

## POSITION DESCRIPTION

### Academic Positions

*(In addition to the Position Classification Standards)*

Position Title: Research Fellow (Three-year Fixed Term) Level: B  
 Faculty/Division: EIS/ ARC Research Hub for Australian Steel Manufacturing  
 Department/Location: School of Information Systems and Technology (SISAT)

#### Primary Purpose of the Position:

To deliver world-class research in the areas of innovation management and strategy.

#### Position Environment:

You will be a member of ARC Research Hub for Australian Steel Manufacturing, hosted by the University of Wollongong (UOW). UOW is a world class Research University and this position is expected to enhance that status. The Steel Research Hub has 5 core Industry Partners (BlueScope, Arrium, the Australian Steel Institute, Bisalloy Steels and Cox Architecture), with BlueScope providing a major investment. In addition, the Steel Research Hub partners with 5 Australian Universities (the University of Queensland, University of Newcastle, Swinburne, RMIT and the University of NSW).

The Steel Research Hub aims to develop breakthrough process and product innovations to enable the Australian steel industry to improve its global competitiveness. It is based on an integrated, value chain-wide approach to innovation in the steel sector, including projects on innovation strategy and management, customer-focused product development, innovation in coating and surface engineering technology, and economic and environmental sustainability of iron and steelmaking. By ensuring sector-wide industry representation and collaboration with leading Universities, the Hub will deliver tangible and lasting economic and environmental benefits, and ensure the nation's future research capacity in the field.

Program A (Managing Innovation in the Australian Steel Industry) of the Steel Research Hub, in which this position will be located, is seeking answers to the following question: what does the industry need to concentrate on in order to better convert investment in fundamental research into commercialised new product outcomes?"

You will have access to industry partners as well as other research programs within the Hub to fulfil their role in studying innovation within the Australian Steel Industry, the International Steel Industry and more broadly in related industries. Research methods including case studies, surveys and/or experiments and/or archival research are expected to be utilised within Program A to develop new knowledge that supports the management and success of innovation in the Australian Steel Industry. The specific program of research will be designed in consultation with, and under the supervision of, the research team within Program A and the Hub Director.

The Faculty of Engineering and Information Sciences has a strong research program and supports a large PhD program. Details of the Faculty's teaching and research profile are available at <http://eis.uow.edu.au/research/index.html>.

**Major Accountabilities/Responsibilities:**

Responsibilities		Outcome	Office Use Only
1.	In consultation with the Program A Leaders and Hub Director, prepare a detailed program of research projects	Proposal, as per the standard format and, approved by the Steel Research Hub Director	5%
2.	Research: Conduct and lead the development of world class research as per the agreed project proposal	A theoretical model illustrating how innovation value is created and captured in the steel value chain. Publications in top international Journals and Conferences, in particular, the Financial Times 45 list of journals, Academy of Management Meeting and Strategic Management Society conference	70%
3.	Research Supervision: Assist with the mentoring and training of HDR students and supervision of student projects	Successful completion of projects	5%
4.	Communicate research findings to industry partners and other research programs in the Hub; provide progress reports as required	Reports and presentations to industry partners and other research programs in the Hub	5%
5.	Assist with the preparation of competitive research grant proposals to expand the activities of the Steel Research Hub	Grant proposals are prepared to a high quality and by relevant deadlines	5%
6.	Assist with project management and administration, including preparation of reports, assisting with workshops, preparation of newsletter items and maintenance of publications records	Proper functioning of the project and Steel Research Hub objectives	5%
7.	Service: Service to the professional, university and local communities	Demonstrable contributions through service	5%
8.	Supervisory roles: Communicate and consult with staff on workplace and staffing matters.	To foster direct relationships with staff and enhance engagement with the organisation.	Ongoing
9.	Observe principles and practices of Equal Employment Opportunity	To ensure fair treatment in the workplace	
10.	Have OH&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:	Program Leader of Program A in the Hub
The position supervises the following positions:	None
Other Key Contacts:	Chief Investigators, Partner Investigators and other researchers in Program A, Hub Director, Hub Manager, IT support team, UOW Administration

**Key Relationships:**

Contact/Organisation:	Purpose & Frequency of contact
Associate Professor Rajeev Sharma, Program Leader (Academic)	Weekly reporting
Dr. David Nolan, Program Leader (Industry)	Monthly contact (minimum)
Julie Matarczyk, Hub Manager, UOW	Quarterly reporting

**Key Challenges:**

1. Undertake and complete the research program agreed upon with supervisors and industry partners
2. Develop a program of research leading to publications in top international journals, in particular, the Financial Times 45 list of journals
3. Provide reports on the research program as required and communicate research-based insights to industry partners and Hub members on successful strategies for and management of innovation, with particular reference to innovation in the steel products industry
4. Ensuring that research program is conducted in line with the agreed program of research

**SELECTION CRITERIA - Knowledge & Skills:**

Essential:

- Demonstrated publication record in top international Journals, in particular, the Financial Times 45 list of journals.
- Ability to publish in top journals, as evidenced by acceptances at top international conferences, such as the Academy of Management Meeting and Strategic Management Society Conference.
- Ability to design and conduct a coherent stream of research in the broad area of innovation management.
- Evidence of methodological diversity based on demonstrated well-developed skills in quantitative and qualitative research.
- High level of expertise in quantitative research methods, including surveys, experiments, panel data analysis, and analysis of archival data.
- Expertise in a broad range of theories and literatures relevant to innovation management research, including theories of innovation ecosystems, open innovation, co-innovation and co-creation.
- An ability to communicate research findings to managers and industry partners.
- Ability to work both independently and in a team environment.
- Demonstrated knowledge of OH&S regulations and procedures.

## **SELECTION CRITERIA - Education & Experience:**

### Essential:

- Should hold a PhD in a relevant area.
- Experience in conducting and publishing both quantitative and qualitative research.
- Ability and willingness to conduct research in the steel and steel products industries.
- Ability and willingness to work with industry partners.
- An ability to work effectively in a diverse multi-disciplinary and multicultural environment.

### Desirable:

- Relevant experience of working with similar industries, e.g. with large process industries.
- An interest in working with the steel industry OR Demonstrated experience or interest in similar industries.
- Demonstrated capacity to undertake collaborative research.
- Experience training students and co-supervising student projects.

## **Personal Attributes:**

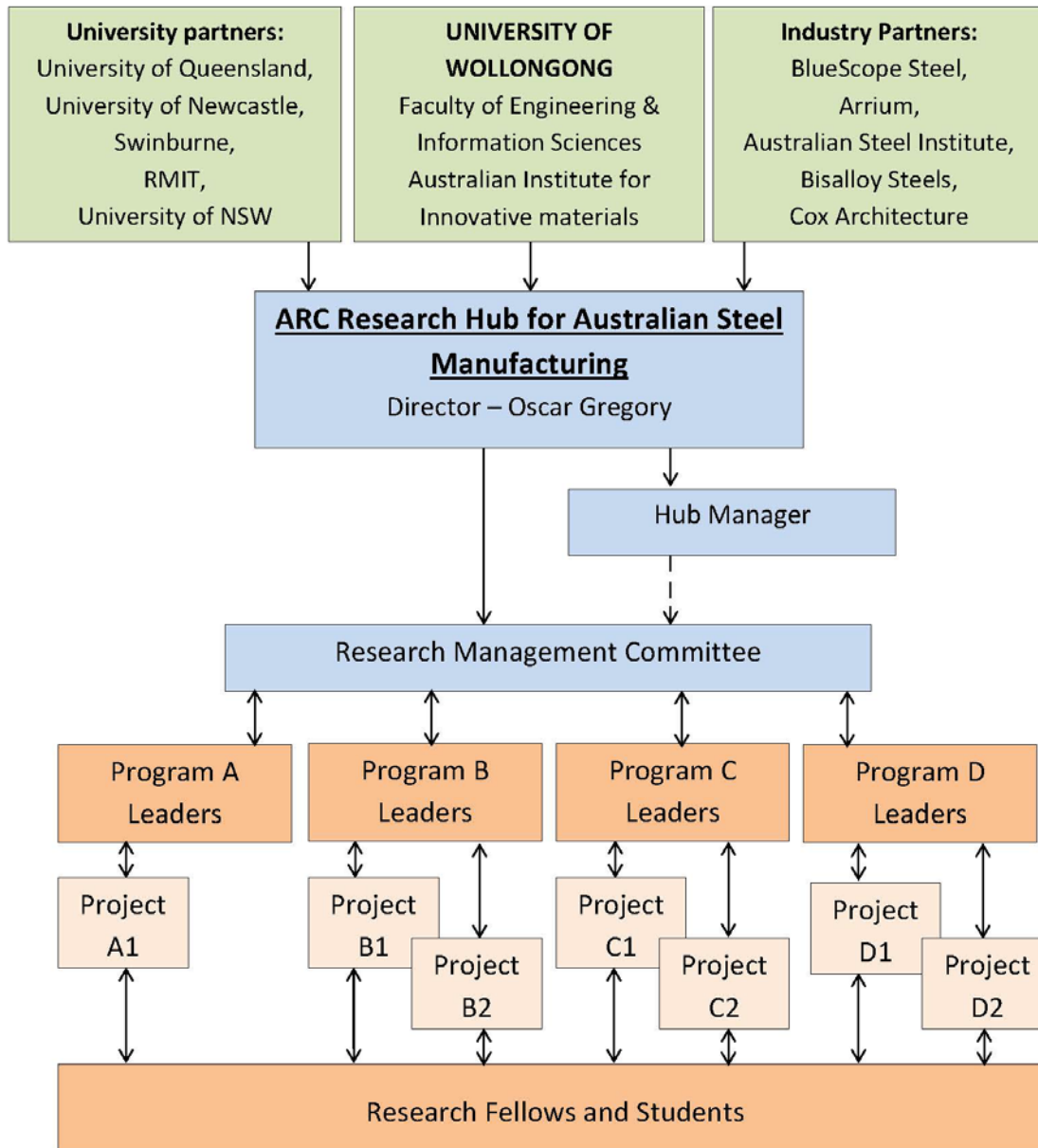
- Well-developed written and oral communication skills.
- The ability to work as part of a team.
- Well-developed interpersonal skills.
- Good time management skills, ability to prioritise tasks, and to meet deadlines.
- Work independently without constant supervision.
- Enthusiasm for research and team work.
- Willingness to receive positive feedback and constructive criticism.
- Look for solutions, rather than merely presenting problems.
- Flexible approach to work assignments.
- Responsive to change.

## **Special Job Requirements:**

- May be required to work outside of normal hours from time to time

## Organisational Chart:

Please attach an up to date organisational chart to this position description.



**Approval:**

Approved by Head of Unit:



Oscar Gregory, Director, Steel Research Hub

Date:

24 September 2014

Approved by Human Resources:

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Date:

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## POSITION CLASSIFICATION STANDARD - Research Only

Level: B  
Title: Fellow

### Description

A position classification standard describes the broad categories of responsibility attached to research-only academic staff at different levels. The standards are not exhaustive of all tasks in research-only academic employment, which is by its nature multi-skilled and involves an overlap of duties between levels. The standards provide an adequate basis to differentiate between the various levels of employment and define the broad relationships between classifications.

Progression through an academic career will normally be based on research, teaching, administrative functions and contribution to the profession. The balance of functions will vary according to level and position over time. It is only in exceptional circumstances that promotion would be solely on the research only position classification standards.

- General Standard
- Specific Duties
- Skill Base

### General Standard

A Level B research-only academic is expected to carry out independent and/or team research within the field in which he/she is appointed and to carry out activities to develop his/her research expertise relevant to the particular field of research

### Specific Duties

Specific duties required of a Level B research-only academic may include

- The conduct of research either as a member of a team or independently, and the production of conference and seminar papers and publications from that research.
- Supervision of research-support staff involved in the staff members' research.
- Guidance in the research effort of junior members of research-only academic staff in his/her research area.
- Contribution to the preparation, or where appropriate individual preparation, of research proposal submissions to external funding bodies.
- Involvement in professional activities including, subject to availability of funds, attendance at conferences and seminars in the field of expertise.
- Administrative functions primarily connected with his/her area of research.
- Occasional contributions in the teaching program within the field of the staff member's research.
- Co-supervision, or where appropriate supervision, of major honours or postgraduate research projects within the field of the staff member's area of research.
- Attendance at meetings associated with research or the work of the organisational unit to which the research is connected and/or at departmental and/pr faculty meetings and/or membership of a limited number of committees.

### Skill Base

A Level B research-only academic will normally have completed a doctoral qualification or have equivalent qualifications or research experience. In addition he/she may be expected to have had post-doctoral research experience which has resulted in publications, conference papers, reports or professional or technical contributions which give evidence of research ability.