

## POSITION DESCRIPTION

### Academic Positions

*(In addition to the Position Classification Standards)*

Position Title: Professor of Finance Level: E  
 Faculty/Division: Faculty of Business  
 Department/Location: School of Accounting, Economics and Finance

#### Primary Purpose of the Position:

The position will provide strong research and teaching leadership within a growing Discipline with the aim of building the profile of the Discipline and the Faculty. The intention is to build on and develop existing research strengths, but is also open to new research initiatives and directions. The position holder will have a strong international research profile through an established record of research achievements and evidence of research leadership. They will have proven expertise in a major area of Finance, with sound knowledge of *corporate finance*, *treasury management* and *market microstructure* in particular.

The Faculty integrates research into the overall portfolio of academic activities and therefore is interested in candidates who have broad leadership experience and an understanding of, and commitment to, the interaction of research, teaching, and outreach in the development of overall strategy.

#### Position Environment:

The Faculty of Business is the University of Wollongong's largest faculty and has a reputation for excellence in teaching and research. This reputation is reflected in the demand for the Faculty's undergraduate and postgraduate programmes within Australia and offshore and also in its significant local, national and international research linkages and strategic industrial alliances. The Faculty is committed to inspiring socially innovative Business through its research and teaching programmes. The Faculty also aims to foster the best environment in Australia to research, teach and learn Business. The Faculty is home to the Australian Health Services Research institute (AHSRI) and the Institute for Business and Social research (IBSoR) – both research strengths of the University of Wollongong. The Discipline of Finance is one of six disciplines in the Faculty and contributes to these aims through its vibrant undergraduate and postgraduate programmes and productive research activity.

The School of Accountancy, Economics and Finance is a major contributor to the Bachelor of Commerce, and Postgraduate offerings in the Faculty. It also has a significant Honours and postgraduate research program. It is an active participant in the *Capital Markets Cooperative Research Centre*, and is home to two research centres: the Social Accounting and Accountability Centre; the Chinese Commerce Research Centre. This position will contribute to developing research outputs and students in these areas.

#### Major Accountabilities/Responsibilities:

Responsibilities	Outcome
1. Undertake original research and publish output	Top tier international refereed journal publications
2. Apply successfully for external research funding	ARC and other Grant income
3. Supervise Higher Degree Research students	Quality of theses, numbers, percentage and

		timeliness of completions
4.	Foster collaboration among existing UOW staff	Quality journal publications and grant income
5.	Mentor staff colleagues	Improved performance of Discipline
6.	Contribute to senior governance of Discipline	Effective administration of Discipline
7.	Represent Finance at the Faculty level and / or Business at the University level	Achievement of Discipline and Faculty aims
8.	Teach in core and specialist areas	Student learning and satisfaction
9.	Observe principles and practices of Equal Employment Opportunity	To ensure fair treatment in the workplace
10.	Have WH&S responsibilities, accountabilities and authorities as outlined in the <a href="http://staff.uow.edu.au/ohs/commitment/responsibilities/">http://staff.uow.edu.au/ohs/commitment/responsibilities/</a> document.	To ensure a safe working environment for self & others.

### Inherent Requirements:

This position description outlines the major accountabilities/responsibilities and the selection criteria against which you will be assessed as suitable for the position. As such there will be specific job requirements that we refer to as Inherent Requirements.

Inherent Requirements refer to your ability to:

- Perform the essential duties and functional requirements of the job;
- Meet the productivity and quality requirements of the position;
- Work effectively in the team or other type of work organisation concerned; and
- Do the job without undue risk to your own or others health, safety and welfare at work.

If you have any injuries, illness, disorder, impairment, condition or incapacity that may affect your ability to perform the inherent requirements of the position, we encourage you to discuss this with the University to assist in the process of identifying reasonable adjustments to enable you to perform the duties of the position. The University wants to place you in the best situation to use your skills effectively in the position you are applying for at the University.

### Reporting Relationships:

Position Reports to:	Head of Discipline (Finance)
The position supervises the following positions:	-
Other Key Contacts:	Executive Dean, Faculty of Business Associate Deans, Faculty of Business Deputy Vice-Chancellors, UOW

### Key Relationships:

The Professor will be expected to make significant contributions to the Discipline, Faculty and University strategic development. The University Committee's are detailed at: <http://www.uow.edu.au/governance/>

### Key Challenges:

1. Provide research leadership to the Discipline of Finance;
2. Enhance the research profile of Finance in the University, National and International academic communities by building upon existing research strengths or initiating new directions;
3. Foster joint or collaborative work among existing Finance academic staff, and with researchers elsewhere in the University and in other institutions.

## Knowledge & Skills:

### Essential:

- An international reputation for high quality research and academic leadership in applied finance;
- The ability to build successful teams in all areas of academic work – research, teaching, and governance;
- The ability to work comfortably and effectively with external constituents; and
- Sensitivity to personal, cultural and ethnic differences in behaviour and communicative practices.

## Education & Experience:

### Essential:

- PhD in Finance, preferably in an area related to corporate finance, banking and/or treasury management;
- Extensive successful record of high quality publications and success in acquiring external grants;
- An extensive record in leadership in research and PhD-level education and supervision;
- A substantial record of high quality teaching at all levels;
- Experience in or desire to create imaginative graduate programs in areas related to corporate finance, banking and/or treasury management;
- Demonstrated ability to build cross-faculty and transdisciplinary academic and professional links; and,
- Demonstrated leadership in a diverse range of areas related to effective governance of university activities.

### Desirable:

- Engagement with professional bodies and industrial partners;
- An understanding of AACSB accreditation standards and discipline specific accreditation standards.
- Evidence of productively applied research and research-related collaboration with peers and end-users.
- Aligning research interests with Discipline research centres.

## Personal Attributes:

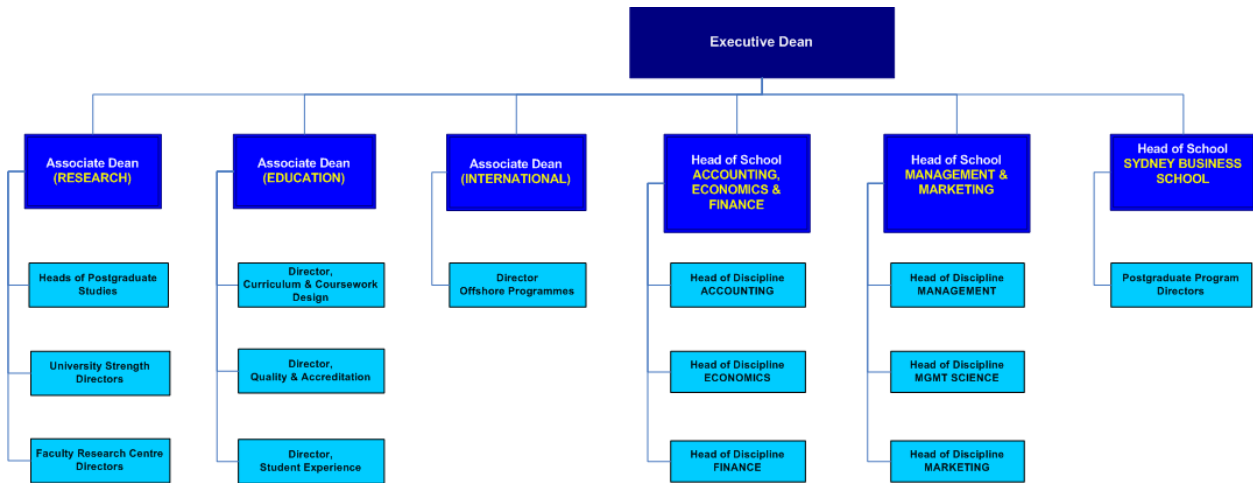
### Essential:

- Strong leadership skills;
- Strong interpersonal and communication skills and the ability to collaborate in research projects;
- A capacity to develop Discipline's collaborative links within the Faculty and University and with other centres of research excellence nationally and internationally;
- Sensitivity to personal, cultural and ethnic differences in behaviour and expectations.

## Special Job Requirements:

Nil.

## Organisational Chart:



## Approval:

Approved by Head of Unit: \_\_\_\_\_

Date: \_\_\_\_\_

Approved by Human Resources: \_\_\_\_\_

Date: \_\_\_\_\_

## POSITION CLASSIFICATION STANDARD - Teaching and Research

Level: E  
Title: Professor

### Description

A position classification standard describes the broad categories of responsibility attached to academic staff at different levels. The standards are not exhaustive of all tasks in academic employment, which is by its nature multi-skilled and involves an overlap of duties between levels. **Therefore the standards should not be applied mechanistically. Quality of performance is the principal factor governing level of appointment of individuals, and a broadly worded skill base is set out for each level.**

All levels of academic staff can expect to make a contribution to a diversity of functions within their institutions. Such functions include teaching research participation in professional activities and participation in the academic planning and governance of the institution. The balance of functions will vary according to level and position and over time.

- General Standard
- Specific Duties
- Skill Base

### General Standard

A Level E academic is expected to exercise a special responsibility in providing leadership and in fostering excellence in research, teaching and policy development in the academic discipline within the department or other comparable organisational unit, within the institution and within the community, both scholarly and general.

### Specific Duties

Specific duties required of a level E academic may include

- Provision of a continuing high level of personal commitment to, and achievement in, a particular scholarly area.
- The conduct of research.
- Fostering the research of other groups and individuals within the department or other comparable organisational unit and within the discipline and within related disciplines .
- Development of research policy.
- Supervision of the program of study of honours students or of postgraduate students engaged in course work.
- Supervision of major honours or postgraduate research projects.
- Making a distinguished personal contribution to teaching at all levels.
- The conduct of tutorials, practical classes, demonstrations, workshops, student field excursions, clinical sessions and studio sessions.
- The preparation and delivery of lectures and seminars.
- Consultation with students.
- Marking and assessment.
- Playing an active role in the maintenance of academic standards and in the development of educational policy and of curriculum areas within the discipline.
- Developing policy and being involved in administrative matters within the department or other comparable organisational unit and within the institution.
- Participating in and providing leadership in community affairs, particularly those related to the discipline, in professional, commercial and industrial sectors where appropriate.

### Skill Base

A Level E academic shall have the same skill base as a level D academic but will be recognised as a leading authority in the relevant discipline area.