

## POSITION DESCRIPTION

### Associate Professor in Agribusiness

<b>Reports to:</b>	Executive Head of School
<b>Division:</b>	Management
<b>Tenure:</b>	Permanent
<b>Location:</b>	Hamilton
<b>Date:</b>	September 2025

#### Vision

Ko te tangata

A research-intensive university providing a globally connected, innovative and inclusive studenty experience in an environment characterised by a commitment to diversity, respect for Indigenous knowledge, and high levels of community engagement.

#### Values

Ko te mana o Te Whare Wānanga o Waikato ka herea ki tō tātou:

- Tū ngātahi me te Māori
- Mahi pono
- Whakanui i ngā huarahi hou
- Whakarewa i te hiringa i te mahara

The University of Waikato places a high value on:

- Partnership with Māori
- Acting with integrity
- Celebrating diversity
- Promoting creativity

## 1. GENERAL

The Waikato Management School sits within the Division of Management, one of New Zealand's leading business schools with a strong international reputation for research, teaching, and engagement. The School is committed to advancing innovative and impactful scholarship, supporting student success, and fostering strong links with industry, iwi, government, and international partners.

The University of Waikato provides a vibrant and inclusive environment, with a strong commitment to partnership with Māori, global engagement, and community impact. Professors in the School are expected to contribute to these goals by leading internationally recognised research, mentoring

colleagues, enhancing teaching excellence, and strengthening connections with external stakeholders.

## **2. POSITION PURPOSE**

The Associate Professor in Agribusiness will be an established scholar in their field, with clear evidence of high-quality research that contributes to the discipline and informs practice. The appointee will contribute to the academic leadership of Agribusiness within the School, Division, and University by:

- Developing a research programme that produces high-quality outputs in reputable journals relevant to agribusiness that contributes to debates in practice and policy.
- Supervising and supporting postgraduate students, with a developing record of successful completions at Master's and doctoral levels.
- Enhancing the reputation and visibility of the University of Waikato nationally and internationally through publications, conference presentations, professional association involvement, and collaborations with academic and industry partners.
- Contributing to the design and delivery of engaging, research-informed teaching in Agribusiness at undergraduate and postgraduate levels.

Associate Professors contribute to academic excellence through their teaching, research, postgraduate supervision, and service to the School, University, and wider community. They are expected to participate in academic policy-making where appropriate, set high standards of scholarship, and promote research-led teaching.

The Associate Professor is expected to work collegially within the School, Division, and University by collaborating with senior colleagues, engaging in cooperative and supportive relationships, and contributing to the academic and professional development of students and peers.

## **3. ACCOUNTABILITY**

The Associate Professor in Agribusiness is responsible to the Vice-Chancellor through their Executive Head of School who in turn is responsible to the Vice-Chancellor through the appropriate Pro Vice-Chancellor. The appointee is expected to establish effective relationships with the Executive Head of School and Divisional staff and students more generally.

## **4. KEY RELATIONSHIPS**

Pro Vice-Chancellor  
Executive Head of School  
Other Division and School staff  
Students  
Relevant Research Institutes and Centres and external research agencies  
External stakeholders

## **5. KEY TASKS**

Having regard to the aims, objectives and long-term strategic goals of the School, the Division and the University, the primary objectives required of an Associate Professor include the following:

### **Academic Leadership and Administration**

- Carry out key administrative functions including active and constructive participation at Programme and School meetings and undertake administration, planning, policy development and/or committee work, where appropriate. This may involve chairing or participating in a University committee.

- Initiate and actively encourage successful academic or industry/business/professional contacts outside the University, both nationally and internationally, in consultation with the School, Division and University. This may involve representing the University externally from time to time.
- Be willing to undertake academic leadership roles.
- Develop and maintain collegial relationships with other staff and be strongly supportive of the Executive Head of School. This includes a willingness to undertake specific administrative duties.

### **Research and Scholarship**

- Maintain an active research programme. Conduct high quality research and contribute to knowledge development through scholarship and publication. This will include involvement in research projects and attendance and presentation at academic conferences and may include leadership of a research team and/or obtaining internal or external research funding for specific projects.
- Act as a mentor to other staff and assist with the development of a successful and excellent research culture and research-led teaching programmes.
- Successful involvement in professional/business/community/iwi activities relevant to the discipline.

### **Teaching and Learning**

- Prepare and deliver high quality research-informed lectures and/or seminars and, as appropriate, conduct and/or co-ordinate tutorials, practical classes, demonstrations, or workshops.
- Contribute to or be responsible for paper co-ordination and delivery. This includes: paper administration; initiating and developing teaching material; appraisal, review and evaluation of programmes and papers; development of the curriculum; developing and delivering on-line papers, where appropriate; and updating teaching resources and paper materials.
- Carry out marking and assessment activities including the setting of examinations.
- Apply information and communication technologies to achieve desired outcomes.
- Be readily available to advise and meet with students including maintaining regular office hours.

### **Supervision**

- Supervise a suitable number of honours, graduate and postgraduate students including as Chief Supervisor.

### **General**

- Participate in the maintenance of a safe and healthy work environment for self and others including students. Comply with and undertake responsibilities set out in the University's Health and Safety Policy.
- Any other duties as required that are consistent with the position held, other than in exceptional circumstances such as rehabilitation after injury or sickness.

**NOTE:** Staff have annual objectives, development and reflection (ODR) meetings with their manager. New staff normally attend such a meeting approximately three months after taking up their appointment.

## 6. PERFORMANCE STANDARDS

The Associate Professor will be performing satisfactorily when:

- Personal and/or team research and scholarship activities yield demonstrable outcomes evidenced by both continued publications in books and refereed journals and presentation or publication of conference papers and/or performance/works of art/other non-print media outcomes, as appropriate. A research and publication record (or the equivalent within the field) of sustained excellence is achieved with a recognised contribution to the academic field, at national and international levels.
- Teaching and associated duties are fulfilled to a high level of competency at all levels, defined by School norms and expectations including paper appraisal and teaching evaluation. This includes contributions to pedagogical and educational developments within the subject area. Sustained excellence in research-led teaching is demonstrated at all levels so as to provide academic leadership and set appropriate standards of scholarship.
- Student learning, at all levels, is appropriately facilitated in accordance with School, Division and University goals and objectives.
- Regular contributions are made to appropriate professional/business/community/iwi groups and/or in a public service or University or national or international representation capacity.
- A significant contribution is made to School and Division administration, as appropriate to the Associate Professor level.
- Safe and healthy work practices are followed that comply with University policies and procedures, relevant work standards and statutory obligations.

# PERSON SPECIFICATION

## EDUCATIONAL QUALIFICATIONS

### Essential

- A PhD in a relevant discipline.

## TRAINING, SKILLS AND KNOWLEDGE

### Essential

- A research and scholarship record of sustained excellence and a recognised contribution to the academic field at a national and international level.
- Ability to provide high levels of academic leadership and act as a mentor to other staff.
- Demonstrated sustained excellence in undergraduate teaching, including the ability to lecture to large numbers and conduct small group seminars and tutorials effectively.
- Demonstrated ability to provide a major contribution to the graduate and postgraduate programme including the supervision of Honours, Masters and PhD students.
- Proven contributions to pedagogical and educational developments in the subject more widely.
- Demonstrated commitment to using innovative teaching methods and materials e.g. distance delivery techniques, team teaching, online delivery. Ability to apply ICT to achieve desired outcomes and to maintain and update those skills.
- Broad and in-depth knowledge of the following areas: (list requirements)
- Demonstrated success in attracting and supervising high quality postgraduate research students.
- Demonstrated ability to make a significant contribution to School and Division administration, where appropriate.
- Demonstrated success in attracting external research funding and in completing grant applications.
- Proven ability to communicate and work effectively with staff and students.
- Success in obtaining external research funding.

## PERSONAL QUALITIES

- Self-motivation and a pro-active approach including a demonstrated commitment to innovation.
- Demonstrated capacity to work effectively as a member of a team and, where relevant, to act as a leader of a research team.
- Commitment to a culture of openness, flexibility and co-operation to achieve excellence in academic programmes, research and service.
- Proven ability to maintain a professional approach while under pressure.
- Ability to relate effectively and sensitively to students and staff from a variety of backgrounds and cultures.
- A commitment to equal opportunity and to the University's partnership with Māori as intended by the Treaty of Waitangi.