borderless, personalised education, and by conducting research that informs our practice and impacts the communities we serve.

Our undergraduate, graduate and doctoral degrees are informed by scholarship and are relevant to both national and global contemporary issues. Flexible learning strategies provide a distinctive student experience. The Faculty's teaching aims to be innovative utilising face-to-face teaching and on-line technologies to ensure a high level of flexibility for the diverse learning needs of our students.

Our academic staff are engaged in both pure and applied research across the business and law disciplines and are focused on issues which are of relevance to government, business and community organisations. To this end, we actively seek partnerships with these organisations, other like-minded universities and alumni.

Our students come from diverse backgrounds and we value this diversity. Graduates are confident and competent in the use of on-line technology and are ready to make a significant contribution to the organisations they serve. They are highly valued by employers for both their knowledge and their graduate attributes.

The Faculty is committed to extending the boundaries of business and legal education. It achieves this through close relationships with professional associations, other education providers and universities, business, employers and government across Australia and internationally.

## Department of Management

The department comprises 60 faculty with education and research strengths spanning five core sub-disciplines: organisational behaviour, leadership and management education; human resource management and industrial relations; international business management and strategy; sport management; and arts and cultural management.

Faculty regularly publish their research in leading management journals, including *Academy of Management Journal*; *Journal of Organizational Behavior*; *Journal of Applied Psychology*; *Human Resource Management*; *British Journal of Industrial Relations*; *Leadership Quarterly*; *Journal of Sport Management*; *Australian Journal of Public Administration* and *Journal of Business Ethics*. Staff members are also on the editorial boards of top-tier management journals including *Academy of Management Journal*; *Academy of*

*Management Review*; *Human Resource Management Journal* and *Journal of Business Ethics*.

The department's work impacts the communities it serves. Research has informed Australian government inquiries into employment relations and the Islamic Museum of Australia's social inclusion policies. The department has partnerships with a wide variety of organisations, including VicHealth, Knox City Council, Whitehorse City Council, Victoria Police, the North Melbourne Football Club, Arts Centre Melbourne, DFAT, Creative Victoria, Melbourne Fringe Festival and the Victorian Equal Opportunity and Human Rights Commission.

The applied focus of staff members' research and teaching is also evidenced by successfully obtaining competitive and prestigious research income through ARC Discovery and Linkage grants, NHMRC grants and OLT grants.

# Innovative, borderless, and personalised education

DBS embeds discipline-specific technical and employability skills in innovative learning activities and assessment tasks. These skills are necessary for students to secure a graduate position or, for postgraduate students, a promotion.

Our courses are designed with embedded learning goals to ensure that our graduates are self-aware, resilient, digitally astute, critical problem solvers, and open to the complexities of change. These skills, along with the technical skills they acquire in their desired discipline or major, position them for future careers and jobs, many of which will only become apparent 10, 20 or even 30 years from now.

## Personalised education

Personalised education is possible by harnessing emerging technologies to provide responsive courses wherever students are geographically located (at home, on campus, at work, or elsewhere), and wherever students are in their learning preparedness, career trajectory and life stage. DBS provides located and cloud-learning to provide accessible, media-rich, interactive, and active educational experiences designed for excellent learning outcomes and optimum employability. For example, personalised education is delivered via DeakinSync, an innovative dashboard where students can navigate their personalised learning space to monitor their unique learning journey.

Deakin Genie is a new digital personal assistant being trialled in DBS and will eventually be rolled out to all students. It will enhance the quality of the student experience by providing students with access to all their study materials and provide a simple interface to all Deakin systems.

## Borderless

DBS Students receive an equivalent experience regardless of campus or mode of study. Deakin University's promise to all students is to offer brilliant education where they are (geographically and educationally) and where they want to go (professionally and in the community). In particular, DBS provides world-class cloud learning globally and locally to enable learners to tailor their individual learning to achieve at their own pace and in their own space. It is important to note that DBS on campus students benefit from access to the Cloud (online) learning materials. The convenience and quality of the cloud experience means that students are able to use these materials to supplement or indeed replace traditional activities such as face-to-face class and seminar attendance

## Active and engaged learning

DBS has recently invested heavily in improving learning spaces including physical classrooms and other spaces where students interact synchronously with their peers, teachers and experts from different locations, whether it is on campus or in the Cloud. These include the Telstra Trading Room and our premium converged learning spaces allowing for accessible and inclusive learning anywhere. This is enhanced through an integrated set of social learning web 2.0 tools such as blogs, wikis, and utilises other digital curation and social media applications such as Twitter, Scoop.It, Facebook, Yammer and LinkedIn to facilitate collaborative learning interactions and active knowledge constructions through formal and informal learning activities in virtual communities and networks.

## Contemporary curriculum

DBS offers a comprehensive suite of undergraduate and postgraduate programs and our new PhD Xtra program. Specialist areas covered in our curriculum include:

**Accounting:** Financial Disclosure and Auditing; Financial Planning, Corporate Governance, Management Control; Accounting Systems.

**Economics:** Political Economy and Public Choice; International Trade; Economic Theory, Economic Growth and Development; Labour Economics and Industrial Relations.

**Finance:** Banking; Corporate Finance; Corporate Governance; Financial Econometrics; Financial Markets; Real Estate.

## Information Systems and Business Analytics:

Visual and Cognitive Analytics; Information Governance and Security; Competitive Information.

**Management:** Business Ethics; Sustainability and Corporate Social Responsibility; Public Policy; Cross Cultural and Diversity Management; HR Management; Industrial Relations; Leadership; International Business; Governance, Strategy and Process Management; Sport Management; Arts Management.

**Marketing:** Transformative Consumer Research; Marketing and Public Policy, Social Marketing; Marketing Communication, Services Marketing; Strategy; Customer Analytics.

A number of our courses have been recognised as being among the internationally best in their field by leading international ranking organisations and professional bodies, for example:

The Deakin MBA (online) was ranked 16th in the world by QS for both 2017 and 2016.

The Deakin MBA is rated by QS for programme strength, delivering an "attractive and recognised programme with a very high graduate employability rate".

The Master of Business (Sport Management) is currently ranked in the top 10 in the world by SportBusiness International and it is the only Australian programme in the top 25.

DBS has established a partnership with the Association of Chartered Certified Accountants (ACCA) that combines our Master of International Accounting with pathways to accreditation by a global professional body.

## Building Capacity for Enhanced Learning

Teaching in DBS is supported by the Building Capacity for Enhanced Learning (BCEL) program, an initiative to provide support and training in all our digital platforms and support in assessment design and active learning approaches

Full details of the BCEL capacity building sessions and support to DBS academics can be found at: [blogs.deakin.edu.au/learning-innovations/](https://blogs.deakin.edu.au/learning-innovations/)

# Business research with a difference

DBS produces research that is rigorous, as judged by peer-review; relevant to critical issues faced by business, government and society, and capable of informing and enriching learning, teaching, course design, and content. These aims are reflected in the DBS research concentrations, which include:

- Corporate social responsibility, with discipline strengths in corporate governance, auditing, business ethics, and social marketing.
- Employee health and wellbeing, with discipline strengths in leadership, workplace integration, and health promotion.
- Business analytics, with discipline strengths in customer analytics.
- Economics and finance, with discipline strengths in economic theory, economic policy, financial econometrics, banking, and superannuation
- Business education, with discipline strengths in accounting education, management education, and marketing education
- Governance and accountability with discipline strengths in auditing and corporate governance.

The expertise of our world-class researchers covers a vast array of concentrations and underpins the establishment of six key, interdisciplinary research centres:

## 1. China Business and Economics Research Centre (C-BERC):

Building on our existing international partnerships, C-BERC is a focal point for research on China and seeks to strengthen connections with universities across China.

## 2. Centre for Employee Health and Consumer Wellbeing:

The Centre undertakes research, project-based consultancies, advisory services and research training within two streams: 1) employee health and 2) consumer wellbeing. The centre links business activities with health outcomes for businesses and individuals.

## 3. Centre for Sustainable and Responsible Organisations (CSaRO):

CSaRO works with organisations and stakeholders in designing and appraising community engagement and employee volunteering activities, supporting the development of social enterprises, measuring the social impact of business, assisting social innovation and social enterprise, and fostering sustainable business practices.

[deakin.edu.au/business](http://deakin.edu.au/business)

## 4. The IPA-Deakin SME Research Centre:

The scope of activities includes providing briefings, policy papers and academic research for small and medium enterprises (SMEs) and not-for-profit enterprises (NFP). It focuses on areas such as, but not limited to, sustainability, governance, small business regulation, self-managed superannuation funds and financial services.

## 5. Centre for Financial Econometrics:

The Centre develops new methods for analysing and testing financial economics hypotheses and makes contributions to public policy through industry engagement.

## 6. Deakin Laboratory for the Meta-Analysis of Research:

The aim of DeLMAR is to bring together scholars across Deakin involved with metaanalysis and research synthesis. A unifying focus of the lab's work is the development and application of methods that are shared across research problems in the social and natural sciences. A second unifying focus is an emphasis on producing evidence-based knowledge that can inform policy across disciplinary boundaries.

Reflecting a suite of wide-ranging specialities, these centres promote new-generation research networks that deliver real-world results to our stakeholder communities. This means that business, not-for-profit, government and professional sectors have access to relevant, world-class research as they tackle some of the issues in complex, rapidly-changing macro and micro environments.

In addition to the inter-disciplinary research centres within the school, DBS is also part of a cross-faculty, university-level strategic research centres (SRC):

## 7. Centre for Sport Research:

The Centre aims to use and promote sport and exercise as a vehicle to create healthy communities and build governance and management capacity to support participation and involvement in sport.

'Healthy sport, healthy organisations, healthy community' describes both the Centre's focus and goal.

On a national level, DBS is a member of two federally funded collaborative research centres (CRCs):

## 8. Bushfire and Natural Hazards CRC:

This research collaboration between DBS and University of Melbourne serves the Attorney General's Department, the Metropolitan Fire Brigade, the NSW Rural Fire Service and the South Australian Rural Fire Service.

## 9. Data to Decisions CRC:

This CRC brings together researchers and industry to tackle the Big Data challenges that face Australia's national security agencies and to undertake impactful research, development, education and training that delivers outcomes to national security and other data intensive sectors.

Research at DBS is supported by the 'BUILd' program, an initiative to enhance research capacity and capability development within the School. The program brings researchers from around the world to provide DBS scholars with relevant and contemporary research advice and guidance. BUILd also promotes the generation of research networks both within and outside Deakin by bringing people together in real and virtual environments.

# Position details

## Associate Professor

Deakin Business School and the Department of Management are seeking to recruit academics to join a team of established colleagues in Organisational Behaviour/Management

The appointee will be expected to:

- Provide leadership which enhances the achievement of the Department's strategic plan in research, teaching and external engagement.
- Contribute to the Department's teaching programs at undergraduate and postgraduate teaching and supervision at honours and/or doctoral levels.
- Undertake and publish high-quality research in journals of national and international reputation.
- Actively contribute to the development of the Department's research agenda, including a strong performance in Excellence in Research for Australia (ERA).
- Participate in competitive external research funding activities and generate research income through application to major funding bodies.
- Actively participate in activities which enhance the School's disciplinary profile and reputation.
- Foster relationships with research, community, industry, government and professional partners and with other higher education institutions.
- Enhance the scholarly reputation of the University.

### The successful candidate

#### Selection criteria

The successful candidate will be a well-rounded scholar with a research record and a demonstrated reputation as an educator.

Candidates must demonstrate:

- PhD in a relevant discipline.
- Experience in undergraduate and postgraduate teaching and supervision at honours and/or doctoral levels.
- A sustained research reputation in internationally recognised research and scholarly publications
- Evidence of success in obtaining competitive external research funding.
- Commitment in fostering relationships with research, community, industry, government and professional partners and with other higher education institutions.
- Engagement with external bodies to enhance the national and international standing of the discipline.

The classification on appointment will be commensurate with the successful candidate's qualifications, experience and professional profile as evidenced by their publications record and teaching performance and supported by independent referee reports.

### Organisational relationships

the appointee will form part of the Department of Management.

The appointee will be actively involved in teaching, research, academic and professional service and engagement, industry partnerships and professional activity. The appointee will interact with other staff within the Department, School and University, their peers in other universities, both nationally and internationally, and with community, professional and industry organisations. The appointee will interact with students at all levels.

### Position location

This position is located at the Melbourne Burwood/Waterfront Campus. Staff may be required to travel from time to time to and from campuses to meet work requirements.

### Reporting

This position reports to Head, Department of Management.

### Performance expectations

Annual performance objectives and expected outcomes will be defined for this role in accordance with the Minimum Standards and Typical Duties for Academic Levels (MSTDALs) and Faculty Research Expectation Models (FREMs). Specific duties will be allocated with reference to the applicable Workload Allocation Model (WAM). These documents are updated from time to time and are available on request.





# Appointment process and how to apply

## Application

Thank you for your interest in the position of Associate Professor, Deakin Business School. Please direct all correspondence and enquiries.

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Applications should be made online at [deakin.edu.au/about-deakin/careers-at-deakin/your-opportunity](https://deakin.edu.au/about-deakin/careers-at-deakin/your-opportunity) and include a complete resume and a response to the selection criteria.

**Applications close 15 November 2019.**

Offers of appointment will be made subject to budgetary approval.

Please quote reference number: 494774

Deakin University values diversity, enables access and promotes inclusion. Deakin University is an employer of choice for women and strongly encourages applications from Aboriginal and Torres Strait Islander people.

## Interview process

Short-listed candidates will be interviewed by a panel of esteemed colleagues, including senior faculty members and professional associates. Details of professional referees will be required prior to interview.

## Remuneration and benefits

An attractive remuneration package is offered. Salary will be commensurate with qualifications, experience and research record.

Relocation support may also be available.

## Term of appointment

Appointment is for a Lecturer which is subject to an initial 3 years probationary period.

## Special requirements

This role has been identified as having contact with children and requires the incumbent to apply for and maintain a Working With Children Check (refer to Deakin's Recruitment Procedure for further details).

## Our locations

Deakin has five campuses, one in Burwood, two in Geelong (Waterfront and Wairn Ponds), one in Warrnambool and the vibrant Cloud Campus through which 20% of our students study.

Melbourne has been named the world's most liveable city for more than seven years running\*.

Further information regarding our locations and relocating to Victoria can be found here:

### [Our locations](#)

### [Considering Relocation](#)



[Melbourne timelapse](#)



[Geelong/SurfCoast timelapse](#)

\*Most liveable city in the world ranking published annually by the Economist Intelligence Unit.



[deakin.edu.au/business](https://deakin.edu.au/business)

## Melbourne Burwood Campus

Melbourne Burwood Campus is Deakin's thriving metropolitan campus, attracting over 27 000 undergraduate and postgraduate on-campus students. It boasts open and inviting spaces for socialising and studying, innovative architecture, spacious new buildings and wireless hotspots.





# Melbourne – one of the world’s most liveable cities

Melbourne has been ranked in the top five of ‘the most liveable cities in the world’ by the Economist Intelligence Unit for seven years in a row. QS rankings also confirmed Melbourne’s position as the number two city in the world for students.

Melbourne is famous for its music festivals, free community-based activities, performing arts, outstanding restaurants, excellent shopping and beautiful parks and beaches, which attract visitors from around the globe. Melbourne was named sporting capital of the world in the 2016 Sport Business Sport City Awards. Its world-class sporting facilities attract international events such as the Australian Grand Prix, Australian Tennis Open, the ICC Cricket World Cup and the Melbourne Cup. Rugby, soccer and Australian Rules Football games attract major crowds.

[visitvictoria.com](http://visitvictoria.com)

With unique experiences, an innovative culture and world-class businesses, Australia is a welcoming and inspiring destination.

Australia is the world’s sixth largest country and its smallest, flattest continent. It’s about the same size as the 48 mainland states of the US and 50 per cent larger than Europe, but has the lowest population density in the world – only two people per square kilometre.

The Indigenous cultures of Australia are the oldest living culture in the world’s history, dating back more than 50 000 years ago.

Since 1945, more than six million people from around the world have come to live in Australia. In Australian homes, more than 200 languages are spoken, with Italian, Greek, Cantonese and Arabic the most popular after English.

Most Australians live within 50 kilometres of the coast, making the beach a vital part of Australia’s lifestyle. With almost 50 000 kilometres of coastline, Australia has over 10 000 beaches, more than anywhere else in the world.

A great place to do business The Australian economy has been ranked as the most resilient in the world five times since 2002, and ranked inside the top 10 of the world’s most resilient economies since 2008 by the World Competitive Yearbook of the International Institute for Management Development. With a thriving democracy, Australia is one of the most politically and economically stable nations in the world.

Australia’s major cities function as regional headquarters for more than 850 multinational corporations. For all its enterprise, Australia has a relaxed feel, with warm, friendly people who rejoice in the sheer beauty of their natural surroundings and the many leisure activities on offer.

[australia.com](http://australia.com)

