

TEACHING AND RESEARCH POSITION DESCRIPTION



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| Position | Lecturer (Teaching and Research) |
| Level/ Classification | ACLEB |
| Reports to | Head of Accounting and Finance |
| Division | Murdoch Business School |
| College | Business |

Position Purpose

A Lecturer Level B (Teaching and Research) is expected to contribute to teaching within their academic discipline by preparing and delivering lectures, tutorials, and various teaching activities. Individuals at this level are responsible for developing and leading scholarly research and enhancing professional expertise relevant to their field, with a focus on cultivating independent research capacity. Academic staff in this position will also engage in administrative and service duties within the School as required and participate in professional activities related to their discipline.

About Murdoch University

Murdoch University is a young and dynamic university with a foundational commitment to the environment, social justice and inclusion, and making education accessible to more people. Founded as Western Australia's second university in 1974, today, Murdoch has more than 21,000 students and 1,700 staff across campuses in Perth, Singapore and Dubai. With more than 90,000 Alumni, Murdoch graduates can be found all over the world, making a positive difference.

Our Strategy – Ngala Kwop Biddi. Building a brighter future, together – guides the University's direction and reaffirms our shared purpose to change lives and society for the better through accessible education and research.

The Strategy is focused on three key themes:

- Sustainability: Be a leading university in education, teaching and translational research in sustainability.
- Equity, Diversity, and Inclusion: Build a welcoming, diverse and inclusive community.
- First Nations: Become the University of first choice for First Nations peoples.

Murdoch is also committed to building engagement with our local community, State, nation, and global society with a track-record in creating strong partnerships with business, government and industry.

About the Work Area

The Murdoch Business School is a stand-alone school in the College of Business. We deliver high-quality undergraduate and postgraduate specialised business curriculum across three campuses –Perth, Singapore and Dubai – integrating in-person and online learning to support teaching innovation. We focus on applied research that is relevant to the communities we serve.

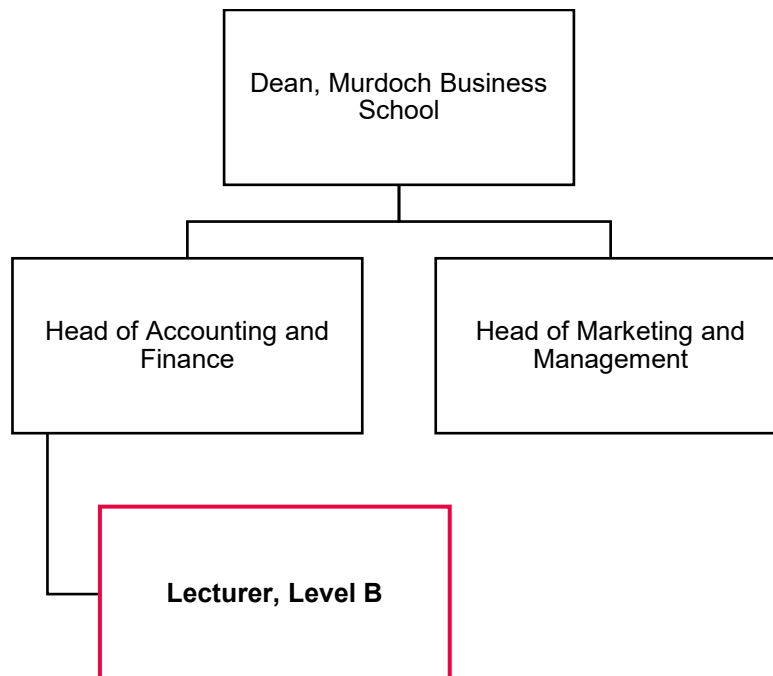
The Murdoch Business School is comprised of two academic disciplines: Accounting and Finance and Management and Marketing.

Undergraduate programs in the discipline of Accounting and Finance are offered as a Bachelor of Business with specialisations in accounting, banking, and finance, as well as combined bachelor's degrees with entrepreneurship and innovation; and law. Post-graduate degrees include the Master of Professional Accounting and Master of Professional Accounting (Advanced).

Undergraduate programs in the discipline of Management and Marketing are offered as a Bachelor of Business with specialisations in management, marketing, human resource management, international business, hospitality and tourism management, and entrepreneurship and innovation, as well as combined bachelor's degrees with entrepreneurship and innovation, and law. Post-graduate degrees include the MBA and MBA (Global), and specialised Master programs in human resources management, and health administration, policy and leadership.

The college's academic members possess a unique blend of real-world business experience, industry connections, and cutting-edge academic knowledge, fostering a dynamic environment for continuous learning and professional advancement.

Reporting Relationships



Key Responsibilities / Duties

1. Contribute to teaching, including preparing and delivering lectures, tutorials, seminars, practical classes, demonstrations, workshops, student field excursions, and marking assessments.
2. Coordinate units, develop unit material and undertake course and program coordination. Develop and practice innovative teaching and learning methods
3. Consult with, and provide advice to, undergraduate and postgraduate students, including higher degree by research students.
4. Contribute to the research profile of the Discipline and the University. Contribute to research, individually and as a member of a team, and produce quality publications.
5. Contribute to seeking funding for internal/external competitive research and consulting activities, individually or as a member of a team.
6. Contribute to the University, the College, the Discipline and the profession.
7. Participate in the University's Academic Career Development Conversation (ACDC).
8. Undertake such other duties as determined by the Head of Accounting and Finance and the Dean of the Business School.

Selection Criteria

Essential

1. PhD in Accounting: Possess a doctoral degree in Accounting, demonstrating a strong academic foundation in the field.
2. Curriculum and Pedagogical Knowledge: Demonstrate contemporary knowledge of approaches to curriculum development and pedagogy.
3. Teaching Expertise: Relevant expertise in teaching across accounting disciplines, and foundational finance or economics subjects.
4. Research: Demonstrated success in engaging in and contributing to research, as evidenced by a proven track record of scholarly publications in reputable journals.
5. Grant Application Potential: Demonstrate potential capacity to produce grant applications, indicating the ability to secure research funding.
6. Teamwork and Initiative: Exhibit the ability to work effectively as a team member, while also being able to work autonomously under broad directions. Demonstrate initiative in undertaking responsibilities and a proactive approach to work.
7. Data Analysis: Demonstrated success in conducting data analysis for research.
8. Interpersonal Skills: Possess well-developed interpersonal skills and the ability to work collaboratively as a member of an interdisciplinary, collegial and community team.
9. Communication Skills: Display exceptional written and oral communication skills in English, showcasing the ability to effectively convey complex concepts and ideas.

Desirable

1. Teaching Expertise: Relevant expertise in teaching auditing and/or taxation, with demonstrated potential to teach in the area of sustainability reporting/accounting.
2. Industry Experience: Provide evidence of relevant industry experience as an accountant or a project analyst, to further enhance practical insights and industry relevance in teaching and research.
3. Accounting Software Proficiency: Exhibit experience or substantial knowledge in accounting processing software, such as MYOB or Xero, demonstrating familiarity with industry-standard tools and technology.

Work Requirements

1. Ability to work outside of normal office hours when required.
2. Australian citizenship or permanent residency, or possession of a valid visa with work entitlement in Australia.

Probationary Review

This position may be subject to a probationary period, during which time the academic staff member is required to meet set probationary objectives and pass a probationary review. Probationary objectives are set following appointment to the position and confirmed at the first Academic Career Development conversation (ACDC).

General Obligations

While at work, an employee must:

- take reasonable care for their own health and safety and ensure that their acts or omissions do not adversely affect the health and safety of other persons;
- report incidents, injuries and hazards;
- comply with any reasonable instruction that is given by Murdoch University; and
- comply with Murdoch University policies and procedures.

Academic Career Framework

Murdoch University's Academic Career Framework provides a transparent, equitable and consistent approach to probation and promotion as well as outcome and workload expectations. Please refer to the Murdoch University Academic Career Framework for performance criteria and expectations for all academic positions.

Guiding Principles and Values / Code of Ethics and Code of Conduct

Our Values

- Authenticity
- Integrity
- Respect
- Inclusivity
- Openness

Our Principles

- Act with justice, respect and responsible care.
- Be collegiate and respectful of other points of view.
- Protect academic freedom.
- Be agile, flexible and resilient.
- Make decisions at the most appropriate level.
- Be transparent in decision-making and with information.
- Adopt common approaches to common tasks.
- Be careful stewards of our resources.

All staff will comply with the University's Code of Ethics and Code of Conduct and demonstrate a commitment to its Equity, Diversity and Safety principles and the general capabilities of personal effectiveness, working collaboratively and demonstrating a focus on results.

All Staff complete a Development Conversation at least Annually. A Commencing Development Conversation should be completed within 3 months of commencement.

We acknowledge that Murdoch University is situated on the lands of the Whadjuk and Binjareb Noongar people. We pay our respects to their enduring and dynamic culture and the leadership of Noongar elders past and present. The boodjar (country) on which Murdoch University is located has, for thousands of years, been a place of learning. We at Murdoch University are proud to continue this long tradition.