



ASSOCIATE PROFESSOR

SCHOOL/UNIT	School of Business
SPECIALISATION	Marketing
CLASSIFICATION	Level D
WORK LOCATION	Malaysian campus, Bandar Sunway

ORGANISATIONAL CONTEXT

Monash University Malaysia is the third largest campus of Australia's largest university. We carry with us the distinction of being the Malaysian constituent of a premier research intensive Australian university ranked among the top 100 universities in the world, and a member of Australia's prestigious Group of Eight.

We have maintained a proud tradition of education and research excellence for 20 years and counting, and are now recognised as a leader in the international higher education sector in Malaysia. Our location in Sunway City, one of the region's industrial hotspots, well positions us for scholarly engagement with Southeast Asia and beyond.

We believe that everyone has the potential to make a positive impact on the world. Throughout the years, we have welcomed more than 20,000 students from over 70 countries who are keen to do so. We provide our students with a supportive learning environment so that they are able to flourish and are empowered to succeed. Every day, we come together to embrace new ideas and devise solutions to address social, political and economic challenges of our communities.

This desire to make a difference and the relentless passion which drives us forward are what define Monash.

For further information see: www.monash.edu.my.

The School of Business is the largest school at Monash University Malaysia with enrolment numbers in excess of 2,200 students. The School is structured into 6 disciplines; Accounting & Finance, Business Law & Taxation, Marketing, Management, Economics, and Econometrics & Business Statistics.

The School's vision is to become one of the best business school in Asia, as measured by the quality and impact of its teaching and research, and, through these, to engage with and serve the community. 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 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: <http://www.buseco.monash.edu.my/>.

POSITION PURPOSE

An Associate Professor will make a significant contribution to all activities of the school, campus, Faculty and University and play a significant role within the profession or discipline. The appointee is recognised for their distinction in the area of discipline.

The appointee will primarily support research and teaching activities in their own disciplinary area. The incumbent will be an innovative researcher with strong and current record of research funding and international quality publications.

Reporting Line: The position reports to Head of Discipline, Marketing under broad direction

Supervisory Responsibilities: The position will be responsible for supervision of associate professors, senior lecturers, lecturers, sessional teaching staff and research assistants in the discipline

Financial Delegation: Not applicable

Budget Responsibilities: Not applicable

KEY RESPONSIBILITIES

The key result areas of Research and Education, Leadership and Management and External Relationships are the basis for the primary duties and responsibilities of the role. The appointee will be expected to contribute to his or her own discipline and every effort will be made to assist with the development of personal and professional links with the appropriate groups of researchers.

A workload will be agreed annually with the Head of School in the Performance Development Plan process. Other duties may be required from time to time as directed by the Head of School.

Research and Education

1. Publish research outcomes in high impact journals
2. Establish a strong program of research capable of attracting external funding and research staff
3. Successfully supervise honours and HDR students to completion
4. Have an active and supportive approach to inter-disciplinary and multi-disciplinary research that will help to foster interactions and links both within the University and externally
5. Lead and co-ordinate research activity in the discipline
6. Support the development and implementation of research strategy in the School
7. Conduct research into learning and teaching methodologies and disseminate best practice within the University and externally
8. Provide leadership in teaching and curriculum development
9. Design, develop and deliver a range of courses/units in the relevant discipline at undergraduate and postgraduate levels
10. Lead the development and clarification of academic standards and quality for the disciplinary area
11. Working closely with the Deputy Head of School (Education) in the development and implementation of teaching and learning strategy
12. Service to the School and Campus in ways which capitalise on experience and seniority

Leadership and Management

13. Foster and facilitate the development of outstanding academic programs, research and research training in the relevant discipline

14. Facilitate the management of the School's undergraduate and postgraduate programs, consistent with the objectives of the Campus
15. Provide innovative and effective leadership in the discipline
16. Contribute to academic and administrative leadership within the School and participate in the development of policy in the School, Faculty and University
17. Strengthen links with relevant faculties and schools within the University
18. Perform administrative and coordination duties that are necessary for the effective operation of programs
19. Actively participate in the administration and strategic development of the School
20. Represent the School's interests, views and needs in the broader Faculty, Campus and University contexts
21. Contribute to the School's talent management agenda through effective mentoring, coaching, supervision and performance management

External Relationships

22. Develop collaborative linkages and provide advice to government, industry and community organisations on relevant matters
23. Liaise with industry to foster collaboration and research opportunities, including funding for postgraduate students
24. Develop collaborations with other research groups in Malaysia and overseas
25. Provide leadership and participate in community affairs to enhance the standing of the discipline, Faculty and University regionally, nationally and internationally
26. Engage in cooperative efforts to develop cross-faculty or multi-disciplinary course proposals and research projects
27. Establish collaborative links with government and professional bodies for the promotion and development of the discipline

KEY SELECTION CRITERIA

Education/Qualifications

1. The appointee will have:
 - A doctoral qualification and/or recognised significant experience in the relevant discipline area

Knowledge and Skills

2. Evidence of scholarly activity of an international standard in the relevant discipline including significant publications in high impact journals, and a demonstrated ongoing high level of commitment to research
3. Demonstrated ability to generate significant external research income
4. Considerable record of successful supervision of HDR and/or PhD students to completion
5. The ability to make a significant contribution to undergraduate and postgraduate programs in the relevant discipline with evidence of innovation in new and existing curriculum development, course design and course management
6. Proven commitment to the delivery of excellent teaching and educational services to students and to effectively liaise with stakeholders
7. High level of interpersonal and communication skills and a proven ability to establish good working relationships with colleagues
8. Demonstrated ability to make a substantial contribution to administration, management and planning at the disciplinary level or higher

9. Substantial experience in academic administration, including people and program management skills, and the ability to promote a collegial, productive culture and to lead and motivate staff to deliver the required outcomes
10. Willingness to implement University policies
11. Demonstrated capacity to provide professional leadership and advice to members of the profession and the wider community on matters relating to the discipline

OTHER JOB RELATED INFORMATION

Participation in key events for the Campus and School, as required:

- Monash Open Day and Graduation Ceremonies
- Campus enrolment and induction sessions as the School's representative
- Campus, School and Discipline functions that may take place after normal office hours

LEGAL COMPLIANCE

Ensure you are aware of and adhere to legislation and University policy relevant to the duties undertaken, including: Ethics, Equal Opportunity, Occupational Health and Safety, Conflict of Interest (including Conflict of Interest in Research), Paid Outside Work, Personal Data Protection, Conduct of Research, and Staff/Student Relationships.