Postdoctoral Research Fellow

School of Information Systems
Science and Engineering Faculty

QUT

a university for the **real** world®

About QUT

QUT is a leading Australian university with a 'real world' focus on our learning, teaching and research. Our approximately 47 000 students study across six faculties which, together, offer more than 300 academically and professionally oriented programs. Courses are in high demand and our graduates have excellent job and career outcomes. QUT has charted for itself an ambitious research agenda, and our annual research income now approaches $120 million.

Further information about QUT can be obtained from the website at www.qut.edu.au We aim to create the next generation of leaders in industry, research and society. By embracing change and new developments in learning and teaching, we are prepared to meet future challenges.

The *QUT Blueprint 4* is our institutional strategic plan. It identifies major priorities, articulates broad strategies, and drives greater coherence and coordination of our efforts.

Our overall vision for the future is:

- to provide outstanding learning environments and programs that lead to excellent outcomes for graduates, enabling them to work in and guide a diverse and complex world characterised by increasing change;

- to undertake high-impact research and development in selected areas, at the highest international standards, reinforcing our applied emphasis and securing significant commercial and practical benefits for the community and for our partners; and

- to strengthen and extend our strategic partnerships with professional and broader communities to reflect both our academic ambitions and our civic responsibility.

About the Science and Engineering Faculty

Science, technology, engineering and mathematics (STEM) are the engines of growth that underpin modern society and have a wide-reaching impact on our everyday lives. As Australia moves towards a knowledge-based economy, investing in research and education in these fields prepares both our students to have numerous graduate opportunities, and our economy to consistently innovate in the face of global competition. The Science and Engineering Faculty at QUT was established in 2012 and has created a new era in STEM education with a repositioning of courses and research in these areas. Through the delivery of world class teaching and research combined with productive and sustainable partnerships the Faculty's vision is to be the partner of choice for STEM education and research. The Faculty comprises six Schools and four Portfolios:

Schools:
- Chemistry, Physics and Mechanical Engineering
- Civil Engineering and Built Environment
- Earth, Environmental and Biological Sciences
- Electrical Engineering and Computer Science
- Information Systems
- Mathematical Sciences

Portfolios:
- Research and Innovation
- Learning and Teaching
- International and Engagement
- Faculty Services

The Faculty supports nearly 10,000 coursework students and 950 Higher Degree students in a wide range of courses including an innovative new Science degree introduced in 2013, new offerings in IT, Urban Development, Mathematics and a suite of Honours courses introduced in 2014, and a new Engineering program introduced in 2015. Underpinning the transformation is the new $230 million Science and Engineering Centre at the Gardens Point campus - a world leading

model and dynamic community hub providing exciting new learning and research spaces to put QUT at the forefront of education.

The Faculty's strength will continue to grow with its partnership with QUT's Institute for Future Environments (IFE). Working together, the Faculty and Institute engage researchers in large scale programmatic activities, allowing coordinated research to be undertaken at scale to address the global challenges of the future. In addition, the Faculty will continue its strong commitment to the Institute of Health and Biomedical Innovation (IHBI) with many researchers spanning both areas.

About the Information Systems School

The School aspires to conduct information systems research at the highest level, to provide research to change the world by connecting processes, information, services and people, and to set the template for the future of this field through excellent teaching, research and provision of services to the profession. The school was the only Australian research institute ranked 5/5 in the 2010 Australia's Excellence in Research Assessment and it maintained that rating in the recent 2015 assessment. In 2014, it received 49% of all government funding for Information Systems research in the 2014 ARC Discovery grant round, the most prestigious national funding schema. The supervising academic for this position, Professor Jan Recker, is one of the highest ranked Information Systems researchers globally. Four of the last eight winners of the ACPHIS award for the best Australian PhD thesis in Information Systems have come from the School of Information Systems.

About the Position

This position provides significant contributions to the ARC-funded research project entitled "A Theory of Innovation Systems". The goal of the proposed project is to develop and validate a new theory for how information systems can be designed to assist organisations in

becoming innovative. These "Innovation Systems" will be designed and evaluated in our research project. The outcomes of the study will allow Australian organisations to assess current or build new technological systems to support innovations, understand innovation requirements for their systems, and leverage innovation to increase productivity and growth.

This position will be responsible for theory development as well as the design and analysis of the evaluations of the theory. Expedite the generation of project-relevant knowledge by developing high-quality publications throughout the project. The Postdoctoral Fellow also contributes to the efficient operational project management.

Organisational Relationships

This position reports to the Professor in Retail Innovation for the purposes of performance planning and review (PPR-AS) and workload allocation.

This position works closely with doctoral students and lead investigators, Professors Jan Recker, Professor Michael Rosemann and Associate Professor Alexander Dreiling.

Important responsibilities include:

- Conducting research in the area of Innovation Systems, theory development and experimental evaluation.
- Collaborating and building relationships with national and international research partners.
- Participating in the further development and progression of the project by preparing and collating publications, reports, and articles.
- Preparation of grant proposals.
- Presenting research outcomes at seminars and conferences.
- Assisting with teaching duties appropriate to the research project and classification, including the preparation and delivery of lectures, seminars, tutorials and/or workshops.
- Developing, and overseeing the development of prototypical software.

- Maintaining research confidentiality and conform to all requirements for the protection of intellectual property.
- Compliance with health and safety policies, procedures, hazard reporting and safe work practices.

The successful candidate may be appointed at Level A or Level B depending on their level of attainment against the position classification standards outlined in the [QUT Enterprise Agreement (Academic Staff)](). The position classification standards provide the basis to differentiate between the various levels of appointment and define the broad relationships between classifications.

The University reserves the right to appoint at either classification level.

Real World Capabilities

Delivering on QUT's global, collaborative and connected vision requires a workforce that embodies the following capabilities:

- Agility and openness to change
- Connectivity and collaboration
- Cultural inclusion
- Digital literacy
- Future-focused thinking (strategic, innovative and design and entrepreneurial)
- Global in intent and reach
- Leadership of strategy, action and others
- Performance and resource management

Type of appointment

This appointment will be offered on a fixed-term, full-time for 3 years basis.

Location

Gardens Point campus

This position may be required to undertake domestic and international travel.

Selection Criteria

1. Completion (or nearing completion) of a PhD qualification, or an equivalent combination of qualifications and experience in a relevant field, preferably in Information Systems, Software Engineering or Business and Management.
2. Evidence of an ability to develop novel theoretical insights and demonstrate novel applications of research.
3. Evidence of an ability to engage in empirical research with industry.
4. Demonstrated ability to connect and collaborate within an interdisciplinary team to achieve research based outcomes.

Desirable:

1. Experience in innovation research or practice.

Salary and Benefits

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 annual salary range for Level A is $AUD62,490 to $AUD84,793. The annual salary range for Level B is $AUD89,257 to $AUD106,003.

Beyond personal and professional fulfilment, a career at QUT brings a broad range of tangible benefits. With competitive remuneration and 17% superannuation, the University offers real and generous benefits. QUT is a high quality and flexible organisation that is proud of its excellent employment conditions which include but are not limited to:

- Salary Packaging
- Reduced working year scheme
- Parental leave provisions
- Study support encompassing leave and financial assistance
- Comprehensive professional development

Further benefits can be found at the [Working at QUT page.]()

Information for applicants

This position is open to Australian and International applicants. Aboriginal Australians and Torres Strait Islander people are encouraged to apply.

For further information about this position contact Professor Jan Recker, Professor in Retail Innovation on +61 7 3138 9479; or for further information about working at QUT contact Anya Levina, HR Advisor, on +61 7 3138 4134.

How to Apply

For further information and to apply, please visit www.qut.edu.au/jobs for reference number 16142.

When applying for this position you should upload the following:

- Response to the selection criteria;
- Current resume including your specific publications in this field; and
- Examples of research foci of: Information Systems or Innovation, theory development or experimental research methods.

Applications close 1 May 2016