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**POSITION DESCRIPTION**

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| **POSITION TITLE** | Associate Professor/Professor in <Discipline> |
| **POSITION NUMBER** | 000 |
| **POSITION LEVEL** | Academic Level D/Level E |
| **GROUP** | < Academic Group > |
| **ELEMENT** | < School or Department > |
| **EMPLOYMENT TYPE** | Full-Time or Part-time |
| **EFFECTIVE DATE** |  |

**THE GROUP**

**< ENTER DESCRIPTION ABOUT THE ACADEMIC GROUP BELOW >**

**THE SCHOOL / DEPARTMENT**

**< ENTER DESCRIPTION ABOUT SCHOOL / DEPARTMENT BELOW >**

**REPORTING RELATIONSHIPS**

**POSITION OBJECTIVES**

As Associate Professor/Professor you will have a well developed international research profile, will be highly committed to teaching excellence, and will actively and effectively supervise honours and postgraduate research student projects.

**< SELECT BELOW AS APPROPRIATE >**

The position will commence with a **Teaching and Research** profile of which the appointee will be required to undertake teaching and researchin their chosen area of expertise, as well as contribute to the School/Centre/Institute’s teaching outcomes supporting teaching excellence and research outcomes including alignment with relevant Centre/Institutes research agendas, publications and research success, higher degree research supervision and completions, and engagement activities. Future work allocations will be reviewed and in alignment with the operational and student-centred requirements of the School/Centre/Institute.

The position will commence with a predominantly **Research** profileof which the appointee will be required to undertake researchin their chosen area of expertise, and contribute to the School/Centre/Institute’s researchoutcomes including publications and research success, and engagement activities. The position may also be required to undertake some teaching and higher degree research supervision. Future work allocations will be reviewed and in alignment with the operational and student-centred requirements of the School/Centre/Institute.

The position will commence with a predominantly **Teaching** profile of which the appointee will be required to undertake teachingin their chosen area of expertise, and contribute to the School’s teaching and scholarship outcomes including teaching excellence and engagement activities. Future work allocations will be reviewed and in alignment with the operational and student-centred requirements of the School.

**KEY ACCOUNTABILITIES < DELETE BELOW AS REQUIRED >**

Level D

* Develop, convene and teach undergraduate and postgraduate courses in the School which may include program coordination and/or conducting tutorials, practical classes, demonstrations, workshops, student field excursions, clinical or studio sessions, and student consultation, marking and assessment activities
* Undertake high impact research in areas of expertise, including publication of scholarly work and generating research funding.  
    
  **< For AEL Group >**
* Contribute to and development of non-traditional research outcomes through the research and/or creative outputs and/or scholarship of learning and teaching and practice based research.
* Leadership of a Discipline area including taking responsibility for an Academic Program.
* Undertake a significant role in research projects including, where appropriate, leadership of a research team.
* Contribute and play a major role in School planning and administration through collaboration with other staff, participation on committees, attending school and/or Group meetings, marketing of programs, and other activities at a senior level.
* Provide significant contribution to the profession and/or discipline.
* Supervise Honours and research higher degree students to successful completion.
* Develop and lead engagement initiatives and activities within the Discipline/School/Centre/Institute/Group and wider University commensurate with level.
* Lead and promote compliance with relevant legislation and University policies and procedures, including equity and health & safety and exhibit good practice in relation to same.
* Be a leading example of the principles and values embodied in the University’s Code of Conduct, and behave, act, and communicate at all times to reflect fairness, ethics and professionalism.

Level E – as above for Level D plus the following:

* Assume a leadership role in the professional and ethical conduct of research.
* Provide academic leadership in the management and development of academic staff in line with University, Group and School Strategic and Operational Plans and objectives.

**SELECTION CRITERIA**

Essential – Level D

* PhD (or substantial progress towards completion) in < Discipline >ORA relevant doctoral qualification in < Discipline >
* Demonstrated knowledge, skills and leadership in teaching and curriculum development at the tertiary education level, and a proven ability in the administration of University courses and programs.
* Demonstrated experience in Program leadership
* Demonstrated capacity to supervise Honours and postgraduate research students to completion.
* Outstanding contribution and publication of quality research, with evidence of high quality papers and national and international impact of research.
* Proven success in attracting research grant funding together with the ability to contribute to an area of research strength in the School.
* Demonstrated effective communication and interpersonal skills, and the demonstrated ability and commitment to work in a collegial manner and contribute to the positive culture and aspirations of the School and University including collaborating with other staff, participation on committees and School activities, and liaison with industry partners.

Essential – Level E – as above for Level D plus the following:

* Demonstrated experience in academic leadership in relation to teaching, research and scholarship, with a strong record of mentoring other staff, especially early career researchers.
* Provide research leadership within the School, particularly in grants, building linkages with the profession and building the Higher Degree Research student cohort.
* Strong track record of collaborating with industry and community groups and the ability to develop these networks at national and international levels.

**BENEFITS AND CONDITIONS**

The following links provide access to information regarding the range of benefits enjoyed by Griffith staff and also key information regarding employment conditions.

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| **BENEFITS** | **CONDITIONS** |
| * [Education Assistance for General staff](http://policies.griffith.edu.au/pdf/General%20Staff%20Educational%20Assistance%20Scheme.pdf) * [Health plan](https://www.griffith.edu.au/staff/human-resources/pay-conditions-and-benefits/private-health-insurance) * [Salary Packaging](https://www.griffith.edu.au/staff/human-resources/pay-conditions-and-benefits/salary-packaging) * [Superannuation](https://www.griffith.edu.au/staff/human-resources/pay-conditions-and-benefits/superannuation) | * [Code of Conduct](http://policies.griffith.edu.au/pdf/Code%20of%20Conduct.pdf) * [Academic Staff Enterprise Agreement](https://policies.griffith.edu.au/pdf/Griffith%20University%20Academic%20Staff%20Enterprise%20Agreement%202017%20-%202021.pdf) * [Professional and Support Staff Enterprise Agreement](https://policies.griffith.edu.au/pdf/Griffith%20University%20Professional%20and%20Support%20Staff%20Agreement%202017%20-%202021.pdf) * [Fairwork Australia Information Statement](https://www.fairwork.gov.au/FWISdocs/Fair-Work-Information-Statement.pdf) |

Griffith is committed to diversity and inclusion for people from all backgrounds and identities and committed to the recognition, values and contribution of the First People of this nation.

Griffith offers professional development opportunities to support employees in their career progression and offers an excellent working environment that supports flexible working arrangements.

For more benefits and conditions information please refer to the web link below:

[Griffith University | Pay, conditions and benefits > Employment](https://www.griffith.edu.au/staff/human-resources/pay-conditions-and-benefits)