

Position Description

Senior Lecturer

Position Number: 00062170
Position Title: Senior Lecturer
Date Written: June 2017

Faculty / Division: UNSW Business School
School / Unit: School of Management
Position Level: Level C

ORGANISATIONAL ENVIRONMENT

UNSW is currently implementing a ten year strategy to 2025 and our ambition for the next decade is nothing less than to establish UNSW as Australia's global university. We aspire to this in the belief that a great university, which is a global leader in discovery, innovation, impact, education and thought leadership, can make an enormous difference to the lives of people in Australia and around the world.

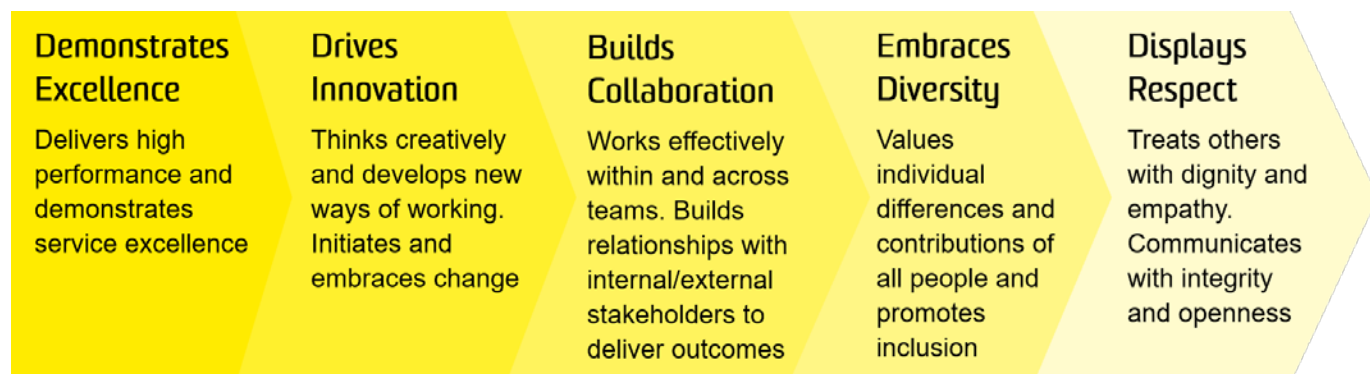
Following extensive consultation in 2015, we identified three strategic priority areas. Firstly, a drive for academic excellence in research and education. Universities are often classified as 'research intensive' or 'teaching intensive'. UNSW is proud to be an exemplar of both. We are amongst a limited group of universities worldwide capable of delivering research excellence alongside the highest quality education on a large scale. Secondly, a passion for social engagement, which improves lives through advancing equality, diversity, open debate and economic progress. Thirdly, a commitment to achieving global impact through sharing our capability in research and education in the highest quality partnerships with institutions in both developed and emerging societies. We regard the interplay of academic excellence, social engagement and global impact as the hallmarks of a great forward-looking 21st century university.

To achieve this ambition we are attracting the very best academic and professional staff to play leadership roles in our organisation.

UNSW BEHAVIOURS

UNSW recognises the role of employees in driving a high performance culture. The behavioural expectations for UNSW are below.

Please refer to the UNSW Behavioural Indicators for the expectations of your career level C.



OVERVIEW OF RELEVANT AREA AND POSITION SUMMARY

UNSW Business School is a leader in business education and research in the Asian region and one of the largest Business Schools in Australia with more than 15,000 students, 500 academic and professional staff and more than 80,000 alumni and partners. The Business School offers a full suite of business degree programs at undergraduate, postgraduate, coursework and research levels, including the AGSM MBA programs and a range of Executive Programs. Its direction is guided by a business advisory council of leading CEOs, chairpersons and other business leaders.

The Business School's reputation is built on its outstanding staff, students and alumni and a cultural diversity which ensures an international focus. It also has a long history of deep industry engagement, and takes pride in the impact it has through its educational and research activities. The School is frequently ranked among the top 50 in the world, and in some areas among the top 20, according to global indicators. For further information, see: <https://www.business.unsw.edu.au/>

The School of Management at the UNSW Business School, is a multi-disciplinary unit comprising of over 35 academics who are actively engaged in teaching and research in a broad range of organisation and management studies including: Human resource management, Industrial relations, International business, Management, Organisational behaviour, Organisational theory, Sociology, and Strategy & entrepreneurship. The School aims to provide high quality theoretical and applied knowledge through exemplary research and to prepare its graduates for employment in diverse organisational settings.

The role of Senior Lecturer reports to the Head of School. Positions reporting to this position include Research Assistants and casual staff as required.

RESPONSIBILITIES

Specific responsibilities for this role include:

- Develop and teach undergraduate, postgraduate, executive education and MBA courses in Human Resource Management, Industrial Relations and Employment Relations and implement blended learning and online teaching initiatives.
- Promote high quality teaching and learning in lectures and tutorials and conduct tutorials, lectures and supervision of students in both postgraduate and undergraduate classes;
- Development of new teaching programs and course material, adopting a flexible approach to teaching and learning;
- High quality supervision of postgraduate research and honours students, including providing consultation and marking assignments;
- Deliver high quality teaching and student experience utilising sound pedagogical methodologies and innovative technologies and from time to time, deliver teaching across a broad accounting discipline;
- Pursue and develop an active research program (research grant applications, research student supervision, publications in top-tier refereed Management journals, presentations at international conferences);
- Play a significant role in research projects in the School and attract external funding through successful applications for research grants;
- Play a significant role in research projects including, where appropriate, leadership of a research team;
- Actively engage with industry and the community to develop significant productive relationships, attract industry funding and participate in professional activities
- Work collaboratively with peers across the School and UNSW in all aspects of academic endeavour and contribute to mentoring of other staff;
- Involvement in broad administrative functions of the School and/or University, coordination of subjects, attends departmental and/or faculty meetings, involvement in Open Days and recruitment

activities and play a major role in planning and/or committee work or other responsibilities, as directed by Head of School;

- Ensure hazards and risks are identified and controlled for tasks, projects and activities that pose a health and safety risk within your area of responsibility.

SELECTION CRITERIA

- A PhD in one of the following disciplines: Human Resource Management, Industrial Relations or Employment Relations;
- Expected or demonstrated excellence in publishing in top Management journals;
- Demonstrated track record in research with outcomes of high quality and high international impact with clear evidence of the desire and ability to continually achieve research excellence as well as the capacity for research leadership;
- Demonstrated ability and willingness to deliver high quality and innovative teaching and student experience to both undergraduate and postgraduate students in Management.
- Demonstrated understanding of blended and online teaching and learning pedagogies;
- Experience in successfully recruiting and supervising high calibre students. Highly developed interpersonal skills with the ability to work with staff and students from diverse backgrounds;
- A track record in successfully applying for competitive research grants;
- Ability to obtain research funding and participate in collaborative research and educational projects;
- Demonstrated ability to work in a team, collaborate across disciplines and build effective relationships.
- Willingness to undertake any compliance and supervisor training as required.
- Ability and capacity to implement required UNSW health and safety policies and procedures.

PRE- EMPLOYMENT CHECKS REQUIRED FOR THIS POSITION

- Verification of qualifications

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.

Position Description

Lecturer

Position Number: 00062170
Position Title: Lecturer
Date Written: June 2017

Faculty / Division: UNSW Business School
School / Unit: School of Management
Position Level: Level B

ORGANISATIONAL ENVIRONMENT

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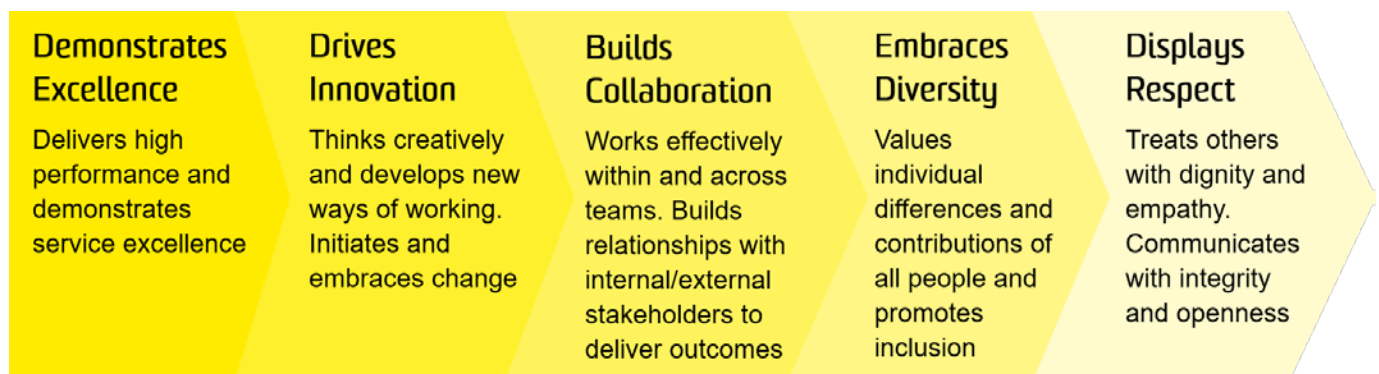
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The role of Lecturer reports to the Head of School. Positions reporting to this position include Research Assistants and casual staff as required.

RESPONSIBILITIES

Specific responsibilities for this role include:

- Develop and teach undergraduate, postgraduate, executive education and MBA courses in Human Resource Management, Industrial Relations, and Employment Relations and implement blended learning and online teaching initiatives.
- Development of new teaching programs and course material, adopting a flexible approach to teaching and learning;
- Promote high quality teaching and learning in lectures and tutorials and conduct tutorials, lectures and supervision of students in both postgraduate and undergraduate classes;
- Contribute to course administration, course co-ordination, provision of course related advice to students, and conduct of assessment procedures and examinations;
- Pursue and develop an active research program (research grant applications, research student supervision, publications in top-tier refereed Management journals, presentations at international conferences);
- Actively participate in seminars, meetings and Committees in the School, Faculty and University;
- Represent the School or participate in School activities and UNSW Business School committees;
- Undertake a range of administrative functions as assigned by the Head of School;
- Cooperate with all health and safety policies and procedures of the university and take all reasonable care to ensure that your actions or omissions do not impact on the health and safety of yourself or others.

SELECTION CRITERIA

- A PhD in one of the following disciplines: Human Resource Management, Industrial Relations and Employment Relations or expected to complete their degree requirements within three months of commencing this role;
- Demonstrated ability to conduct independent research with limited supervision
- Strong track record of publications and conference presentations relative to opportunity.

- Demonstrated excellence in publishing in top management journals;
- A demonstrated ability for teaching, and curriculum development at both undergraduate and postgraduate levels in Management, using traditional and new forms of teaching;
- Demonstrate an understanding of blended and online teaching and learning pedagogies;
- Ability to supervise honours and postgraduate research students;
- Strong interpersonal skills with demonstrated ability to communicate and interact with a diverse range of stakeholders and students. Ability to obtain research funding and participate in collaborative research and educational projects;
- Proven ability to work in a team, collaborate across disciplines and build effective relationships.
- Knowledge of health and safety responsibilities and commitment to attending relevant health and safety training.

PRE- EMPLOYMENT CHECKS REQUIRED FOR THIS POSITION

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