

Lecturer/Senior Lecturer - Employment Relations for the Future of Work

Job No.: 674165

Location: Caulfield campus

Employment Type: Full-time

Duration: Continuing appointment

Remuneration: \$123,138 - \$146,228 pa Level B / \$150,841 \$173,931 pa Level C (plus 17% employer superannuation)

- **Amplify your impact at a world leading University**
- **Join our inclusive, collaborative community**
- **Be surrounded by extraordinary ideas - and the people who discover them**

THE OPPORTUNITY

The **Department of Management** is a global leader in management research, education, and industry engagement. The 2026 QS World University Rankings ranked Monash University 36th in the world, and Monash has been ranked first in Australia for Human Resources and Organisations in The Australian's ranking of research institutions for several years. To learn more about the Department of Management, please visit our [website](#).

We encompass multiple fields of management, with world-leading scholars and educators in leadership, organisational behaviour, human resource management, industrial relations, operations and supply chain management, strategic management, international business and management, critical management, and organisation studies.

We are committed to the UN's Sustainable Development Goals (SDGs) and Principles for Responsible Management Education (PRME) in delivering high quality, relevant, impactful and inclusive management research and education that address societal challenges of our time. We work closely with private, public and third sector settings at home and overseas to translate our research in ways that make a tangible impact.

Core to our success is our collegial culture, inclusively supporting each other to thrive in research, education and external engagement. We enjoy regular seminars, workshops, visits from leading scholars, and strongly support individual researchers through Departmental and Faculty research funding, mentoring, professional and leadership development opportunities.

Our academics publish in top-tier business and management journals (e.g., *Academy of Management Journal*, *Management Science*, *Organization Science*) and discipline-specific journals (e.g., *Human Resource Management*, *Journal of Business Ethics*, *Journal of Organizational Behavior*, *The Leadership Quarterly*). We also hold senior editorial roles in leading journals, including *Human Resource Management*, *Journal of Organizational Behavior*, and *Journal of Business Ethics*.

Monash and the Monash Business School values staff diversity and champions inclusive practices. We are committed to equitable decision making and apply the principles of [achievement relative to opportunity](#) in our selection processes.

POSITION PURPOSE

A Level B or C academic is expected to make contributions to the teaching effort of the University and to carry out activities to maintain and develop scholarly research relevant to the profession or discipline.

More specifically, the academic is expected to develop and deliver high quality teaching to large and culturally-diverse cohorts of undergraduate and graduate students, in the areas of employment relations, future of work, and potentially negotiations and/or human resources management. The Department of Management develops high quality actionable research, so impactful, interdisciplinary and engaged research developed through partnerships is encouraged. The academic will demonstrate research leadership through publishing in leading journals, seeking research income and supervising PhD students, while contributing to the educational and administrative duties of the Department and Faculty.

KEY RESPONSIBILITIES

Specific duties required of a Level B academic may include:

1. Conducting high quality original and impactful research leading to publications in top-tier refereed journal (e.g., A/A*-ranked management journals as per the Australian Business Deans' Council 2026 list);
2. Applying for internal, external (including government) funding for research projects;
3. Preparing and delivering classes (e.g., lectures, tutorials) and other teaching activities at undergraduate and graduate levels, on and off campus, through face-to-face and synchronous/asynchronous online delivery through the learning management system, including developing course materials and consulting with students;
4. Developing, implementing and reviewing educational innovations designed to deliver rich student learning experiences with appropriate advice and support of more senior staff;
5. Preparing and marking student assessments;
6. Coordinating units of study including offering guidance to Assistant Lecturers and supervising sessional staff in teaching unit/s if required;
7. Supervising Honours and/or, where appropriate, PhD students;
8. Engaging in a range of administrative functions, the majority of which are connected with the subjects in which the academic teaches;
9. Engaging in professional development, and internal and external service
10. Embracing and embedding in research, educational and service activities the Faculty's commitment to the principles and values promoted through the UN PRME, the SDGs, and Monash Business School's purpose and vision;
11. Participating in departmental, school and/or faculty meetings; serving on relevant committees;
12. Other duties as directed from time to time.

KEY SELECTION CRITERIA

Education/Qualifications

The appointee will have completed a PhD in a relevant discipline (e.g., management, employment relations).

Knowledge and Skills

1. Research interests and an on-going research program relevant to employment relations and/or the future of work, demonstrated by publications in leading refereed academic journals (ABDC A/A*);
2. Demonstrated excellence in teaching employment relations and/or the future of work at undergraduate and master level;
3. Demonstrated ability to motivate and engage students (e.g., through enriching/immersive learning experiences, and/or diverse/authentic assessment tasks);
4. Possess a high level of interpersonal skills and demonstrated ability to work independently and as part of a team;
5. Demonstrated record of participation in academic conferences, research seminars and workshops;
6. Demonstrated experience in curriculum and subject material development;
7. Proven ability, commitment and passion for engaging in scholarly and research activities;
8. A demonstrated capacity to work in a collegial manner with other staff in the workplace.

OTHER JOB-RELATED INFORMATION

- Travel to other campuses of the University may be required
- There may be a requirement to work additional hours from time to time
- There may be peak periods of work during which taking of leave may be restricted
- A current satisfactory Working with Children Check is required

GOVERNANCE

Monash University expects staff to appropriately balance risk and reward in a manner that is sustainable to its long-term future, contribute to a culture of honesty and integrity, and provide an environment that is safe, secure and inclusive. Ensure you are aware of and adhere to University policies relevant to the duties undertaken and the values of the University. This is a standard which the University sees as the benchmark for all of its activities in Australia and internationally.

To Apply

For instructions on how to apply, please refer to '[How to apply for Monash Jobs](#)'. Your application must address the Key Selection Criteria. Your employment is contingent upon the satisfactory completion of all pre-employment and/or background checks required for the role, as determined by the University.

Enquiries: Professor David Oliver, Professor and Head of Department of Management, David.Oliver@monash.edu

Applications Close: Monday 31 August 2026, 11:55pm AEDT