POSITION DESCRIPTION

POSITION: Associate Research Professor/Research Professor

EMPLOYMENT TYPE: fixed term 3 years
CLASSIFICATION: Level D / E

DIVISION/PORTFOLIO: UniSA Business School

SCHOOL/UNIT: Institute for Choice

DATE APPROVED: December 2015

BROAD PURPOSE
The Institute for Choice (I4C) is looking to appoint an internationally/nationally recognised academic for a full-time research position at the Institute for Choice. Both Associate Research Professor and Research Professor level will be considered for this position. The successful candidate will have a substantive background in applied economics, such as food, labour, health, transport, and environmental economics. Whatever the disciplinary focus, however, the candidate must have:

1. a strong and traceable methodological research interest in the area of discrete choice modelling;
2. an active research program and future interests in applied research involving human (and, potentially organizational) decision making.

The Institute embodies a unique focus on choice behaviour and choice modelling, so the candidate will be expected to provide thought leadership in the area of discrete choice as related to their domain of applied research, and contribute to fostering excellence in choice research within these fields.

The successful candidate will play a leading research role in the Institute for Choice, the UniSA Business School and the University, and will be expected to help grow and foster their domain of applied economics to become an area of excellence for the Institute. Required research activities include leading and conducting high quality research in two broad categories:

Category 1 Projects: Leading and participating in competitive research grant generation and active participation in the Business School’s research concentrations and other relevant collaborative forums, to deliver high quality research outcomes to meet the Excellence in Research in Australia (ERA) criteria. The focus here is on obtaining funding from such bodies as the Australian Research Council (e.g., Discovery and Linkage streams), National Health and Medical Research Council, private sources such as the Bill & Melinda Gates Foundation, etc.

Category 3 Projects: Generating, leading and participating in contract research projects that fit within the scope of the Institute’s mission and contribute to furthering/promoting the strategic goals of I4C.

This position will also contribute to the Institute’s more general research agenda to generate opportunities for collaboration with other researchers, both within and outside of the University of South Australia.

I4C is largely self-funding and applicants will be expected to actively contribute to help support the Institute through the funding mechanisms mentioned above (Category 1 & 3 projects), as well as support other staff members in their efforts to do so. Candidates will be expected to be part of an organizational team working towards the fulfilment of Institute goals, in addition to their own personal research agenda.
POSITION ENVIRONMENT
The University of South Australia is an enterprising and dynamic, outward-looking institution established in 1991, but built on more than 150 years of teaching, learning and research excellence of our antecedent institutions. We are South Australia’s largest university, and continue to enjoy a strong upward trajectory across a number of key indicators and global rankings - we are ranked amongst the top 3% of universities worldwide and in the top 50 international universities under 50 years of age.

Known for our strong and engaged research and our experientially-based teaching and learning, all activities are conducted in close collaboration with business, industry, government and the professions. The University of South Australia prides itself on educating individuals to the highest standards, investing in the very best teachers and researchers, as well as state-of-the-art physical and virtual infrastructure; creating and disseminating knowledge so that our communities and societies are better able to understand and address the crucial challenges of our time.

We offer a wide range of educational choices across our four academic divisions – business; education, arts and social sciences; health sciences; and information technology, engineering and the environment. We are also home to a range of dedicated research institutes and centres, as well as co-operative research centres that - in collaboration with industry, government, university and research partners - are focused on helping to deliver practical and enduring solutions to real-world problems.

The UniSA Business School is one of four academic divisions within the University. It has approximately 7000 students and offers a wide range of undergraduate and postgraduate degrees by coursework and by research. Its programs are offered both in Australia, online and in a number of overseas locations. The UniSA Business School is known for excellence in research, and in teaching and learning, and has strong links with the business and community sectors. The UniSA Business School is one of only 8 Australian business schools accredited by EQUIS - the EFMD Quality Improvement System. First accredited in 2004, the UniSA Business School has held this prestigious international accreditation longer than any other Australian business school.

The UniSA Business School is a comprehensive Business School with a broad range of degrees and research centres. These include Accounting, Finance and Law, Economics, Management and Marketing, and programs that reflect our South Australia context, including Arts and Culture Management, Wine Business, and Tourism. The Australian Federal Government’s most recent Excellence in Research for Australia (ERA) assessment determined that the UniSA Business School’s research in the broad field of Commerce, Management, Tourism and Services, and in the specific fields of Applied Economics; Business and Management; and Marketing, is world-class.

The Institute for Choice, a world-leading research facility located in Sydney is part of the Business School. The Institute focuses on understanding and modelling human decision-making and choice behaviour and partners with government, industry and other stakeholders to provide effective and innovative practical, theoretical and predictive research solutions to complex, real world problems.

REPORTING RELATIONSHIPS AND KEY STAKEHOLDERS
Due to the seniority of this position, and its role in determining research directions for their area of applied economics focus as well as the Institute as a whole, this position will report to directly to the Director: Academic within the Institute for Choice.
CORE RESPONSIBILITIES

1. Provide leadership and make original, innovative and distinguished contributions to the advancement of scholarship and actively participate in the Institute’s research concentrations and other relevant forums, to ensure research performance and outcomes are achieved and effectively address the Excellence in Research in Australia (ERA) criteria.

2. Support the Institute in advancing I4C’s strategic directions and initiatives, cooperating to advance its interests and reputation in the cross-disciplinary choice modelling domain.

3. Formulate strategic research directions in their applied economics sub-discipline, in particular as related to the study of choice in that discipline.

4. Seek and obtain research funding through national and international competitive grant programs, and from external partners including industry, government and other private sector partners.

5. Attract high quality, internationally recognised research staff and students, building a significant research team and network for a focussed research program.

6. Provide academic leadership, foster excellence and promote collaboration between the Institute and other research groupings.

7. Lead and conduct high quality independent or collaborative research that attains recognition at national and international level, funded by both government and industry in consonance with Australian research priorities (see, e.g., here).

8. Lead a research team undertaking large scale research projects in the study of choice, resulting in the generation of a substantial body of original, high-quality, high-impact research outputs.

9. Publish research outcomes in high quality journals and presentation of research findings at international conferences and seminars.

10. Promote the Institute, the Business School and University in the broader community by presenting seminars, and keeping abreast of new developments in the field by maintaining close contact with relevant government and private agencies and community organisations.

11. Develop and maintain strategic collaborative partnerships with industry, government, end users, other educational institutions and research organisations including being a strong advocate and representative of the Institute, the Business School and the University, with all external agencies and stakeholders.

12. Provide leadership in the study of choice including the dissemination of research results to industry, and where appropriate, commercialisation of research outcomes.

13. Attract, supervise, train and guide research staff, postgraduate and undergraduate students.

14. Participate in academic and professional peer review activities, including editorial duties and delivery of guest lectures as requested.

The responsibilities as specified above may be altered in accordance with the changing requirements of the position.
SPECIAL REQUIREMENTS

• Some out of hours work may be required.
• Some inter/intra state travel will be required.

UNIVERSITY REQUIREMENTS

1. Core Staff Attributes
   To contribute to a successful and enterprising culture at UniSA, each staff member is expected to demonstrate the following key behavioural attributes:
   • **Is trusted, authentic and self-aware** – establishes credibility, is honest, reliable, accountable, and responsive
   • **Takes the initiative and delivers results** – by seizing opportunities and being outcome and customer focussed
   • **Provides solutions** – through logical, creative and innovative thinking and timely, transparent and consultative decision making
   • **Communicates with impact** – displays clarity, diplomacy, persuasiveness and sensitivity
   • **Leads and works well with others** - displays conviction and resilience, working collaboratively, motivating others and mobilising influence.

2. Health Safety & Injury Management
   • Ensure an effective health safety and injury management system is in place.
   • Provide adequate human and financial resources.
   • Oversee the system and monitor its effectiveness.
   • Provide direction at a strategic level.
   • Follow reasonable instructions, work procedures and practices to maintain the health and safety of yourself and others.
   • Report all identified workplace hazards and incidents.

3. Performance Development and Management
   Participate in the University’s Performance Development and Management process.
SELECTION CRITERIA – Level DARP

1. A doctorate in an area of applied economics. Research experience commensurate with an appointment at this level, preferentially aligned with Australian research priorities (see here).

2. An outstanding national reputation and an eminent authority within the study of choice with original, innovative and distinguished achievement in research, as evidenced by publications, reports and working with national and international institutions in collaborative research.

3. Demonstrated sustained success in securing significant competitive funding from government and industry and evidence of sound financial management of these activities.

4. An excellent understanding of national and international industry-focussed research in the study of choice in the sub-area of applied economics of focal interest.

5. Demonstrated success at establishing research interactions with industry and developing partnerships between academia, industry, the community and the profession.

6. Excellent written and oral communication skills demonstrated through written works such as research reports, research publications and educational materials, and through presentations at international conferences, committees, seminars and teaching.

7. Experience in postgraduate supervision, and a history of success in graduation of doctoral and masters candidates.

Desirable

1. Demonstrated ability and experience in leadership and contributions to the development and planning of academic activities to support the Institute, UniSA Business School and University strategic priorities to ensure programs and courses remain of a high quality, with flexible delivery options and reflect professional practice standards.

2. Experience in management and commercialisation of intellectual property.

3. Experience in communication of high quality research to industry and government.
SELECTED CRITERIA – Level ERP

1. A doctorate in a specialty area of applied economics. Research experience, with a focus on the study of choice, commensurate with an appointment at this level, preferentially aligned with Australian research priorities (see here).

2. An outstanding international reputation and an eminent authority within the study of choice with original, innovative and distinguished achievement in research, as evidenced by publications, reports and working with national and international institutions in collaborative research.

3. Demonstrated sustained success in securing significant competitive funding from government and industry and evidence of sound financial management of these activities.

4. An excellent understanding of national and international industry-focussed research in the study of choice in the sub-area of applied economics of focal interest (e.g., health economics/public health, food economics, etc.).

5. Demonstrated success at establishing research interactions with industry and developing partnerships between academia, industry, the community and the profession.

6. Excellent written and oral communication skills demonstrated through written works such as research reports, research publications and educational materials, and through presentations at international conferences, committees, seminars and teaching.

7. Experience in postgraduate supervision, and a history of success in graduation of doctoral and masters candidates.

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MINIMUM STANDARDS FOR ACADEMIC LEVELS (MSAL)

Introduction

Minimum standards are differentiated by level of complexity, degree of autonomy, leadership requirements of the position and level of achievement of the academic. The responsibilities of academic staff may vary according to the specific requirements of the institution to meet its objectives, to different discipline requirements and/or to individual staff development.

An academic appointed to a particular level may be assigned and may be expected to undertake, responsibilities and functions of any level up to and including the level to which the academic is appointed or promoted. In addition, an academic may undertake elements of the work of a higher level in order to gain experience and expertise consistent with the requirements of an institution’s promotion processes.

MSAL will not be used as a basis for claims for reclassification.

Level D

A Level D research academic will make major original and innovative contributions to his or her field of study or research, which are recognised as outstanding nationally or internationally.

A Level D research academic will play an outstanding role within his or her institution, discipline and/or profession in fostering the research activities of others and in research training.

Level E

A Level E research academic will typically have achieved international recognition through original, innovative and distinguished contributions to his or her field of research, which is demonstrated by sustained and distinguished performance.

A Level E research academic will provide leadership in his or her field of research, within his or her institution, discipline and/or profession and within the scholarly and/or general community. He or she will foster excellence in research, research policy and research training.