

Position Description



Position title:	Professor, Cognitive Enterprise
School/Directorate/VCO:	Federation Business School
Campus:	Ballarat, Berwick or Gippsland Campus. Travel between campuses and to others may be required
Classification:	Academic Level E
Time fraction:	Full-time
Employment mode:	Fixed-term employment, five years
Probationary period:	This appointment is offered subject to the successful completion of a probationary period.
Further information from:	Christina Lee, Dean, Federation Business School Telephone: (03) 5327 6725 E-mail: christina.lee@federation.edu.au
Recruitment number:	850198

Background

At Federation University, we are driven to make a real difference to the lives of every student, and to the communities we serve.

We are one of Australia's oldest universities, known today for our modern approach to teaching and learning. For 150 years, we have been reaching out to new communities, steadily building a generation of independent thinkers united in the knowledge that they are greater together.

Across our university and TAFE campuses in Ballarat, Berwick, Brisbane, Gippsland, and the Wimmera, we deliver world-class education and facilities. With the largest network of campuses across Victoria, as well as a growing Brisbane base, we are uniquely positioned to provide pathways from vocational education and skills training at Federation TAFE through to higher education.

Portfolio

Federation Business School (The School) is a multi-campus School and comprises approximately 40 continuing academic staff, a range of administrative and professional staff and sessional staff members.

The School offers undergraduate, graduate and higher degree research programs across business disciplines, namely, Accounting and Finance, Economics, Management, Cognitive Enterprise and Marketing.

The School embraces the University's purpose 'to transform lives and enhance communities' and we fulfil this purpose by taking a transformational approach and in close collaboration with regional and local businesses and the public sector, we seek to build on our unique opportunities; respond to the dynamic higher education landscape; and deliver a sustainable future.

Position summary

The Professor, Cognitive Enterprise (The Professor) is a strategic appointment which forms part of the University's priorities to further develop its key research and education strengths. The Professor will work closely with stakeholders to lead the advancement of the new Bachelor of Cognitive Enterprise degree, co-designed with IBM, around entrepreneurship and innovation underpinned by digital transformation.

Cognitive Enterprise describes a business that utilises data and processes provided by new technologies including AI, IoT, Blockchain, automation and 5G, to enhance customer experience and gain competitive advantage. The Bachelor of Cognitive Enterprise provides students with foundations, knowledge and skills to deal with technical and strategic demands of contemporary business settings. The core curriculum will focus on a broad scope of primary organisational functional areas, the impact of digitisation on business and developing a strong strategic and entrepreneurial emphasis towards innovation and entrepreneurial activity.

The Professor will be expected to:

- lead and strengthen the teaching and research programs in Cognitive Enterprise
- take an active role as part of the leadership of the School and serving on committees of the University as required.
- have an outstanding record in research on business innovation and digital transformation to support the achievement of University's priorities for developing research capacity.

The Professor will strengthen the academic leadership in teaching and research programs in Cognitive Enterprise and managerial decision-making within Federation Business School.

The Professor will have an outstanding record in a relevant research area which will support the achievement of one of the University's priorities of developing its research capacity. This position is a strategic appointment which forms part of the University's priorities to further develop its key research strengths.

Key responsibilities

1. Provide leadership in research and teaching, with the ability to within multi-disciplinary teams.
1. Undertake research of an international calibre and generate research income, with an outstanding track record of research outputs in terms of publications, citations and research grants.
2. Provide leadership in incorporating contemporary scholarship and research findings to curriculum, learning and teaching practices associated with Cognitive Enterprise.
3. Provide policy, strategic and planning advice regarding research activities to the Dean and Head of School/Deputy Dean and other appropriate colleagues within the University.
4. Supervise research students at doctoral, masters and honours level.
5. Contribute significantly to early career mentoring including research training seminars and workshops.
6. Contribute significantly to team-based research within research centres or institutes.
7. Foster interactions with industry, government, and community groups. Lead and promote, where appropriate, research and consultancy with outside bodies including industry.
8. Provide leadership for the development, implementation and monitoring of student retention and success strategies, including the development of technological and pedagogical strategies.
9. Make a distinguished personal contribution to teaching at all levels, including conducting lectures, tutorials and workshops as required.

10. Develop collaborative opportunities for undergraduate teaching, postgraduate coursework and supervision of research higher degree students.
11. Interact with relevant disciplines in Federation Business School and other Schools of the University, both higher education and TAFE, in developing research opportunities and teaching programs which are attractive to domestic and international students.
12. Take an active role as part of the leadership of the School and serving on committees of the University as required.
13. Contribute to the growth of the School through its research and teaching, and its international and income generation activities.
14. Reflect and embed the University's strategic purpose, priorities and goals when exercising the responsibilities of this position. For a more complete understanding and further information please access the [Strategic Plan](#).
15. 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, Cognitive Enterprise demands excellent analytical, conceptual and research skills, together with substantial, sustained and proven educational, research and professional experience.

The Professor must be able to develop and implement long and short-term research strategies for the School 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.

Ideally the Professor will be familiar with the use of big data and IoT capabilities in the development of business strategies.

Training and qualifications

A doctoral qualification is required. Where appropriate, membership of professional bodies.

Position/Organisational relationships

The Professor will work under the general direction of the Dean, Federation Business School, and work as part of the School's team of academic and administrative staff.

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. A Doctorate with research focus on digital business, or digital technology, applied to innovation and entrepreneurship.
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 an area of digital business, or digital technology, applied to innovation and entrepreneurship.
4. Expertise in developing research programs in digital business, innovation and entrepreneurship.
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. Industry experience in a relevant area including involvement in inter-disciplinary projects.
7. Outstanding track record of HDR completions as principal supervisor.
8. Outstanding track record of ECR mentoring including evidence of outcomes.
9. Demonstrated experience in establishing, leading and managing research groups.
10. Demonstrated experience in developing teaching programs and ability to conduct high quality teaching in one of the relevant disciplines.
11. Excellence in communication and negotiation that will facilitate leadership in the School, the University and the wider community.
12. 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.
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.

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

It is not the intention of the position description to limit the scope or accountabilities of the position but to highlight the most important aspects of the position. The aspects mentioned above may be altered in accordance with the changing requirements of the role.

Key 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 and industrial sectors.

A Level E research 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.

A Level E academic will demonstrate national and international reputation in one of the core areas through sustained leadership, innovation and mentorship.

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.