



POSITION DESCRIPTION

Academic Positions

(In addition to the Position Classification Standards)

Position Title: Associate Professor Level: D
 Faculty/Division: H&BS Department/Location: School of Psychology

Primary Purpose of the Position:

The position is to strengthen the research profile and reputation of the School in the area of experimental psychology. It is expected that the person would provide teaching and conduct psychological research in their area of expertise. The successful applicant will be aligned with other researchers in the School and contribute to the development of an integrated research group. The School already hosts a University Strategic Initiative, The Centre for Psychophysics, Psychophysiology and Psychopharmacology, so applications that build on the strengths of this group would be welcome. We are particularly interested in applicants who are able to combine theoretically driven research with real-world applications.

Position Environment:

To provide basic education and training in psychology through bachelor degree programs. To provide advanced professional training leading to registration by the Psychologists Registration Board of NSW. To conduct nationally and internationally recognised research on basic and applied psychological issues, including the supervision of higher research degree students.

This position is aimed at building research strength in the School of Psychology. The successful applicant would be expected to work with existing staff to increase the research profile through high-quality publications and national competitive grants in an area that integrates with areas already represented in the School. They would also contribute to teaching and subject coordination at undergraduate level, supervise fourth-year research projects and higher-degree students.

Major Accountabilities/Responsibilities:

Responsibilities		Outcome	Office Use Only
1.	Conduct high quality research	Publish research in high impact scholarly journals	
2.	Apply for nationally competitive grants	Submission of applications to NCG schemes	
3.	Teach and assess subjects at undergraduate level	Maintain high standards of teaching	
4.	Coordinate subjects at undergraduate level, as required	Provision of completed records of student performance to School assessment committee	
5.	Contribute to academic governance within the School of	Input into discussion and formation of	

	Psychology	School policy and practices	
6.	Contribute to the research/scholarly activity of the School, including through the supervision of fourth year research projects and higher research degrees	Conduct research leading to publication of research in high impact academic journals	
7.	Observe principles and practices of Equal Employment Opportunity	To ensure fair treatment in the workplace	
8.	Have OH&S responsibilities, accountabilities and authorities as outlined in the OHS Roles and Responsibilities Document	To ensure a safe working environment for self & others.	

Reporting Relationships:

Position Reports to:	Head of School
The position supervises the following positions:	Nil
Other Key Contacts:	

Key Relationships:

Contact/Organisation:
School Committee

Purpose & Frequency of contact
Contribute to School governance. Monthly.

Key Challenges:

1. Provision of high quality teaching and learning experiences for students in undergraduate psychology
2. Coordination of on-campus undergraduate subjects and moderation of offshore delivered subjects
3. Conducting internationally competitive research

Knowledge & Skills:

Essential:

- Expertise in an area of experimental psychology that integrates with existing research in the School
- A track record of publication in high impact journals and successful national competitive grants
- Excellent analytical skills
- Advanced oral and written communication skills

Desirable

- Track record of research in an applied area of psychology

Education & Experience:

Essential:

- PhD in Psychology
- A record of quality in teaching at university level
- A record of successful supervision of 4th year and higher degree research theses

Desirable

- Appropriate skills for engagement in flexible delivery of university courses

Personal Attributes:

Essential:

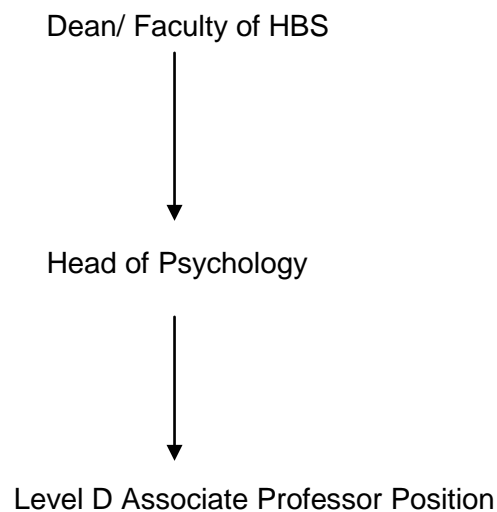
- Ability to work as a team member
- Commitment to quality education and a ability to engage in high quality research
- Ability to engage students in teaching

Desirable

- Evidence of leadership in academic activities

Organisational Chart:

Organisational Chart for Level D position in Psychology



Approval:

Approved by Head of Unit: _____

Date: _____

Approved by Personnel: _____

Date: _____

POSITION CLASSIFICATION STANDARD - Teaching and Research

Level: D

Title: Associate Professor

Description

A position classification standard describes the broad categories of responsibility attached to academic staff at different levels. The standards are not exhaustive of all tasks in academic employment, which is by its nature multi-skilled and involves an overlap of duties between levels. Therefore the standards should not be applied mechanistically. Quality of performance is the principal factor governing level of appointment of individuals, and a broadly-worded skill base is set out for each level.

All levels of academic staff can expect to make a contribution to a diversity of functions within their institutions. Such functions include teaching research participation in professional activities and participation in the academic planning and governance of the institution. The balance of functions will vary according to level and position and over time.

- General Standard
- Specific Duties
- Skill Base

General Standard

A Level D academic is expected to make a significant contribution to all activities of the organisational unit or interdisciplinary area and play a significant role within their profession or discipline. Academics at this level may be appointed in recognition of distinction in their disciplinary area.

Specific Duties

Specific duties required of a level D academic may include

- The conduct of tutorials, practical classes, demonstrations, workshops, student field excursions, clinical sessions and studio sessions .
- The development of and responsibility for curriculum/programmers of study.
- Course co-ordination.
- The preparation and delivery of lectures and seminars.
- Supervision of major honours or postgraduate research projects.
- Supervision of the program of study of honours students and of postgraduate students engaged in course work.
- The conduct of research, including, where appropriate, leadership of a major research team.
- Significant contribution to the profession, and/or discipline.
- High level administrative functions.
- Consultation with students.
- Marking and assessment.
- Attendance at departmental and faculty meetings.

Skill Base

A Level D academic will normally have the same skill base as a Level C academic. In addition there is a requirement for academic excellence which may be evidenced by an outstanding contribution to teaching and/or research and/or the profession.