



An outstanding opportunity is available for an innovative researcher in the field of Information Systems. The successful candidate will conduct research as part of the Woolworths Chair for Retail Innovation, related to delivering and managing innovation in retail. Women, Indigenous Australians and Torres Strait Islander people are strongly encouraged to apply.

Position Title:	Postdoctoral Fellow in Retail Innovation
Reference:	12197
Closes:	16 May 2012
Organisational Area:	School of Information Systems Science and Engineering Faculty
Campus:	126 Margaret Street
Classification/Salary Range:	\$52 873 to \$71 744 pa (Level A) \$78 542 to \$93 277 pa (Level B)
Plus Superannuation:	17% employer contribution
Status:	Fixed-term for 3 years
Contact:	Jan Recker Associate Professor +61 7 3138 9479
HR Contact:	Nicole Williams HR Advisor +61 7 3138 4166
Open to:	Australian and International applicants

When applying for this position we encourage you to upload your response to the selection criteria.

Appointment will be made at Level A or Level B depending on qualifications and experience of the successful applicant. Applicants should nominate the level for which they are applying and address the selection criteria for the nominated level. The University reverses the right to appoint at either classification level.

BACKGROUND INFORMATION

The position is within QUT's School of Information Systems (IS), in the Science and Engineering Faculty. The School of Information Systems is the only IS research entity in Australia that received a 5 out of 5 score in the 2010 Excellence in Research for Australia assessment. The School has an unconditional focus on rigorous research with high practical impact.

Project background

The Postdoctoral Fellow will work in the Woolworths Chair for Retail Innovation initiative. The initiative's objective is to conduct applied research on innovations in business, processes and technology-based systems, and the management of innovation processes in organisations. The domain of the initiative is the retail sector, especially Supermarket operations. Topics will address business, management, process, service and IT-components, and thus require holistic and multi-disciplinary approaches to research.

The project is driven by a demand to deliver innovative transformations to retail operations, processes and technology, with a focus being on customer-centric value provision. At the core of this demand are the two foci of (a) exploring and exploiting technology-enabled innovation potential in the retail sector, and (b) creating a culture of innovation within retail organisations.

DUTY STATEMENT

Position Purpose

The role of the Postdoctoral Fellow is to work on retail innovation research, particularly on innovations in business, processes and technology-based systems, and the management of the innovation process. The appointee will conduct research within the Woolworths Chair for Retail Innovation project and report to the project leader, Professor Jan Recker.

Duties

Duties include (Level A):

- Conducting research in the area of corporate innovation and innovation management.
- Working with other researchers and national and international industry partners in a harmonious way.
- Participating in the further development of the project by preparing and collating publications, reports, and articles, as appropriate. Assistance with the preparation of grant proposals may also be required.
- Assisting with the presentation of research outcomes at seminars and conferences as directed by the project leader.
- Undertaking limited teaching duties appropriate to the project and where required.
- Developing and overseeing the development of prototypical software where required.
- Undertaking other research-related duties as directed by the project leader.
- Maintaining research confidentiality and conforming to all requirements for the protection of intellectual property.
- Ensuring staff and students work and study in an inclusive environment, free from all forms of discrimination and harassment.
- Health & Safety responsibilities:
 - being responsible for the health and safety of students under their control (if applicable).
 - observing all safety procedures and protocols within their operating environment.
 - willingly cooperating with the objectives of making the Faculty a safe and healthy workplace.
 - reporting any hazard or unsafe condition that is observed.

Duties include (Level B):

- Leading and conducting research in the area of corporate innovation and innovation management.
- Working with other researchers and national and international industry partners in a harmonious way.
- Undertaking occasional contributions to the teaching program relevant to the project.
- Participating in the further development of the project by initiating, preparing and collating publications, reports, and articles. Preparation of grant proposals may also be required.
- Presenting research outcomes at seminars and conferences as directed by the project leader.
- Acting as industry liaison and take on the lead role in interactions with other stakeholders, including initiating and managing research funding applications where required.
- Assisting in the supervision of higher degree research students where required.
- Developing, and overseeing the development of, prototypical software where required.
- Undertaking other research-related duties as directed by the project leader.
- Maintaining research confidentiality and conform to all requirements for the protection of intellectual property.
- Undertaking teaching duties, marking and consultation including the preparation and delivery of lectures, seminars, tutorials and/or workshops where required and appropriate to the project.

- Ensuring staff and students work and study in an inclusive environment free, from all forms of discrimination and harassment.
- Health & Safety responsibilities:
 - being responsible for the health and safety of students under their control (if applicable).
 - observing all safety procedures and protocols within their operating environment.
 - willingly cooperating with the objectives of making the Faculty a safe and healthy workplace.
 - reporting any hazard or unsafe condition that is observed.

SELECTION CRITERIA (Level A)

Essential:

1. PhD or near completion of a PhD in a relevant field, preferably Information Systems or Business and Management.
2. Demonstrated in-depth knowledge of concepts related to innovation in business, process, service and/or technical systems.
3. Demonstrated expertise in one of the research foci of QUT's School of Information Systems: business process management, services science or information ecology.
4. Reasonable research track record, preferably in Information Systems, as evidenced by high quality refereed publications in this field, relative to opportunity.
5. Well developed skills in various research methods, as evidenced in refereed research publications.
6. Well developed problem solving skills with demonstrated ability to apply sound reasoning and judgement in the effective resolution of research problems/work issues.
7. Well developed interpersonal skills with demonstrated ability to communicate effectively with a range of people to present effectively to internal and external audiences.
8. Demonstrated ability to work effectively as part of an interdisciplinary team to achieve research based outcomes, with the proven ability to work independently with minimal supervision in the successful completion of work tasks.
9. Demonstrated experience combining scientific rigour with practical relevance within a project setting, preferably with strong industry collaboration.

SELECTION CRITERIA (Level B)

Essential:

1. Completion of a PhD in conjunction with work experience relevant to the research project, preferably Information Systems.
2. Demonstrated in-depth knowledge about innovation management processes and/or innovation in business, processes, services and/or technology-based systems.
3. Significant contributions to one of the research foci of QUT's School of Information Systems: business process management, services science or information ecology.
4. Significant research track record, preferably in Information Systems, as evidenced by high quality refereed publications in this field.
5. High level problem solving skills with demonstrated ability to apply sound reasoning and judgement in the effective resolution of research problems/work issues.
6. Demonstrated high level interpersonal skills with proven ability to communicate effectively with a range of people to present effectively to internal and external audiences.
7. Demonstrated advanced skills to lead and work effectively as part of an interdisciplinary team.
8. Demonstrated ability to work collaboratively with team members and external bodies/industry partners, with the proven ability to use initiative and work effectively with minimal supervision.

9. Demonstrated experience in and high-impact outcomes by combining scientific rigour with practical relevance within project setting, preferably with strong industry collaboration.

ADDITIONAL INFORMATION

The appointee may be required to undertake interstate and/or overseas travel to fulfil the requirements of the role.