

Position Description

Associate Professor



Details

Area	Deakin Business School
Team / School	Department of Management
Employment	Continuing
Location	
Classification	Level D
Manager Title	Head of Department

Deakin

Deakin is a Victorian university with a global impact. We are agile and innovative, and committed to making a positive impact through our excellence in education and research and the contributions we make to the wider community.

Our reputation has been built on the dedication and expertise of our staff. We offer a dynamic, diverse and inclusive working environment with opportunities to grow and develop careers. We believe that a progressive, thriving culture will ensure people choose to come, and stay at Deakin and contribute to our ongoing success.

As one of Australia's largest universities, Deakin has strong global linkages, world-class research and an education portfolio that blends the best of campus and digital delivery into a highly supportive and personalised student experience.

We offer outstanding education founded on the experience we create for our learners and guided by graduate outcomes for successful lives and careers. We undertake globally significant discovery research that benefits our communities through the innovative translation of our ideas into new services, products, policies and capabilities.

At Deakin we value diversity, embrace difference and nurture an inclusive, safe and respectful community. Deakin is an Employer of Choice for Gender Equality, a SAGE Athena SWAN Bronze Award holder, seeking gender equity for Women in STEMM, and a Silver Award holder in the Australian Workplace Equality Index for LGBTQ inclusion. We strongly encourage applications from Aboriginal and Torres Strait Islander people and people of all cultures, abilities, sexualities and genders.

[Strategic Plan – Deakin 2030: Ideas to Impact](#)

[Benefits of working at Deakin](#)

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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.

Our mission and vision

Our mission is to be a catalyst for positive change.

Deakin Business School is in the top 1% of business schools globally, 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.

Our undergraduate, graduate and doctoral degrees deliver an outstanding learning experience, and build student capabilities to move successfully into, through and between careers and contribute to their world. Deakin education is inclusive, supportive and international, empowering students to be independent, lifelong learners. Employability is embedded within all Deakin degrees.

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:

Our Deakin online MBA is ranked within the top 25 globally. 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.

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 of Business and Law 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.

Deakin Learning and Teaching provides an outstanding learning experience and engaging learning environment

Outstanding personalised education

Deakin offers an outstanding education through fully online and integrated learning that incorporates digital learning with on-campus experiences, and work-based learning with industry and community partners. Integrated courses match premium online learning with in-person experiences on campus and in industry and community. Deakin courses have an outstanding digital presence and embed real-world relevance through authentic learning and assessment. Fully online courses offer flexibility and increase accessibility. The convenience and quality of the online experience means that students can use these materials to supplement or replace traditional activities such as face-to-face classes and seminar attendance.

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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 integrated and online 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.

Active and engaged learning

DBS learning spaces include physical classrooms and informal learning spaces (including technology bars, group pods and individual spaces) where students can interact synchronously with their peers, teachers and experts from different locations or undertake private study. This experience 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 and the use of MS Teams to facilitate collaborative learning interactions and active knowledge constructions through formal and informal learning activities in virtual communities and networks.

Employability is embedded within all Deakin degrees.

Deakin's Graduate Learning Outcomes describe capabilities for employability that are developed in Deakin courses alongside work-integrated learning in industry and community, personal development and career thinking.

Contemporary curriculum

DBS offers a comprehensive suite of undergraduate and postgraduate programs and our 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.

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 (domestically and internationally), and reflect on the experience to develop their professional identity and enhance capabilities for employment.

Building Capacity for Enhanced Learning

Teaching in DBS is complemented by the Learning Innovations team, which provides support and training in all our digital platforms and support in assessment design, teaching innovations and active learning approaches.

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Business research with a difference

DBS aspires to be catalysts for positive change through the power of our ideas and innovations.

Our expertise and impact

Deakin Business School's education and employability, ideas and innovation, and engagement and partnerships, align with the following key areas of today's globally connected business community.

Business and Society. No business is an island. This perspective – and its emphasis on the symbiotic relationship between business and society – forms the philosophical foundation of the Business and Society theme. Research, teaching, and partnerships aligned with this theme focus particularly on:

1. *Responsible business.* We examine how business can become a platform for achieving socially, environmentally, and economically responsible outcomes.
2. *Inclusive business.* We focus on how business can become more inclusive to better reflect diverse societies.
3. *Resilient business.* We explore how business – and through them, the communities they support – can become more resilient to natural and human-made disasters.

Business and Technology. The Business and Technology theme examines how best to deploy technologies for competitive business advantage. Research, teaching, and partnerships aligned with this theme focus particularly on:

1. *Technology as an enabling capability.* We explore how businesses can leverage technologies like AI, analytics, and digital platforms for strategic benefit.
2. *Technology-supported decision-making.* We examine how technology can be used to inform business decision-making.

Capital Markets. This theme examines ways of harnessing financial markets to generate wealth and societal benefit. Research, teaching, and partnerships aligned with the theme focus particularly on:

1. *Socially responsible investing.* We explore how financial investments can be used to achieve social change.
2. *Better markets.* We investigate how the design of markets can be optimised to make them stronger, fairer, and more stable.
3. *Holistic reporting.* We examine how non-financial indicators can be integrated with traditional financial metrics to provide a more complete assessment of value and performance.

SMEs and Entrepreneurship. This theme supports small/medium enterprises (SMEs) and entrepreneurs navigate a world of accelerating change. Research, teaching, and partnerships aligned with this theme focus particularly on:

1. *SME success.* We examine how to enhance the performance, sustainability, and success of SMEs, the lifeblood of the Australian economy.
2. *Entrepreneurial success.* We explore how to cultivate an entrepreneurial mindset and build the entrepreneurial skills required to manage innovation for future growth.

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Faculty Research Centres

Our Faculty Research Centres promote research that delivers real-world results to our stakeholder communities.

Centre for Disaster Resilience and Recovery assists individuals, businesses, and governments to enhance their economic and social resilience to, and recovery from, disasters.

Centre for Refugee Employment, Advocacy, Training and Education (CREATE) researches how best to support people from a refugee background obtain meaningful education, training, and employment.

Deakin Integrated Reporting Centre promote the adoption of integrated reporting in Australia and internationally through research, thought leadership, and education.

IPA-Deakin SME Research Centre generates robust research and knowledge on small-medium size enterprises to inform diverse policy change and to support better SME practice.

In addition to these Faculty Research Centres, DBS is also a partner in the **Centre for Sport Research**, a cross-Faculty, University-level Strategic Research Centre. 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.

Research tools and infrastructure

Research Databases. The Faculty has subscriptions to a range of external database products and services that provide business, economic, and financial datasets. These include:

- Ad\$pend
- Bloomberg
- EIKON (Refinitiv)
- FAME
- MSCI ESG
- ORBIS
- RecoverMax
- SDC Platinum (Refinitiv)
- Tick History (Refinitiv)
- Wharton Research Data Services (WRDS), with additional subscribed databases including: Audit Analytics, BoardEx, CRSP, CSMAR, Compustat, FactSet, IBES, Option Metrics, and Thomson/Refinitiv databases including: SDC, Lipper Hedge Fund, Mutual Fund Holdings, DealScan

Deakin Behavioural Lab. Behavioural science plays an integral role in the ability to develop world-class research that informs academia, business managers and society. The Deakin Behavioural Lab supports behavioural researchers in DBS by providing them with access to state-of-the-art lab facilities, including:

- Flexible lab space with separate observation room
- Implicit attitude measurement
- Emotion recognition software
- Thermal cameras
- Virtual reality technology

Advanced Business Analytics Laboratory, ABAL (Local HPC) ABAL is located at the Burwood campus (and via remote access), providing high-performance computing suitable for analytical and graphical computing load.

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Overview

The Associate Professor will provide leadership to achieve the Department's strategic plan; contribute to the Department's teaching across all levels; undertake and publish research in high-quality national and international journals and make strong contribution to the Department's research agenda and in enhancing disciplinary profile; actively participate in and secure external research funding; foster relationships with research, industry, community, government and professional partners including higher education institutions; and, enhance the scholarly reputation of the University.

Responsibilities

Education and Employability

- Lead the integration of industry and research to inform unit / course design and teaching practices across the discipline within the Department
- Lead teaching teams to develop courses and materials and innovation in curriculum design which influence teaching in the discipline or across multiple disciplines within the Department and University,
- Deliver learner-centric, research-informed teaching practices across different levels / modes of delivery
- Work collaboratively with and build teaching teams across the Department/ University to improve student learning outcomes
- Lead review of units and courses across the discipline within the Department and lead refinements
- Lead the development and coordinated integration of innovative teaching practices across the discipline within the Department
- Provide clear assessment criteria and timely feedback to learners to facilitate learning outcomes
- Lead the development of effective assessment tasks and rubrics across the discipline within the Department and University
- Lead moderation of assessment tasks at the discipline level and implement innovative practices to improve learning outcomes
- Support diverse learners by designing accessible and inclusive learning experiences and resources at the discipline level
- Design collaborative learning opportunities that span the discipline within the Department and University and involve learners, teachers and the community
- Provide academic support to students in relation their academic pursuits
- Provide leadership in systematic mentoring programs to improve teaching practices across the discipline
- Build a culture of collaboration and educational excellence across the Department and the University.
- Lead and support collaboration with other education institutions

Research and Innovation

- Lead major, highly productive, high-quality, research and scholarship activities generating high impact outputs
- Develop and lead academic or other collaborations that enable novel research activities recognised nationally

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- Widely communicate research outputs to discipline(s), other sectors and the community, nationally and internationally, ensuring impact in the field and the community Lead applications and/or teams and succeed in achieving external funding for research activities, that influence policy, strategy or translate into real world impact
- Attain sustained and expanding national and international reputation for a substantial and growing body of work, recognized quality, excellence and impact
- Lead development of intra- and inter-disciplinary research collaborations, to enable creation of knowledge and understanding and solutions to complex problems
- Play an active role in the development and promotion of the university's research collaboration agenda and priorities by leading major initiatives that ensure widespread adoption of culture of research excellence, innovation and impact.
- Demonstrate sustained and expanding track record of timely delivery of outcomes for industry partners, with national and growing international recognition
- Recruit and supervise HDR students with timely completions and productive, high quality outcomes
- Provide effective mentoring for HDR students, ECRs and MCRs to support professional and career development and employability
- Play an active role in the development and promotion of the university's research collaboration agenda and priorities by leading major initiatives that ensure widespread adoption of culture of research excellence, innovation and impact.

Department and University Citizenship and Engagement

- Contribute to the development and implementation of the university's strategic agenda through formal and informal leadership and contributory roles to deliver core outcomes at the discipline and Department level
- Provide leadership and contribute to the development of the University's community engagement agenda and activities

Relationships

Internal relationships: Head of Department, Dean of Business School, Academic colleagues of the Department, Associate Deans, Faculty Professional staff

External relationships: External grant providers, national and international Academics in the discipline, stakeholders in Academic journals; industry and professional bodies relevant to the discipline(s)

Selection

Qualifications and experience

- PhD in a relevant discipline
- **Specialisation in Strategy, Entrepreneurship or International Business.**
- Distinguished scholarly learning and teaching in UG and PG programs, including innovative curriculum design and supervision to doctoral level
- Internationally recognised research reputation underpinned by publications in high quality journals
- Success in obtaining and timely completion of competitive external research grants

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- Successful engagement with research, community, industry to enhance the national and international standing of the discipline
- Demonstrated success and passion for mentoring and leadership of teaching, research and administration
- Excellent interpersonal skills and a proven ability to establish good working relationships with colleagues

Capabilities

- **Environmental Scanning:** Seeks emerging trends; identifies issues within field of expertise and University context
- **Planning and Organising:** Plans, analyses and co-ordinates the delivery of projects while balancing priorities and resources
- **Inspiring Results:** Translates strategic priorities into operational reality; inspires outcomes through others
- **Leading Teams:** Uses appropriate methods to support, develop, motivate, and guide the team to achieve successful outcomes
- **Collaboration:** Proactively supports working together, shares ideas and provides constructive feedback; respects and values others
- **Building Networks and Partnerships:** Identifies and invests in relationships essential for growth and positive outcomes

Special Requirements

- Occasional interstate or overseas travel may be required and regular travel within Victoria will be required.
- Working with Children Check

Note The intention of the position description is to provide an outline of scope and responsibilities, at a point in time. Please note, responsibilities may evolve in accordance with organisational needs.