

Lecturer/Senior Lecturer in Management or Marketing

Faculty of Business
School of Management and Marketing

Position Number	650729 & 650730
Campus	Albury-Wodonga, Bathurst or Wagga Wagga
Classification	Level B/C
Nature of Employment	Fixed term
Employee Contribution to Superannuation	7% (flexible contribution options available)
Employer Contribution to Superannuation	17%
Workplace Agreement	Charles Sturt University Enterprise Agreement 2013 - 2016
Date Last Reviewed	May 2014

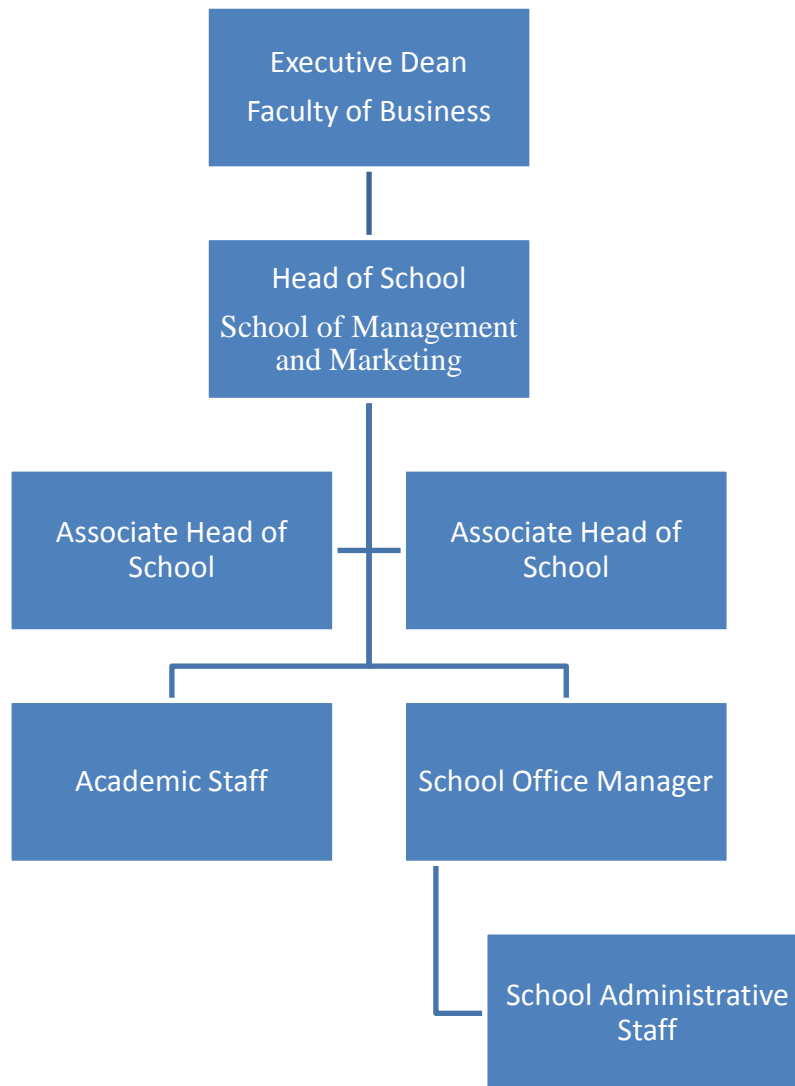
Faculty of Business – Organisational Environment

The Faculty offers a wide range of industry related undergraduate and postgraduate courses which have been designed to stimulate and challenge ambitious minds as well as prepare students for managerial and specialist roles within business and the public sector, nationally and internationally. Utilising its established industry links, the Faculty continues to evolve its courses, developing in our students the advanced skills and knowledge required for today's business world. Its distance education postgraduate PhD/DBA and Masters programs are eagerly sought after, both nationally and internationally. The Faculty's excellence in teaching quality, research and consultation has earned an envied reputation in the business community.

The School of Management and Marketing is a multi-campus school with staff and students on each of the University's main campuses: Albury-Wodonga; Bathurst; and Wagga Wagga. Academic staff within the School teach and research in the discipline areas of Management and Marketing and many have extensive business and practical workplace experience that informs their teaching and research.

Staff are also engaged in research that has a strongly applied focus. In all we do, we are seeking to nurture a culture of excellence in teaching, research and professional practice. With a strong focus on quality teaching, the School seeks to produce graduates who are highly knowledgeable, insightful, reflective, ethical and workplace capable. We offer 'generalist' business courses at undergraduate and postgraduate levels, including the Bachelor of Business Studies and the Master of Business Administration. The School also delivers more 'specialist' courses that build core knowledge and skills in particular discipline areas such as Management, Leadership, Organisational Change, Strategy, Human Resource Management and Marketing. Staff of the School are also actively engaged in research higher degree supervision.

Organisational Chart



Reporting Relationships

This position reports to: Head of School, School of Management and Marketing

This position supervises: N/A

Position Overview

The School is seeking staff with experience in and will be responsible for contributing to research and teaching in the key discipline areas of Management and Marketing. Areas of particular interest include: Entrepreneurship, Human Resource Management, Organisational Change, Leadership, Market Research, Social and Environmental Marketing, Branding, Marketing Communications, Services Marketing and Consumer Behaviour. We are seeking academic staff who have a record of higher level achievement in publishing and obtaining grant income, as well as being strong teachers.

They will be expected to use blended models of online and face to face subject delivery, engage in team collaboration, participate in the administration and ongoing curriculum development of courses offered by the School of Management and Marketing at CSU and progress an active research profile aligned to the strategic direction of the University.

Principal Responsibilities

Research

1. Conduct ethical, high quality research and contribute to knowledge through scholarship, publication and presentation.
2. Develop and execute a research plan that aligns with CSU research objectives and priorities including pursuing funding opportunities.
3. Identify and create opportunities for collaborative research projects with internal and external researchers and stakeholders.
4. Participate in research activities in relevant Faculty research areas (see <http://www.csu.edu.au/faculty/business/faculty-research/research-home>), and participate in relevant research teams.
5. Participate in research development activities within the Faculty.

Teaching and Learning

1. Apply CSU learning and teaching methodologies, processes, technologies and tools to deliver high quality student centred learning opportunities in the relevant discipline and as required to meet the teaching needs of the University. Achieve excellence in teaching in a range of delivery modes, which may include face to face and online teaching and assessment.
2. Provide discipline input and leadership in course and subject design in the key discipline areas of Management and Marketing in one or more of the following subject areas:
 - Business Strategy
 - Leadership
 - Business Ethics
 - Human Resource Management
 - Managing Change
 - Risk Management
 - Project Management
 - Consumer Behaviour
 - Market Research
 - Marketing Communications
 - Services Marketing
 - Brand Management
 - Social and Environmental Marketing
3. Initiate and develop subject material, utilising various online and web based technologies.
4. Supervise research students at honours and/or postgraduate level.
5. Build strong professional relationships with students and provide timely and appropriate consultation and feedback.

Administration

1. Perform a range of administrative functions in the School.
2. Contribute to the processes that enable the academic team to manage the work of the School, including participating in School decision-making and serving on School committees.
3. Actively contribute to the governance, marketing and promotion, and administrative activities to facilitate the work of the Faculty/School.
4. Develop relationships with Industry and Government agencies with respect to Management and/or Marketing research.
Assist in leadership of the relevant Faculty research area and undertake management responsibilities as delegated by the Head of School.

Selection Criteria

Applicants are expected to address the selection criteria when applying for this position.

Essential for appointment at Lecturer level B

1. PhD or Professional Doctorate relevant to Marketing or Management
2. A record of research relevant to the Management and/or Marketing discipline areas, which demonstrates a capacity to make an autonomous contribution. This will be demonstrated by publications in refereed journals and other recognised research outputs and outcomes.
3. A knowledge of issues related to Marketing and/or Management practices.
4. Teaching experience, including the ability to develop and deliver Management or Marketing subjects at an undergraduate and post-graduate level, including the capacity to incorporate new technologies and new approaches to teaching and learning.
5. A demonstrated ability to effectively liaise with academic colleagues and work as a member of a team.
6. Ability to undertake administration related to standard teaching and research activities, including potentially the coordination of a university award program
7. Strong networking and negotiation skills and an ability to support the national and international positioning of the School and specific disciplines.
8. Demonstrated superior written and verbal communication skills

Essential for appointment at Senior Lecturer (Level C)

1. PhD or Professional Doctorate relevant to Marketing or Management
2. A record of making independent and original contributions to research relevant to the discipline areas of Marketing and/or Management and at a national level which have had a significant impact on one or both of these disciplinary areas. This will be demonstrated by a strong record of published work and other recognised research outputs and outcomes.
3. A demonstrated knowledge of issues related to contemporary Management and/or Marketing practices
4. Teaching experience, including the ability to make a significant contribution to the development and delivery of Management or Marketing subjects at an undergraduate and post-graduate level, including the capacity to incorporate new technologies and new approaches to teaching and learning.
5. Ability to play a major role and/or provide a significant degree of leadership in research and teaching activities relevant to the discipline, including research training and supervision.
6. Ability to make a significant contribution to the administration activities of the School of Management and Marketing at undergraduate, honours and postgraduate level. Ability to coordinate a large award program or a number of smaller award programs of the University.
7. Demonstrated experience in curriculum development and/or developing research projects in partnership with industry
8. Demonstrated superior written and verbal communication skills

Desirable for appointment at Lecturer or Senior Lecturer Level B/C

1. Professional experience in Management and/or Marketing
2. Demonstrated experience in curriculum development in partnership with industry.
3. Membership of an appropriate professional organisation.
4. C Class driver's license or equivalent

Further information is available from

Professor Mark Morrison
Sub-Dean Research, Faculty of Business

Phone: 02 6338 4253

Email: mmorrison@csu.edu.au

or

Associate Professor Mark Frost
Head of School, School of Management and Marketing

Faculty of Business

Phone: 02 6338 4455

Email: mfrost@csu.edu.au

Information for Prospective Staff

Your Application

E-recruitment is the method by which CSU manages its recruitment processes and it is preferred that all applications be lodged using this method. Please refer to www.csu.edu.au/jobs/

If intending applicants are unable to access this website, please contact the HR Service Centre on 02 6338 4884.

Staff Benefits

CSU is committed to providing an employment environment that fosters teamwork, innovation, reflective practice, continual learning, knowledge sharing and opportunities for staff to achieve their full potential. CSU is committed to providing a flexible working environment that encourages employees to live a balanced lifestyle, combining work and family responsibilities.

To find out more: <http://www.csu.edu.au/jobs/benefits/>

Essential Information for Staff

- All employees have an obligation to comply with all the University's workplace health & safety policies, procedures and instructions and not place at risk the health and safety of any other person in the workplace;
- All employees are required to be aware of and demonstrate a commitment to the principles of equal opportunity in the workplace;
- All employees are to ensure the creation and maintenance of full and accurate records of official University business adheres to the University's Records Management Policies; and
- All employees are expected to undertake an induction program on commencement.

Further information regarding the policy and procedures applicable to Occupational Health and Safety and Equal Opportunity can be found on the CSU website <http://www.csu.edu.au/division/hr/>

Further information regarding the policies and procedures of CSU can be found in the Administration Manual at: <http://www.csu.edu.au/adminman/hum/humanresources.htm>

Further information on Delegations is available at <http://www.csu.edu.au/adminman/del/>

Code of Conduct: <http://www.csu.edu.au/adminman/hum/CodeOfConduct.doc>

CSU Enterprise Agreement 2013 -2016: <http://www.csu.edu.au/division/hr/enterprise-agreement.pdf>