



Title:	Associate Professor		
Work Function:	Teaching and Research	Category:	Teaching & Research (T&R)
Level	ALD		
Date last updated:	September 2016		

1. Purpose of Position

This role provides leadership in teaching and research, the balance of these two activities being variable. The incumbent engages in and leads innovative curriculum design/development and makes major contributions to a field of research which are of national or international standing.

The incumbent is expected to develop a consistent record of excellence in teaching and research as well as provide effective leadership in the discipline/profession.

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 foster and develop in others, ongoing reflective improvement in teaching.
- Foster a culture of teaching excellence.
- Display a commitment to the discipline/field through the scholarly development and delivery of high quality educational courses.
- Lead major curriculum initiatives and/or pedagogical developments.
- Provide leadership of course and teaching initiatives.
- Supervise the program of study of honours students or postgraduate students engaged in coursework.
- Keep abreast of current discipline theory and practice.

Research

- Undertake nationally and internationally competitive and high quality research in discipline/field.
- Provide leadership to a research team.
- Act as chief investigator in applications for competitive research grants and/or fellowships.
- Produce highly productive research outputs with regular publication in high quality journals, or outputs in other creative outlets consistent with an international reputation in the field.
- Edit international works or journals.

- Develop international recognition for research through presenting at major national and international conferences.
- Undertake principal supervision of research honours, research masters, and research doctoral students.

Service and Leadership

- Contribute significantly to academic service, engagement and the management and collegiality within the University
- Significantly contribute to and provide leadership in external activities relevant to the discipline/profession and community engagement.
- Provide leadership in relation to school/faculty-wide initiatives.
- Mentor less experienced staff.
- Foster and promote 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.
- Undertake high level administrative functions connected with leadership of course /teaching and research initiatives.

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. A demonstrated record of achievement in and commitment to excellence in teaching.
3. Demonstrated achievement in the discipline/field through the scholarly development and delivery of high quality educational courses.
4. An established record of highly productive research outputs with regular publication in high quality refereed academic journals, or outputs in other creative outlets, consistent with an international reputation in the field.
5. A significant record of obtaining research income, including nationally competitive research grants and/or fellowships
6. Demonstrated academic leadership experience in the discipline/profession and in community engagement.
7. Significant experience and record of providing supervision to higher degree research students.
8. 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.
9. 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				