

Position description

Position title:	Professor, Accounting
Faculty and/or School/Section/VCO:	Federation Business School
Campus:	Mt Helen, Berwick or Gippsland Campuses, Travel between campuses will be required
Classification:	Academic Level E
Employment mode:	Continuing appointment
Probationary period:	This appointment is offered subject to the successful completion of a probationary period.
Time fraction:	Full-time
Recruitment number:	849001
Further information from:	Professor Christina Lee, Dean, Federation Business School Telephone: (03) 5327 6725 E-mail: christina.lee@federation.edu.au
Position description approved by:	Professor Andy Smith, Deputy Vice-Chancellor (Academic)

This position description is agreed to by:

Employee name

Signature

Date

The University reserves the right to invite applications and to make no appointment.

Warning: uncontrolled when printed.

Authorised by: Director, Human Resources
Document owner: Manager, HR Shared Services

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Background

Federation University Australia (FedUni) is a modern, progressive university providing high-quality vocational and higher education across a national and international network of campuses. The University has a distinguished history as the University of Ballarat, one of Australia's oldest higher education institutions. It became Federation University Australia in January 2014 upon amalgamation with Monash University's Gippsland Campus. Our campuses span Ballarat, Berwick, Gippsland and the Wimmera in Victoria. A new campus in Brisbane, Queensland, provides further opportunities for international students and student mobility.

Federation Business School is led by the Dean and is one of six schools at Federation University Australia. The School offers undergraduate, graduate and higher degree research programs across business disciplines, namely, Accounting & Finance, Marketing, Management, Law, and Economics.

The School embraces the University's purpose "to transform lives and enhance communities" and we fulfil this purpose by taking a transformational approach:

- to building on our unique opportunities;
- in responding to the dynamic higher education landscape; and
- delivering a sustainable future.

Position summary

The Professor, Accounting will be responsible for providing academic leadership in research, teaching, professional activities, and policy decisions in the academic discipline within the School and the University.

The Professor will have an outstanding research record, evidenced from his or her quality publications record, PhD completions and research grants. This position is a strategic appointment which forms part of the University's priorities to further develop its research capacity in business.

Key responsibilities

1. Provide academic leadership in Accounting, make an outstanding contribution to the development of the discipline.
2. Provide leadership for the development, implementation and monitoring of student retention and success strategies in Accounting.
3. Undertake research of an international calibre and generate research income.
4. Supervise research students at doctoral, masters and honours level.
5. Provide policy, strategic and planning advice regarding research activities to the Dean and other appropriate colleagues within the University.
6. Make a distinguished personal contribution to teaching at all levels, including conducting lectures, tutorials and workshops as required.
7. Foster interactions with industry, government, and community groups.
8. Provide leadership in the discipline.

9. Develop collaborative opportunities for undergraduate teaching, postgraduate coursework and supervision of research higher degree students.
10. Interact with relevant disciplines in the School and other Schools of the University, in developing research opportunities and teaching programs which are attractive to domestic and international students.
11. Take an active role as part of the leadership of the School and serving on committees of the University as required.
12. Contribute to the growth of the School through its research and teaching, and its international and income generation activities.
13. Reflect and embed the University's Principles, Objectives and Strategic Priorities when exercising the responsibilities of this position. For a more complete understanding and further information please access the Strategic Plan at: <https://federation.edu.au/about-us/our-university/strategic-plan>.
14. Undertake the responsibilities of the position adhering to:
 - The Staff and Child Safe Codes of Conduct and Conflict of Interest Policy and Procedure;
 - Equal Opportunity and anti-discrimination legislation and requirements;
 - The requirements for the inclusion of people with disabilities in work and study;
 - Occupational Health and Safety (OH&S) legislation and requirements; and
 - Public Records Office of Victoria (PROV) legislation.

Level of responsibility

The Professor, Accounting demands excellent analytical, conceptual and research skills, together with substantial, sustained and proven educational, research and professional experience.

The Professor, Accounting must be able to develop and implement long and short-term research strategies for the Discipline within the strategic framework of the University and in accordance with its mission, and possess significant problem solving abilities, creativity and initiative to resolve complex issues in a multi-sectoral regional university environment.

Training and qualifications

Doctorate or equivalent in Accounting.

The Professor, Accounting will also have completed the Graduate Certificate in Education (Tertiary Teaching) or equivalent. If the Professor, Accounting does not hold this qualification, they will be required to complete the qualification through the University's Centre for Learning Innovation and Professional Practice upon commencement of their employment (for further information, go to: <https://federation.edu.au/staff/learning-and-teaching/professional-development/award-programs/graduate-certificate-in-education-tertiary-teaching-gcett>).

Position/Organisational relationships

The Professor, Accounting will work under the general direction of the Dean, and work as part of the School's team of academic and administrative staff from the Academic Services and Support Directorate.

Key selection criteria

Applicants must demonstrate they are able to undertake the inherent responsibilities of the position as contained in the position description and are able to meet the following Key Selection Criteria:

1. Doctorate or equivalent in Accounting.
2. Graduate Certificate in Education (Tertiary Teaching) or equivalent or willingness and commitment to complete this qualification upon commencement of employment.
3. Possession of an international scholarly reputation including an outstanding record of research publications in refereed international journals in the area of Accounting.
4. Expertise in developing research programs in Accounting and managerial decision-making.
5. Ability to attract funds for research and/or consultancies from a variety of sources including significant success with national and/or international competitive research grants.
6. Strong record of supervision of Doctoral students to completion.
7. Demonstrated experience in establishing, leading and managing research groups.
8. Demonstrated experience in developing teaching programs and ability to conduct high quality teaching in one of the relevant disciplines.
9. Significant experience in engaging with external stakeholders, including government, industry, communities, professional associations, and funding bodies to achieve successful outcomes in research and education.
10. Excellence in communication and negotiation that will facilitate leadership in the School, the University and the wider community.
11. Demonstrated expertise in developing and implementing student-centred approaches with a focus on student success, including the ability to provide leadership in the development, implementation and monitoring of student-centred approaches and student success initiatives.
12. Demonstrated success in and commitment to effectively mentoring early and mid-career academic staff in research.
13. Knowledge and understanding of the needs, including learning needs, of a diverse range of students, including those with disabilities.
14. Demonstrated alignment with the University's commitment to child safety.

Minimum Standards for Academic Levels (MSALs) Teaching and research academic staff

Level E

A Level E academic will provide leadership and foster excellence in research, teaching and policy development in the academic discipline within the institution and within the community, professional, commercial or industrial sectors.

A Level E academic will have attained recognition as an eminent authority in his or her discipline, will have achieved distinction at the national level and may be required to have achieved distinction at the international level. A Level E academic will make original, innovative and distinguished contributions to scholarship, researching and teaching in his or her discipline. He or she will make a commensurate contribution to the work of the institution.

The standards are not exhaustive of all tasks in academic employment, which is by its nature multi-skilled and involves an overlap of duties between levels.

Federation University Australia
Union Collective Agreement
2015–2018
Academic and General Staff Employees