



Title:	Professor		
Work Function:	Research Only	Category:	Research Academic (RA)
Level	ALE		
Date last updated:	September 2016		

1. Purpose of Position

This role contributes primarily to research based activities, making major, original and innovative contributions to a field of research which are of national and international standing.

The incumbent is expected to display the highest levels of performance and leadership, within an established record of academic leadership in furtherance of the strategic goals of the University. They are expected to make a continuing high level contribution in research with an international reputation as an outstanding scholar.

2. Accountabilities and Responsibilities may include:

Leadership & Service

- Lead the development and execution of major research programs and policy that align with and support the strategic research objectives of the University.
- Provide leadership and mentoring to academic staff in relation to research and HDR supervision.
- Lead the development of research and professional linkages and relationships with external stakeholders, including other universities, industry and government entities, and related associations and professional bodies.
- Be an effective advocate for excellence and innovation in the field.
- Contribute to academic service and leadership, engagement and management and collegiality within the University
- Provide leadership and foster and promote relationships with professional bodies, industry and affiliated associations, government departments, and the wider community.
- Participate in professional body and other external activities as required.
- Model a high standard of professional behaviour consistent with the University Code of Conduct and Vision, Mission and Values.

Research

- Undertake internationally competitive research in discipline.
- Make a substantial impact in the discipline through the promulgation of ideas and creative works or through the application and exploitation of findings, discoveries or inventions.
- Provide research leadership in the discipline.
- Lead major research teams and/or a research Institute/Centre.
- Lead major competitive funding initiatives and/or substantive international consortia.

- Produce internationally significant research outputs with regular publication in high quality journals, or outputs in other creative outlets consistent with an international reputation in the discipline.
- Edit high quality international works or journals.
- Enhance international recognition for research through keynote and major presentations/exhibitions at significant national and international conferences.
- Contribute to government policy development at state, national or international levels.
- Undertake principal supervision of honours, research masters, and research doctoral students.
- Undertake high level administrative functions associated with research activities.

Teaching

- Participate in the delivery of research led educational programs as required by the Head of School.

Other

- Undertake other activities associated with the organizational area, which the incumbent might reasonably be expected to do, and which are consistent with the specific accountabilities and responsibilities outlined above.

3. Compliancy and Legislative Requirements

Occupational Safety and Health

All supervising staff are required to undertake effective health and safety measures to ensure compliance with the Occupational Safety and Health Act 1984 and related legislative requirements.

All staff must comply with requirements of the Occupational Safety and Health Act and all reasonable directives given in relation to health and safety at work, to ensure compliance with University and Legislative health and safety requirements.

Ethics Equity and Social Justice

All staff are responsible for informing themselves of their obligations and responsibilities in relation to Ethics, Equity and Social Justice. In particular, all staff must demonstrate appropriate and professional workplace behaviours in accordance with the University's Values and Code of Conduct.

Staff must familiarise themselves and comply with all other University policies and procedures and legislation relevant to the position.

4. Selection Criteria

Applicants are not required to address each element of the selection criteria, but should provide sufficient information in their application to enable the selection panel to make an informed assessment of their suitability for the role.

Applicants need to consider Curtin's Values and how they apply to the advertised position. Curtin is looking for a demonstrated commitment in their professional and/or personal life to the Values of Curtin which are:

- ***Integrity – to act ethically, honestly and with fairness***

- **Respect – to listen, value and acknowledge**
- **Courage – to lead, take responsibility and question**
- **Excellence – to strive for excellence and distinction**
- **Impact – to empower, enable and inspire**

Essential

1. A doctoral qualification in relevant discipline.
2. Demonstrated leadership of integrated research activity both within and across groups in academia and/or industry.
3. An outstanding on-going record of publication in high quality peer-reviewed journals or outputs in creative outlets consistent with leadership in the chosen discipline.
4. Proven evidence of a world-leading research record, established international reputation and profile, significant citation indices or equivalent esteem measures to address relevant challenges and a commitment to conducting on-going research in the discipline.
5. An outstanding record of obtaining research income, including nationally and internationally competitive research grants and/or fellowships relevant to the discipline.
6. Considerable experience and record of successful supervision of HDR students.
7. Demonstrated leadership and mentoring to academic staff in relation to their professional development and extensive experience of supervision of HDR students.
8. Demonstrated high level communication and interpersonal skills with the ability to foster and promote the development of a collegial and supportive working environment and the ability to interact with students and staff with cross cultural sensitivity.
9. Demonstrated commitment to applying relevant and applicable policies, procedures and legislation in the day-to-day performance of the functions of this position.

Desirable

1. Membership of learned academies or professional bodies
2. Demonstrated contribution to teaching at undergraduate and postgraduate level.
3. Demonstrated leadership in University Research Institutes and Centres.

5. Capabilities and Behaviours (Curtin Leadership Framework)

It is a requirement that staff in leadership roles exhibit and model capabilities and behaviours consistent with the Curtin Leadership Framework (see http://odu.curtin.edu.au/curtin_leadership_framework.cfm). These include:

Managing Self	Leading Others	Leading Innovation & Change	Leading Strategically	Managing Operations
Understanding self & others	Building & leading high performance teams	Thinking creatively & fostering innovation	Thinking strategically & having vision	Managing Curtin resources
Modelling Curtin Values	Developing staff capability	Managing change	Setting goals & objectives	Continuous quality improvement
Managing time and wellbeing	Facilitating participative decision making	Influencing and inspiring others	Thinking analytically to solve problems	Managing complex projects
Building working relationships	Dealing with conflict			
Effective Communication				