



Title:	Professor
Type:	Teaching and Research (T&R)
Level	ALE
Date last updated:	September 2016

1. Purpose of Position

This role provides leadership in and fosters excellence in teaching and research, the balance of these two activities being variable. It leads major curriculum initiatives/ pedagogical developments and/or provides leadership in a field of research as well as providing a sustained contribution to leadership and governance within the school/faculty and wider University.

The incumbent is expected to display the highest levels of performance and leadership. They will have an established record of academic leadership in furtherance of the strategic goals of the University and continue to make high-level contributions to both teaching and research and have an international reputation as an outstanding scholar in at least one of these two core areas.

2. Accountabilities and Responsibilities may include:

Teaching

- Foster a culture of teaching excellence, provide leadership in and deliver high quality 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.
- Display a commitment to the discipline/field through the scholarly development and delivery of high quality educational courses.
- Develop and implement scholarly evidence based approaches to education to ensure best practice in teaching and learning Lead major curriculum initiatives and/or pedagogical developments.
- Contribute to educational policy development at a state and/or national level.
- Supervise the program of study of honours students or postgraduate students engaged in coursework.
- Undertake high level administrative functions connected with leadership of course and teaching initiatives.
- Keep abreast of current discipline theory and practice.

Research

- Undertake internationally competitive and high quality research in discipline/field.

- Make a substantial impact in the field through the promulgation of ideas and creative works or through the application and exploitation of findings, discoveries or inventions.
- Provide leadership in the field of research.
- Lead research team/s.
- Lead major competitive funding initiatives and/or substantive international consortia.
- 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.
- Enhance international recognition for research through presenting at major national and international conferences.
- Contribute to government policy developments at state, national or international levels.
- 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 and governance within the school/faculty/university.
- Provide leadership in professional development for teaching 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 associated with teaching and research activities.

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. An outstanding contribution to either scholarship in research* or to scholarship in teaching and learning**
3. A record of leadership in the discipline/profession at either a state, national or international level.
4. Extensive experience and outstanding record of providing supervision to HDR students.
5. 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.
6. Demonstrated commitment to applying relevant and applicable policies, procedures and legislation in the day-to-day performance of the functions of this position.

*Outstanding contribution to scholarship in research measured by:

- 1) An established and ongoing record of publication in high quality peer-reviewed refereed academic journals or outputs in creative outlets consistent with leadership in the chosen field.
- 2) Evidence of significant citation indices or equivalent esteem measures as appropriate to the field or discipline.
- 3) Prizes and awards from prestigious international bodies.
- 4) Membership of learned academies or professional bodies
- 5) Evidence of substantial impact through either the promulgation of ideas and creative works or through application and exploitation of findings.
- 6) Leadership of major competitive funding initiatives and/or substantive international consortia.
- 7) Contributions to government policy development at state, national or international levels.

** Outstanding contribution to scholarship in teaching and learning measured by:

- 1) An established and ongoing record of peer reviewed publications in the highest quality educational journals.
- 2) Evidence of an exceptional and on-going contribution to the field of educational practice, including citation indices, major international text books, prizes and awards from prestigious international educational bodies election to learned academies or professional bodies.
- 3) Evidence of major international impact on curricular design and/or pedagogy.
- 4) A substantial impact on scholarship and teaching practice over time.

- 5) Contributions to educational policy development at state and/or national levels.

Desirable

1. Evidence of contribution to University governance and policy development.

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				