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| Title: | Senior Lecturer | | |
| Work Function: | Teaching and Research | Category: | Teaching & Research (T&R) |
| Level | ALC | | |
| Date last updated: | September 2016 | | |

1. Purpose of Position

This role makes significant contributions to teaching and research, the balance of these two activities being variable by agreement through the WPPR process, and carries out activities to enhance and develop scholarly teaching practices and research standing relevant to the discipline or profession.

The incumbent is expected to have an established record of achievement in teaching, research and service/leadership.

2. Accountabilities and Responsibilities may include:

Teaching

- Deliver high quality and innovative teaching to undergraduate, honours and postgraduate students across a range of modes and levels.
- Demonstrate a commitment to and promote in others, ongoing reflective improvement in teaching.
- Conduct tutorials, practical classes, demonstrations, workshops, student field excursions, clinical sessions and/or studio sessions as appropriate, which stimulate and foster student learning.
- Develop pedagogically innovative curriculum at faculty and/or school level(s).
- Act as course coordinator.
- Supervise the program of study of honours students or postgraduate students engaged in coursework.
- Keep abreast of current discipline theory and practice.
- Undertake a broad range of administrative functions connected with the course coordination.

Research

- Undertake nationally and internationally competitive and high quality research in discipline/field.
- Develop a coherent programme of research (to be agreed through WPPR process).
- Play a significant role in research projects, including, where appropriate, leadership of a research team/projects.
- Actively seek and act as co or chief investigator in applications for competitive research grants and/or fellowships.
- Disseminate research findings through seminars, workshops and conferences

- Publish/exhibit in high quality refereed journals/outlets in manner consistent with disciplinary practice.
- Undertake principal supervision of research honours, research masters, and research doctoral students.
- Work towards international recognition for research in the discipline/field.
- Undertake administrative functions associated with research activities.

Service and Leadership

- Contribute to academic service, collegiality and engagement, including efficient management of internal service roles.
- Significantly contribute to external activities relevant to the discipline/profession and community engagement.
- Provide leadership in relation to school/faculty-wide initiatives e.g. a collaborative network.
- Mentor less experienced staff.
- Foster the development of a collegial and supportive working environment.
- Model a high standard of professional behavior consistent with the University Code of Conduct and Vision, Mission and Values.

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. Proven high level teaching skills with a demonstrated reflective approach to teaching.
3. A significant contribution to scholarship in teaching and experience in curriculum development and unit/course coordination.
4. An established record of research outputs/creative works in high quality refereed academic journals/outlets consistent with the discipline.
5. Evidence of an established national reputation and growing international profile and a record of obtaining research income, including nationally competitive research grants and/or fellowships.
6. Demonstrated leadership skills with the ability to lead major curriculum and/or research initiatives, provide mentoring to less experienced staff and supervise HDR students.
7. Demonstrated high level communication and interpersonal skills with the ability to foster the development of a collegial and supportive working environment and the ability to interact with students and staff with cross cultural sensitivity.
8. Demonstrated commitment to applying relevant and applicable policies, procedures and legislation in the day-to-day performance of the functions of this position.

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 | | | | |