## ORGANISATIONAL ENVIRONMENT

*Faculty / Division: UNSW Business School*

*School / Unit: School of Management*

*Position Level: Level D*

*Position Number: 00036995*

*Position Title: Associate Professor in International Business*

*Date Written: June 2019*

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.

## VALUES IN ACTION: OUR UNSW BEHAVIOURS

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

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| A close up of a logo  Description automatically generated | Delivers high performance and demonstrates service excellence. |
|  | Thinks creatively and develops new ways of working. Initiates and embraces change. |
|  | Works effectively within and across teams. Builds relationships with internal and external stakeholders to deliver on outcomes. |
| A close up of a logo  Description automatically generated | Values individual differences and contributions of all people and promotes inclusion. |
|  | Treats others with dignity and empathy. Communicates with integrity and openness. |

## 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 16,500 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. For further information on the School please visit <https://www.business.unsw.edu.au/about/schools/management>

Applications are invited for the position of Associate Professor (Level D academic) in International Business/Management. Expertise in any area of International Business/Management is welcomed but areas of particular interest are the changing global business environment and new forms of multinational business organisation and operations.

A Level D Academic (Associate Professor) is expected to make high-level contributions to research and to contribute to high quality teaching and programme management. The successful applicant will be expected to make a full contribution to the administration and management of the School, and to contribute to the School’s engagement with the wider business and professional community.

## The role of Associate Professor reports to the Head of School and has no direct reports.

## RESPONSIBILITIES

Specific responsibilities for this role include:

* Pursue and develop a highly active and productive research program at the highest levels (i.e. publications in top refereed Management and related journals, research grant applications, research student supervision, presentation to conferences and publications in conference proceedings).
* Supervise postgraduate research students.
* Develop and teach undergraduate and postgraduate courses, and contribute to executive education, in International Business/Management utilising ‘traditional’ teaching methods and new forms of teaching such as blended learning and online delivery;
* Opportunity to teach into MBA and executive programs
* Take a senior role in the development/design of innovative teaching and learning, including blended and online/digital approaches, and in curriculum development
* Contribute to course administration, provide advice to students, and conduct assessment procedures and examinations
* Mentor and develop junior staff and provide leadership in course development and research;
* Participate in seminars, meetings and committees in the School, Faculty and University;
* Represent the School within and outside the University;
* Perform administrative duties as assigned by Head of School

## SELECTION CRITERIA

* A doctoral qualification in the relevant discipline area
* Outstanding research, as evidenced by a series of high impact publications in top tier Management journals
* A track record of attracting research funding, and a willingness to apply for grant funding from ARC and other bodies;
* Proven ability to supervise postgraduate research students and to contribute to the doctoral program;
* A strong track record of excellent teaching at undergraduate and postgraduate levels
* A strong track record of course innovation and development, and contributions to programme management
* Demonstrable understanding of blended and online teaching and learning pedagogies;
* Demonstrated ability to contribute to the School’s external engagement agenda (with policy-makers, business, the professions, and other external bodies);
* Well-developed interpersonal skills with the ability to mentor staff and work with students from diverse backgrounds;
* Demonstrable commitment to equal opportunities and diversity

## PRE-EMPLOYMENT CHECKS REQUIRED

Based on the duties, responsibilities and requirements of this position, an appointment to this position is subject to a satisfactory completion of the following pre-employment checks:

* 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.*