

POSITION DESCRIPTION

Professor in Tourism Management

Reports to:	Executive Head of School
Division:	Management
Tenure:	Permanent
Location:	Weihai, China
Date:	August 2026

Vision

Ko te tangata

A research-intensive university providing a globally connected, innovative and inclusive student 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.

The Shandong University - University of Waikato International Business School based in Weihai, China, is a significant initiative that reflects the global standing of both institutions.

2. POSITION PURPOSE

The Professor in Tourism Management will be an established scholar in their field and will provide academic leadership of the highest order through maintaining high standards of excellence in research, postgraduate supervision, teaching, administration and in the undertaking of professional/community service activities relevant to the profession or discipline. Professors are expected to participate in academic policy-making as an integral part of their role. It is also expected that they will set appropriate standards of scholarship, and ensure that, through their influence, the University's policies are guided by a proper regard for the promotion of scholarship and research-led teaching. Professors are also expected to undertake key academic leadership roles where appropriate.

This is a significant senior academic role and will contribute to the establishment of the SDU-UoW International Business School in Weihai in partnership with Shandong University (SDU). The appointee will provide academic leadership of Tourism Management within the School, Division, and University by:

- Supervising and supporting PhD students, with a demonstrable and extensive record of successful completions at the doctoral levels.
- Enhancing the reputation and visibility of the University of Waikato nationally and internationally through high-quality research resulting in publications, conference presentations, professional association involvement, and collaborations with academic, tourism, government, community and industry partners.
- Sourcing external research funding to support their research agenda and enhance the profile of the International Business School.

A professor is expected to exercise academic leadership in the School, the Division and the University as a whole by working alongside other senior colleagues in demonstrating excellence through example, as well as through persuasion, cooperation and collegial relationships with other staff. Professors are in a position to provide advice, encouragement and support to other academic staff in the pursuit of their academic objectives and the development of their professional careers.

3. ACCOUNTABILITY

The appointee is responsible to the Vice-Chancellor through the Executive Head of School, who in turn is responsible to the Vice-Chancellor through the appropriate Pro Vice-Chancellor.

4. KEY RELATIONSHIPS:

Pro Vice-Chancellor
Deputy Vice Chancellor
Executive Head of School
Shandong University staff
Other School staff
Students
Research Institutes
Research and Enterprise Office and external research organisations and funders
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 a Professor include the following:

5.1 Academic Leadership and Administration

- Carry out key leadership and administrative functions including active and constructive participation in meetings and undertake administration, planning, policy development and/or committee work, where appropriate. This may include chairing or participating in a School or 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, the Division and the University. This may involve representing the University externally from time to time.
- Undertake leadership roles as appropriate.
- Develop and maintain collegial relationships with non-professorial staff and be strongly supportive of the Executive Head of School. This includes a willingness to act in the role for temporary periods or to undertake specific administrative duties.

5.2 Research and Scholarship

- Maintain a research and scholarship record of sustained excellence and a recognised contribution to the academic field at a national and international level.
- Maintain an active research programme, conduct high quality research and contribute to knowledge development through scholarship and publication. This includes 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.
- Undertake successful professional/business and/or community activities relevant to tourism management, destination development, hospitality, events, sustainable tourism, visitor experience and related sectors.

5.3 Teaching

- Prepare and deliver high quality research-informed lectures and/or seminars and, as appropriate, conduct and/or coordinate tutorials, field-based learning, industry-engaged projects, case-based learning, or workshops.
- Contribute to or be responsible for paper coordination 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 online papers, where appropriate; and updating teaching resources and paper materials.
- Supervise graduate and postgraduate students, including as Chief Supervisor.
- 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.

5.4 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.

- Other duties as may be required by the Executive Head of School and/or Pro Vice-Chancellor.

6. PERFORMANCE STANDARDS

The Professor will be performing satisfactorily when:

- A significant contribution is made to School and Division leadership and administration, as appropriate to the Professor level.
- 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. A research and publication record of sustained excellence is achieved with a recognised contribution to the field of tourism management, 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 the Programme, School and University's goals and objectives.
- Regular contributions are made to appropriate professional/business/government organisations and tourism, hospitality, destination management, events, cultural heritage, sustainability and visitor economy stakeholders.
- A significant contribution is made to a culture of openness, flexibility and co-operation to achieve excellence in academic programmes, research and service.
- Safe and healthy work practices are followed that comply with University policies and procedures, relevant work standards and statutory obligations.

NOTE: Newly appointed professors of the University are required to give a public lecture within approximately 18 months of taking up the appointment.

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.

PERSON SPECIFICATION

EDUCATIONAL QUALIFICATIONS

Essential

- A PhD in Tourism Management, or a closely related subject.

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 broad discipline of tourism management and an established global reputation as one of the leading scholars in their chosen specialisation.
- Demonstrated success in attracting and supervising high quality postgraduate research students.
- Demonstrated ability to make a significant contribution to School 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.

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.