



Position Title:	Lecturer / Senior Lecturer / Associate Professor
Position Classification:	Level B / Level C / Level D
Position Number:	315076, 315077 and 315078
Faculty/Office:	UWA Business School
School/Division:	Business School
Centre/Section:	Management & Organisations Discipline
Supervisor Title:	Head of Discipline
Supervisor Position Number:	314584

About the University

Over 100 years ago, The University of Western Australia was founded with the aim of advancing the welfare and prosperity of its community.

UWA has risen to changing social and economic challenges, while achieving international standards, educating world-class graduates, producing ground breaking research and engaging in our community.

Delivering practical benefits to the community has always been at our core. We do this through the creation and sharing of knowledge, to foster a deeper understanding of our subject, ourselves and the world around us. That's because we believe that understanding is the key to a better future. Through understanding comes progress and through progress we can help create a better future for all.

UWA is already ranked in the top 1% of the world's universities, but our goal is to be recognised as on the world's top 50, for education as well as research.

The University of Western Australia has an international reputation for excellence and enterprise and has been rated as one of the best comprehensive universities in Australia. It is one of the country's leading research institutions as demonstrated by our Nobel Laureate and is the only WA member of the prestigious "Group of Eight" research universities.

The University is undergoing a period of transformational change to gain greater efficiencies, improve value, services and satisfaction. In this period of change the University remains focussed on being a world leader. The attraction and retention of the world's best employees is critical to achieving the University's strategic aim of being in the top 50 universities by 2050.

Vision and Values

The University of Western Australia vision is achieving international excellence.

Its core values underpinning our activities are a commitment to:

- A high performance culture designed to achieve international excellence
- Academic freedom to encourage staff and students to engage in the open exchange of ideas and thought
- Continuous improvement through self-examination and external review
- Fostering the values of openness, honesty, tolerance, fairness, trust and responsibility in social, moral and academic matters
- Transparency in decision making and accountability
- Equity and merit as the fundamental principles for the achievement of the full potential of all staff and students

All staff are expected to comply with the Code of Ethics and the University's Code of Conduct and demonstrate a commitment to its Equity and Diversity and Safety principles and the General Capabilities of personal effectiveness, working collaboratively and demonstrating a focus on results. Details of the University policies on these can be accessed at http://www.hr.uwa.edu.au/publications/code_of_ethics, <http://www.equity.uwa.edu.au> and <http://www.safety.uwa.edu.au/policies>.

About Management & Organisations Discipline

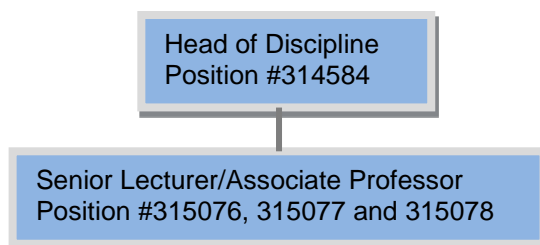
The group comprises a number of research-active subgroupings which are attracting considerable research funding and publishing in leading international journals.

The Management and Organisations group has developed an impressive list of research streams. Within Organisational Behaviour topics include leadership and leader development, pro-activity, work systems design, cross-cultural collaboration, motivation, training, and safety behaviour. Examples of projects currently in progress within other research streams within Management and Organisations include: culture change in the public sector; workplace negotiations; the use of big data in transport policy; choice modelling; gendered leadership in local government; global production networks and employment relations in the engineering services industry; global union federations in Asia; emerging employment relations in Myanmar; and outcomes of service learning amongst university students.

The Management and Organisations group also includes around 40 doctoral candidates, and has an active research seminar program.

Management and Organisations staff teach units within the Management and Human Resource Management majors in the Bachelor of Commerce, the Work and Employment Relations major in the Bachelor of Arts and, at the postgraduate level, within the Master of Business Administration, the Master of Commerce, the Master of Human Resources and Employment Relations, and the Master of Business Information Management.

Organisation chart



Role Statement

The positions are responsible to the Head of Discipline and incumbents will be expected to make a contribution to teaching, research and service within the School and University in line with the expectations of Business School academic staff <http://www.business.uwa.edu.au/staff/performance-expectations>

Key responsibilities

- Demonstrate a personal commitment to, and achievement in research;
- Demonstrate a significant personal contribution and commitment to high quality teaching and learning;
- Demonstrate a willingness to be involved in academic and professional activities and in discipline policy development and administrative matters.

Specific work capabilities (selection criteria)

For level B

Qualifications

PhD or near completion

Research and Scholarship

- Demonstrate a strong research focus with an ability to undertake research and publish in high quality international peer-reviewed journals; and
- Show evidence of a willingness to direct and supervise honours and postgraduate research students.

Teaching and Learning

Demonstrate a personal contribution and commitment to high quality teaching.

Service

Within the University: Applicants should demonstrate a willingness to be involved in School policy development and administrative matters.

For level C

Qualifications

PhD

Research and Scholarship

- Demonstrate a strong research track record displaying ability to undertake research and publish in high quality international peer-reviewed journals; and
- Show evidence of a willingness to direct and supervise honours and postgraduate research students.

Teaching and Learning

Provide evidence of commitment to high quality teaching including the development of curriculum and initiatives in effective learning.

Service

Within the University: Applicants should demonstrate a willingness to be involved in School policy development and administrative matters.

Outside the University: Where appropriate, applicants should show a willingness to liaise with members of the community, professional and relevant industry bodies.

General

- Willingness to work collaboratively with other members of the School.
- The successful candidate must be willing to work within the legislative requirements of the University and support the University's commitment to equity.

For Level D

A Level D academic will normally make a strong contribution to the research and/or scholarship and/or teaching and administration activities of an organisational unit, including a large organisational unit, or interdisciplinary area.

Qualifications

PhD

Research and Scholarship

- Demonstrate a strong research track record displaying ability to publish in high quality academic journals, to obtain research funding and to have attained international recognition for their work; and
- Show evidence of a willingness to direct and supervise honours and postgraduate research students.

Teaching and Learning

Provide evidence of commitment to high quality teaching including the development of curriculum and initiatives in effective learning.

Service

Within the University: Applicants should demonstrate a willingness to be involved in School policy development and administrative matters.

Outside the University: Applicants should show a willingness to liaise with members of the community, professional and relevant industry bodies.

General

- Willingness to work collaboratively with other members of the School.
- The successful candidate must be willing to work within the legislative requirements of the University and support the University's commitment to equity.