

Role Description

Position Title: Professor of Accounting

Position Location: School of Accounting and Commercial Law

The Professor of Accounting must work in the best interests of the University (including its community of students and staff), within relevant legislation and in accordance with the University Charter.

The Professor of Accounting must assist the University to meet its mission, and strive to behave in a manner that reinforces the University's values.

OUR MISSION

We play a leading role in shaping New Zealand's future by:

- Adding significantly to the knowledge and understanding of natural phenomena, society, culture and technology through research, teaching, and interdisciplinary perspectives
- Engaging with local, national and international communities in creating, disseminating and applying knowledge that has scholarly or societal impact
- Developing graduates with skills in leadership, communication, and critical and creative thinking.

OUR VALUES

Our values guide and inform our strategic goals, policy and practice. They are the principles behind our actions, a means of creating and sustaining an environment of trust and mutual understanding.

Academic freedom:

- We protect academic freedom and defend the autonomy of Victoria University of Wellington.

Excellence in all of our activities:

- We are committed to developing and recognising excellence in research, creative activity, scholarship, teaching and learning and administration.

Knowledge and expertise:

- We strive to advance pure and applied knowledge and expertise, and to disseminate both through teaching and research.

The Treaty of Waitangi:

- We are committed to using the Treaty to guide our obligations to Māori as tangata whenua and Treaty partners.

Internationalisation:

- We are committed to our participation in the international community of scholars and to the pursuit of a global perspective in our learning, teaching, research and services.

Accountability:

- We effectively manage and account for our resources and apply them to the maximum benefit of Victoria.

Honesty and respect:

- We require ethical behaviour in all our activities and interactions.

Equity:

- We are committed to equity of opportunity for all our staff and students.

A strong university community:

- We encourage the active participation and contribution of academic and general staff, students, alumni, benefactors and friends in the life of the university.

Community engagement:

- We seek active engagement with the communities we serve and value the benefits we bring to each other.

Sustainability:

- We strive for an environmentally sustainable university and society.

Purpose of the Organisational Unit

Victoria University of Wellington

Victoria University of Wellington is a state-funded University based in the capital city of New Zealand. It is one of the oldest and most prestigious universities in New Zealand and is renowned for its teaching and research. It has established an international reputation for the high quality of its graduates and research and it has a proud tradition of academic excellence. The University consists of five faculties: Commerce and Administration, Architecture and Design, Humanities and Social Sciences (including the School of Education), Science, and Law. Within these faculties are a total of 50 departments, schools and research institutes.

There are over 20,000 students from a wide range of cultural backgrounds, and approximately 2,000 permanent staff at Victoria, making it one of the Wellington's most significant employers.

Victoria University is situated overlooking the business and government districts of Wellington and close links are maintained between the Faculty and the city. Wellington offers a lively cultural and arts scene, a variety of restaurants, and opportunities for a wide range of outdoor activities. The city is centrally located in New Zealand and the magnificent scenic and outdoor recreation attractions of the rest of the country are within easy access. The University's location in New Zealand's capital city facilitates links with national sector organisations and policy-makers.

The Faculty of Commerce and Administration

The Faculty of Commerce and Administration is made up of five schools. These are Accounting and Commercial Law, Economics and Finance, Information Management, Marketing and International Business, and Victoria Management School. The Schools of Government contributes to courses provided by the Faculty. The Pro Vice-Chancellor and Dean is Professor Bob Buckle.

The Faculty offers a Bachelor of Commerce and Administration (BCA), Bachelor of Tourism Management (BTM), and a variety of Honours, Masters and PhD degrees including Master of Professional Accounting (MPA), Master of Business Administration (MBA), Master of Public Policy (MPP), Master of Public Management (MPM), and Master of Applied Finance (MAF). A number of certificate, diploma and executive development courses are also offered through Victoria Management School.

The Faculty has approximately 160 full-time academic staff, 40 full time administrative staff, and 3,000 full-time-equivalent students, representing about 28% of the University's total student numbers.

The School of Accounting and Commercial Law

The School of Accounting and Commercial Law administers, promotes and teaches papers for individuals working towards attaining degrees, diplomas and other programmes in the fields of accounting and commercial law. Academic staff in the School also research in these areas. The Centre for Accounting, Governance and Taxation Research constitutes a component of the School. The School and the Centre for Research strive for academic excellence in all of their activities.

Role Purpose and Scope

The role of Professor is to undertake teaching, research and research supervision (including PhD supervision) of high quality, to assist in programme development and to contribute to leadership in the effective management of the School. The role includes helping to develop and maintain relationships with practitioner communities and other stakeholders.

Key Result Areas

Research

- Provide academic leadership in research. This includes mentoring less senior staff and assisting them to develop and publish their research.
- Maintain a research record that is of a high international standard.
- Collaborate with colleagues in the School of Accounting and Commercial Law and in other schools to foster research in accounting, encourage interdisciplinary research and help to develop a strong research ethos within the School and amongst students.
- Develop and maintain research links with the Centre for Accounting, Governance and Taxation Research and other institutions including business and government sectors, and the accounting profession.

Teaching

- Contribute to the development and delivery of high quality teaching programmes including the post-graduate programmes in accounting.
- Teach effectively in the School's programmes. The School teaches in undergraduate, postgraduate, post-experience diploma, MPA, MBA, and executive development programmes.
- Provide academic leadership in teaching, - this includes mentoring less senior staff and assisting them to develop excellence in teaching.
- Provide research supervision for Honours, Masters and PhD students.

Administration

- Work with the Head of School and assist in the management of research and teaching in the School, including:
 - quality control,
 - performance planning and review,
 - assisting with the probationary reports of relevant staff members.
- The appointee may be requested to assume a senior administrative position within School such as Director of the Centre for Accounting, Governance and Taxation Research;
- Contribute to the administration of the wider University.

Challenges

The Professor of Accounting will face a number of challenges, including the need to balance their commitments to both teaching development with high standards of delivery and the maintenance of a research programme of high international standard, that informs his/her teaching programme and has high prospect for published outputs.

Key Relationships

The Professor of Accounting reports to the Head of School.

The Professor of Accounting will develop and maintain excellent relationships with:

- the Head of the School of Accounting and Commercial Law
- other Professors and Associate Professors in the School of Accounting and Commercial Law
- Pro Vice-Chancellor and Dean of the Faculty of Commerce and Administration
- the School's Executive Committee (of which the Professor of Accounting will be a member)
- academic colleagues within the School, Faculty, and University
- administrative staff within the School, Faculty, and University
- those involved with the Centre for Accounting, Governance and Taxation Research University
- professional organisations and research institutions outside the University

Key Competencies

The Professor of Accounting will have:

- an established track record in peer-reviewed empirical or analytical research in high quality journals in accounting and/or related disciplines;
- evidence of having made a substantial and high quality contribution to teaching in the accounting discipline;
- the ability to attract and manage research funds from internal and external sources;
- the ability to attract and supervise Honours, Masters and PhD students;
- the ability to lead collaborative research projects;
- the ability to provide academic leadership in both teaching and research, including mentoring of less senior staff members;
- the ability to provide administrative assistance to the Head of School and to participate in academic leadership of the broader University.
- the capacity to extend the School's interface with relevant professional and practitioner communities. All staff enjoy a contractual entitlement to engage in consulting and other professional activities.

CORE COMPETENCIES

<p>CUSTOMER FOCUS Individuals who display this competency understand and believe in the importance of customer service. They listen to and understand the needs of internal and external customers. They meet and exceed customer needs to ensure satisfaction</p>	<ul style="list-style-type: none"> • Deals effectively with customers by displaying a professional, courteous, and empathetic approach • Thinks about issues from the customers perspective, understanding their area of work and their needs • Anticipates issues the customers will face in the future • Seeks feedback on the quality of service to customers and takes action to improve services • Considers Maori and multicultural issues when delivering and developing customer services • Promotes customer focus in strategic and operational planning and service delivery
<p>SELF MANAGEMENT Individuals who display this competency effectively plan and organise their work to achieve desired outcomes. They are proactive, remain focused, take action to overcome obstacles and follow through to completion</p>	<ul style="list-style-type: none"> • Sets and meets challenging personal goals and targets • Identifies, allocates and manages time and resources required to achieve outcomes • Sticks to a task until the desired results are achieved efficiently and effectively within agreed timeframes • Actively and constructively participates in discussions on own performance, and develops themselves both personally and professionally • Successfully adapts to changing demands and conditions • Remains calm and is able to continue with the primary task and work effectively when faced with heightened levels of pressure/stress
<p>INTEGRITY Individuals who display this competency are open, honest and consistent in behaviour and can be relied upon. They generate confidence in others through their professional and ethical behaviour</p>	<ul style="list-style-type: none"> • Sets and maintains high professional standards • Displays ethical and professional behaviour in all situations • Follows established organisational policies and procedures • Demonstrates openness and honesty when dealing with issues, day to day tasks and people • Displays a positive attitude towards and is receptive to Maori and multicultural issues • Encourages others to behave in an honest, ethical and professional way • Does not use information or their position for personal gain
<p>INNOVATION Individuals who display this competency question the way things are done, learn from past mistakes and generate new and creative ideas to improve the status quo</p>	<ul style="list-style-type: none"> • Proactively assesses own work patterns in order to improve efficiency and effectiveness • Takes the initiative and originates action required to improve the status quo • Considers past mistakes and practices and learns from them when considering and developing new ideas • Encourages the discussion, free-debate and generation of creative ideas and solutions • Generates new and creative ideas – is not afraid to think ‘outside of the box’ • Builds on ideas suggested by others to develop new solutions

ROLE SPECIFIC COMPETENCIES

<p>COMMUNICATION Individuals who display this competency effectively communicate with a wide range of people in all situations, both orally and in writing</p>	<ul style="list-style-type: none"> • Checks for mutual understanding • Demonstrates effective listening skills • Adjusts communication style to suit the needs of the audience • Communicates key points clearly and concisely • Demonstrates understanding of cultural differences in regard to communication • Effectively facilitates workshops and meetings, to achieve goals and maintain group cohesiveness • Presents complex ideas and concepts effectively
<p>ANALYSIS & JUDGEMENT Individuals who display this competency are able to identify and analyse issues and problems, consider alternatives, make sound decisions and commit to a course of action</p>	<ul style="list-style-type: none"> • Checks the quality, validity and relevance of information sought • Interprets and/or reorganises information and looks for alternative solutions to the problems • Researches issues thoroughly using a suitable methodology • Weighs all relevant pros and cons, and considers both the long-term and short-term impacts of alternatives • Identifies and minimises significant risks associated with decisions • Makes and supports recommendations or decisions with soundly reasoned arguments • Reconsiders decisions when new information comes to hand
<p>TEAMWORK Individuals who display this competency show a genuine intention to work co-operatively with others in a team setting in order to achieve results and team goals</p>	<ul style="list-style-type: none"> • Demonstrates respect towards all other team members • Participates effectively in group discussions and activities and encourages others to do the same • Balances personal objectives with those of the team • Actively participates in the development of team values, goals and performance standards • Encourages the positive resolution of conflict within the team
<p>RELATIONSHIP BUILDING Individuals who display this competency are concerned with building and maintaining positive working relationships and networks useful to achieving the organisations objectives</p>	<ul style="list-style-type: none"> • Builds and maintains appropriate productive relationships or networks of contact • Creates and sustains an appropriate image and profile of the area of work • Deals effectively with public debate or dispute • Demonstrates credibility with stakeholders • Demonstrates an acceptance of and sensitivity towards different people and cultures. • Consistently presents well in different social settings, such as to public, media and to staff (public face of the organisation)
<p>STRATEGIC THINKING Individuals who display this competency demonstrate an understanding of the big picture and are concerned with forward thinking, seeking and accepting challenges and opportunities. They develop and communicate a clear, inspiring and relevant direction</p>	<ul style="list-style-type: none"> • Sees the big picture and how own role/unit contributes to strategic direction • Identifies risks, opportunities, strengths and weaknesses for the area of work • Develops, communicates and 'sells' a clear, inspiring and relevant vision and/ or direction linked to the overall University strategy • Works with others to help them understand the current vision and values and how they relate to their own roles/units

Education, Experience and Knowledge required

Relevant Tertiary Qualification: Applicants for the position of Professor must hold a PhD and have strong quantitative skills to engage in and supervise research of an empirical nature.

It is expected that academic staff within the Faculty will have an academic standing appropriate to their level of appointment. This is established by a proven track record of research, publication, teaching and other relevant experience.

All appointees will need to have the capacity to extend the School's interface with relevant professional and practitioner communities. All staff enjoy a contractual entitlement to engage in consulting and other professional activities.

Personal Competencies

The following personal competencies are essential:

- leadership skills and the ability to provide academic leadership in research and teaching;
- academic credibility;
- good interpersonal skills.

The following personal competencies are required:

- commitment to, and enthusiasm for, teaching and research;
- support for, and the ability to participate in, collaborative interdisciplinary research and teaching;
- ability to build relationships with relevant professional, practitioner and other communities;
- ability to disseminate scholarly research and provide practical applications of scholarly research to problems facing professional and practitioner communities;
- commitment to collegial decision making;
- the ability to work with a diverse range of people in a multicultural environment;
- ability to be innovative and flexible;
- ability to establish own work priorities within the context of the School's objectives and goals.

Delegations

- HR delegation – None.
- Financial delegation – None.

Performance Criteria

An individual Plan will be developed that reflects the contribution this position is expected to make towards achieving the team's objectives and measures. The Plan will contain objectives that are consistent with the Key Result Areas in this Role Description.

EMPLOYMENT CONDITIONS SCHEDULE: CAs/GTCs

POSITION TITLE: Professor of Accounting

In the event that you are successful in your application for the position, for the first 30 days of your employment you will be covered by an Individual Employment Agreement, the terms of which are contained in the Academic Staff Collective Agreement (CA). After the 30-day period, if you choose not to join a union that is a party to the CA, you will become a party to the General Terms and Conditions for Academic Staff (GTC). The GTC is consistent with the CA except it has no reference to any union.

The table below describes the core employment conditions that are attached to the position you are applying for.

Core Employment Conditions	Collective Agreement (CA)/General Terms and Conditions (GTC)
Tenure	Permanent/ or Fixed Term Hours per week (37.5 or part time)
Salary range for the position	\$121,734 to \$151,128
Allowances	As per the CA Please note: A recruitment and retention allowance may also be paid.
Standard holiday provisions	4 weeks annual leave
University Holidays	5 days as per the CA