

Position Description

Associate Professor



Details

Area	Deakin Business School
Team / School	Department of Accounting
Employment	Continuing
Location	Burwood
Classification	Level D
Reporting line	Head of Department

Deakin

Deakin is a Victorian university with a global impact. We are agile and innovative, and committed to making a positive impact through our excellence in education and research and the contributions we make to the wider community.

Our reputation has been built on the dedication and expertise of our staff. We offer a dynamic, diverse and inclusive working environment with opportunities to grow and develop careers. We believe that a progressive, thriving culture will ensure people choose to come, and stay at Deakin and contribute to our ongoing success.

As one of Australia's largest universities, Deakin has strong global linkages, world-class research and an education portfolio that blends the best of campus and digital delivery into a highly supportive and personalised student experience.

We offer outstanding education founded on the experience we create for our learners and guided by graduate outcomes for successful lives and careers. We undertake globally significant discovery research that benefits our communities through the innovative translation of our ideas into new services, products, policies and capabilities.

At Deakin we value diversity, embrace difference and nurture an inclusive, safe and respectful community. Deakin is an Employer of Choice for Gender Equality, a SAGE Athena SWAN Bronze Award holder, seeking gender equity for Women in STEMM, and a Silver Award holder in the Australian Workplace Equality Index for LGBTQ inclusion. We strongly encourage applications from Aboriginal and Torres Strait Islander people and people of all cultures, abilities, sexualities and genders.

[Strategic Plan – Deakin 2030: Ideas to Impact](#)

[Benefits of working at Deakin](#)

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Overview

The Associate Professor will contribute to a collegial and collaborative Department culture that is strongly supportive of colleagues and prides itself on the quality of informal and formal mentoring of junior staff and colleagues to help achieve the Department's teaching and research excellence objectives. As an Associate Professor, you will contribute to and support a culture of quality research productivity, research mentoring and research excellence. You will contribute to and promote the integration of industry and research for research impact, to inform innovative unit and course design, development, and teaching delivery, including delivery, design and moderation of assessment to promote learning outcomes and employability embedded learning.

Responsibilities

Education and Employability

- Contribute to a collegial and collaborative Department teaching and learning culture that is strongly supportive of colleagues and prides itself on the quality of informal and formal mentoring of junior staff and colleagues.
- Distinguished scholarly learning and teaching in UG and PG programs informed by detailed knowledge of AASB/IFRS/IASB accounting and other reporting and disclosure regulations that impact Australian organisations including corporate legislation and ASX reporting and disclosure requirements.
- Distinguished scholarly learning and teaching in UG and PG programs across some of the following areas – integrated reporting and sustainability/ESG, financial and management accounting and control, accounting information systems
- Commitment to continuing development of employability focused education and innovative curriculum design embedding professional soft skills, active learning pedagogies, commitment to mentoring more junior colleagues in quality educational development, and experience in higher research degree supervisions
- Lead the development and moderation of innovative, employability focused assessment tasks and rubrics to improve learning and employment outcomes for diverse learners
- Design collaborative learning opportunities that span the discipline within the Department and University and involve learners, teachers and the community
- Provide academic support to students in relation their academic pursuits

Research and Innovation

- Lead, contribute and support a culture of highly productive, high-quality, research excellence and research mentoring in the Department and the accounting discipline generating high impact outputs
- Attain sustained and expanding national and international reputation for a substantial and growing body of work, recognized quality, excellence and impact
- Lead development of intra- and inter-disciplinary research collaborations, to enable creation of knowledge and understanding and solutions to complex problems
- Provide effective mentoring for HDR students, ECRs and MCRs to support professional and career development and employability
- Recruit and supervise HDR students with timely completions and productive, high quality outcomes

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- Develop and lead academic or other collaborations that enable novel research activities recognised nationally
- Widely communicate research outputs to discipline(s), other sectors and the community, nationally and internationally, ensuring impact in the field and the community
- Lead applications and/or teams and succeed in achieving external funding for research activities, that influence policy, strategy or translate into real world impact
- Play an active role in the development and promotion of the university's research collaboration agenda and priorities by leading major initiatives that ensure widespread adoption of culture of research excellence, innovation and impact.
- Demonstrate sustained and expanding track record of timely delivery of outcomes for industry partners, with national and growing international recognition
- Play an active role in the development and promotion of the university's research collaboration agenda and priorities by leading major initiatives that ensure widespread adoption of culture of research excellence, innovation and impact.

Department and University Citizenship and Engagement

- Contribute to the development and implementation of the university's strategic agenda through formal and informal leadership and contributory roles to deliver core outcomes at the discipline and Department level
- Provide leadership and contribute to the development of the University's community engagement agenda and activities

Relationships

- **Internal relationships:** Head of Department, Dean, Deakin Business School, Academic colleagues of the Department, Associate Deans, Faculty Professional staff
- **External relationships:** External grant providers, national and international Academics in the discipline, stakeholders in Academic journals; industry and professional bodies relevant to the discipline(s)

Selection

Qualifications and experience

- PhD in the accounting discipline area of study
- An accounting professional major recognised as equivalent to an Australian Bachelor degree with a professional accounting major
- Distinguished scholarly learning and teaching in UG and PG programs, including innovative curriculum design and supervision to doctoral level
- Internationally recognised research reputation underpinned by publications in high quality accounting journals
- Success in obtaining and timely completion of competitive external research grants

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- Successful engagement with research, community, industry to enhance the national and international standing of the discipline
- Demonstrated success and passion for mentoring and leadership of teaching, research and administration
- Experience in and/or commitment to engage in applications and bids in relation to competitive external research grants
- Demonstrated commitment/intent to engage with research, community, and industry to enhance the national and international standing of the accounting discipline

Capabilities

- **Environmental Scanning:** Seeks emerging trends; identifies issues within field of expertise and University context
- **Planning and Organising:** Plans, analyses and co-ordinates the delivery of projects while balancing priorities and resources
- **Inspiring Results:** Translates strategic priorities into operational reality; inspires outcomes through others
- **Leading Teams:** Uses appropriate methods to support, develop, motivate, and guide the team to achieve successful outcomes
- **Collaboration:** Proactively supports working together, shares ideas and provides constructive feedback; respects and values others
- **Building Networks and Partnerships:** Identifies and invests in relationships essential for growth and positive outcomes

Special Requirements

- Occasional interstate or overseas travel may be required and regular travel within Victoria will be required.
- Working with Children Check
- May be required to teach from other campuses in addition to home campus

Note

The intention of the position description is to provide an outline of scope and responsibilities, at a point in time. Please note, responsibilities may evolve in accordance with organisational needs.