



Position Description – Associate Professor, International Business

Position Details

Position Title:	Associate Professor, International Business
College/Portfolio:	College of Business and Law
School/Group:	Department of International Business & Innovation and Entrepreneurship (School of Management)
Campus Location:	Based at the Melbourne City campus, however, may be required to work and/or be based at other campuses of the University and with international partner institutions.
Classification:	Academic Level D
Employment Type:	Continuing
Time Fraction:	1.0 FTE

RMIT University

RMIT is a multi-sector university of technology, design and enterprise. The University's mission is to help shape the world through research, innovation and engagement, and to create transformative experiences for students to prepare them for life and work. For more information on RMIT University follow the links below.

<https://www.rmit.edu.au/about>

<https://www.universitiesaustralia.edu.au/university/rmit-university/>

<https://www.rmit.edu.au/about/facts-figures>

Our three main campuses in Melbourne are located in the heart of the City, Brunswick, Bundoora and Point Cook, along with other Victorian locations. There are also two campuses in Vietnam (Hanoi and Ho Chi Minh City) and a centre in Barcelona, Spain. RMIT is a truly global university.

<https://www.rmit.edu.au/about/our-locations-and-facilities>

We are also committed to redefining our relationship in working with, and supporting, Indigenous self-determination. Our goal is to achieve lasting transformation by maturing our values, culture, policy and structures in a way that embeds reconciliation in everything we do. We are changing our ways of knowing, working and being to support sustainable reconciliation and activate a relationship between Indigenous and non-Indigenous staff, students and community. Our three campuses in Melbourne (City, Brunswick and Bundoora campuses) are located on the unceded lands of the people of the Woi Wurrung and Boon Wurrung language groups of the eastern Kulin Nation.

Why work at RMIT University

Our people make everything at the University possible. We encourage new approaches to work and learning, stimulating change to drive positive impact. Find out more about working at RMIT University, what we stand for and why we are an Employer of Choice.

<https://www.rmit.edu.au/careers>

We want to attract those who will make a difference. View RMIT's impressive standings in university rankings.

<https://www.rmit.edu.au/about/facts-figures/reputation-and-rankings>

The College of Business and Law

RMIT University has a reputation for excellence in business and management education, providing high quality, industry responsive programs and research relevant to the national and global marketplace.

Our College of Business and Law operates at the intersection of business and technology, with social impact. The College has a proud history of providing programs that meet the evolving needs of students and industry. Schools in the College of Business and Law offer programs in the heart of Melbourne, RMIT Vietnam and partner institutions around the world.

The College of Business and Law is one of the largest business schools in the Asia Pacific region and delivers industry-engaged education and applied research that spark ambition and new perspectives. Attracting over 31,000 students, programs are delivered in Melbourne, Vietnam, and via significant teaching partnerships in Singapore, China and Indonesia. Through RMIT Online the College offers a range of Undergraduate and Postgraduate programs.

The College of Business and Law comprises five schools offering programs from traineeship to PhD levels. Many programs articulate between vocational education and higher education, creating pathways for further study.

Click [here](#) for more information about the College.

School of Management

The School of Management is part of the College of Business and Law. The School is comprised of two Departments: The Department of Management, International Business, and Entrepreneurship (MIBE) and the Department of Human Resource Management and Industrial Relations (HRM & IR).

We are a diverse community of scholars who recognise and embrace multiple perspectives on organisations, management, and work. We are proud of our strengths in translating the knowledge we produce for real world application. We aim to improve public policy, organisational practice, and working life. We do this by advancing leadership, management, employment, innovation and entrepreneurial practices that are inclusive, responsible, and enable people and organisations to thrive.

The School currently offers undergraduate and postgraduate coursework programs known for their practicality, industry relevance and flexible delivery in the following areas:

- Entrepreneurship and Innovation
- Human Resource Management/People Analytics
- International Business/Global Business
- Management and Change
- Leadership.

Click [here](#) for more information about the School.

Department of International Business & Innovation and Entrepreneurship

The Department of International Business & Innovation and Entrepreneurship (IBIE) is an interdisciplinary department, bringing together about 20 full-time scholars of International Business, Entrepreneurship, and innovation along with a strong group of associated researchers and HDR students. This novel grouping gives rise to an environment of creativity and intellectual challenge, enabling connections across research fields. Our interests cohere in a number of areas. IBIE scholars share an interest in understanding and fostering creativity, innovation, and behaviours that impact positively on people, organisations, and their environments. To enable these changes, we search for new forms of organisation, collaboration, and co-creation, and think critically about the status quo. We support organisations to understand what meaningful social responsibility looks like and develop practical pathways for organisations to fulfil these responsibilities.

Members of the Department aim to promote research excellence and develop higher level academic credential and unique identity in the focal field through high quality publications and to advance research capability and skills, forge and promote internal and external research collaborations,

IBIE is a home to two disciplinary research groups.

- The Sustainable Global Business Operations and Development research group brings together the researchers across the school and conducts research with a focus primarily on multinational enterprises (MNEs), particularly the theoretical and practical insights of various aspects of foreign direct investment by MNEs into and from emerging countries, and the impact of such MNEs and their sustainable development on host-country business, society, and environment.
- The Diversity-Accelerated Entrepreneurship & Innovation research group focuses on the activities of groups which bring a unique lens to their entrepreneurial activities (for example, women and migrants). These groups represent a critical opportunity to build on our strengths and develop them further.

Position Summary

The Associate Professor (Academic Level D) will provide leadership and foster excellence in teaching and research efforts of the school, within the University, and with the community, professional, commercial, and industry sectors. More specifically, the Associate Professor is responsible for providing original, innovative and distinguished contributions to the School's programs for maintaining and advancing their scholarly, research and/or professional capabilities relevant to this discipline at a national and international level. The Associate Professor will also teach and make a significant contribution to teaching and learning in the mainstream international business strategy courses or subjects such as global business environment, managing cross-border e-commerce in the digital era, managing multinational enterprises with the aim of improving learning outcomes for students. The Associate Professor will make a significant contribution to the planning and strategic direction of the School, taking on academic leadership roles involving participation in various committees within the School, College and University and external to the University, as appropriate. The Associate Professor may be appointed into a leadership role for a specific discipline or to provide strategic leadership for learning and teaching or research and scholarship.

Reporting Line

Reports to: Head of Department of International Business & Innovation and Entrepreneurship and/or the Dean, School of Management (depending on the nature of other roles held)

Organisational Accountabilities

RMIT University is committed to the health, safety and wellbeing of its staff. RMIT and its staff must comply with a range of statutory requirements, including equal opportunity, occupational health and safety, privacy and trade practice. RMIT also expects staff to comply with its policy and procedures, which relate to statutory requirements and our ways of working.

RMIT is committed to providing a safe environment for children and young people in our community. Read about our commitment and child safe practices. <https://www.rmit.edu.au/about/our-locations-and-facilities/facilities/safety-security/child-safety>.

Appointees are accountable for completing training on these matters and ensuring their knowledge and the knowledge of their staff is up to date.

Key Accountabilities

1. Lead advancement of teaching in the international business discipline including initiating program improvements, improving academic standards, leading assessment design, conduct and moderation.
2. Lead research contribution in their discipline at national and international level including: developing highly successful research teams; leading publication effort of research team/s; identifying and attracting external research funding to sustain research growth within the College; supervising higher degree by research candidates.
3. Lead outstanding contribution to the teaching, research and/or scholarship activities of an organisational unit, including a large organisational unit, or interdisciplinary area.
4. Make an outstanding contribution to the governance and collegial life inside and outside of the University.

Key Selection Criteria

1. Demonstrated ability to direct an award program/s and implement program improvements and innovative approaches to student-centred learning and quality improvement programs. Applied knowledge and experience of digitalisation or e-commerce in international business is highly desirable.
2. Nationally recognised research track record including substantial record of research outputs in ABDC A/A* ranked international business and management journals.
3. Extensive experience in research leadership with the ability to build and develop collaborative research teams, mentor early and middle career academic staff to deliver high quality outcomes, attract and secure external research funding to sustain research effort, manage funded research projects including complex budgets and reporting requirements.
4. Extensive experience in supervising higher degree by research candidates with excellent outcomes.
5. Demonstrated ability to lead scholarly development and manage and supervise academic teams and members.
6. Demonstrated understanding of and commitment to financial, governance and quality management systems within a University.
7. Demonstrated high level of interpersonal, communication and negotiating skills including the ability to consult with senior executives, external bodies, produce executive reports, negotiate agreed directions, outcomes and targets within a collaborative environment.
8. Proven ability as an effective member of a management team that develops and achieves shared goals and objectives.

Qualifications

Mandatory: PhD in International Business.

Note: Appointment to this position is subject to passing a Working with Children Check and other checks as required by the specific role. Maintaining a valid Working with Children Check is a condition of employment at RMIT.

Endorsed:	Signature: Name: Title: Date:	Approved:	Signature: Name: Title: Date:
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