



Research Fellow/Senior Research Fellow

Department/Unit	Monash Business School, Research Services Team
Faculty/Division	Faculty of Business and Economics
Classification	Level B/C (full time or shared part-time)
Work location	Caulfield campus
Date document created or updated	26 February 2018

Organisational context

Everyone needs a platform to launch a satisfying career. At Monash, we give you the space and support to take your career in all kinds of exciting new directions. You'll have access to quality research, infrastructure and learning facilities, opportunities to collaborate internationally, as well as the grants you'll need to publish your work. We're a university full of energetic and enthusiastic minds, driven to challenge what's expected, expand what we know, and learn from other inspiring, empowering thinkers. Discover more at www.monash.edu

The **Monash Business School** undertakes education, research, consultancy and community engagements across all the main business and economics disciplines. It offers a comprehensive selection of awards including bachelor degrees, specialist master degrees by coursework, the Master of Business Administration (MBA), masters by research, and the PhD. Student numbers exceed 16,000 EFTSL, making it one of the largest business education providers in Australia.

The Monash Business School operates across three Australian campuses (Caulfield, Clayton and Peninsula) and, together with business schools in South Africa and Malaysia, makes up Monash University's Faculty of Business and Economics.

The **Monash Business School** is structured into seven discipline-based departments (Accounting, Banking and Finance, Business Law and Taxation, Econometrics and Business Statistics, Economics, Management, and Marketing) along with the specialist Leadership and Executive Education unit and a number of research centres, units and groups in specialist areas such as behavioural economics, development economics, employment and work, finance, global business, and retail studies. To learn more about the Monash Business School, please visit our website, <http://www.monash.edu/business>

The **Monash Business Behavioural Laboratory** (MBBL) is a state-of-the art behavioural research facility. Commissioned in 2010, the MBBL is equipped with technologies including:

- Six Tobii TX300 eye trackers
- Two Tobii T120 eye trackers
- Two pair Tobii Eye (portable) Tracking Glasses
- Five 7- channel DSI-7 EEG Neurosensing Headsets
- One 24- channel DSI-24 EEG Neurosensing Headset
- Noldus Facereader software

- Six Shimmer Skin Galvanic Sensors
- Six StimTrackers
- 30 Dell Latitude (E6530) laptops

For further information on the MBBL visit our website: <https://www.monash.edu/business/the-school/facilities-and-infrastructure/behavioural-lab>

Position purpose

A Level B research-only academic is expected to carry out independent and/or team research within the field in which they are appointed and to carry out activities to develop their research expertise relevant to the particular field of research.

A Level C research-only academic is expected to make independent or original contributions to the research effort within their field of expertise and to the organisational unit or inter-disciplinary area of which they are a part. An academic at this level is expected to play a major role in research including the exercise of some leadership in research.

The Senior Research Fellow will enhance the research performance of the Monash Business Behavioural Lab (MBBL). This will be achieved by conducting quality research that utilises technologies available in the MBBL, and by promoting the capabilities of the MBBL to prospective researchers and assisting them with the design and methodology of their research projects. This position will also involve establishing, facilitating and fostering relationships with the corporate sector to deliver commercial outcomes.

Reporting Line: : The position reports to the Chair of the MBBL (currently the Head of the Department of Marketing) or delegate, with oversight provided by the Deputy Dean, Research, Faculty of Business and Economics

Supervisory responsibilities: Not applicable

Financial delegation and/or budget responsibilities: Not applicable

Key responsibilities (Level B)

Specific duties required of a Level B research-only academic may include:

1. The conduct of quality research independently or as part of a team and the production of conference and seminar papers and publications from that research that utilises the technologies available in the MBBL;
2. Promote and deliver training to researchers on the capability of technologies available within the MBBL;
3. Provide technical advice to researchers to maximise the design quality and methodology of their research projects and encourage interdisciplinary collaboration;
4. Support research projects conducted in the MBBL by cleansing, analysing and interpreting data collected from the technologies and programming relevant routines using a variety of statistical packages such as SPSS, Stata or R;
5. Contribute to the preparing research proposal submissions to external funding bodies;
6. Assist in establishing, facilitating and fostering productive research and develop relationships with the corporate sector to deliver commercial outcomes (with support);
7. Attend meetings associated with research or the work of the organisational unit to which the research is connected and/or at departmental, school and/or faculty meetings and a major role in planning and committee work;
8. Embrace and support the faculty's commitment to national and international accreditation (i.e., TEQSA, EQUIS, AACSB and AMBA); and
9. Recognise and uphold the faculty's commitment to the principles and values promoted through PRME and GRLI in all our activities.

Key responsibilities (Level C)

The Senior Research Fellow is expected to make independent or original contributions to the research effort within their field of expertise and to the organisational unit or inter-disciplinary area of which they are a part. We welcome applications from any relevant discipline area including psychology and neuroscience, as well as domain researchers in business. A Senior Research Fellow is expected to play a major role in research including the exercise of some leadership in research.

1. The conduct of quality research and the production of conference and seminar papers and publications from that research that utilises the technologies available in the MBBL;
2. Promote and deliver training to researchers on the capability of technologies available within the MBBL;
3. Provide technical advice to researchers to maximise the design quality and methodology of their research projects and encourage interdisciplinary collaboration;
4. Support research projects conducted in the MBBL by cleansing, analysing and interpreting data collected from the technologies and programming relevant routines using a variety of statistical packages such as SPSS, Stata or R;
5. Prepare research proposal submissions to external funding bodies;
6. Establish, facilitate and foster productive research and develop relationships with the corporate sector to deliver commercial outcomes (with support);
7. Attend meetings associated with research or the work of the organisational unit to which the research is connected and/or at departmental, school and/or faculty meetings and a major role in planning and committee work;
8. Embrace and support the faculty's commitment to national and international accreditation (i.e., TEQSA, EQUIS, AACSB and AMBA); and recognise and uphold the faculty's commitment to the principles and values promoted through PRME and GRI in all our activities.

Key selection criteria (Level B)

Education/Qualifications

1. The appointee will have:
 - A completed or nearly completed relevant doctoral qualification with equivalent accreditation and subsequent research experience

Knowledge and Skills

2. a demonstrated potential to produce quality publications, conference papers, reports and/or professional and/or technical contributions in the relevant discipline area;
3. Well-developed communication skills, with an ability to relate to staff and students from all backgrounds and to represent Monash University to external stakeholders;
4. excellent organisational, administrative and project management skills;
5. ability to develop team work practices to support high quality service;
6. demonstrated potential to interpret University policies and procedures for research to provide expert advice;
7. strong conceptual and analytical skills, and the ability to provide high level reports; and
8. high level of technical skills and abilities in neuro-behavioural and related technologies, including eye-tracking, facial recognition and biometric measurement and analysis, Microsoft Office and data management software.

Key selection criteria (Level C)

Education/Qualifications

1. The appointee will have:
 - A relevant doctoral qualification with equivalent accreditation and subsequent research experience

Knowledge and Skills

2. A quality record of publications, conference papers, reports and/or professional and/or technical contributions in the relevant discipline area;
3. Excellent communication skills, with an ability to relate to staff and students from all backgrounds and to represent Monash University to external stakeholders;
4. Excellent organisational, administrative and project management skills;
5. Demonstrated leadership skills with the ability to develop team work practices to support high quality service;
6. Demonstrated ability to interpret University policies and procedures for research to provide expert advice;
7. Strong conceptual and analytical skills, and the ability to provide high level reports; and
8. High level of technical skills and abilities in neuro-behavioural and related technologies, including eye-tracking, facial recognition and biometric measurement and analysis, Microsoft Office and data management software.

Other job related information

- While not essential, candidates with experience with eprime, Media Lab or equivalent software programs will be looked up favourably and may compensate for less experience with the equipment in the lab
- There may be peak periods of work during which the taking of leave may be restricted
- Travel (e.g. to other campuses of the University) may be required
- Shift work, overtime and out of hours work (including evenings, weekends and public holidays) may arise in limited circumstances to support lab activities

Legal compliance

Ensure you are aware of and adhere to legislation and University policy relevant to the duties undertaken, including: Equal Employment Opportunity, supporting equity and fairness; Occupational Health and Safety, supporting a safe workplace; Conflict of Interest (including Conflict of Interest in Research); Paid Outside Work; Privacy; Research Conduct; and Staff/Student Relationships.