



ALFRED DEAKIN POSTDOCTORAL RESEARCH FELLOWSHIP IN BUSINESS

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ABOUT DEAKIN

Deakin's growing reputation is reflected in its rapid rise in international rankings; Deakin entered the prestigious Academic Ranking of World Universities for the first time in 2014 and now ranks an estimated 214 (AWRU 2017). Deakin is ranked 29 in the QS ranking of the world's top universities under 50 years. Eighty-nine percent of Deakin's research was rated at or above world standards in the Australian Government's Excellence in Research for Australia (ERA).

Leader in graduate satisfaction in Victoria for the eighth consecutive year (in the Australian Graduate Survey (2010-15) and the Graduate Outcomes Survey, QILT (2016-17).

Top 2% in global rankings in the major international university rankings: ARWU, QS, Leiden and Times Higher Education.

Established in 1974, Deakin University was named after the leader of the Australian Federation movement and the nation's second Prime Minister, Alfred Deakin.

Deakin University has five campuses, one in Melbourne's eastern suburbs, two in the port city of Geelong and one in Warrnambool on the south-west coast of Victoria. Deakin's fastest growing campus is in the Cloud where over 14 000 students study predominantly online. All students, regardless of their campus or mode of study, benefit from Deakin's award-winning digital environment.

Deakin is proud of its inclusive and student-focussed culture and its reputation for using innovative digital solutions to provide an engaging and personalised learning experience. Deakin is committed to lifelong learning, providing students with choices about how, when and where learning occurs.

Deakin's four faculties offer courses across the arts, design, science, sport, nutrition, architecture, business, law, medicine, optometry, engineering, nursing, allied health, psychology and teaching.

With 58 000 students Deakin is one of Australia's largest universities and is ranked in the top 2 per cent of the world's universities in the major international rankings (ranked 29 in the QS ranking of the world's universities under 50 year).

As a Victorian university with a global impact, Deakin is translating its research into the commercial outcomes that will drive the innovation Australia's economy needs now and into the future. Research at Deakin focusses on innovation and robust partnerships with industry and business and it is building a formidable international reputation in areas of emerging national social, economic and political priority in its core areas of health, carbon fibre, energy and cyber security. Deakin has integrated its research growth plan into its overall strategy of service, developing its base in advanced manufacturing, which is vital for the Geelong community and Information technology, which is strong in the surrounds of its Melbourne campus.

Our strategy

Deakin's vision and mission is articulated in its strategic plan *LIVE the future: 2017-2020*. Through *LIVE the future*, Deakin aspires to be Australia's premier university in driving the digital frontier, enabling globally connected education for the jobs of the future, and research that makes a difference to the communities Deakin serves.

Informed by its Australian and Victorian context and engaged locally in the communities it serves, Deakin advances:

- Learning – offering students a brilliant education where they are and where they want to go
- Ideas – making a difference through world-class innovation and research
- Value – strengthening our communities, enabling our partners and enhancing our enterprise
- Experience – delighting our students, our alumni, our staff and our friends.

These four interconnecting elements form the acronym *LIVE*, and together they articulate the Deakin promise to its students, staff, alumni, partners and friends.



DEAKIN BUSINESS SCHOOL

Deakin Business School (DBS) comprises six academic departments that span the full range of business disciplines: Accounting, Economics, Finance, Information Systems & Business Analytics, Management, and Marketing.

The mission of DBS is to prepare graduates for careers of the future. We harness emerging technologies to facilitate innovative, borderless, and personalised education. Our research informs our practice and impacts the communities with whom we engage.

DBS has over 15 000 students, comprising 10 000 undergraduate students, 4900 postgraduate students and 160 PhD students in our single and combined degree programs. Most of our degree programs have been accredited by leading national and international accreditation agencies.



The Deakin MBA and Bachelor of Commerce are internationally recognised and EPAS accredited by the European Foundation for Management Development. EPAS is an international quality benchmark for business programs worldwide. In addition, the Deakin MBA is rated five stars by QS for program strength, delivering an 'attractive and recognised program with a very high graduate employability rate'. In 2016 DBS received accreditation by AACSB International. Only five per cent of business programs worldwide are AACSB accredited.

Our mission and vision

Our mission is to prepare graduates for the careers of the future by harnessing emerging technologies to facilitate borderless, personalised education, and by conducting research that informs our practice and impacts the communities we serve.

Our undergraduate, graduate and doctoral degrees are informed by scholarship and are relevant to both national and global contemporary issues. Flexible learning strategies

provide a distinctive student experience. The Faculty's teaching aims to be innovative utilising face-to-face teaching and on-line technologies to ensure a high level of flexibility for the diverse learning needs of our students.

Our academic staff are engaged in both pure and applied research across the business and law disciplines and are focused on issues which are of relevance to government, business and community organisations. To this end, we actively seek partnerships with these organisations, other like-minded universities and alumni.

Our students come from diverse backgrounds and we value this diversity. Graduates are confident and competent in the use of on-line technology and are ready to make a significant contribution to the organisations they serve. They are highly valued by employers for both their knowledge and their graduate attributes.

The Faculty is committed to extending the boundaries of business and legal education. It achieves this through close relationships with professional associations, other education providers and universities, business, employers and government across Australia and internationally.

Business research with a difference

DBS produces research that is rigorous, as judged by peer-review; relevant to critical issues faced by business, government and society; and capable of informing and enriching teaching, course design, and content. These aims are reflected in the DBS research concentrations, which include:

- Corporate social responsibility, with discipline strengths in corporate governance, auditing, business ethics, and social marketing.
- Employee health and wellbeing, with discipline strengths in leadership, workplace integration, and health promotion.
- Business analytics, with discipline strengths in customer analytics.
- Economics and finance, with discipline strengths in economic theory, economic policy, financial econometrics, banking, and superannuation
- Business education, with discipline strengths in accounting education, management education, and marketing education
- Governance and accountability with discipline strengths in auditing and corporate governance.

The expertise of our world-class researchers covers a vast array of concentrations and underpins the establishment of five key, inter-disciplinary research centres:

- 1. Centre for Employee Health and Consumer Wellbeing:** The Centre undertakes research, project-based consultancies, advisory services and research training within two streams: employee health and consumer wellbeing. The centre links business activities with health outcomes for businesses and individuals.
- 2. Centre for Sustainable and Responsible Organisations (CSaRO):** CSaRO works with organisations and stakeholders in designing and appraising community engagement and employee volunteering initiatives, supporting the development of social enterprises, measuring the social impact of business, assisting social innovation and social enterprise, and fostering sustainable business practices.
- 3. The IPA-Deakin SME Research Centre:** The scope of activities includes providing briefings, policy papers and academic research for small and medium enterprises (SMEs) and not-for-profit enterprises (NFP). It focuses on areas such as, but not limited to, sustainability, governance, small business regulation, self-managed superannuation funds and financial services.
- 4. Centre for Financial Econometrics:** The Centre develops new methods for analysing and testing financial economics hypotheses and makes contributions to public policy through industry engagement
- 5. Deakin Laboratory for the Meta-Analysis of Research.** The aim of DeLMAR is to bring together scholars across Deakin involved with metaanalysis and research synthesis. A unifying focus of the lab's work is the development and application of methods that are shared across research problems in the social and natural sciences. A second unifying focus is an emphasis on producing evidence-based knowledge that can inform policy across disciplinary boundaries.

Reflecting a suite of wide-ranging specialities, these centres promote new-generation research networks that deliver real-world results to our stakeholder communities. This means that business, not-for-profit, government and professional sectors have access to relevant, world-class research as they tackle some of the issues in a complex, rapidly-changing world macro and micro environments.

In addition to the inter-disciplinary research centres within the school, DBS is also part of a cross-faculty, university-level strategic research centres (SRC):

- **Centre for Sport Research:** The Centre aims to use and promote sport and exercise as a vehicle to create healthy communities and build governance and management capacity to support participation and involvement in sport. 'Healthy sport, healthy organisations, healthy community' describes both the Centre's focus and goal.
- **Bushfire and Natural Hazards CRC:** This research collaboration between DBS and University of Melbourne serves the Attorney General's Department, the Metropolitan Fire Brigade, the NSW Rural Fire Service and the South Australian Rural Fire Service.
- **Data to Decisions CRC:** This CRC brings together researchers and industry to tackle the Big Data challenges that face Australia's national security agencies and to undertake impactful research, development, education and training that delivers outcomes to national security and other data intensive sectors.

On a national level, DBS is a member of two federally funded collaborative research centres (CRCs):

Research at DBS is supported by the 'BUILD' program, an initiative to enhance research capacity and capability development within the School. The program brings researchers from around the world to provide DBS scholars with relevant and contemporary research advice and guidance. BUILD also promotes the generation of research networks both within and outside Deakin by bringing people together in real and virtual environments.

ALFRED DEAKIN POSTDOCTORAL RESEARCH FELLOWSHIP IN BUSINESS

As part of the Deakin University Alfred Deakin Postdoctoral Research Fellowship Scheme, the Deakin Business School is looking for several candidates to put forward for the prestigious fellowship.

The candidates will have a strong background and good training in any of the following disciplines:

- Accounting
- Economics
- Finance
- Information Systems and Business Analytics
- Management
- Marketing

The candidates should have a PhD degree in any of the above disciplines. The candidate must have an excellent research record and the ability to effectively communicate and collaborate with others.

At present we are seeking an expression of interest (EOI). Those successful at the EOI stage will be invited to submit a full application which will be assessed by panels at the Faculty level to determine a final ranked list of candidates.

Consideration and decisions will be made by the University Research Advisory Committee Assessment Sub-Committee.

Please copy and paste link below into your browser as part of submitting your EOI by Sunday 24 June 2018.
<http://www.deakin.edu.au/research/support-for-researchers/find-funding/deakin-university-funding/adprf>

LEVEL AND PERIOD OF FUNDING

The Fellowship provides 2 years of salary support at Level A Step 6 in Year 1 (\$84,783 per annum) and Level A Step 7 in Year 2 (\$87,806 per annum)*. Successful Fellows also receive a one-off research support grant of \$10,000 which must be used for direct research costs such as lab consumables, computer equipment and domestic or overseas travel. (All costs must relate specifically to the research project).

Fellowships are offered on a full-time or part-time basis. The part-time fellowships are only available to researchers who have carer responsibilities or personal circumstances such as illness. Applicants who wish to undertake the Fellowship part-time must do so at a minimum time fraction of 60% (0.6 FTE). As the duration of the award is limited to 2 years in total, any residual salary funds must be used to employ a Research Assistant (or similar) to ensure the project can be completed in this period .

Fellows must be physically based at the University for the duration of the Fellowship. This is a mandatory requirement and is non-negotiable as are all other terms and conditions.

*Based on Deakin University Enterprise Agreement rates at time of drafting (04 May 2018). Increases are scheduled for March 2019 and March 2020

ASSESSMENT CRITERIA

1. Candidate – 40%

a. Excellence in terms of track record relative to opportunity, including:

- i. The number, quality and influence of publications and their authorship contributions
- ii. The number of grants held and the significance of their investigator role in current or previously funded grants, fellowships, prizes and awards
- iii. The number and type of speaking invitations at national or international conferences
- iv. Research impact, including community engagement, developing intellectual property, research commercialisation and/or contributions to policy or practice.
- v. Their exposure to and experience in undergraduate and/or HDR student supervision
- vi. Their contribution to and participation in peer review for grant schemes and/or journal publications
- vii. Capacity to undertake the proposed research
- viii. Other evidence of emerging leadership

2. Project Quality, , Feasibility & Benefit – 50%

a. The excellence and significance of the project including:

- i. the research addresses an important and significant problem
- ii. the potential exists to produce important or translational outcomes

b. The feasibility of the proposal including:

- i. The conceptual/theoretical framework is innovative and original
- ii. The aims, concepts, methods and results are likely to advance knowledge
- iii. The Project's design and the candidate's experience create confidence in the timely and successful completion of the Project

c. The potential benefit of the project including:

- i. The project will produce significant new knowledge and/or innovative economic, commercial, environmental, social and or/cultural benefit
- ii. The project has the potential to lead to further ground breaking initiatives

3. Alignment & Research Environment - 10%

a. The candidate's potential to contribute to and develop areas of research strength including:

- i. The candidate demonstrates: how they envisage working within the research environment; how their research project fits and how it will add to the research being undertaken in that area; how their project will contribute to the objectives of the area and; who they aim to collaborate with in the area

b. The alignment of the proposed research with existing activity (assessment based on the case made by the host Faculty/Institute or SRC) including:

- i. There exists a supportive and high quality research environment for the candidate and their project
- ii. The necessary facilities exist to ensure the successful conduct of the project
- iii. The host area provides exceptional collaborative and mentoring opportunities for the applicant

ELIGIBILITY

Applications are open to both Deakin University and external applicants subject to the criteria listed below.

PhD Award Date

Applicants must have been awarded a PhD* on or after 1 January 2015 or, commensurate with a period of significant career interruption, must not have more than 3.5 years FTE postdoctoral experience.

*PhD award date is defined as the date on the testamur.

Applicants must hold a Doctorate of Philosophy in a relevant field of research or must have submitted their thesis by the Full Application closing date (refer to the Key Dates section). In the latter case, formal evidence of PhD submission (eg. confirmation of submission on University letterhead) must be provided as an attachment to the Full Application. Applicants should carefully note the Conditions of the Award pertaining to the offer of a Fellowship as all Fellowship offers are contingent on the applicant providing evidence of having qualified for the award of a PhD by 31 December 2018.

Career Interruptions

Career interruption can include maternity leave, parental leave, carer's responsibility, major illness or injury. Interruptions must involve either a continuous absence from work for periods of 28 calendar days or more and/or a long-term partial return to work that has been formalised with the applicant's employer. Applicants must document any career interruptions relevant to their eligibility in the table provided in the Expression of Interest form. If invited to submit a Full Application, applicants will need to provide documentary evidence in English or an authorised English translation of such documents to substantiate claimed career interruptions.

NB: Unemployment or non-research employment are not considered as career interruptions but can be detailed in Section A.4 Other of the EOI application form.

Examples & Notes re Career Interruptions:

1. An applicant awarded a PhD on 1 January 2014 can demonstrate they were on parental leave for 12 months is eligible.
2. An applicant awarded a PhD on 01 January 2014 can demonstrate a career interruption of 6 months is ineligible.

Citizenship

Applicants can be Australian or non-Australian citizens. The appointment of Fellows who do not hold Australian citizenship or permanent residency status will be subject to Deakin University receiving sponsorship for residence approval from the Australian Department of Immigration and Border Protection and the recipient being granted an appropriate visa. (Refer also "Conditions of Award"). Some applicants may be affected by Australia's Autonomous Sanctions requirements. (Refer to "Conditions of Award")

Existing or Past Alfred Deakin Postdoctoral Research Fellows

A past or present Alfred Deakin Postdoctoral Research Fellow cannot hold a second or subsequent Alfred Deakin Postdoctoral Research Fellowship. There is no provision within this scheme for the extension of existing Alfred Deakin Postdoctoral Research Fellowships.

Other Deakin Employees

Applicants currently employed at Deakin University (other than existing or past Alfred Deakin Postdoctoral Research Fellows) are eligible to apply if they meet all other eligibility requirements. Deakin University applicants with any outstanding reports to any funding body or for any internal schemes are ineligible to apply.

FURTHER INFORMATION AND WEB LINKS

Relevant documentation and information is available at <http://www.deakin.edu.au/research/support-for-researchers/find-funding/deakin-university-funding/adprf>

For queries or clarification on any aspect of this scheme please email research-grants@deakin.edu.au

KEY DATES

Event

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| Monday 14 May 2018 | 2019 Round opens |
| Sunday 24 June 2018 (AEST) | EOI closes – email EOI to: research-grants@deakin.edu.au . Late EOIs will not be accepted. |
| By Monday 23 July 2018 | Host SRCs/Faculties/Institutes assess EOIs & send results to Deakin Research-Grants |
| By Friday 27 July 2018 | Deakin Research – Grants invites competitive applicants to submit a full application. Applicants will be sent the full application form by email |
| Sunday 2 September 2018 (AEST) | Full application closes – email application and referee reports to research-grants@deakin.edu.au Late applications will not be accepted. |
| From Monday 10 September 2018 | Assessment |
| Mid - Late October 2018 (tentative) | Applicants notified of outcome by Deakin Research – Grants |





MELBOURNE: A MOST LIVEABLE CITY

Melbourne has the enviable reputation of being recognised as one of the most liveable cities in the world, having been crowned ‘the most liveable city in the world’ by the Economist for four years in a row.

Melbourne is Australia’s cultural capital – from multicultural cuisines to buskers filling the streets with their music, chalk art and more. Melbourne, and its surrounding areas, are home to striking public spaces, state-of-the-art museums, unique wildlife, heritage sites and natural wonders. Spend some time in the city centre and you’ll discover it’s neatly divided into little pockets for you to explore. Find art, bars and restaurants up and down in the laneways, retail therapy for any budget in Bourke and Collins streets, and creative outlets on show in Flinders Quarter. St Kilda Road means galleries and gardens, while neighbouring Yarra Precinct and Docklands deliver waterside views by the boatload. Just a tram ride away, the eclectic neighbourhoods on the city fringe offer endless possibilities. Take your beach towel to bayside St Kilda, Port Melbourne and South Melbourne, and go west for more fabulous food and beaches.

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