



## Position Description

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

### PURPOSE STATEMENT:

The Research School of Management has a strong focus on evidence-based management and is seeking to appoint a Professor or Associate Professor 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

Professors and Associate Professors are expected to work collegially with academic and professional staff to inform and shape the research and teaching agenda of the School. Professors and Associate Professors 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.

#### Role Statement:

Under the broad direction of the Research School Director, the appointee 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

**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.

**Level E**

A Level E Academic will have typically achieved international recognition for teaching and research in their discipline area. They demonstrate academic excellence and will be recognised as a leading authority in their discipline area. A Level E academic will make original, innovative and distinguished contributions which expand knowledge or practice in their field of research. They will provide leadership and foster excellence in research, teaching, professional activities and policy development within their discipline, department and University.

**SELECTION CRITERIA:****Level D academic**

1. PhD by research in a field relevant to the Research School of Management.
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 in a domestic and international context (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. Evidence of 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.

**Level E academic**

1. PhD by research in a field relevant to the Research School of Management.
2. An outstanding record of publication in high-impact journals in their field, including in FT50 and ABDC A\* journals.
3. Track record of attracting competitive external research funding.
4. Evidence of high quality teaching in a domestic and international context (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. Evidence of strategic alliances with industry, government and other Universities at a national and international level.
6. Track record of attracting and supervising research students to completion at the Honours, postgraduate and higher degree levels, including an ability to mentor early career researchers.
7. Evidence of providing academic leadership together with the ability 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.

<b>Supervisor Signature:</b>		<b>Date:</b>	
Printed Name:	Professor Giles Hirst	<b>Uni ID:</b>	