



THE UNIVERSITY
OF QUEENSLAND
AUSTRALIA

CREATE CHANGE

Appointment of

Associate Professor / Professor (Teaching and Research)

BUSINESS SCHOOL



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Business School

The University of Queensland 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 and Entrepreneurship; however, we also maintain *interdisciplinary research strength* in key areas: Business Sustainability, Trust/Ethics/Governance, Service Innovation, Future of Health, and Practice and 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.



Role of the Associate Professor / Professor

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, and 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.



Duties

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.

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.

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, Faculty, Institute or 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.



About you

Essential - Level D

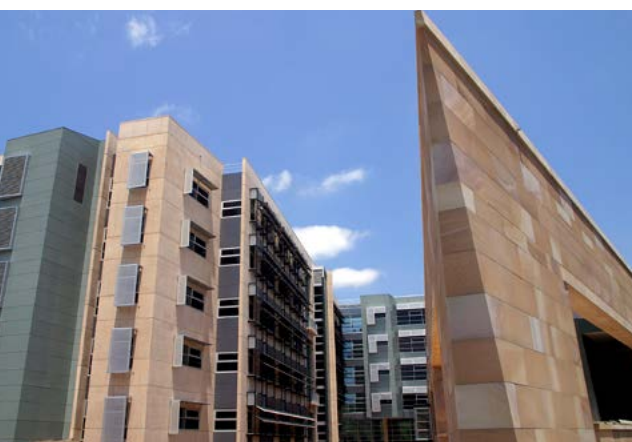
- PhD in a relevant business field or a closely related discipline.
- An outstanding established track record of publishing in leading and premier refereed journals.
- Evidence of contributions to the research community such as seminar presentations, acting as a discussant at conferences and refereeing 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



Conditions of employment

Employment type

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

Salary and benefits

The full-time equivalent base salary (at Level D) will be in the range \$146,824 – \$161,756 plus super of up to 17%. The total FTE package will be in the range \$171,785- \$189,255 per annum.

The full-time equivalent base salary (at Level E) will be \$189,130 plus super of up to 17%. The total FTE package will be \$221,283 per annum.

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 and Entrepreneurship Discipline Leader
- [Associate Professor Judith Mair](#), Tourism Discipline Leader

How 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 the 'About you' section
- **Curriculum vitae (CV)**

To satisfy prerequisite 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.



The University of Queensland

For more than a century, The University of Queensland (UQ) has maintained a global reputation for creating positive change by delivering knowledge leadership for a better world.

UQ ranks among the world's top universities, as measured by several key independent rankings, including the CWTS Leiden Ranking (32), U.S. News Best Global Universities Rankings (36), the Performance Ranking of Scientific Papers for World Universities (39), QS World University Rankings (47), Academic Ranking of World Universities (51), and Times Higher Education World University Rankings (62).

At UQ, we're changing the way higher education is imagined and experienced. Our students enjoy innovative and flexible learning options, diverse and dynamic partnership opportunities, and an integrated digital and campus learning environment.

More than 55,300 students, including the majority of Queensland's highest academic achievers, as well as top interstate and overseas students, study across UQ's three beautiful campuses in South East Queensland at St Lucia, Herston and Gatton. They include more than 19,900 postgraduate and approximately 20,200 international students who contribute to a diverse, supportive and inclusive campus community.

With a strong focus on teaching excellence, having won more national teaching awards than any other Australian university, UQ is committed to providing students with the best opportunities and practical experiences during their time with us, empowering them with transferable knowledge and skills that will prepare them to exceed expectations throughout their careers.

UQ's 280,000 graduates are an engaged network of global alumni spanning more than 170 countries, and include more than 15,400 PhDs.

UQ's six faculties, eight globally recognised research institutes and more than 100 research centres attract an interdisciplinary community of 1500 scientists, social scientists and engineers who champion research excellence and continue UQ's tradition of research leadership. This is reflected in UQ being the number one recipient of Australian Research Council Fellowships and Awards nationally across all scheme years (419 awards worth over \$290 million).

UQ has an outstanding track record in commercialising innovation, with major technologies employed across the globe and gross product sales of more than \$22 billion.

UQ is one of only three Australian members of the global Universitas 21; a founding member of the Group of Eight (Go8) universities; a member of Universities Australia; a member of the Association of Pacific Rim Universities (APRU); and one of only three Australian charter members of the prestigious edX consortium, the world's leading not-for-profit consortium of massive open online courses (MOOCs).

UQ employs more than 7200 academic and professional staff (full-time equivalent) and has a \$2.19 billion annual operating budget.

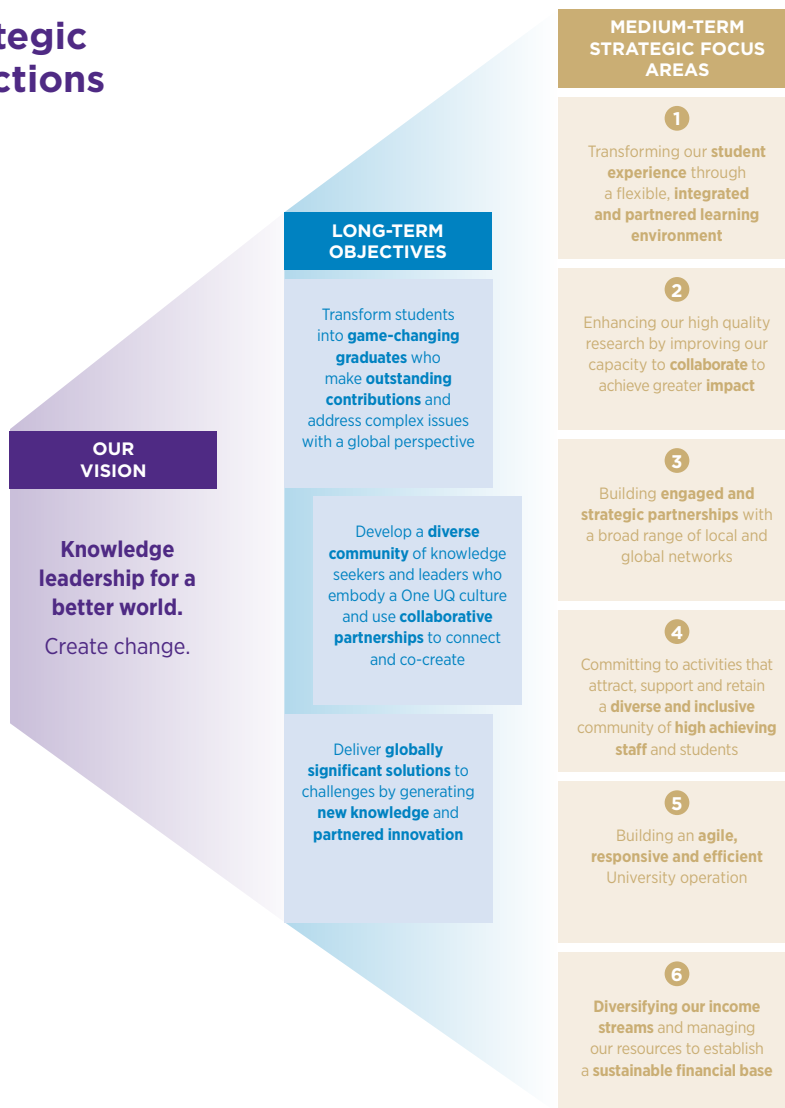


Governance

The University is governed by a 22-member Senate representing University and community interests. Senate is led by a Chancellor and Deputy Chancellor. The Senate has delegated to the Vice-Chancellor many of its powers under the *University of Queensland Act 1998* to appoint staff, manage and control University affairs and property, and manage and control finances.

uq.edu.au/about/governance

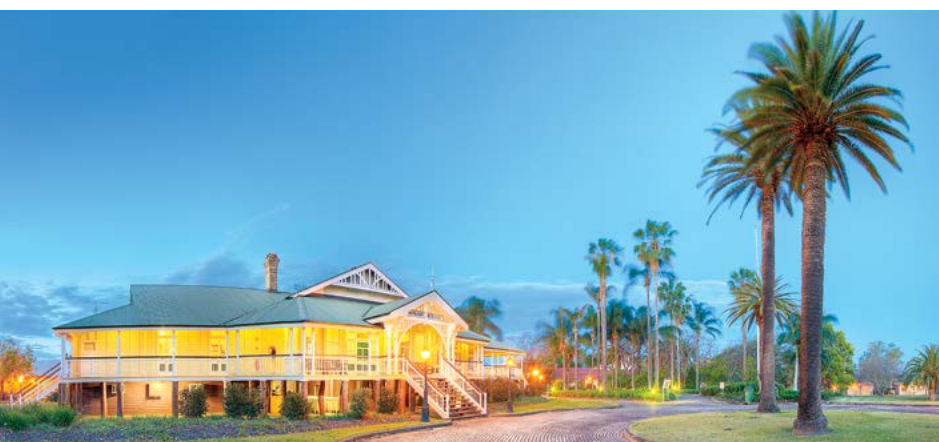
Strategic directions



The University of Queensland sets its agenda within a truly global context. It is a university that is connected with the global community, addressing the issues that are impacting on the modern world. UQ's aim is to attract the best minds of today, and to develop and support the leaders of tomorrow. The University has an ongoing commitment to strengthening its impact and reputation by building greater research capacity and through the delivery of high quality teaching and learning programs.

The 2018–2021 period will be a challenging and exciting time as the University adapts to a rapidly changing environment. Our plan encapsulates a commitment to remaining comprehensive while emphasising the importance of collaboration, diversity and partnered innovation as a critical means of solving complex global challenges.

We will transform our students into game-changing graduates ensuring that they are not only prepared to succeed in their chosen pathway, but will also provide the leadership necessary to create change.



Strategic plan 2018–2021

The University of Queensland positively influences society by engaging in the pursuit of excellence through the creation, preservation, transfer and application of knowledge. UQ helps shape the future by bringing together and developing leaders in their fields to inspire the next generation and to advance ideas that benefit the world. UQ strives for the personal and professional success of its students, staff and alumni.

Transforming students into game-changing graduates through excellent teaching, support, and exposure to world-leading research is a focus of UQ's Strategic Plan 2018–2021. The world is changing at a breakneck pace, and it is vital that we prepare our students to not only adapt to this change, but also to make a positive impact on society and collectively build a beneficial global legacy. Evidence-based knowledge, the ability to work collaboratively to solve complex problems, and a passion for innovation will be essential attributes for our students, regardless of the exact future shape of society. UQ's Strategic Plan 2018–2021 focuses on graduate employability, collaboration and diversity and inclusivity.

UQ's Strategic Plan 2018–2021 is available to download from the following website:

about.uq.edu.au/strategic-plan

Our values

Pursuit of excellence

We strive for excellence, seeking to apply the highest standards to benefit our communities.

Creativity and independent thinking

We welcome new ideas from our staff and students as well as from our alumni and our external partners. We support intellectual freedom, courage and creativity. We encourage the pursuit of innovation and opportunities.

Honesty and accountability

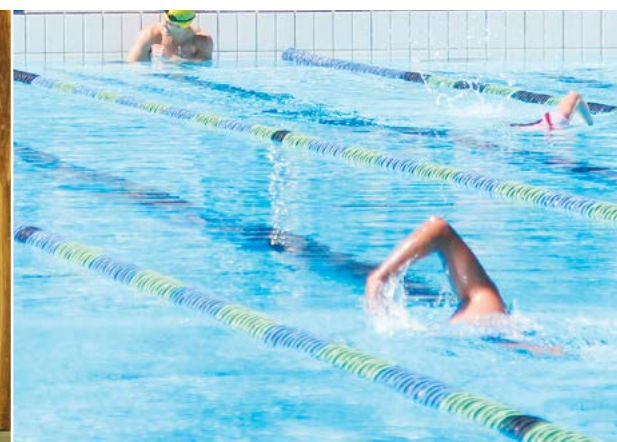
We act with integrity and professionalism and uphold the highest ethical standards. We are committed to transparency and accountability. Our decisions ensure responsible stewardship of the University's resources, reputation and values. We lead by example in all areas including our approaches to sustainability.

Mutual respect and diversity

We promote diversity in the University community – through our people, ideas and cultures. We create a vibrant, inclusive environment in which ideas flourish and future generations, regardless of background, are empowered. We respect our colleagues and work together for shared success.

Supporting our people

UQ ensures the safety and wellbeing of our people. We create an inclusive and supportive university community in which achievements are celebrated and rewarded. Our people have the opportunity to enrich their lives and pursue their goals.



Leadership capability expectations

The UQ Leadership Framework identifies seven key capabilities that define leadership in the UQ context. The framework aligns with UQ's strategic direction, and mission, vision and values.

Achieves results and drives accountability

Leaders ensure engagement and performance, and motivate and empower others to achieve results.

Communicates and collaborates with influence

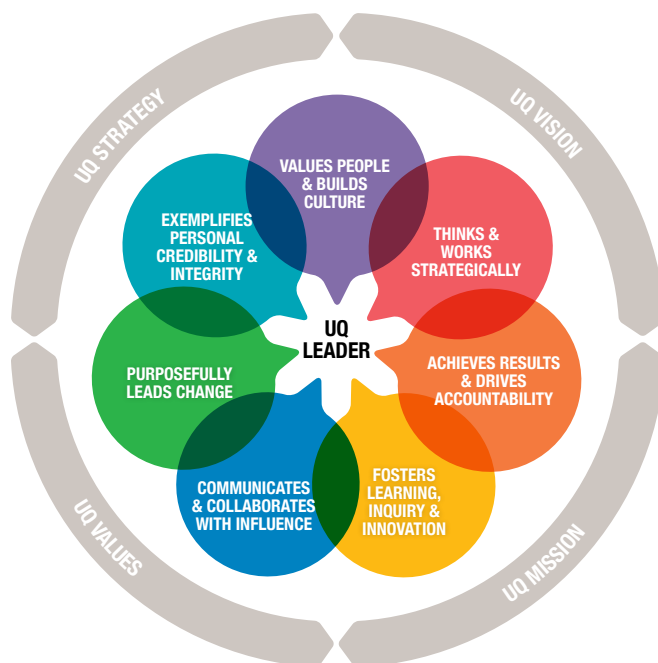
Leaders engage others in open and honest dialogue about important issues and actively seek common interests and goals.

Exemplifies personal credibility and integrity

Leaders strive for personal achievement and are visibly proactive and ethical in their dealings with others.

Fosters learning, inquiry and innovation

Leaders nurture an environment that allows for multiple perspectives and challenges assumptions, and model openness to new ideas.



Purposefully leads change

Leaders initiate and lead change and improvement agendas, modelling behaviour that embraces innovation and change.

Thinks and works strategically

Leaders create and communicate a clear direction for the future, aligned with UQ's vision.

Values people and builds culture

Leaders create a positive, constructive workplace where people feel connected and valued.



About Brisbane

Brisbane is the sunny, sophisticated capital city of Queensland and gateway to its many famous attractions. It is Australia's third largest city and fastest-growing capital with a population of more than 2.2 million, offering a safe, friendly, multicultural environment. The inner city is characterised by the Brisbane River, parklands, convention facilities, museums, art galleries, a casino, malls, shopping districts and a host of cosmopolitan restaurants and cafés.

Brisbane offers a range of lifestyle benefits including climate, culture, family fun and sport. Residents and visitors can combine art and outdoor adventure in Brisbane, where South Bank's cultural institutions and restaurants meet riverside gardens and a lagoon. Take a paddle steamer or ferry down the Brisbane River, abseil Kangaroo Point cliffs and bike ride through the City Botanic Gardens. Go for a day trip to Moreton Island, Noosa, the Sunshine Coast or the Gold Coast with just a short drive to each beautiful destination. National Parks, rainforests and attractions such as Australia Zoo, Dreamworld and other theme parks are also a short drive away.

The perfect place to raise a family, Brisbane is one of the safest cities in Australia and boasts a wide range of cultural attractions, numerous theatres, art galleries and a world class museum; the city is dubbed a food and drink lover's paradise. Brisbane is one of Australia's most liveable and affordable capital cities. Brisbane enjoys a subtropical climate providing sunny days almost all year round, with enough rainfall to keep the city and suburbs cool and green.

Just an hour south of Brisbane's CBD is the Gold Coast, where the high rises are built around superb beaches like Surfers Paradise with lively nightlife, international theme parks and designer boutiques. A few hours drive north from Brisbane is the Great Barrier Reef, one of the 'natural wonders of the world'. As the largest World Heritage Area, it stretches more than 2000 kilometres alongside the coast, and is home to around 1500 species of fish and 350 types of coral. Stradbroke, Moreton and Fraser Islands are also world-famous attractions that are close to Brisbane, and offer some of the largest dunes in the world.

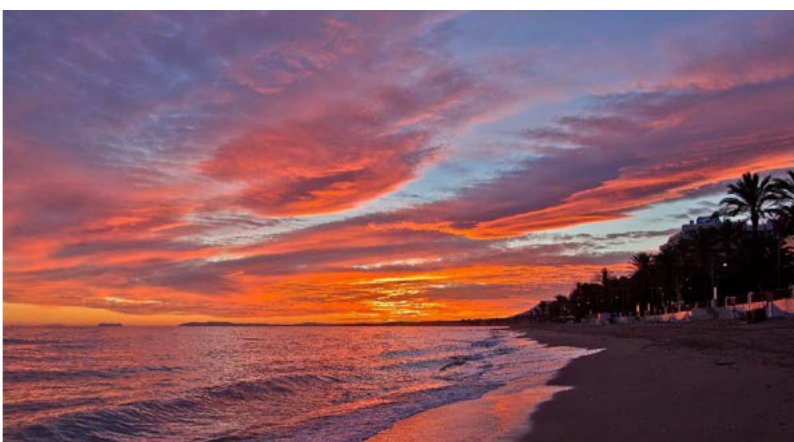
A leader in education

Brisbane has a wide range of high-quality schools at primary and secondary level, religious or non-denominational, single-sex or co-educational, with many offering excellence programs or other specialty features such as the International Baccalaureate. Brisbane also offers some of the greatest learning institutes in Australia, with three major internationally recognised universities on offer. Each of the universities in Brisbane offer a high-quality learning environment with access to some of Australia's finest institutions covering all areas of study from law and medicine through to business, marketing, tourism, IT and biotechnology. The University of Queensland (UQ) is one of Australia's leading research and teaching institutes, ranking among the world's top universities.

Lifestyle

In the heart of Brisbane city, Queen Street Mall is a vibrant shopping and lifestyle precinct and is Australia's most popular pedestrian mall. Brisbane is also the home for many of Queensland and Australia's major sporting events in rugby league, rugby union, AFL and cricket.

Brisbane residents have excellent access to healthcare in both public and private sectors, covering hospitals, general practitioners, dentists and other allied healthcare professionals. There are numerous public and private hospitals including the Princess Alexandra Hospital, the Mater Hospital network, The Queensland Children's Hospital and the Royal Brisbane and Women's Hospital. Urgent and emergency medical care is readily available to everyone.



Further information

General information on the University is available through the University's website:
uq.edu.au

Other documents which you may wish to refer to include:

- Annual Report:
uq.edu.au/about/annual-reports
- Governance:
uq.edu.au/about/governance
- Key statistics:
pbi.uq.edu.au/ClientServices/UQStatistics/index.aspx
- Organisation chart:
uq.edu.au/about/docs/org-chart.pdf
- Research at UQ:
research.uq.edu.au
- Strategic Plan 2018–2021:
uq.edu.au/about/docs/strategicplan/UQStrategicPlan2018-2021.pdf
- UQ Global Strategy:
global-strategy.uq.edu.au
- UQ Reconciliation Action Plan:
about.uq.edu.au/reconciliation/plan
- UQ Aboriginal and Torres Strait Islander Employment Strategy:
staff.uq.edu.au/information-and-services/human-resources/diversity/aboriginal-torres-strait-islanders





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