



POSITION DESCRIPTION

Position Title:	Associate Professor or Professor (T&R)
Organisation Unit:	UQ Business School
Position Number:	NEW
Type of Employment:	Full-time, Continuing
Classification:	Teaching & Research, Academic Level D or E

THE UNIVERSITY OF QUEENSLAND

The University of Queensland (UQ) is one of Australia's leading research and teaching institutions. For more than a century, we have been bringing together outstanding educators, researchers and innovators – across a range of disciplines – to inspire the next generation and to advance ideas that can benefit the world.

Today, UQ is [ranked among the world's leading universities](#) and we are consistently recognised as one of the top 5 universities in Australia.

Each year, we teach around 55,000 students across 6 faculties, located at our 3 beautiful campuses at St Lucia, Herston and Gatton – as well as online. We aspire to broaden the knowledge and skills of these students, so that they're equipped to achieve their professional goals and make a positive contribution to our society, and the world.

The University is also home to 8 research institutes and more than 100 separate research centres with an interdisciplinary community of more than 1500 researchers, who have come to UQ from all over the globe. This outstanding community of researchers is continuing to build upon UQ's long and proud tradition of discovery science, invention, innovation, translation and commercialisation.

At UQ, we recognise that our people are our greatest asset. As such, we seek to recruit innovative people who are passionate about helping us to advance our mission and broaden our impact.

Our culture is built on the things that we value most highly – the pursuit of excellence; creative and independent thinking; honesty and accountability; mutual respect and diversity; and providing support for our people. Through the promotion of these values, we're creating a culture that encourages our people to bring their very best, authentic self when they come to work at UQ.

ABOUT UQ BUSINESS SCHOOL

[UQ Business School](#) is independently ranked as one of the top business schools in Australia and among the leading institutions worldwide. We are one of the best research-intensive business schools in the Asia-Pacific region, and our mission is to leverage our cutting-edge research expertise to cultivate courageous thinkers and empower future leaders to positively transform business and society. The School carries AACSB International and EQUIS accreditation across the full range of programs, and we are the only School in Australia to hold UNWTO accreditation. We have a sustainability strategy that complies with the UN Principles of Responsible Management Education by embedding ethics, sustainability, and indigeneity across our teaching programs.

The School has approximately 200 academic staff and 70 professional staff. We are the largest school in the university, delivering a broad range of teaching programs to over 11,000 passionate students. The School is organised in traditional discipline areas of Finance, Accounting, Marketing, Tourism, Business Information Systems, Management, International Business, and Strategy & Entrepreneurship; however, we also maintain [interdisciplinary research strength](#) in key areas: Business Sustainability, Trust/Ethics/Governance, Service Innovation, Future of Health, and Practice & Process Studies. To support this research activity, we also maintain a cutting-edge Behavioural Science Lab.

The School is located on the St Lucia campus, renowned as one of Australia's most attractive university campuses, just 7km from Brisbane's city centre. We also conduct MBA and Executive Education at our 293 Queen Street campus in the Brisbane central business district. Brisbane is one of the most affordable cities in Australia, boasting over 250 days of sunshine per year, with a safe, friendly, and multicultural environment.

Information for Prospective Staff

Information about life at UQ including staff benefits, relocation and UQ campuses is available at - <http://www.uq.edu.au/current-staff/working-at-uq>

The University of Queensland [Enterprise Agreement](#) outlines the position classification standards for Levels A to E.

DUTY STATEMENT

About this opportunity

We are seeking academic expertise and leadership from senior scholars (i.e., Level D and E in the [Australian system](#), respectively) who are capable of helping us transform education, theory, and practice to meet the needs of future-focused organisations. In addition to research and teaching excellence, we are particularly interested in individuals with an established track record of effective leadership, high-level industry engagement, and an ability to attract competitive grant funding. We welcome applications from excellent scholars in any business discipline area. However, we strongly encourage applicants conducting work that also aligns with our [interdisciplinary research hubs](#) and/or our three strategic priorities: Future of Commerce; Digital Management and Marketing; and Responsible Governance, Growth, and Innovation.

- **“Future of Commerce”** – research relevant this particular priority area may include (but is not limited to): Fintech, Sustainability, Assurance, Audit, Investments, New Economy Minerals and Resources, Technology-Assisted Accounting, Venture Capital, and related areas of future growth. This focal area is particularly relevant to individuals with academic expertise in [Finance](#) or [Accounting](#); but as an interdisciplinary priority, it could involve experts from any business discipline.
- **“Digital Management and Marketing”** – research relevant this particular priority area may include (but is not limited to): Data Analytics, Digital Marketing, Marketing Analytics, People Analytics, Technology Ethics, Data Security, Digital Transformation, Digital Health, and related areas of future growth. This focal area is particularly relevant to individuals with academic expertise in [Business Information Systems](#), [Management](#), or [Marketing](#); but as an interdisciplinary priority, it could involve experts from any business discipline.
- **“Responsible Governance, Growth, & Innovation”** – research relevant this particular priority area may include (but is not limited to): Sustainability, Entrepreneurship, Innovation, Trust/Ethics/Governance (esp. digital), Tourism, Service/Hospitality, Event Management, and related areas of future growth. This focal area is particularly relevant to individuals with academic expertise in [Strategy](#), [Entrepreneurship/Innovation](#), [Sustainability/Ethics](#) or [Tourism/Events](#); but as an interdisciplinary priority, it could involve experts from any business discipline.

This is an exciting opportunity for an Associate Professor or Professor to consistently demonstrate excellence in teaching (including clinical teaching, where appropriate), research and service and engagement.

Associate Professor (Level D)

At Associate Professor level, the incumbent expected to undertake leadership roles and have a strong record of supervising Higher Degree by Research students successfully to completion as principal supervisor. Please note that in the [Australian academic system](#), the Associate Professor (Level D) rank is equivalent to a *Full Professor* in North America or *Reader* in the UK.

Duties and responsibilities include, but are not limited to:

Teaching

- Coordinate courses, prepare and deliver lectures and tutorials, and undertake assessment and marking for undergraduate and postgraduate courses.
- Drive the ongoing improvement and development of new programs or a significant aspect of a program (e.g. a major, a clinical teaching unit or a field of study) to meet industry and educational standards to ensure courses are engaging, relevant and contemporary.
- Exhibit exemplary design in curricular and assessment practices that contributes to enhanced student learning outcomes.
- Adapt and introduce novel teaching and learning approaches and technologies (including online learning and alternative teaching methods and resources) to inspire students’ participation and achieve enhanced learning outcomes.

Research

- Maintain a record of outstanding contributions to the field and producing quality research outputs consistent with discipline norms as lead contributor, by publishing in high quality international research journals, other appropriate refereed publications, and conference publications.
- Initiate and lead funding initiatives and applications as chief investigator role in applications for significant research funding to support projects and activities, which includes actively seeking, obtaining and managing research funding.
- Lead the progressing towards transfer of knowledge, technology and practices to research end users through translation.
- Participate in discipline service, including service on leading editorial boards, or other discipline leadership positions
- Encourage, initiate and coordinate strategic collaborative research projects that where possible impacts on policy, practices and/or commercialisation (where relevant) resulting in internationally recognised achievements in the research area.

Supervision and Researcher Development

- Develop and mentor more junior academics and researchers.
- Act as Principal Supervisor to Higher Degree by Research students.
- Demonstrate and lead others in the responsible conduct of research.

Citizenship and Service

- Consistently demonstrate and lead others in relation to the UQ values.
- Make a strong contribution to the governance of the organisational unit, including displaying leadership behaviours.
- Sustain a track record of impact, achievement, and initiative in internal service roles.
- Undertake administrative processes as required.
- Establish a track record of collaboration in relation to external service activities.
- Advance external links and partnerships by collaborating on external activities and sustain strategic relationships with industry, government departments, professional bodies, and the wider community.

Other

- Ensure you are aware of and comply with legislation and University policy relevant to the duties undertaken, including but not exclusive to:
 - the [University's Code of Conduct](#)
 - requirements of the Queensland occupational health and safety (OH&S) legislation and related [OH&S responsibilities and procedures](#) developed by the University or Institute/School
 - the adoption of sustainable practices in all work activities and compliance with associated legislation and related University [sustainability responsibilities and procedures](#)
 - requirements of the Education Services for Overseas Students Act 2000, the National Code 2007 and associated legislation, and related [responsibilities and procedures](#) developed by the University

Professor (Level E)

At Professor level, the incumbent expected to demonstrate outstanding outcomes in leadership roles and have an exceptional record of supervising Higher Degree by Research students successfully to completion as principal supervisor. Please note that in the [Australian academic system](#), the Professor (Level E) rank is equivalent to a *Distinguished or Endowed Professor* in North America.

Additional to the duties and responsibilities listed above for Academic Level D, but are not limited to:

Teaching

- Teach across different settings and lead educational practice and innovative curriculum design including online learning and alternative teaching methods.
- Build and maintain internal and external education collaborations and lead or enable professional learning through advocacy, mentorship, and/or scholarly inquiry.

Research

- Maintain a record of international recognition and leadership to the field and producing quality research outputs.
- Lead significant and strategic research agendas that yield new insights and opportunities to represent and promote the discipline area in leading academic and research forums.
- Drive the development of opportunities for the application of knowledge beyond the specific research area to create an environment of cross collaboration between disciplines.
- Hold leadership roles in discipline service, including service on prestigious editorial boards, or national and international committees.

Supervision and Researcher Development

- Successfully build and lead a research team, developing and mentoring more junior academics and researchers.
- Effectively lead and develop supervisee performance and conduct by providing feedback, coaching, and professional development.

Citizenship and Service

- Provide senior leadership to others in relation to UQ values.
- Make outstanding contributions to the improvement and governance of the organisational unit, including displaying leadership behaviours.
- Show leadership through mentoring, collaboration, and a responsibility for staff wellbeing.
- Act as a leader in service and engagement by sustaining and advancing strategic relationships with industry, government departments, professional bodies, and the wider community.

ABOUT YOU

Selection Criteria

Essential – Level D

- PhD in a relevant business field or a closely related discipline.
- An outstanding established track record of publishing in leading and premier refereed journals.
- Evidence of contributions to the research community such as seminar presentations, acting as a discussant at conferences and refereeing for leading journals.
- Demonstrated leadership and service to domestic or international academic associations, journals, and professional bodies.
- Demonstrated ability to obtain competitive research grant applications.
- A high-quality teaching track record at undergraduate and postgraduate levels, as evidenced by teaching performance metrics and the ability to lead doctoral seminars.
- The ability to support and mentor junior faculty.
- Course and program development experience.
- Experience supervising honours and higher degree students, to successful completion.
- Evidence of an ability to enhance linkages with the local community, the larger business community and professional associations.
- Administrative experience and evidence of service contributions.
- High-level communication and inter-personal skills.
- High personal work ethic to complete tasks in a timely manner
- Commitment to upholding the University's values, and with the outstanding personal qualities of openness, respectfulness and integrity

Essential -Level E

- Demonstrated evidence of effective academic leadership.
- Demonstrated international esteem for expert knowledge in relevant business field or related area.
- Ability to develop innovative courses or programs in relevant business field or related area.

Desirable – Level D or E

- Experience in innovative modes of teaching, including online and blended learning.
- Experience in liaising and collaborating with external agencies to develop cooperative research initiatives.
- Strategic fit to one of the three strategic business streams

WHAT WE CAN OFFER

This is a **full-time continuing** position at Academic Level D or Level E.

Associate Professor (Level D)

The full-time equivalent base salary (at Level D) will be in the range \$146,824.75 - \$161,756.46 plus super of up to 17%. The total FTE package will be in the range \$171,785-\$189,255.10 per annum.

Professor (Level E)

The full-time equivalent base salary (at Level E) will be \$189,130.62 plus super of up to 17%. The total FTE package will be \$221,283 per annum.

The following flexible employment options may be available for this role: Part time/job share; some working from home; variable start or finish times; compressed hours; purchased leave; flex-time.

For further information about UQ's benefits, please visit [Why Work at UQ](#) and review [The University of Queensland's Enterprise Bargaining Agreement 2018-2021](#).

QUESTIONS?

To discuss this role please contact:

Future of Commerce

- [Professor Shaun Bond](#), Finance Discipline Leader
- [Associate Professor Kathleen Herbohn](#), Accounting Discipline Leader

Digital Management and Marketing

- [Professor Marta Indulska](#), Business Information Systems Discipline Leader
- [Associate Professor Ravi Pappu](#), Marketing Discipline Leader

Responsible Governance, Growth, and Innovation

- [Associate Professor Paul Spee](#), Strategy & Entrepreneurship Discipline Leader
- [Associate Professor Judith Mair](#), Tourism Discipline Leader

For application queries, please contact recruitment@uq.edu.au stating the job reference number in the subject line.

WANT TO APPLY?

All applicants must supply the following documents:

- **Cover Letter**, which should:
 - State the academic level you wish to be considered for (Level D, Level E, or both)
 - Indicate your disciplinary affiliation(s)
 - Address each of the Selection Criteria
- **Curriculum vitae (CV)**

To satisfy pre-requisite questions and ensure your application can be considered in full, all candidates must apply via the UQ Careers portal by the job closing deadline. Applications received via other channels, including direct email, will not be accepted.

ABOUT THE SELECTION PROCESS

Please note that interviews will likely occur in **March 2022**.

As part of the Selection Process, applicants shortlisted for interview will also be required to present a seminar to members of the school community. Scheduling of research seminars will be provided with adequate notice to shortlisted candidates.

The University of Queensland is committed to ensuring all candidates are provided with the opportunity to attend the panel interviews, however, for those candidates who are unable to attend in person, video interview options will be available.

OTHER INFORMATION

Sponsorship: *Visa sponsorship may be available for this appointment. However, please note that those requiring visa sponsorship will likely be unable to start their appointment until January 2023.*

Background Checks: *All final applicants for this position may be asked to consent to a criminal record check. Please note that people with criminal records are not automatically barred from applying for this position. Each application will be considered on its merits.*

We value diversity and inclusion, and actively encourage applications from those who bring diversity to the University. Our [Diversity and Inclusion webpage](#) contains further information if you require additional support. Accessibility requirements and/or adjustments can be directed to recruitment@uq.edu.au.