



PROFESSOR AND HEAD, DEPARTMENT OF MANAGEMENT

DEPARTMENT/UNIT	Department of Management
FACULTY/DIVISION	Faculty of Business and Economics
CLASSIFICATION	Level E
DESIGNATED CAMPUS OR LOCATION	Caulfield, Clayton or Peninsula campuses

ORGANISATIONAL CONTEXT

Monash is full of thinkers and doers who are looking for their next challenge. So if you've forged a rewarding career so far, this role provides the perfect platform to join us. You'll have access to quality research facilities, infrastructure and teaching spaces to do exciting work, along with opportunities to collaborate internationally. You'll be part of a university that's made up of inspirational, challenging thinkers and doers – and continue doing work that makes a lasting impact. Discover more at www.monash.edu

The **Monash Business School** is structured into seven discipline-based departments (Accounting, Banking and Finance, Business Law and Taxation, Econometrics and Business Statistics, Economics, Management, and Marketing) along with the specialist Leadership and Executive Education unit and a number of research centres, units and groups in specialist areas such as behavioural economics, development economics, employment and work, finance, global business, and retail studies. To learn more about the Monash Business School, please visit our website, www.monash.edu/business.

The **Department of Management** is a large grouping of management educators and researchers in the Asia-Pacific region with academic staff teaching on the Monash metropolitan Australian campuses and at our international locations in China, Malaysia and in Italy. The Department has an international reputation for its research and teaching in many fields of management, including: human resources, employment relations, operation management, international business, strategic management and organisational behaviour. Teaching is managed through three academic groups: Governance, Leadership and Organisation (GLO); Human Resources, Employment Relations and Research (HRERR); and, International Business, Operations and Strategy (IBOS). Our expertise embraces both the public and private sectors at home and overseas. For more information about our Department and the work we do, please visit our website: www.monash.edu/business/management.

POSITION PURPOSE

The Professor and Head of Department is responsible for the overall management of the Department and provides leadership and fosters excellence in research, teaching, professional activities, industry engagement and policy development within the department, the University and the community, both scholarly and general.

The Professor and Head of Department is a member of the Faculty executive group, contributes to the development of the Business School's strategic plan, plays a leading role in implementing the strategic plan in the Department of Management and inspires staff with a strong vision for education, engagement and research.

Reporting Line: The position reports to the Senior Deputy Dean Faculty Operations

Supervisory Responsibilities: This position provides direct supervision to approximately 60 academic staff within the Department of Management

Financial Delegation: Yes, in accordance with the University delegations schedule

Budgetary Responsibilities: The position is responsible for managing a budget in accordance with the Department of Management

KEY RESPONSIBILITIES

Specific duties required of a Professor and Head of Department of Management may include:

1. Providing high-level strategic leadership to the department that is aligned with faculty and university strategic plans by managing, administering and fostering excellence in teaching, research and industry engagement
2. Taking responsibility for staff leadership and management and the building of an inclusive and collegiate environment; recruitment, performance management and staff development; and ensuring equitable management of staff workloads, including teaching, research and service
3. Actively engage in a specialist research area in line with the Faculty's research strategy, by maintaining a substantial active publications record (high-quality refereed journals) and supervising and mentoring early career researchers and research students
4. Fostering research excellence through procuring competitive research grants, leading significant research projects and working with other staff to develop research and industry links
5. Providing strong and committed leadership in teaching, curriculum development and innovation, and pedagogical research by participating in the Faculty's curriculum planning and development processes, academic committees, and relevant examination processes in addition to monitoring the quality of individual teaching in the department
6. Providing innovative and effective leadership for the expansion of the Faculty's HDR program by attracting high quality HDR students
7. Maintaining and broadening collaborative partnerships with relevant faculties and departments/schools within the University and community
8. Maintaining and broadening collaborative partnerships with external agencies both nationally and internationally, making a significant contribution to relevant professional bodies and academic communities
9. Ensuring that the school/department complies with the University's policies and meets its legal and statutory obligations
10. Other duties as directed from time to time

KEY SELECTION CRITERIA

Education/Qualifications

1. The appointee will have:
 - a doctoral qualification or equivalent accreditation and standing and recognised as a leading authority in the relevant discipline

Knowledge and Skills

2. Proven capacity for leadership at a senior management level that includes developing and leading strategy, financial management and the management of staff to achieve excellence in teaching, research and engagement
3. Highly developed interpersonal and communication skills including the ability to shape a collaborative and collegiate culture, liaise well with colleagues, mentor and develop staff, lead colleagues positively through change and represent and advocate for the school/department as a contributing member on various committees within the Faculty and the University
4. Evidence of outstanding scholarly activity of an international standard in the Management discipline, including significant publications in the highest impact journals, a consistent record of high-level research engagement and productivity and a demonstrated continuing commitment to one or more programs of research
5. Evidence of collaborative and interdisciplinary research projects and the ability to foster a research culture with less-experienced researchers
6. Demonstrated ability to attract external funding in the form of both national competitive grants and other research income and in building links with industry, government, funding and professional bodies
7. Evidence of innovation in curriculum development, course design and course management and proven excellence in teaching
8. A vision for the future needs and development of the Management discipline within Australia and internationally, from research and educational perspectives

OTHER JOB RELATED INFORMATION

- Travel to other campuses of the University may be required
- There may be a requirement to work additional hours from time to time
- There may be peak periods of work during which taking of leave may be restricted
- A current satisfactory Working With Children Check is required
- This position will require a successful National Police Record check
- A current satisfactory Finance Check is required

GOVERNANCE

Monash University expects staff to appropriately balance risk and reward in a manner that is sustainable to its long-term future, contribute to a culture of honesty and integrity, and provide an environment that is safe, secure and inclusive. Ensure you are aware of and adhere to University policies relevant to the duties undertaken and the values of the University. This is a standard which the University sees as the benchmark for all of its activities in Australia and internationally.