Head of Discipline, Management and Organisations (Level D/E)

INFORMATION FOR CANDIDATES – MAY 2015
Contents

Introduction 02
The University of Western Australia 03
Role, responsibilities, selection criteria and conditions of employment 04
The UWA Business School 06
Western Australia and Perth 08
Applications 09
Introduction

A dynamic and progressive institution with a reputation for international excellence in teaching, learning and research, The University of Western Australia is a member of the prestigious Go8 partnership of leading Australian research-intensive universities.

The University is now ranked 4th in Australia and has a significant reputation internationally as a result of being ranked 88th in the world by the Academic Ranking of World Universities published by China’s Shanghai Jiao Tong University. Our success continues a trend that has seen us leap 39 places globally since 2008, and keeps us on target to reach our longer term goal of reaching the world top 50 by 2050.

The University continues to build on its reputation for excellence and invites applications for the position of Head of the Management and Organisations Discipline Group of the Business School.

The discipline group has strategic strengths in both teaching and research in a number of areas, including business strategy, employment relations, ethics and social responsibility, human resource management, information systems, organisational behaviour, and transport and logistics. In particular, the field of organisational behaviour has become one of the discipline’s most distinctive research strengths and has been named as an emerging strategic priority for UWA.

Heads of Disciplines are expected to provide high level academic leadership and to have an established reputation in terms of their own research and teaching.

On behalf of the University and the Business School, I welcome your interest in this position.

Professor Paul Johnson
Vice-Chancellor
The University of Western Australia is a high-quality research-intensive university with a broad and balanced coverage of disciplines in arts, science and major professions. It is Western Australia’s oldest university, established in 1911, and currently has a student population of approximately 24,500.

The University has an international reputation for excellence and enterprise and is regarded as one of Australia’s top research institutions. Its strong research culture sees it attract high levels of competitive research funding. At the same time the University places great emphasis on high quality in teaching and learning, and is committed to the development of innovative and responsive programs. It has focused on the teaching-research nexus, so that teaching and learning take place in an atmosphere of research scholarship.

The University’s high quality teaching and research ensure it remains the university of preference for Western Australia’s highest achieving school leavers, as well as attracting high-calibre undergraduate and postgraduate students from around the nation and overseas. The quality of the student population is high by national and international standards.

The University is recognised nationally and internationally for the quality of its academic staff and has strong strategic partnerships with industry, the professions and government. It operates in collaboration with other research intensive universities in Australia and around the world. The University of Western Australia graduates are highly competitive internationally, achieving success in higher study and in wide-ranging fields of employment. Many graduates have risen to prominence in leadership roles in industry, government, education and the professions, in Australia and internationally.

With a commitment to continuous improvement and a reputation for international excellence and the vitality and excitement of innovative teaching and research in a 21st century environment, the University will continue to be recognised as a leading intellectual and creative resource to the community it serves.

uwa.edu.au
Role, responsibilities, selection criteria and conditions of employment

Key responsibilities

- Ongoing contribution to research and/or education as agreed.
- Act as direct supervisor of academic staff within their disciplines;
- Assist the Dean and Deputy Dean on academic staffing matters and management of workloads, staff selection and recruitment and staff performance;
- Manage the performance development review process for academic staff within their disciplines;
- Work with directors of undergraduate and postgraduate programs and the Associate Dean (Education) on all aspects of course delivery and curriculum development, and accreditation requirements;
- In conjunction with the Associate Dean (Research) and Higher Degree by Research Coordinator, maintain a supportive academic environment for higher degree by research students; and
- Contribute to planning, strategic and resourcing issues through membership of core faculty committees.

Selection criteria

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

Leadership
- High level academic and strategic leadership skills
- Excellent interpersonal, negotiation and communication skills, particularly with respect to building and leading teams
- Organisational and staff management skills
- Commitment to principles of equity and diversity

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.

Education
- 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.

For 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. They will have attained recognition as an eminent authority in their discipline and have an established international reputation.

Qualifications
- PhD

Leadership
- High level academic and strategic leadership skills
- Excellent interpersonal, negotiation and communication skills, particularly with respect to building and leading teams
- Organisational and staff management skills
- Commitment to principles of equity and diversity

Research, Education and Service
- Internationally acknowledged academic standing;
- Substantial publication record at the highest level of academic scholarship;
- Evidence of sustained ability to foster the research of groups and individuals;
- Track record of successful research grants;
- Commitment to high quality teaching including the development of curriculum areas;
- Commitment to be involved in School policy development and administrative matters; and
- Show a willingness to build relationships with members of the community, professional and relevant industry bodies.
Conditions of employment

The appointment will be tenurable and subject to annual performance reviews.

An attractive and flexibly constructed remuneration package will be negotiated with the successful applicant and will include 17% employer contribution to superannuation.

Other conditions include:
• Reduced teaching load at commencement of appointment;
• Recreation leave of 20 working days per annum;
• Long service leave after 10 years;
• Eligibility for sabbatical leave of two calendar months for each completed year of service.

In addition, reasonable assistance will be provided for relocation expenses including airfares for the appointee and dependents.
The UWA Business School

The UWA Business School is one of the premier Business Schools in the Asia Pacific Region and has a reputation for international excellence in research, teaching and learning. When classes commenced at The University of Western Australia in 1911, Economics was one of the first courses offered. Since then the teaching and research of business and management has developed into one of the University’s largest faculties.

The Business School has a complement of over 160 full-time staff servicing more than 5,000 undergraduate and postgraduate students. Graduates from the School have continued on to become leaders in a variety of industries throughout the world.

The Business School is supported by a Board of prominent UWA alumni and leaders in industry and commerce who are committed to positioning the School as a leading institution world-wide. This high-level group lends their energy and influence to help build links between the Business School and the Australian and international communities.

The School moved to its new leading-edge facilities in February 2009.

Specific information on the UWA Business School: business.uwa.edu.au

Research Areas and Centres

The Business School is proud of its research achievements, and is committed to maintaining an international reputation for scholarly excellence and relevance in pure and applied research. Research clusters within the UWA Business School are aligned with the following disciplinary areas: Accounting and Finance, Economics, Management and Organisations, and Marketing.

The Business School also offers high quality research training for students through its honours and higher degree by research programs. At the Business School we believe that the quality of our research provides essential depth and integrity to our teaching programs.

The Management and Organisations

Discipline Group

The group comprises a number of research-active sub-groupings which are attracting considerable research funding and publishing in leading international journals. Senior appointments have included two prestigious Australian Research Council funded Future Fellows – Professor Cristina Gibson and Professor Sharon Parker – and Woodside Chair in Leadership and Management Professor David Day.

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.

Management and Organisations staff include the Associate Editors for Journal of Applied Psychology, Human Relations, Leadership Quarterly, and editorial board members of a large number of top-tier journals (e.g. Academy of Management Journal, Organization Studies, Administrative Science Quarterly, Human Relations, Human Performance, Organizational Behavior and Human Decision Processes, Asia Pacific Journal of Management, Journal of Management Studies, Organization Science and Journal of Industrial Relations). 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.

Further information on Management and Organisations: business.uwa.edu.au/school/management
Fostering a world-class education for future leaders
Western Australia and Perth

The resource-rich State of Western Australia is the nation’s principal supplier of natural resources and energy to international partners, including China, India, Japan, South Korea and much of South-East Asia. Western Australia’s diverse inventory of minerals and energy, as well as its agricultural and fisheries resources, account for a significant proportion of the nation’s exports and place the State at the heart of Australian economic growth and transformation.

Western Australia and its capital Perth occupy the same time zone as 60 per cent of the world’s population and the nations that promise the greatest economic growth of the 21st century. Western Australia is also Australia’s largest state, covering some 2.5 million square kilometres and 12,500 kilometres of coastline, including some of the most ancient landscapes in the world. The State’s population is matching the rapid growth of the economy and is over two million.

Perth is a cosmopolitan city, with wide ethnic and cultural diversity. The city centre is on the Swan River 12 kilometres from the Indian Ocean port of Fremantle.

The city enjoys a Mediterranean climate, with more hours of sunshine than any other capital city in Australia. Summers are hot and dry and the winters mild and wet. Perth’s world-famous beaches and rivers, extensive parklands and variety of restaurants and cafes provide a superb living environment. For more information see: tourism.wa.gov.au

Perth is well served with art galleries, theatres and cinemas and is home to the WA Symphony Orchestra, the WA Ballet and the WA Opera. The cultural highlight of the year is the Perth International Arts Festival, founded and owned by The University of Western Australia – uwa.edu.au/perthfestival

Western Australia’s five universities and wide variety of public and private schools, vocational institutions and English language colleges provide quality assured education with flexible study pathways and state-of-the-art facilities. Perth continues to build its reputation as a destination for international students seeking a quality education – studyperth.com.au
Thank you for your interest. If you wish to proceed, the following information will assist you with your application. Refer also to the selection criteria on page 4.

Application forms are completed online. Your application must include the following:

- A covering letter or statement that clearly demonstrates the extent to which you satisfy each of the selection criteria and the requirements of the position;
- A curriculum vitae providing personal details, qualifications, grants, graduate student supervision, publications and work history;
- The names and contact details, including email addresses, of three referees who may be contacted for a confidential report. Please note that your permission will be sought before referees are contacted.

Please also note: If required, The University of Western Australia will sponsor your employment in Australia under the Employer Nomination Scheme.

Lodging your application

Applications can be lodged online at jobs.uwa.edu.au/executive

Closing date

Friday, 19 June 2015

Enquiries and further information

For further information including details of remuneration and workload, please contact:
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