POSITION DESCRIPTION

THE UNIVERSITY OF MELBOURNE

Department of Management and Marketing
Faculty of Business and Economics

Professor of Strategy

POSITION NO	0039946
CLASSIFICATION	Level E
SALARY	An attractive remuneration package, commensurate with qualifications and experience, will be offered to the successful candidate
SUPERANNUATION	Employer contribution of 17%
WORKING HOURS	Full-time
BASIS OF EMPLOYMENT	Continuing
OTHER BENEFITS	http://about.unimelb.edu.au/careers/working/benefits
HOW TO APPLY	Online applications are preferred. Go to http://about.unimelb.edu.au/careers, select the relevant option ('Current Opportunities' or 'Jobs available to current staff'), then find the position by title or number.
CONTACT FOR ENQUIRIES ONLY	Professor Prakash Singh Tel +61 3 8344 4713 Email pjsingh@unimelb.edu.au *Please do not send your application to this contact*

For information about working for the University of Melbourne, visit our website:
about.unimelb.edu.au/careers

Date Created: 17/04/2019 **Last Reviewed:** 13/05/2019 **Next Review Due:** 01/01/2020

Position Summary

The position of Professor of Strategy is central to the Department in providing leadership, expertise and mentoring to other academic staff.

The appointee will support the Department's strategic objectives by engaging in research in their discipline, and publishing in elite international journals and other esteemed scholarly outlets. Research that focuses on The University of Melbourne's Grand Challenges, as described in Section 5.4, is highly valued. The appointee will also support the Department's strategic objectives by teaching and developing high quality undergraduate and graduate subjects, as well as executive education programs. It is expected that the appointee will make a significant contribution to the collegial and intellectual life of the Department and their intellectual discipline.

The appointee will demonstrate academic leadership through mentoring early career colleagues and supervising Masters and Doctoral students.

1. Key Responsibilities

1.1 RESEARCH

- Undertake influential research in the area of Strategy/International Business
- Publish in relevant elite refereed journals
- Provide academic leadership in research activities undertaken by other colleagues who are interested in Strategy/International Business
- Meet the Department's research and publication expectations of a Professor, in terms of quality and quantity of output
- Successfully apply for external funding and competitive grants
- Periodically present research in a public forum to promote the strategic objectives of the Department, Faculty, and University
- Meet The University of Melbourne's research expectations for a Professor

1.2 TEACHING

- In conjunction with other senior staff, provide academic leadership in the development of the teaching program
- Prepare and deliver lectures, seminars and tutorials including the initiation and development of subject material, particularly in the PhD program
- Undertake administrative tasks associated with the subjects taught, including management of tutors, marking and assessment
- Supervise Masters and/or PhD students

1.3 LEADERSHIP

- Provide academic and administrative leadership within the Department, in research activities, in working with others to develop the Faculty's teaching program, in supporting and mentoring early career academic staff and managing teams
- When required, provide managerial oversight within the Department, including administration, financial and resource management
- Promote the University and the discipline by participating in appropriate local, national and international organisations and associations
- Contribute to the profession and community, through activities such as conference organisation, and advice to government and the business community
- Significantly contribute to the collegial and intellectual life of the Department
- Provide service to the University, Faculty and Department, through meetings and committee work, including membership of the Academic Board and its sub-committees
- Participate in functions promoting the Department
- Undertake other administrative duties, as appropriate to the level of appointment
- Meet The University of Melbourne's leadership expectations for a Professor
- Adhere to Occupational Health and Safety (OH&S) and Environmental Health and Safety (EH&S) responsibilities, as outlined in Section 4

2. Selection Criteria

2.1 ESSENTIAL

- A PhD in Management (or a related discipline)
- A distinguished international academic reputation and an outstanding research record in Strategy/International Business
- A demonstrated ability to plan and teach subjects in the areas of Strategy/International Business
- A demonstrated ability to provide high quality academic leadership through supporting and mentoring academic colleagues
- The ability to make a significant contribution to furthering the strategic objectives of the Department of Management and Marketing and supporting The University of Melbourne's research Grand Challenges (see - http://research-vision.unimelb.edu.au/content/grand-challenges)
- High level inter-personal and communication skills and proven team leadership skills
- An ability to work collaboratively and collegially, in an academic department, through an accessible, visible and approachable style
- The ability to enhance the University's engagement with the broader community through high-quality teaching, research, and knowledge transfer
- Advancing the University's values, including the principles of equity, diversity and sustainability
- The ability to develop strong links with professional groups, other university departments, or external stakeholders including business and government interested in areas of Strategy and/or International Business

- Ability to undertake a leadership role within the Department or Faculty (e.g., PhD, centre or program coordinator)

2.2 DESIRABLE

- A demonstrated capacity to raise external funds from competitive grants and other sources, to support advanced research
- Experience with blended and on-line pedagogical principles
- An ability to develop strong links with professional groups, other departments or research groups
- An ability to foster strong links with the Australian and international business communities
- Leadership and service to domestic and international professional and scholarly associations, centres, journals, and/or institutes

3. Equal Opportunity, Diversity and Inclusion

The University is an equal opportunity employer and is committed to providing a workplace free from all forms of unlawful discrimination, harassment, bullying, vilification and victimisation. The University makes decisions on employment, promotion and reward on the basis of merit.

The University is committed to all aspects of equal opportunity, diversity and inclusion in the workplace and to providing all staff, students, contractors, honorary appointees, volunteers and visitors with a safe, respectful and rewarding environment free from all forms of unlawful discrimination, harassment, vilification and victimisation. This commitment is set out in the University's People Strategy 2015-2020 and policies that address diversity and inclusion, equal employment opportunity, discrimination, sexual harassment, bullying and appropriate workplace behaviour. All staff are required to comply with all University policies.

The University values diversity because we recognise that the differences in our people's age, race, ethnicity, culture, gender, nationality, sexual orientation, physical ability and background bring richness to our work environment. Consequently, the People Strategy sets out the strategic aim to drive diversity and inclusion across the University to create an environment where the compounding benefits of a diverse workforce are recognised as vital in our continuous desire to strive for excellence and reach the targets of Growing Esteem.

4. Occupational Health and Safety (OHS)

All staff are required to take reasonable care for their own health and safety and that of other personnel who may be affected by their conduct.

OHS responsibilities applicable to positions are published at:

http://safety.unimelb.edu.au/people/community/responsibilities-of-personnel

These include general staff responsibilities and those additional responsibilities that apply for Managers and Supervisors and other Personnel.

5. Other Information

5.1 ORGANISATION UNIT

The Department of Management and Marketing has 83 academic staff and 30 PhD students, all supported by 6 full-time equivalent professional staff members. Currently, the department has over 20,000 enrolments, in 148 subjects.

The Department also incorporates the Centre of Workplace Leadership (CWL), the Centre for Asian Business and Economics (CABE), the International Centre for Research on Organisational Discourse, Strategy and Change (ICRODSC), the Melbourne International Business Research Unit (MIBRU), and the Melbourne Human Resource Management Unit (MHRMU).

The Department places a high value on teaching quality. Its objective is to offer excellent teaching in both undergraduate and graduate programs, to offer a set of subjects that meet the requirements of students, which are up-to-date with developments in the disciplines of Management and Marketing, as well as to seek to be innovative in methods of teaching.

The Department's main teaching activities focus on the Bachelor of Commerce degree, the graduate programs offered in the Melbourne Business School and the Executive Education programs, administered by the Faculty.

The administrative unit is responsible for all aspects of the administration of the Department, including financial, human resources, and student issues. The Professional Staff are responsible for providing advice and services to staff, students, other University Departments and external organisations.

Information about the Department is available at:
www.managementmarketing.unimelb.edu.au

The Department's research objective is to produce high-quality research publishable in elite international journals. There is a strong emphasis within the Department on encouraging a positive research culture, promoting collaboration and providing a supportive atmosphere. The Department is also interested in supporting the Faculty's strategy of having a strong research focus on Asia, already a feature of the work of a number of the Department's staff. The strength of the Department's research culture was recently indicated by the Australian Government's 2018 "Excellence in Research for Australia" evaluation where it received the highest possible ranking of 5 ("Well above world standard") for both "Business & Management" and "Marketing" (see https://dataportal.arc.gov.au/ERA/Web/Outcomes#/for/15).

5.2 BUDGET DIVISION

The Faculty of Business and Economics at the University of Melbourne has been preparing students for exciting and challenging careers in industry since 1924. We have developed an outstanding reputation, locally and internationally, for the quality of our teaching and research. The Faculty has an active board of business leaders, government representatives and community leaders who contribute to the implementation of our vision.

Organisational Structure

The Faculty is home to Melbourne Business School (MBS) and to six teaching and research departments:

Accounting

Business Administration

Economics

Finance

Management and Marketing

Melbourne Institute of Applied Economic and Social Research

Melbourne School of Professional and Continuing Education

The Faculty has the following student and academic support centres:

Academic Support Office

Student Employability and Enrichment

Research Development Unit

The Williams Centre for Learning Advancement

The Faculty is supported by the following Professional Services Units:

Finance

Human Resources (including OHS)

Marketing and Communications

Service Level and Facilities Management

Quality Office

The Faculty also hosts two University-wide initiatives:

- The Melbourne School of Professional and Continuing Education (MSPACE) which provides support to all Academic Divisions for their existing professional, continuing and executive education programs, and operates with a specific whole-of-institution mandate to significantly expand the University's professional, continuing and executive education offerings.
- The Melbourne Entrepreneurial Centre (MEC) which brings together a number of programs to focus a range of activities aimed at developing an entrepreneurial culture at the University of Melbourne.

Our Programs

There are about 9,500 students enrolled in undergraduate and graduate degrees within the Faculty.

The Bachelor of Commerce is one of the most sought-after business courses in Australia. From 1 May 2013 all graduate programs in business and economics are offered through Melbourne Business School. Melbourne Business School offers a full suite of professional masters programs for those with little work experience right through to the MBA suite. It is also the home of leading research masters degrees and the PhD.

Our Graduates

Since the Faculty was established it has produced over 53,000 graduates. Many of our alumni now occupy senior positions in business, government and academia, in Australia and around the world.

Further information about the Faculty is available at www.fbe.unimelb.edu.au.

5.3 THE UNIVERSITY OF MELBOURNE

Established in 1853, the University of Melbourne is a leading international university with a tradition of excellence in teaching and research. The main campus in Parkville is recognised as the hub of Australia's premier knowledge precinct comprising eight hospitals, many leading research institutes and a wide-range of knowledge-based industries. With outstanding performance in international rankings, the University is at the forefront of higher education in the Asia-Pacific region and the world.

The University employs people of outstanding calibre and offers a unique environment where staff are valued and rewarded.

Further information about working at The University of Melbourne is available at http://about.unimelb.edu.au/careers.

5.4 GROWING ESTEEM, THE MELBOURNE CURRICULUM AND RESEARCH AT MELBOURNE: ENSURING EXCELLENCE AND IMPACT TO 2025

Growing Esteem describes Melbourne's strategy to achieve its aspiration to be a public-spirited and internationally-engaged institution, highly regarded for making distinctive contributions to society in research and research training, learning and teaching, and engagement. http://about.unimelb.edu.au/strategy-and-leadership

The University is at the forefront of Australia's changing higher education system and offers a distinctive model of education known collectively as the Melbourne Curriculum. The new educational model, designed for an outstanding experience for all students, is based on six broad undergraduate programs followed by a graduate professional degree, research higher degree or entry directly into employment. The emphasis on academic breadth as well as disciplinary depth in the new degrees ensures that graduates will have the capacity to succeed in a world where knowledge boundaries are shifting and reforming to create new frontiers and challenges. In moving to the new model, the University is also aligning itself with the best of emerging European and Asian practice and well-established North American traditions.

The University's global aspirations seek to make significant contributions to major social, economic and environmental challenges. Accordingly, the University's research strategy *Research at Melbourne: Ensuring Excellence and Impact to 2025* aspires to a significant advancement in the excellence and impact of its research outputs. https://research.unimelb.edu.au

The strategy recognises that as a public-spirited, research-intensive institution of the future, the University must strive to make a tangible impact in Australia and the world, working across disciplinary and sectoral boundaries and building deeper and more substantive engagement with industry, collaborators and partners. While cultivating the fundamental enabling disciplines through investigator-driven research, the University has adopted three grand challenges aspiring to solve some of the most difficult problems facing our world in the next century. These Grand Challenges include:

- Understanding our place and purpose – The place and purpose grand challenge centres on understanding all aspects of our national identity, with a focus on Australia's 'place' in the Asia-Pacific region and the world, and on our 'purpose' or mission to improve all dimensions of the human condition through our research.
- Fostering health and wellbeing – The health and wellbeing grand challenge focuses on building the scale and breadth of our capabilities in population and global health; on harnessing our contribution to the 'convergence revolution' of biomedical and health research, bringing together the life sciences, engineering and the physical sciences; and on addressing the physical, mental and social aspects of wellbeing by looking beyond the traditional boundaries of biomedicine.
- Supporting sustainability and resilience – The sustainability and resilience grand challenge addresses the critical issues of climate change, water and food security, sustainable energy and designing resilient cities and regions. In addition to the technical aspects, this grand challenge considers the physical and social functioning of cities, connecting physical phenomena with lessons from our past, and the implications of the technical solutions for economies, living patterns and behaviours.

Essential to tackling these challenges, an outstanding faculty, high performing students, wide collaboration including internationally and deep partnerships with external parties form central components of Research at Melbourne: Ensuring Excellence and Impact to 2025.

5.5 GOVERNANCE

The Vice Chancellor is the Chief Executive Officer of the University and responsible to Council for the good management of the University.

Comprehensive information about the University of Melbourne and its governance structure is available at http://www.unimelb.edu.au/governance

The Leadership Roles of Melbourne Professors

Academic Careers @ Melbourne

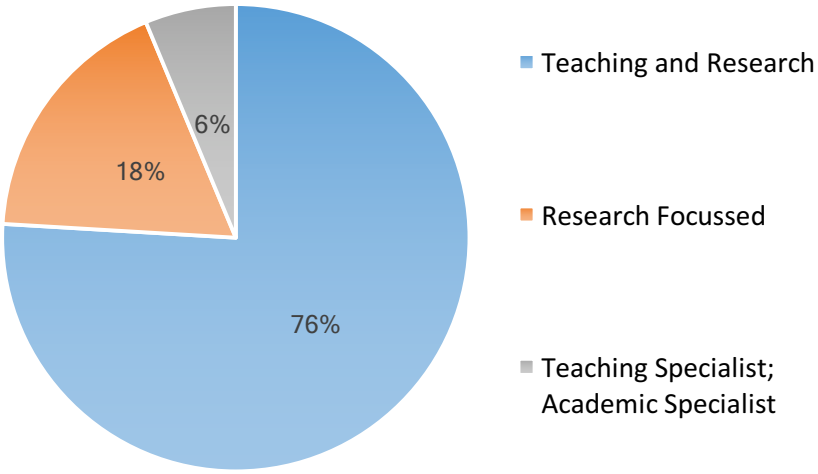
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The rank of University of Melbourne professor brings with it expectations of distinguished leadership within and beyond the University. As the roles and activities of Melbourne professors are highly diverse, their leadership contributions are made in a variety of ways. This document frames the leadership expectations for professors and highlights the differing domains in which they may exercise influence for the betterment of the University and society.

Professors who, upon retirement or resignation, have provided distinguished and sustained service to the University through scholarship, intellectual and institutional leadership and have created an enduring legacy may be recognised with an appointment as Professor Emeritus.

The University of Melbourne has a large and diverse professorial community. The University has some 700 salaried professors (of which 30% are women and 70% men), constituting approximately 16% of the overall salaried academic staff. In addition, over 1000 honorary professors collectively make an extraordinary contribution to the University's research, teaching and engagement across faculties and graduate schools, affiliated hospitals and research institutes.

University of Melbourne salaried professors (2016)



Regardless of the specific nature of their appointments and roles, all Melbourne professors are expected to be ambassadors for the University who advance the capacity and standing of the institution. This can be achieved in a number of ways. For many professors, their leadership contributions are research-focussed; for others, it may be through teaching, learning or engagement; for many, it is a combination of these.

The leadership of professors is of course essential to achieving international excellence for the University. Melbourne professors have global and national prominence as intellectual leaders in their fields. It is expected that professors will work within and beyond established boundaries and discipline norms to produce research and teaching of the highest standard.

The Leadership Roles of Melbourne Professors

Academic Careers @ Melbourne

THE UNIVERSITY OF MELBOURNE

Melbourne professors also make distinguished contributions to shaping and advancing undergraduate and graduate teaching in their department and faculty, as well as the wider University. As inspirational teachers, professors serve as role models and mentors to students and academic staff and lead the achievement of world-class graduate attributes and educational outcomes for Melbourne's students.

The Melbourne professoriate includes professors who are prominent and critically-engaged public intellectuals who make authoritative contributions to government, industry, business and communities that improve society, creating an institutional environment that values and harmonises academic quality alongside societal impact and influence. Melbourne's Enterprise Professors make particular contributions that build the University's engagement with industry, business and government.

Professors of the University of Melbourne may make formal leadership contributions, such as through designated management and governance roles at faculty and University-wide level. Less formally, all professors are expected to be exemplary leaders of both academic and professional staff. They should actively develop others and actively contribute to the life of the University.

Professors are also expected to uphold and symbolise the highest levels of ethical practice and academic and professional integrity and to serve as role models in their relationships with students, professional staff and academics at all levels.

Examples of professorial leadership include:

- Professors may help early career academics and the University's students to forge influential research careers of their own. Actively nurturing and developing the research skills of other researchers, professors lead collaborative research teams, secure research grants that build institutional capacity and create opportunities for younger staff to meet and work alongside senior colleagues.
- Professors may make important contributions to education policy and practice through influential scholarship on teaching, learning, curriculum and assessment. Providers of expert educational advice to government and peak bodies, many professors influence national and international educational thinking and policy. At the University, Professors may build the nexus between teaching and research, establish curricula and teaching that is engaged with industry, business and communities, create work-integrated learning opportunities and introduce educational innovation.
- Beyond the University, many professors lead national and international academic, professional and community organisations and make intellectual contributions of significant value to public discourse, culture and institutions. The University strives to be one of the finest in the world in its engagement with society and commitment to public value, and professors may lead and serve on expert committees, participate in national and international reviews and lead community engagement and development programs.