



Position Description – Professor, International Business

Position Details

Position Title:	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 E
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 Professor (Academic Level E) is a senior academic and eminent researcher in the mainstream international business strategies, contributing significantly to teaching and research outputs, building capability of staff and promoting strong academic performance. The Professor will provide high level research leadership developing and leading research project teams and programs and fostering a vibrant research culture. They will be required to develop a high-quality and productivity-driven research network across RMIT and with external national and global partners. The 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 Professor will make a significant contribution to the planning and strategic direction of the School, taking on major academic and/or managerial leadership roles involving participation in various committees within the School, College and University and external to the University, as appropriate.

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 and foster excellence in teaching and research in the international business discipline within the University and within the community, professional, commercial, or industry sectors.
2. Ensure implementation of best practice teaching strategies within discipline and dissemination of innovative practices across the University, including: initiating responses to emergent issues and integrating into curriculum development; leading improvement of academic standards, program review and course evaluations within and across disciplines.
3. Having achieved distinction at national and international levels and with recognition as an eminent authority in the discipline, lead research contribution including: leading publication effort of research team/s and extending dissemination activities; identifying and attracting external research funding to sustain research growth across the University; supervising higher degree by research candidates.
4. Provide leadership and foster excellence in policy development in the academic discipline within the University and within the community, professional, commercial or industrial sectors.
5. Make an outstanding contribution to the governance and collegial life inside and outside of the University.

Key Selection Criteria

1. Demonstrated ability to manage award program/s and lead program reviews. Applied knowledge and experience of digitalisation or e-commerce in international business is highly desirable.
2. Demonstrate distinction at the national level and an internationally recognised research track record substantial record of research outputs in ABDC A/A* ranked international business and management journals. Experience of serving on editorial board of leading business and management journals and the wider national and/or international academic community.
3. Proven ability to sustain and grow research teams/groups and centres through the attraction of external funding.
4. Extensive experience in attracting and supervising higher degree by research candidates with excellent outcomes.
5. Demonstrated ability to lead improvement of academic standards, including implementing best practice teaching strategies and dissemination of innovative practices.
6. Evidence of demonstrated strategic leadership in a large organisational unit or University-wide initiative and effective membership of a management team that developed and achieved shared goals and objectives.
7. Demonstrated experience in financial, governance and quality management systems within a University.
8. 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.

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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