

# Lecturer



## CONTACT

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# About Deakin

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

**No. 1**  
In Victoria  
for student  
satisfaction  
2010–2018<sup>2</sup>

**Top 50**  
QS Young  
University  
Rankings 2020

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 264 (AWRU 2019). Deakin is ranked 29 in the QS ranking of the world's top universities under 50 years. 100% 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 15 000 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 61 000 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.

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 Deakin 2030: Ideas to Impact. The plan is centred on realising the best future for its communities. It sets out an optimistic future powered by ideas and framed by five Impact Themes that act as a compass for navigating opportunities and decisions. The five impact themes are:

- Advancing society, culture and the economy
- Building safe and secure communities
- Creating smarter technologies
- Enabling a sustainable world
- Improving health and wellbeing

Joining capabilities across the University, and with our partners, we pursue transdisciplinary and multidisciplinary approaches that address these themes. They provide opportunities to build strategic local and international partnerships for the common good and will shape our education programs to ensure we adapt to future workforce needs.

1. Academic Ranking of World Universities 2018.

2. QILT 2018 Student Experience Survey National Report





# 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.

Deakin Business School is in the top 1% of business schools globally by holding both AACSB and EQUIS accreditations. These prestigious accreditations are awarded to business schools that meet strict standards of quality, academic and professional excellence, and demonstrate a commitment to ongoing improvement and innovation in their courses, ensuring our graduates are employable worldwide.

DBS has over 14,000 students, comprising around 8500 undergraduate students, 5500 postgraduate students and 100 PhD students in our single and combined degree programs.

In addition, our Deakin online MBA is ranked within the top 25 globally and number 1 in Victoria according to QS Online MBA Rankings 2019. The program achieved a maximum 5-star rating in the following categories: facilities, internationalisation and diversity, teaching and student quality, and engagement and program strength.

## 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 Information Systems and Business Analytics

The Information Systems and Business analytics group (ISBA) at Deakin is a leading, interdisciplinary department that focuses on how digital technologies, artificial intelligence and business analytics transform work, facilitate innovation and business decisions in order to guide organizations to success. Our curriculum is informed both by cutting edge research and practice. A key component of our programs is hands-on experience involving industry focused problem solving, and strategies and applications necessary for an easy transition to the workforce for our graduates. DISBA's members have received several awards for teaching and learning and publish their research in leading academic and practitioner journals including MIS Quarterly,

Information Systems Research, Journal of the Association of Information Systems, Journal of Information Technology, MIT Sloan Management Review, MISQ Executive.

Our areas of interest include digital innovation, transformation and disruption, artificial intelligence and the future of work, and business intelligence and analytics.

Our work with industry partners in public and private sectors extends from short-term engagements such as customized training, workshops and events and consulting, to directly funded research in partnerships, or larger funded government initiatives.

# 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, a promotion. DBS' courses offer tailored learning for career starters, career advancers and career changers providing recognized value to diverse career paths and lives.

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 many 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 (online) 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 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 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:

Business Analytics and Artificial Intelligence, Digital transformation, 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 best in their field by leading international ranking organisations and professional bodies, for example:

The Deakin Online MBA is ranked within the Top 20 in the world and number 2 in Australia by the 2020 QS MBA Online rankings.

Deakin Sport is currently ranked 6th in the world by the 2021 QS sport-subject rankings and the Master of Business (Sport Management) remains the number 1 ranked program in Australia by SportBusiness.

## Work Integrated Learning

DBS offers a range of Work Integrated Learning experiences which provide students with opportunities to integrate their knowledge, develop skills, tackle real problems, and reflect on the experience to develop their professional identity.

## 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:

- Governance and accountability with discipline strengths in auditing and corporate governance.
- 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.

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

## Lecturer

Deakin Business School and the Department of Information Systems and Business Analytics are seeking to recruit academics to join a team of established colleagues

The appointee will be expected to:

- 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 the leading journals of the discipline (e.g. Bo8, FT)
- 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.
- 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 either Information Systems; Business Analytics; Management of Artificial Intelligence and Digital Business or a closely related Business field.
- Experience of teaching in Business Analytics/ AI or Digital Management Courses and/or Course Management (i.e., Course Director) would be a distinct advantage.
- Expected or demonstrated ability for lecturing, teaching innovation and curriculum development in Information Systems or related business field at both undergraduate and/or postgraduate level is essential.
- An outstanding record of research and scholarship, and demonstrated leadership and research expertise in Information Systems.
- A Level C Academic is expected to make significant contributions to the teaching effort of a Department, School, Faculty or other organisational unit or an interdisciplinary area. An Academic at this level is also expected to play a major role in scholarship, research and/or professional activities.

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 is a member of the Department of Information Systems and Business Analytics.

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 The Head of Department.

### 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 Lecturer, Deakin Business School.

Please direct all enquiries.

Hind Benbya  
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[h.benbya@deakin.edu.au](mailto:h.benbya@deakin.edu.au)

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 will not be accepted if not applied online, and will not be accepted if sent directly to the contact listed.

Offers of appointment will be made subject to budgetary approval.

## 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 Level B remuneration package is offered. Salary will be commensurate with qualifications, experience and research record.

Plus 17% superannuation, salary supplementation and leave loading.

Relocation support may also be available.

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.

## Our locations

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

Melbourne has a longstanding reputation as one of the world's most liveable cities.

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

[Our locations](#)

[Considering Relocation](#)

\*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 32 000 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 three of ‘the most liveable cities in the world’ by the Economist Intelligence Unit since 2005. QS rankings also confirmed Melbourne’s position as the number 3 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. For sports, Melbourne was named best large city in the world in the 2018 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 is ranked in the world’s top 20 most competitive economies 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)

