Cisco Chair in Trusted Retail and Logistics

FACULTY OF BUSINESS AND LAW
ACADEMIC DIVISION

About the Position

QUT seeks an ambitious Professor for the position of the Cisco Chair in Trusted Retail and Logistics. This newly established Chair will be within QUT's Faculty of Business and Law's School of Management and embedded in the Centre for Future Enterprise. At the nexus of industry and academia, this Chair will explore exiting new opportunities for how trust can be developed, managed and leveraged within the retail and logistics sector and beyond.

The focus of the Chair's research will be on how emerging technologies can be used to design new trusted value propositions in data-intensive environments. Overall, the Chair will contribute to the professionalisation of trust and the development of a well-defined trust management discipline.

The Chair will also be integrated in Cisco's National Industry Innovation Network and benefit from the global partnerships and complementary capabilities offered by this network. A Senior Project Officer will support the Chair in terms of industry engagement and communication strategy.

This position reports to the Head of the School of Management for supervision, workload management and for Performance Planning and Review (PPR) and will work closely with the Director of the Centre for Future Enterprise. In particular, the Chair will work closely with CFE's Signature Project Agile Trust. Post-doctoral researchers and PhD students will be made available to ensure the Chair can scale the proposed research program and deliver the desired impact.

Key responsibilities include:

Academic Leadership
- Lead and grow a team of academic staff (post-doctoral fellows, higher degree research students) and professional staff
- Design and manage a portfolio of real-world-inspired research projects in the domain of trusted retail and logistics

Research and scholarship
- Conduct research in the areas of trust management, retail and logistics information systems and innovation
- Publish papers in internationally leading journals and conferences
- Submit applications to competitive research grant schemas of relevance

Teaching performance and leadership
- Foster excellence in learning and teaching within the university, the university system and its ecosystem
- Prepare and deliver lectures and seminars to coursework and research students
- Develop and deliver keynotes, seminars and workshops to the wider community
- Supervise higher degree research students

External engagement
- Develop and implement new engagement models with external organisations from the retail and logistics sector and beyond
- Work closely with representatives from Cisco and further external partners as part of the Chair's governance
- Participate as Queensland representative in Cisco's National Innovation Network working collaboratively with other state-based and international Cisco funded Chairs
- Participate in and provide leadership in community affairs, particularly those related to the portfolio of the Chair

Other
- Be accountable for the development, provision, promotion and evaluation of systems of work, manage the work environment, and provide appropriate instruction, supervision and enforcement leading to a safe and healthy workplace
- Complete required health and safety induction and training (incl. general evacuation instruction)
- Ensure that staff and students under the control of the Chair complete the required induction and training programs

To ensure job flexibility the successful appointee may be required to:
- perform any other duties as nominated by the university consistent with the relevant classification descriptors detailed in the Enterprise Agreement. Staff undertaking any new duties will receive training;
- participate in job rotation or multiskilling in consultation with their supervisor;
- work across campuses

To be appointed as the Cisco Chair in Trusted Retail and Logistics the successful applicant must meet the position classification standards outlined in the QUT Enterprise Agreement (Academic Staff).

The successful candidate may be appointed at, Level D or Level E 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.

Type of appointment

This appointment will be offered on a fixed-term, full-time basis for five (5) years.

Location

Gardens Point campus.

Selection Criteria

1. Completion of a doctoral qualification in the relevant discipline area or equivalent accreditation or standing.
2. Record of outstanding achievement in providing academic and administrative leadership in a university or professional setting.
3. Outstanding record of research/scholarship and of leadership of research/scholarship as evidenced by publications of highest standards, successful acquisition of research funds and successful completion of research projects and PhD students.
4. Outstanding record of excellence and leadership in learning and teaching including scholarly and innovative approaches to learning and teaching and supervision of post-graduate students.
5. Experiences with the demands and models of corporate education.
6. Demonstrated ability to engage successfully with external partners in the conduct of collaborative research and along the entire partner lifecycle.
7. Ability to work independently in a dynamic context.
8. Demonstrated ability to establish and maintain an effective health and safety culture.

Remuneration and Benefits

The classification for this position is:
- Academic Level D which has an annual remuneration range of $AUD173,285 to $AUD190,919 pa. Which is inclusive of an annual salary range of $AUD146,428 to $AUD161,329 pa and 17% superannuation; or

- Academic Level E which has an annual remuneration range of $AUD223,229 pa. Which is inclusive of an annual salary range of $AUD188,631 pa and 17% superannuation.

In July 2020 QUT staff voted in favour of a variation to its Enterprise Agreements. The variations were approved by the Fair Work Commission in August 2020.

The variation impacts leave loading (for new staff no loading will be paid or accrued during the period the variation is in effect), salary increases (the salary increase which was due to occur in the first full pay period of December 2020 was deferred until the first full pay period of December 2021, however it has been brought forward by the Vice-Chancellor to be paid in June 2021) and superannuation (superannuation will be paid to staff as though the salary increase which would have been paid in December 2020 has taken effect and, subject to the rules of the superannuation fund, a defined benefit member will continue to make contributions in alignment with the contributions made by the University). A link to the variation is [here](#).

We actively seek to attract and retain the best talent to the organisation, and in exceptional circumstances, the successful candidate may be granted a [salary loading](#) in addition to the above salary range.

Beyond personal and professional fulfilment, a career at QUT brings a broad range of tangible benefits. With competitive remuneration including 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:
- Reduced working year scheme
- Parental leave provisions
- Study support encompassing leave and financial assistance
- Comprehensive professional development
- Salary Packaging

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

Information for applicants

In support of our strategic priority of Indigenous Australian success, Aboriginal Australians and Torres Strait Islander people are encouraged to apply.

For further information about the position, please contact Professor Michael Rosemann, on +61 4 08 735 363; or for further information about working at QUT contact Human Resources on +61 7 3138 5000.

QUT welcomes applications from candidates outside the greater Brisbane area. QUT may meet some travel and relocation expenses involved in the interview and employment commencing process.

Candidates who are interested in the position are encouraged to apply even though they may feel they are not strong on individual selection criteria.

In assessing merit, the panel will take into consideration "performance or achievement relative to opportunity". We recognise that many staff today have a range of personal circumstances, and career histories that challenge traditional ideas of an academic staff member. This may mean, for example, prioritising the quality of achievement rather than the quantity, as considerations of part-time employment, career interruptions and significant periods of leave are taken into account when assessing performance or achievement.

The selection panel is also committed to conducting a process which is fair and free from bias, including unconscious bias.

How to Apply

For further information and to apply, please visit www.qut.edu.au/careers for reference number **211086**.

When applying for this position your application must include a current resume including at least details with regards to publication and supervision track record, external engagements, teaching track record managerial responsibilities and global impact. Please also include a response to the selection critera of no longer than 4 pages in total.

Applications close 16 November 2021

About QUT

QUT is a major Australian university with a global outlook and a 'real world' focus. We are one of the nation's fastest growing research universities and our courses are in high demand.

We are an ambitious and collaborative institution that seeks to equip our students and graduates with the skills they will need in an increasingly disrupted and challenged world.

We are transforming the student experience we offer our 50,000 students and we place a premium on the international and national accreditation of our various professional degrees.

We offer academic programs in fields spanning business, creative industries, education, engineering, health, law, science, and social justice across five faculties.

We are transforming the learning experience and embed work integrated learning in courses and have a strong focus on developing entrepreneurial skills. QUT provides executive education and professional development to both individuals and organisations through QUTeX, and QUT Online lets students learn when it suits, through courses delivered entirely online. QUT College offers pathways for all students into our undergraduate programs.

QUT has two inner-city campuses in Brisbane at Gardens Point and Kelvin Grove.

Well known for our strong links to industry and government, the high impact of our research which involves multidisciplinary teams, QUT has been named one of the fastest rising universities in the world for scientific research.

Further information about QUT can be obtained from the website at www.qut.edu.au.

Our Vision

QUT's Blueprint 6 is our institutional strategic plan. The Blueprint formalises QUT's ambitions and declares our strong sense of purpose which is to provide transformative education and research relevant to our communities. It provides a framework and strategies to enable QUT to realise our vision to be the university for the real world and identifies the following priorities:

- support aspiration and inclusion
- encourage creativity and entrepreneurship
- embrace digital transformation and technology
- embed principles of health and wellbeing
- support Indigenous Australian engagement, success and empowerment
- enable professional engagement and ethical leadership and,

- focus on the environment and sustainability

Aligned to and supporting our vision are the QUT Values. These Values highlight what makes QUT distinct and successful. Providing a compass for our decisions, actions and behaviours and strengthening our community.

QUT Values

- Ambition
- Curiosity
- Innovation
- Integrity
- Inclusiveness

About the Academic Division

Academic Division includes the University's faculties and research centres. It is responsible for education (learning and teaching), research, research services and support, and digital business solutions. The Academic Division is led by the Provost.

About the Faculty

QUT is committed to providing quality real-world focused teaching, research with impact, and high quality executive and professional education which is reflected across all schools within this new faculty.

The faculty is led by the Executive Dean and the Executive Management Team. The schools are established around disciplines with affinities that promote integration and collaboration in teaching and research, providing a sustainable foundation upon which to build areas of strength. Its organisational structure includes:

- School of Accountancy
- School of Advertising, Marketing and Public Relations
- School of Economics and Finance
- School of Management
- QUT Graduate School of Business
- QUTeX
- School of Law

Holding the triple crown of international accreditation (AACSB, EQUIS, AMBA), the schools under Business have built a strong national and international reputation for excellence and impact across its portfolio of activities.The QUT Business School attracts high-quality students with more than 12,600 students studying across undergraduate and postgraduate levels in either single degrees or the increasingly popular double degree courses in conjunction with the university's other faculties.

QUT Business School also hosts university-wide executive education activities through QUTeX and facilitates the university's entrepreneurship initiatives through QUT Entrepreneurship.

With a long and esteemed history QUT's School of Law attracts high-quality students and delivers high-impact research that continues to make a significant and positive contribution to the ongoing development of the brand and reputation of QUT. The School of Law delivers a diverse range of undergraduate and postgraduate courses, producing graduates who are in demand because of the reputation the school has built for teaching excellence. The School of Law, is also extensively involved in the delivery of commercial and continuing education programs for law professionals including practical legal training, satisfying the requirements for admission to professional legal practice. Based on this strong foundation the School of Law is well placed to make a significant impact globally capitalising on its size and building on its quality research and innovative education.

The faculty operates at the university's Gardens Point campus. Located in the heart of the CBD, the Gardens Point campus provides the faculty with a distinct competitive advantage to provide transformative education, research and connections with industry. The Graduate School of Business also delivers the Executive MBA and MBA program at a Canberra site.

About the School of Management

The School of Management is one of Australia's top management schools for research and teaching.

The School of Management has a complement of 40 academic staff including leading internationally recognised researchers. Our strengths in research revolve around innovation, entrepreneurship, the digital economy, understanding of the impacts of

technology on organisational management, current and future work practices, and people and performance. Staff are research active: pursuing and winning research funds from government and industry; producing high quality publications and impactful research.

The School's research makes an impact in the real world and in partnership with governments and industry, innovative solutions are created for complex problems through rigorous investigation and analysis. With some of the country's best research resources, a strong research culture and close industry links, the School of Management's research was rated Above World Average (ERA 4) in the 2018 Excellence in Research Australia exercise.

The School's research success informs teaching across the Management and Human Resource Management courses at undergraduate and postgraduate levels. Our team also works closely with the Graduate School of Business to deliver QUT's MBA and EMBA and executive education programs through QUTeX. The curriculum is real world oriented, theoretically informed, innovation and technology focussed and applied. Students undertake authentic assessments while teaching and learning methods utilise technology and flexible opportunities. Our graduates can be found in their own entrepreneurial organisations, as well as in private and public sector organisations across the globe.

About the Centre for Future Enterprise

The Centre for Future Enterprise (CFE) is dedicated to demand-driven, rigorous research exploring and testing possible futures for enterprises of all sizes ranging from large incumbents to emerging start-ups, from the internationally listed corporation to the regional nonprofit charity.

As one of 11 University Research Centres established in 2020 to drive the strategic priorities of QUT, CFE is the only research centre within QUT's Business School.

CFE research inspires, informs and enables current and future leaders to navigate a fast-emerging new world, differentiating essential requirements from distracting noise.

Based on the fundamental hypothesis that an increasingly opportunity-rich environment will

require new enterprise capabilities, CFE identified four Signature Projects addressing specific requirements of the future enterprise. One of these, Agile Trust, is closely related to this position of the Cisco Chair in Trusted Retail and Logistics. Organisationally, CFE is made up of the following four themes:

1. Entrepreneurial Enterprise
Research in this theme covers entrepreneurial diversity in people, entrepreneurial processes, opportunities and regions and immigrant entrepreneurship in Australia.

In alignment with the technology-focus of QUT, research is also focused on AI and Big Data in entrepreneurship and the use of data analytics and metrics for capturing and studying the entrepreneurial landscape and developments.

2. Digital Enterprise
Research within this theme is organised in four streams, i.e. (1) humans in the digital economy (e.g., deviant behaviour, digital literacy), (2) organisations in the digital economy (innovation frameworks, digital maturity, technology impact), (3) policy and processes in the digital economy (future-proof economies, robotic processes, economy of algorithms) and (4) measuring the digital economy (digital trade, tech-dependent growth).

3. Social-purpose Enterprise
The multi-disciplinary research in this theme comprises (1) non-profit accountability and accounting, (2) philanthropy, fundraising and non-profit marketing, (3) non-profit governance, management, leadership and culture, (4) social enterprise, innovation and business ethics, and (5) an emergent theme on faith-based organisations – one quarter of all charities.

4. Robust Enterprise
In our research on the robust enterprise we develop approaches to revenue resilience, trust management robust methodologies, strategic envisioning for technology opportunism and disruption, and study intrapreneurial talent acquisition.

CFE draws together the knowledge and expertise of the following three long-established Faculty Research Centres with world-leading business management academics: the Australian Centre for Entrepreneurship Research; the Centre for the Digital Economy; and the Australian Centre for Philanthropy and Nonprofit Studies.

CFE cultivates an ambitious, proactive, global

research community, characterised by mutual support and collective curiosity, nurturing young talent and connecting researchers with competitive grant funding and reputable industry partners from leading enterprises, charities and governments.