



POSITION DESCRIPTION

Management and Marketing
Faculty of Business and Economics

ASSOCIATE PROFESSOR OF INTERNATIONAL MANAGEMENT

POSITION NO 0000320

CLASSIFICATION Level D

SALARY An attractive remuneration package commensurate with qualifications and experience will be offered to the successful candidate. An indication of base salary range is as follows:
\$AUD 132,677 - \$146,169 p.a.

SUPERANNUATION Employer contribution of 17%

EMPLOYMENT TYPE Full-time (continuing) position

OTHER BENEFITS www.hr.unimelb.edu.au/careers/info/benefits

CURRENT OCCUPANT Vacant

HOW TO APPLY Online applications are preferred. Go to <http://hr.unimelb.edu.au/careers>, under 'Job Search and Job Alerts', select the relevant option ('Current Staff' or 'Prospective Staff'), then find the position by title or number.

CONTACT FOR ENQUIRIES ONLY Professor Leisa Sargent
Tel +61 3 8344 4447
Email hod-mgmt-mktg@unimelb.edu.au
Please do not send your application to this contact

For information about working for the University of Melbourne, visit our websites:

hr.unimelb.edu.au/careers
joining.unimelb.edu.au

Position Summary

The Department of Management and Marketing has the vision of becoming the leading Department of Management and Marketing in the Asia Pacific region with a strong global research reputation. In conjunction with the Faculty of Business and Economics, the Department established The Centre for Asian Business and Economics with the objective of supporting teaching and research that drives a deeper understanding of doing business in the Asian region. The Centre for Asian Business and Economics is central to our strategy of strengthening our engagement with Asia and in building our Asian-focused research, teaching and engagement capacity. As Australian companies continue to enter and engage with emerging markets in Asia, it's vital that they understand the region's practices. The Centre for Asian Business and Economics provides the platform to sharpen our understanding and expand our knowledge of doing business in a region that is intertwined with Australia's future.

The appointee will support the Department's strategic objectives by: engaging in research in his/her discipline; and, publishing in elite international journals and other esteemed scholarly outlets. Research that focuses on The University of Melbourne's grand challenges is highly valued. The appointee will also support the Department's strategic objectives by teaching and administering: high quality undergraduate and graduate subjects; and, high quality executive education programs. It is expected that the appointee will also make a significant contribution to the collegial and intellectual life of the Department and her/his intellectual discipline.

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

1. Selection Criteria

ESSENTIAL

- ▶ A PhD in Management (or a related discipline) focused on International Management
- ▶ The ability to make a significant contribution to furthering the strategic objectives of the Department of Management & Marketing and supporting The University of Melbourne's research grand challenges (see - <http://research-vision.unimelb.edu.au/content/grand-challenges>)
- ▶ A distinguished international professional reputation and an outstanding research record at the intersections of International Management and Human Resource Management and/or Organisational Behavior (e.g. cross-cultural management; global talent management; global leadership and governance; top management teams within multinationals; global teamwork; headquarters-subsidiary relationships; expatriation and repatriation)
- ▶ A demonstrated ability to provide high quality academic leadership through supporting and mentoring academic colleagues
- ▶ A demonstrated ability to provide high quality academic leadership in research activities in the International Management area
- ▶ The ability to provide high quality academic leadership in the development of Management & Marketing teaching programs
- ▶ A demonstrated ability to plan and teach subjects in the area of International Management
- ▶ A demonstrated capacity to provide high quality training and supervision for graduate students
- ▶ A demonstrated capacity to raise funds from competitive grants and other sources to support advanced research; and
- ▶ High level inter-personal and communication skills and proven team leadership skills

DESIRABLE

- ▶ Ability to develop strong links with professional groups, other departments or research groups at the intersections of International Management and Human Resource Management and/or Organisational Behavior
- ▶ Ability to develop 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
- ▶ Experience in designing and delivering executive education programs

2. Special Requirements

- ▶ After hours work may be required from time to time due to teaching timetables and participation at functions and events. Domestic and Overseas travel for scholarly meetings and University related engagements may be required.

3. Key Responsibilities

3.1 RESEARCH

- ▶ Undertake influential research in the area of International Management
- ▶ Publish in relevant elite refereed journals and also produce high quality books, monographs, reports and refereed conference proceedings
- ▶ Meet the Department's research and publication expectations of an associate professor in terms of quality and quantity of output
- ▶ Successfully apply for external funding and competitive grants
- ▶ Provide academic leadership in research activities undertaken by other colleagues interested in International Management research
- ▶ Periodically present research in a public forum to promote the strategic objectives of the Department, Faculty, and University
- ▶ Meet the University of Melbourne's expectation for Level D academics (see http://hr.unimelb.edu.au/benefits/conditions/Enterprise_Agreement_2013/schedules/schedule_5_-_minimum_standards_for_academic_levels)

3.2 TEACHING

- ▶ In conjunction with other senior staff, provide academic leadership in the development of the Department's 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
- ▶ Design and deliver executive education programs

3.3 LEADERSHIP

- ▶ Make an outstanding contribution to research, teaching and administrative activities; work with others to develop the Department's teaching program; supporting and mentoring early career academic staff and managing teams
- ▶ When required, contribute to the managerial oversight within the Department including administration, financial and resource management
- ▶ Contribute to the profession and community through activities such as conference organization, and advice to government/business
- ▶ Contribute to the collegial and intellectual life of the Department
- ▶ Provide service to the University, Faculty and Department
- ▶ Promote the University and the discipline by participating in appropriate local, national and international organizations and associations
- ▶ Participate in Department and Faculty meetings and committee work
- ▶ Participate in functions promoting the Department
- ▶ Undertake other administrative duties as appropriate to the level of appointment

3.4 OCCUPATIONAL HEALTH AND SAFETY

- ▶ Occupational Health and Safety (OH&S) and Environmental Health and Safety (EH&S) responsibilities as outlined in section 5

4. Other Information

4.1 ORGANISATION UNIT

The Department has 50 academic staff and 35 PhD students all supported by 7 professional staff members. The department has over 11,032 enrolments in 82 subjects.

The Department also incorporates the International Centre for Research on Organizational Discourse, Strategy & Change (ICRODSC), the Melbourne International Business Research Unit (MIBRU), the Melbourne Human Resource Management Unit (MHRMU) and the Social Investment Research Group (SIRG).

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 and 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 normal teaching load is 84-96 contact hours a year across two twelve week teaching semesters. Each subject comprises three hours per week taught across the semester. Teaching assistants and tutors are appointed to assist with the large undergraduate classes.

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

4.2 RESEARCH

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 good research culture, promoting collaboration and on providing a friendly and 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 2012 "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 http://www.arc.gov.au/era/outcomes_2012/FoR/15).

4.3 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

The Faculty has a number of student and academic support centres, including:

- ▶ The Commerce Student Centre (Undergraduates)
- ▶ Melbourne Business School (Postgraduate)
- ▶ Business and Economics Careers Centre
- ▶ The Centre for Excellence in Learning and Teaching

Administrative support to the Departments, Units and Centres is provided by five Professional Service Units:

- ▶ Finance
- ▶ Human Resources (including EHS)
- ▶ Research Support
- ▶ Marketing and Communications
- ▶ Advancement

Our Programs

There are around 6,500 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 37,000 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.

THE UNIVERSITY OF MELBOURNE

The University of Melbourne is a leading international university with a tradition of excellence in teaching and research. With outstanding performance in international rankings, Melbourne is at the forefront of higher education in the Asia-Pacific region and the world. The University of Melbourne is consistently ranked among the world's top universities. Further information about our reputation and global ranking is available at www.futurestudents.unimelb.edu.au/explore/about/reputation-rankings

Established in 1853, shortly after the founding of Melbourne, the University is located just a few minutes from the centre of this global city. The main Parkville campus 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.

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 hr.unimelb.edu.au/careers.

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. www.growingesteem.unimelb.edu.au
- ▶ 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. <http://www.unimelb.edu.au/research/research-strategy.html>

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*.

EQUITY AND DIVERSITY

Another key priority for the University is access and equity. The University of Melbourne is strongly committed to an admissions policy that takes the best students, regardless of financial and other disadvantage. An Access, Equity and Diversity Policy Statement, included in the University Plan, reflects this priority.

The University is committed to equal opportunity in education, employment and welfare for staff and students. Students are selected on merit and staff are selected and promoted on merit.

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 www.unimelb.edu.au.

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/topics/responsibilities/>

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