



POSITION DESCRIPTION

Management and Marketing
Faculty of Business and Economics

Professor of International Human Resources / Cross-Cultural Management

POSITION NO	0033549
CLASSIFICATION	Level E
SALARY	An attractive remuneration package, commensurate with qualifications and experience, will be offered to the successful candidate
SUPERANNUATION	Employer contribution of 17%
EMPLOYMENT TYPE	Full-time, continuing position
OTHER BENEFITS	http://about.unimelb.edu.au/careers/working/benefits
CURRENT OCCUPANT	Vacant
HOW TO APPLY	Online applications are preferred. Go to http://about.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, Head of Department Tel +61 3 8344 8482 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:

about.unimelb.edu.au/careers
joining.unimelb.edu.au

"University Expectations of a Professor"

The attention of applicants is drawn to the paper, 'University Expectations of a Professor', (at the end of this document) which clarifies the role of a Professor at The University of Melbourne.

Position Summary

The Faculty of Business and Economics is seeking an exceptional candidate for the position of Professor of International Human Resources/Cross-Cultural Management. The role is central to the Department in providing leadership, expertise and mentoring to other academic staff.

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, as described in Section 4.2, is highly valued. The appointee will also support the Department's strategic objectives by teaching and developing high quality undergraduate and graduate subjects, as well as executive education programs. It is expected that the appointee will 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

1.1 ESSENTIAL

- ▶ A PhD in Management (or a related discipline) focused on Cross-Cultural Management and/or International Human Resources Management
- ▶ A distinguished international reputation and an outstanding research record at the intersections of International Management and Human Resource Management and/or Organisational Behaviour (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 plan and teach subjects in the areas of Cross-Cultural Management and/or International Human Resources Management
- ▶ A demonstrated ability to provide high quality academic leadership through supporting and mentoring academic colleagues
- ▶ The ability to make a significant contribution to furthering the strategic objectives of the Department of Management and Marketing, and supporting The University of Melbourne's research Grand Challenges (see - <http://research-vision.unimelb.edu.au/content/grand-challenges>)
- ▶ High level inter-personal and communication skills and proven team leadership skills
- ▶ An ability to work collaboratively and collegially, in an academic department through an accessible, visible and approachable style
- ▶ The ability to enhance the University's engagement with the broader community through high-quality teaching, research, and knowledge transfer
- ▶ Advancing the University's values, including the principles of equity, diversity and sustainability

- ▶ The ability to develop strong links with professional groups, other university departments, or external stakeholders, including business and government interested in areas of Cross-Cultural Management and/or International Human Resources Management
- ▶ Ability to undertake a leadership role, such as Head of Department

1.2 DESIRABLE

- ▶ A demonstrated capacity to raise external funds from competitive grants and other sources, to support advanced research
- ▶ Experience with blended and on-line pedagogical principles
- ▶ An ability to develop strong links with professional groups, other departments or research groups, in areas of areas of Cross-Cultural Management and/or International Human Resources Management
- ▶ An ability to foster 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

2. *Special Requirements*

- ▶ After hours work may be required, from time to time, due to teaching timetables and participation at functions and events including Open Day, Student Advice Days and graduation ceremonies. Domestic and overseas travel may be required for University related activities.

3. *Key Responsibilities*

3.1 RESEARCH

- ▶ Undertake influential research in the area of Cross-Cultural Management and/or International Human Resources Management
- ▶ Publish in relevant elite refereed journals
- ▶ Provide academic leadership in research activities undertaken by other colleagues who are interested in Cross-Cultural Management and/or International Human Resources Management
- ▶ Meet the Department's research and publication expectations of a 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 Cross-Cultural Management and/or International Human Resources 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 research expectations for a Professor

3.2 TEACHING

- ▶ In conjunction with other senior staff, provide academic leadership in the development of the 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

3.3 LEADERSHIP

- ▶ Provide academic and administrative leadership within the Department, in research activities, in working with others to develop the Faculty's teaching program, and in supporting and mentoring early career academic staff and managing teams
- ▶ When required, provide managerial oversight within the Department including administration, financial and resource management
- ▶ Promote the University and the discipline by participating in appropriate local, national and international organisations and associations
- ▶ Contribute to the profession and community, through activities such as conference organisation, and advice to government and the business community
- ▶ Significantly contribute to the collegial and intellectual life of the Department
- ▶ Provide service to the University, Faculty and Department through meetings and committee work, including membership of the Academic Board and its sub-committees
- ▶ Participate in functions promoting the Department
- ▶ Undertake other administrative duties, as appropriate to the level of appointment
- ▶ Meet The University of Melbourne's leadership expectations for a Professor
- ▶ Adhere to 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 of Management and Marketing has 53 academic staff and 30 PhD students, all supported by 5.6 professional staff members. The department has over 14,300 enrolments, in 119 subjects.

The Department also incorporates the International Centre for Research on Organizational Discourse, Strategy and 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. This is achieved by offering a set of subjects that meet the job ready requirements of employees, are up-to-date with developments in the disciplines of Management and Marketing, and delivered using innovative 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 typical teaching load is 96 contact hours a year (e.g. three subjects), across two twelve week teaching semesters. 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 and 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:

- ▶ Academic Support Office

- ▶ Employment and Enrichment Services
- ▶ The Centre for Excellence in Learning and Teaching

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

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

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

<http://futurestudents.unimelb.edu.au/explore/why-choose-melbourne/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 <http://about.unimelb.edu.au/careers>.

4.4 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. <http://about.unimelb.edu.au/strategy-and-leadership>

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://research.unimelb.edu.au/index.html#home>

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.

4.5 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.

4.6 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 <http://www.unimelb.edu.au/unisec/governance.html>.

5. 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.



THE UNIVERSITY OF
MELBOURNE

UNIVERSITY EXPECTATIONS OF A PROFESSOR

The roles of professors have undergone considerable change in recent decades. External demands on universities today, as well as imperatives within institutions, have created some confusion and division of opinion about what now constitute appropriate roles.

The University of Melbourne has its own special features and mission, and hence the role of a professor in this University can be expected to differ from that in many other institutions. It is thus appropriate to clarify what the University expects of its professors.

The expectations of a professor in the University rest primarily on the nature of academic and professional leadership appropriate for a major international research university. Professors must always be distinguished academically in an international environment and are expected to maintain that distinction. While some may confine their leadership largely within their strict academic discipline (as shown, for example, by providing a focus and inspiration for research and teaching in their area of expertise), it is unlikely to be fulfilled simply by continuing to pursue their own work in isolation from others, as this does not denote leadership.

Professors in the University of Melbourne distinguish themselves by demonstrating leadership that can take several forms:

- Leading a group of individuals in research centred around the Professor and broader research leadership developing the research talents of other academics;
- Leading staff members involved in developing undergraduate or graduate teaching;
- Leading the overall management of particular functions in a department, such as teaching activities; coordination of a department's research or undergraduate teaching activities;
- Leading in an academic field as evidenced by publications in outstanding journals, or as the editor of journals, authorship of books, monographs and artistic works, invited papers and presentations at international conferences and by the organisation of such conferences;
- Leading in management particularly in assisting individuals and/or groups to channel and focus their efforts;
- Leading in the community beyond the University, particularly in professional organisations and institutions and in industrial and/or government and business activities.

In more specific terms, the expectations of a professor may be clarified as follows:

1. In all cases, the professor is expected to foster the research of other groups and individuals within the Department, within the discipline and within related disciplines. In particular, guidance and assistance to more junior staff in developing their capacity for teaching and research is of great importance. In many disciplines, provision of an environment for honours and graduate students is dependent upon the ability to attract external funds. Many professors will secure substantial grants which cover teams including junior staff while others will carry on research at a more individual level. Professors should introduce research students and colleagues to useful networks inside and outside the University. Normally, professors will also be required to carry a teaching load and be involved in some of the large classes and in teaching of both undergraduate and graduate students.

2. It is expected that a professor will seek continuing improvement in academic standards rather than merely maintaining them, and make a distinguished contribution to teaching in the faculty and University. A professor should be expected to provide leadership in curriculum development, design of courses, and innovations in the delivery of teaching in the discipline. Professors should be role models in their relationships with students and with professional staff at all levels. They should be accessible in the Department/Faculty and should take part in the community life of the University, including ceremonies where degrees are awarded to students of the department and to persons honoured by the University.
3. Professors are expected to participate in the appropriate national and international organisations of their discipline or profession. In most fields, such international involvement and standing should be clearly evident. It is expected that a professor will serve on expert committees, be willing to participate in reviews and to work at a national and international level.
4. Professors have a responsibility to advance the image of the University in the community locally, nationally and internationally. That image will be enhanced by excellent research and good teaching, the receipt of awards and participation in major conferences. Community involvement might also be demonstrated in adopting the role of a public intellectual who contributes to the nation's culture and institutions. This might take many forms, including media commentary and the preparation of opinion articles, speaking at public events, and visits to schools and other community organisations.
5. Professors should be willing to contribute in policy formation and management of their department, their faculty and the University (through the Academic Board) where from time to time they have a contribution to make. They should play a constructive role in appointment, confirmation and promotion processes for academic and professional staff.
6. It is expected that professors from time to time carry out senior executive roles in the University, Faculty and/or Department.

Endorsed by Academic Board

Approved by Council August 2009