



Appointments in International Business

Lecturer, Senior Lecturer and Associate Professor

Information for candidates



The University of Queensland

The University of Queensland (UQ), located in Brisbane, Australia, ranks consistently among the world's top universities and delivers unparalleled teaching, learning, and research excellence.

The University contributes positively to society by engaging in 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. For more than a century, we have educated and worked with outstanding people to deliver **knowledge leadership for a better world.**

UQ ranks in the world's top universities, as measured by several key independent ranking, including the Performance Ranking of Scientific Papers for World Universities (43), the US News Best Global Universities Rankings (42), QS World University Rankings (48), Academic Ranking of World Universities (55), and the Times Higher Education World University Rankings (65). UQ again topped the nation in the prestigious Nature Index; and secured a greater share of Australian Research Council grants in 2016 (\$24.5 million) than any other university nationally.

UQ has an outstanding reputation for the quality of its teachers, its educational programs and employment outcomes for its students. The UQ experience is distinguished by a research enriched curriculum, international collaborations, industry engagement and opportunities that nurture and

develop future leaders. UQ has a strong focus on teaching excellence, winning more national teaching excellence awards than any other in the country and attracting the majority of Queensland's highest academic achievers, as well as top interstate and overseas students.

UQ is one of Australia's Group of Eight, a charter member of edX and a founding member of Universitas 21, an international consortium of leading research-intensive universities.

Our 50,000-plus strong student community includes more than 13,000 postgraduate scholars and more than 12,000 international students from 144 countries, adding to its proud 250,000-plus alumni. The University has about 7,000 academic and professional staff and a \$1.7 billion annual operating budget. Its major campuses are at St Lucia, Gatton and Herston, in addition to teaching and research sites around Queensland and Brisbane city. The University has six Faculties and four University-level Institutes. The Institutes have built scale and focus in research areas in neuroscience, biomolecular and biomedical sciences, sustainable minerals, bioengineering and nanotechnology, as well as social science research.

UQ has an outstanding **track-record in commercialisation** of our innovation with major technologies employed across the globe and integral to gross product sales of \$11 billion+.

UQ has a rapidly growing record of attracting philanthropic support for its activities and will have further success in this area as an important strategic aim going forward.



Governance

The University is governed by a 22-member Senate representing University and community interests and 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.

For more information

uq.edu.au/about/governance

Strategic direction

Delivering on the vision of 'knowledge leadership for a better world' is an ambitious goal in any context, but in an environment of funding uncertainty, rapid change and digital disruption, the challenge becomes amplified. Disruptive technologies are the new norm, introducing new competitors within higher education and broadening access to information on a global scale. These changes are fundamentally impacting the way universities teach, the way they conduct research, and the way new knowledge is shared with the world.

Traditional sources of funding are also in decline, forcing universities to look beyond government for financial support. Opportunities exist to build research funding from industry or international sources and the Australian higher education system continues to attract large numbers of international students. This provides important additional revenue for the sector, but it is also necessary to mitigate against the risks of becoming too dependent on foreign markets.

The University of Queensland's Strategic Plan has been developed with these issues and risks firmly in mind. To meet this uncertainty, it is vital that UQ establishes an agile and flexible foundation - uniting a diverse community to anticipate change and confidently adapt to whatever challenges this brings.

The University must enable high impact outcomes that not only provide true knowledge leadership, but inspire others to partner with us to pursue this endeavour.

Strategic focus areas

UQ must make some fundamental adjustments to our operations. It is these changes, articulated through the six strategic focus areas listed below, that form the body of this Strategic Plan.

1. Transforming our student experience through a flexible, integrated and partnered learning environment.
2. Enhancing our high quality research by improving our capacity to collaborate to achieve greater impact.
3. Building engaged and strategic partnerships with a broad range of local and global networks.
4. Committing to activities that attract, support and retain a diverse and inclusive community of high achieving staff and students.
5. Building an agile, responsive and efficient university operation.
6. Diversifying our income streams and managing our resources to establish a sustainable financial base.



UQ 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. Our mission is to cultivate courageous thinkers who empower future leaders to positively transform business and society.

Based at the St Lucia campus as part of the Faculty of Business, Economics and Law, the School brings together 12,000 students and over 200 subject experts.

The Business School also has a presence at UQ Brisbane City, the University's newest site in the heart of the Brisbane CBD. At UQ Brisbane City, students and professionals from the School's Master of Business Administration (MBA) program and Executive Education courses are taught in smart, functional and flexible learning facilities.

The School offers a wide range of degree programs. Our eight main areas of academic strength are represented by discipline clusters – accounting, business information systems, finance, international business, management, marketing, strategy and entrepreneurship, and tourism.

The Business School is renowned for its cutting-edge research, outstanding academic staff, depth of educational programs and close links with leading global organisations. The School also carries AACSB International and EQUIS accreditation – the first school in Australia to receive this prestigious accreditation across its full range of programs.

For more information

business.uq.edu.au

Introduction to International Business

International Business is one of the original fields of scholarly endeavour in the UQ Business School. As International Business is a derivative field, drawing from a wide range of other fields and disciplines, it is represented in the UQ Business School by academic staff from a variety of heritages, but it maintains a core interest in the international firm, large and small, and its transacting across national borders. Importantly, these activities are influenced by many factors such as cultural differences, the changing nature of the world and of its economies, formal and informal institutions, and others. In International Business at The University of Queensland, we consider these influencing factors in our teaching and research. We graduate students who are well-informed of international business practice and theory.

Our academic staff publish in the premier journals in the field, and we are well-represented in the Journal of International Business Studies. We are widely published in the broader ecosystem of international business journals such as JWB, MIR, IBR, JIM, IJHRM and others, and in quality cognate journals. Our staff are editorial board members

and editors of these journals. We are active in the International Business scholarly academies and with industry and government agencies.

We are an innovative group, and recently we have widened our interest to include systems thinking and business dynamics. This field is being established as a specialist interest in the IB Group, and will be developed both within the Group and to service the wider School and the University. With already strong undergraduate and postgraduate student populations, and contemporary curricula, we expect this recent innovation to strengthen further the appeal of International Business at The University of Queensland.

We invite applications from scholars to join our collegial group to contribute to furthering our scholarly activities, and to enjoy the sub-tropical climate and lifestyle in Brisbane and the wonderful amenities at The University of Queensland. Our particular interest in this appointment is to attract applications from scholars in core international business, specifically qualified to teach foreign operations methods and mainstream international business.

Role of Lecturer in International Business

Primary purpose of position

The Teaching and Research academic at Level B will contribute principally to teaching, research and service and engagement, where they will have a growing profile.

For US applicants, please note that Australian universities use British terminology, so the Lecturer position is equivalent to an Assistant Professor position in the US.

Duties

Duties and responsibilities include, but are not limited to:

Research

- In research, a Level B academic is expected to continue to develop a coherent research program, and to work within a research group (where relevant).
- A Level B academic will have an emerging record of publication or exhibition in high-quality outlets, and will be expected to achieve national recognition in their area of expertise.
- A Level B will be active in applying for external research funds (often in conjunction with more experienced researchers).

Teaching

- In teaching, a Level B academic will achieve teaching quality as indicated by approved surveys and outcomes for students and will improve or innovate where appropriate in response to feedback.
- Take responsibility for the preparation and delivery of substantial course modules and coordinate one or more courses, including collaboration in curriculum design and delivery where appropriate.
- He or she will usually contribute to the effective supervision of Honours and Higher Degree by Research students.

Service and Engagement

- In service, a Level B academic will demonstrate efficient performance in and management of allocated roles, share in academic service responsibilities, and contribute to outcomes of internal committees.
- In engagement, a Level B academic will evidence an ability to collaborate with business and industry groups through presentations, promotional activities, committees, and/or media.

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 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

Organisational Relationships

The position reports to the relevant Discipline Leader and Head of School.

Selection criteria

Essential

- PhD (or PhD submitted) in relevant discipline, directly related to the discipline's research expertise.
- Evidence of a current and active program of research, peer-reviewed publications in leading journals (A and A* in Australian Business Deans' Council journal list), and a pipeline of research-in-progress which is targeting high quality journals.
- National recognition for research contributions in an area that is relevant to the discipline.
- Evidence of high quality teaching at either undergraduate or postgraduate levels, and a demonstrated ability to relate well to students in an interactive learning environment.
- Evidence of an ability to supervise higher degree by research students.
- Evidence of an ability to represent and promote the School and University at a wider community level, including industry, government, and professional bodies.
- High-level communication, inter-personal and collaboration skills that are consistent with the values of the school and university.
- The ability to balance demands in teaching, research and other service activities while maintaining high levels of work productivity.

Desirable

- Leadership skills and administrative experience.
- Emerging record of supervision of higher degree by research students.
- Demonstrated involvement in University external engagement activities.
- Developing research profile with international recognition.
- Experience in course and program development or other teaching innovations.
- Experience in liaising and collaborating with external agencies to develop cooperative research initiatives.



Role of Senior Lecturer in International Business

Primary purpose of position

The Teaching and Research academic at Level C will contribute principally to teaching, research and service and engagement, and will have an established record of achievement in these areas.

For US applicants, please note that Australian universities use British terminology, so the Senior Lecturer position is equivalent to an Associate Professor position in the US (although without any particular implications in terms of tenure).

Duties

Duties and responsibilities include, but are not limited to:

Research

- In research, a Level C academic is expected to maintain a coherent research program, and to work within a research group (where relevant).
- A Level C academic will demonstrate a capacity for independent research, and will have an established record of publication or exhibition in high-quality outlets.
- A Level C academic will contribute as a chief investigator, including collaborations which yield new insights and opportunities, and will be expected to obtain and successfully manage significant external research funds.
- A Level C academic will have achieved national recognition and have a developing international profile for research in the field through publication in high quality outlets and, where relevant, by the impact of their research on policy, practice and/or commercialisation.

Teaching

- In teaching, a Level C academic will achieve teaching quality as indicated by approved surveys and outcomes for students and will improve or innovate where appropriate in response to feedback.
- Take responsibility for the preparation and delivery of substantial course modules and coordinate one or more courses, including collaboration in curriculum design and delivery where appropriate.
- A Level C academic will have demonstrated the ability to teach across different settings, resulting in continuous improvement of curriculum, teaching resources and approaches.
- He or she may be required to demonstrate successful coordination of a significant aspect of a program (e.g. a major, a clinical teaching unit or a field of study), or a significant contribution to the development or coordination of teaching in their school or faculty.
- He or she will be expected to have an active and effective record of principal supervision of Higher Degree by Research students.

Service and Engagement

- In service, a Level C academic will demonstrate efficient performance in and management of allocated roles, share in academic service responsibilities, and contribute to outcomes of internal committees.
- He or she will be expected to effectively perform a range of higher-level internal duties and will usually provide a strong contribution to both internal and external activities.
- In engagement, a Level C academic will evidence an ability to collaborate with business and industry groups through presentations, promotional activities, committees, and/or media.

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 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

Organisational Relationships

The position reports to the relevant Discipline Leader and Head of School.

Selection criteria

Essential

- PhD in relevant discipline, directly related to the discipline's research expertise.
- Evidence of a current and active program of research including a track record of peer-reviewed publications in leading journals (A and A* in Australian Business Deans' Council journal list), and a pipeline of research-in-progress which is targeting high quality journals
- International recognition for research contributions in an area that is relevant to the discipline.
- Experience in writing competitive research grant applications.
- A high-quality teaching track record at undergraduate and postgraduate levels, as evidenced by teaching performance metrics, and a demonstrated ability to relate well to students in an interactive learning environment.
- Experience in course and program development or other teaching innovations.
- Active and effective record of principal supervision of Research Higher Degree Students.
- Evidence of an ability to represent and promote the School and University at a wider community level, including industry, government and professional bodies.
- Demonstrated involvement in University external engagement activities.
- High-level communication, inter-personal and collaboration skills that are consistent with the values of the school and university.
- The ability to balance demands in teaching, research and other service activities while maintaining high levels of work productivity.

Desirable

- Leadership skills, administrative experience and evidence of service contributions
- Demonstrated leadership and service to domestic or international academic or professional bodies.
- Experience in liaising and collaborating with external agencies to develop co-operative research initiatives.

Role of Associate Professor in International Business

Primary purpose of position

The Teaching and Research academic at Level D will contribute principally to teaching, research and service and engagement, where they will be expected to undertake leadership roles and demonstrate excellence. Additionally, they must be able to demonstrate a sustained record of outstanding achievement and impact that is internationally recognised in either teaching or research.

Please note that the Associate Professor position in Australian universities is equivalent to a Reader in Britain, or an early career Professor in the US.

Duties

Duties and responsibilities include, but are not limited to:

Research

- In research, a Level D academic is expected to maintain a coherent research program, and to work within a research group (where relevant).
- A Level D academic will demonstrate a capacity for independent research, and will have an established record of publication or exhibition in high-quality outlets.
- A Level D academic contribute as a chief investigator, including collaborations which yield new insights and opportunities, and will be expected to obtain and successfully manage significant external research funds.
- A Level D academic will have achieved international recognition for research in the field through publication in high quality internationally-recognised outlets, and, where relevant, by the impact of their research on policy, practice and/or commercialisation.
- Leadership will be evident through a record of successful applications for external research funding in a chief investigator role and mentoring of more junior academics and researchers.

Teaching

- A Level D academic will achieve teaching quality as indicated by approved surveys and outcomes for students and will improve or innovate where appropriate in response to feedback.
- Take responsibility for the preparation and delivery of substantial course modules and coordinate one or more courses, including collaboration in curriculum design and delivery where appropriate.
- A Level D academic will have demonstrated the ability to teach across different settings, resulting in continuous improvement of curriculum, teaching resources and approaches.
- He or she may be required to demonstrate leadership and successful coordination of a significant aspect of a program (e.g. a major or a field of study), or a significant contribution to the development or coordination of teaching in their school or faculty.
- He or she will be expected to have a record of supervising Higher Degree by Research students successfully to completion as principal supervisor.

Service and Engagement

- In service, a Level D academic will demonstrate efficient performance in and management of allocated roles, share in academic service responsibilities, and contribute to outcomes of internal committees.
- They will be expected to effectively perform a range of higher-level internal duties and will usually provide a strong contribution developing leadership in internal and external activities.
- A Level D academic will make a strong contribution to the governance and collegial life of the institution, including successful mentoring of less experienced staff.
- In engagement, a Level D academic will evidence an ability to collaborate with business and industry groups through presentations, promotional activities, committees, and/or media.

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 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

Organisational Relationships

The position reports to the relevant Discipline Leader and Head of School.

Selection criteria

Essential

- PhD in relevant discipline, directly related to the discipline's research expertise.
- An outstanding established track record of publishing in leading and premier refereed journals (A* in Australian Business Deans' Council journal list), and a pipeline of research-in-progress which is targeting high quality journals
- International recognition for research contributions to the relevant discipline
- Experience in obtaining competitive research grants, e.g. Australian Research Council (ARC) grants.
- The demonstrated ability to support and mentor junior faculty.
- A high-quality teaching track record and evidence of significant teaching innovation and leadership, and a demonstrated ability to relate well to students in an interactive learning environment.
- Experience in course and program development or other teaching innovations.
- Active and effective record of principal supervision of Research Higher Degree Students.
- Administrative service experience and evidence of leadership in teaching, research, engagement and/or service
- Evidence of an ability to represent and promote the School and University at a wider community level, including industry, government and professional bodies.
- Demonstrated service to domestic or international academic associations, journals and professional bodies.
- High-level communication, inter-personal and collaboration skills that are consistent with the values of the school and university.
- The ability to balance demands in teaching, research and other service activities while maintaining high levels of work productivity.

Desirable

- Experience in liaising and collaborating with external agencies to develop cooperative research initiatives.

How to apply

Applications should be made via [UQ Jobs](#).

Please specify which position you are applying for.

All applicants must supply the following documents: Curriculum Vitae, Cover Letter and Selection Criteria responses.

Applicants should provide the names and contact details of at least three potential referees. These referees need not be approached in advance, as they will not be contacted without the prior consent of the applicant.

Applications close 12:00pm (AEST) Monday 2 September 2019.

If you have any questions about the position or the application process, please contact:

Professor Peter Liesch

+61 7 334 68174

p.liesch@business.uq.edu.au

Quote reference number 508145

Living in Brisbane

The capital of Australia's sunshine state, Queensland, Brisbane is the third largest city and the fastest-growing capital with a population of more than 2.4 million people. It boasts a safe, friendly, and multicultural environment for residents and visitors alike.

With an edgy arts scene, thriving nightlife, strong sporting community, and music and cafe culture, Brisbane has endless opportunities to explore within and around the city.

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.

The city is perfect for any of your metropolitan needs, while if you venture just outside the city limits, you will find lush rainforests and sandy beaches, ideal for a relaxing getaway.

The golden beaches and fun parks of the Gold Coast are just an hour's drive south. The beautiful Sunshine Coast beaches are a short drive to the north, along with National Parks, rainforests, and attractions such as Australia Zoo.

Not only does Brisbane enjoy over 250 days of sunshine, it also is one of the most affordable cities in Australia. Housing in the Greater Brisbane area is 83% more affordable than Sydney and 28% more affordable than Melbourne (REIQ 2017).



Conditions of employment

Seminar

Applicants invited for interview may be required to present a seminar in conjunction with the selection interview process.

Qualification verification

An appointment to this position is subject to the verification of the highest academic qualification from the conferring institution.

Tenure

This position is a full-time, continuing appointment.

Salary and benefits

For information on our base salary offerings, please see our [Academic Staff Salaries](#). A full package will be negotiated individually with successful applicants, inclusive of 17% employer superannuation contributions. Remuneration will be subject to periodic review. These positions are entitled to four weeks' recreation leave and 15 days' annual personal leave. Other terms and conditions of employment will be negotiated.

Relocation

The University will meet reasonable removal and establishment expenses. In the case of an interstate or international appointee, an accommodation allowance may be available for a limited period.

Further information

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

Other documents to which candidates might wish to refer include:

Business School: business.uq.edu.au

The University of Queensland Business School Strategic Plan 2017- 2021

Research at the Business School: business.uq.edu.au/research

Research at UQ: uq.edu.au/research

Key UQ statistics: pbi.uq.edu.au/ClientServices/UQStatistics/index

Information for prospective staff

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

The University of Queensland values diversity and inclusion and actively encourages applications from those who bring diversity to the University. Please refer to the University's Diversity and Inclusion webpage (uq.edu.au/equity) for further information and points of contact if you require additional support. Accessibility requirements and/or adjustments can be directed to recruitment@uq.edu.au



CREATE CHANGE

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