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| EMPLOYMENT TYPE: Continuing | CLASSIFICATION: Level D/E |
| DIVISION/PORTFOLIO: UniSA Business School | |
| SCHOOL/UNIT: School of Management | |
| DATE CREATED: 15 August 2017 | |
| DATE REVIEWED: 5 SEPTEMBER 2018 | |

BROAD PURPOSE

The Associate Professor/Professor in Organisational Behaviour (OB) and Human Resource Management (HRM) is expected to make an outstanding contribution to the School of Management and to play a leadership role in teaching, research and professional activities both in their own area of expertise and in the broader domain of the OB-HRM field.

This position involves contributing to the development and teaching of high quality undergraduate and postgraduate courses. A significant contribution to high quality research, securing research funding, and supervision of research students is also expected. Professorial positions are also expected to demonstrate internal leadership (School, Divisional and/or University) and engagement with the business community.

POSITION ENVIRONMENT

The **University of South Australia** is an enterprising and dynamic, outward-looking institution, 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, across our four academic divisions – business; education, arts and social sciences; health sciences; and information technology, engineering and the environment 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. Our co-operative research centres - 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 Australia's premier business schools and South Australia's largest. Our excellence is assured as one of just nine business schools within Australia with EQUIS accreditation awarded by the EFMD Quality Improvement System, and a QS five star™ rating, this places us in the top 1% of business schools globally.

It's our business to empower our graduates with the knowledge, skills and industry experience necessary to compete and succeed on the global stage. More than 55,000 alumni make up our international community of enterprising professionals, managers, and scholars.

We attract and foster a workforce of global thought-leaders who engage in world-class applied research in collaboration with renowned international scholars, industry and government partners. The UniSA Business School enables enterprising leaders to build better businesses, champions business growth and supports sustainable economic development, both within our home state of South Australia, and throughout the broader Asia Pacific region.

The **School of Management** forms part of the UniSA Business School and offers a wide range of programs for undergraduate and postgraduate study in the management discipline. Areas of specialisation and research strength include in Organisational Behaviour and Human Resource Management, Logistics & Supply Chain Management, Arts, Sports, Tourism & Recreation Management, Business Ethics and Sustainability and International Management.

The School offers an active and engaged teaching and research environment. All programs combine up-to-date theory and practical applications of management models and methods, and are designed in consultation with our network of industry and professional partners. Through the Executive Partnership Programme, senior managers are involved in mentoring our postgraduate and research students.

The Centre for Workplace Excellence (CWeX) is a vibrant research centre that brings together academic scholars, Masters and PhD students to investigate current and future workplace challenges around the world. With the overall mission of achieving excellence through people and practices, CWeX members bring their collaborative spirit, diverse disciplinary foundations, and expertise in quantitative and qualitative methodologies to produce rigorous research that enhances organisational effectiveness. CWeX actively engages with industry partners in the core themes employee diversity and well-being, organisational culture and change, leadership, and human resource management practices in order to improve organisations' capabilities to manage their most important resource - their people. The University is introducing a University-wide strategic approach to recognising, supporting and setting expectations for its research concentrations. CWeX is reviewing its scale and focus as part of this initiative.

REPORTING RELATIONSHIPS AND KEY STAKEHOLDERS

This position reports to the Pro Vice Chancellor, UniSA Business School through the Head of School, School of Management.

CORE RESPONSIBILITIES

Creating and Applying Knowledge

- Conduct high quality research, independently and/or as a member of a team, and author publications in highly regarded refereed academic journals.
- Supervise Masters and PhD research students.
- Enhance the research profile of the School through collaborative research and engagement with other Universities, organisations and involvement in relevant professional activities.
- Develop research proposals and funding submissions to industry and external funding bodies, and support Research Fellows, post-doctoral and research students through externally funded projects.

Educating Professionals

- Initiate, adopt and develop new courses as appropriate and lead the teaching team in the development of program change and innovation.
- Develop, coordinate and deliver courses for delivery on campus, offshore, online or in other modes that:
 - maintain the quality of these courses through course review and development (i.e. course materials and teaching methods) to meet industry/organisational needs, educational requirements and quality standards.
 - apply research and scholarship to the development of courses including investigating and developing alternative teaching methods and the initiation and development of new material.
 - coordinate the timely delivery of courses including the preparation and delivery of lectures, seminars, workshops and tutorials, with appropriate and professional assessment and marking.
 - engage external speakers to enrich the course experience for students.
 - work with School administrative staff in the smooth administrative operation of courses.
- Work collaboratively with academic staff in other Schools and other partners where appropriate to ensure that relevant courses have content and quality, which represents contemporary practice and theory.
- Ensure high quality service is provided to students.

Serving the University, Industry, Business and the Community

- Actively contribute to the School of Management, Business School, and University activities, particularly in relation to leadership, planning and administration.
- Create, foster and enhance national and international links with relevant professional, business, university and community bodies that assist in the advancement of University, Business School and School objectives.

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

SPECIAL REQUIREMENTS

- Some out of hours work will be required.
- Pursuant to the Children's Protection Act 1993 (SA), this position has been deemed prescribed. It is an inherent requirement of the position that the staff member maintains a current Criminal History Assessment determining them fit to work with children.

UNIVERSITY REQUIREMENTS

Staff must follow and apply the following:

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

Follow reasonable instructions, work procedures and practices to maintain the health and safety of yourself and others.

- Report all identified work place hazards and incidents.

3. Performance Development and Management

Participate in the University's Performance Development and Management process.

SELECTION CRITERIA

Essential

1. A completed doctorate in Organisational Behaviour, Human Resource Management, or a related discipline.
2. Demonstrated strong track record for undertaking research and scholarship activities, including publishing high quality, high impact journal papers.
3. Demonstrated record of writing research grants and generating research income.
4. Demonstrated expertise in providing academic leadership in the development, management and delivery of courses and teaching programs and/or significant research programs.
5. Demonstrated expertise in teaching and learning including use of teaching technology.
6. Experience working collaboratively with business and public sector organisations, and evidence of developing collaborative research projects with business, community and industry partners.
7. Demonstrated ability to supervise Master's and PhD research students to successful outcomes.
8. Commitment and demonstrated ability to professional and personal development, including the development and mentoring of colleagues.
9. Cultural sensitivity and an international perspective, and possession of the attributes of an enterprising employee at UniSA.

Desirable

1. Research and teaching expertise in leadership and/or cross-cultural OB and/or international HRM.
2. Evidence of teaching capacity and expertise in Executive and/or MBA contexts.
3. Clear specialization that complements the existing research profile of CWEX and the School of Management.

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.

TEACHING AND RESEARCH ACADEMIC STAFF

Level D

A Level D academic will normally make an exceptional contribution to the research at the international level. The candidate is accepted to lead in and promote academic scholarship in any form as well as to contribute to teaching and administration activities of an organisational unit, including a large organisational unit, or interdisciplinary area.

A Level D academic will make an outstanding contribution to the governance and collegial life inside and outside of the institution and will have attained recognition at a national or international level in his or her discipline. He or she will make both original and innovative contributions to the advancement of scholarship, research and teaching in his or her discipline.

Level E

A Level E academic will provide leadership and foster excellence in research, teaching and policy development in the academic discipline within the institution and within the community, professional, commercial or industrial sectors.

A Level E academic will have attained recognition as an eminent authority in his or her discipline, will have achieved distinction at the national level and may be required to have achieved distinction at the international level. A Level E academic will make original, innovative and distinguished contributions to scholarship, researching and teaching in his or her discipline. He or she will make a commensurate contribution to the work of the institution.