



Position Description

Associate Professor in Management/Human Resource Management

Position Title: Associate Professor (Level C)

Reports To: Professor / Rector

Employment Type: Full-time

Position Summary

The Associate Professor contributes to UNSW Bengaluru's teaching, research and service leadership in human resources management (HRM), organisational behaviour and leadership (OBL), and related management disciplines. The role focuses on developing applied, discipline-specific knowledge, expertise and skills for future professionals through high-quality curriculum design and delivery across undergraduate programs.

The Associate Professor designs, develops and delivers teaching in a range of higher education courses, including Foundations of Management, HRM, OBL, Managing People Across Cultures, Business Law, Economics, International Business, and Innovation and Entrepreneurship. The role includes engagement in scholarly activity, development of research linkages within the UNSW academic community and broader scholarly networks (e.g. AOM, AIB, ANZAM, INDAM), and contribution to curriculum innovation and academic governance consistent with UNSW and University Grants Commission (UGC) frameworks.

The position involves teaching quantitative and qualitative research methods, data analysis, and supervision of applied research projects for the business capstone course. The Associate Professor also contributes to the development of student capabilities in response to emerging organisational challenges, including the impact of disruptive technologies such as artificial intelligence and blockchain on organisations and the future of work, while fostering an inclusive, supportive learning environment and upholding academic quality, equity, and student success.

Accountabilities

- Lead undergraduate teaching aligned with UNSW curricula and UGC standards.
- Design and review curriculum content, learning activities, and assessment frameworks.
- Mentor academic staff and contribute to faculty development programs.
- Supervise undergraduate coursework.
- Maintain a strong research profile with publications in high-impact journals.
- Contribute to academic governance, including committee leadership and policy development.

- Ensure compliance with academic integrity, quality assurance, and accreditation standards.
- Represent UNSW Bengaluru in academic, industry, and professional forums.
- Promote inclusive teaching practices and support student equity and diversity.
- Collaborate with UNSW Sydney faculty to ensure curriculum equivalence and research alignment.
- Build partnerships with industry, government, and external institutions.
- Support strategic planning and contribute to campus-wide academic initiatives.
- Uphold UNSW values and contribute to a high-performance academic culture.
- Ensure safe and compliant academic practices in teaching and research.

Skill & Experience

- A PhD in a HRM/OBL or related areas and relevant work experience.
- Extensive experience of teaching in the abovementioned courses
- Proven commitment to proactively keeping up to date with discipline knowledge and developments.
- Demonstrated experience in teaching and learning design using a range of pedagogical approaches, development and delivery of courses and programs, at undergraduate and/or postgraduate level.
- Experience of implementing educational technologies and online delivery methods.
- Evidence of teaching effectiveness and passion for educational excellence and fostering this in others.
- Demonstrated success in initiating curriculum development and improvement.
- Demonstrated experience with industry or work-integrated learning.
- Evidence of ability to support and inspire students from diverse backgrounds and support student equity diversity and inclusion initiatives.
- Demonstrated track record in research with outcomes of high quality and high impact with clear evidence of the desire and ability to continually achieve research excellence as well as the capacity for research leadership.
- Experience in successfully recruiting and supervising high calibre students.
- Demonstrated ability to work in a team, collaborate across disciplines and build effective relationships.
- Evidence of highly developed interpersonal and organisational skills.
- Demonstrated ability to interact with the profession and industry and attract funding for learning and teaching initiatives.

- An understanding of and commitment to UNSW's aims, objectives and values in action, together with relevant policies and guidelines.
- Knowledge of health and safety responsibilities and commitment to attending relevant health and safety training in line with UNSW's policies and local regulatory bodies.

Key relationships

- Rector – for strategic direction, performance oversight and reporting.
- UNSW Sydney Faculty – curriculum equivalence, and research collaboration.
- Professional Staff – including student services, admissions, and learning support for student experience and academic administration.
- Research Office – for grant support, ethics approvals, and research reporting.
- Industry and External Partners – for collaborative projects, guest lectures, and student engagement.
- Regulatory Bodies – including UGC and accreditation agencies for compliance and quality assurance.