

 Curtin University	Academic Role Statement
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Title:	Associate Professor		
Work Function :	Research Only	Category:	Research Academic (RA)
Level	ALD		
Date last updated:	September 2016		

1. Purpose of Position

This role contributes primarily to research based activities, making major, original and innovative contributions to a field of research which are of national and international standing.

The incumbent is expected to display high levels of performance and leadership, with a consistent record of excellence in research and an ability to provide leadership in research. They are expected to make a high level contribution in research with a national reputation as an outstanding scholar.

2. Accountabilities and Responsibilities may include:

Leadership & Service

- Contribute to the development and execution of major research programs and policy that align with and support the strategic research objectives of the University.
- Provide leadership and mentoring to academic staff in relation to research and HDR supervision.
- Provide leadership in the development of research and professional linkages and relationships with external stakeholders, including other universities, industry and government entities, and related associations and professional bodies.
- Be an effective advocate for excellence and innovation in the field at a national level.
- Provide leadership and governance within the school/faculty/university
- Contribute to academic service and leadership, engagement and management and collegiality within the University
- Provide leadership and foster and promote relationships with professional bodies, industry and affiliated associations, government departments, and the wider community.
- Participate in professional body and other external activities as required.
- Model a high standard of professional behaviour consistent with the University Code of Conduct and Vision, Mission and Values.

Research

- Undertake nationally and internationally competitive research in discipline.
- Provide research leadership in the discipline.
- Lead a significant research team.
- Be lead chief investigator in successful nationally competitive research grants and/or fellowships.

- Produce significant research outputs with regular publication in high quality journals, or outputs in other creative outlets consistent with an international reputation in the discipline.
- Edit high quality international works or journals.
- Develop international recognition for research through presenting at major national and international conferences/exhibitions.
- Undertake principal supervision of honours, research masters, and research doctoral students.
- Undertake administrative functions associated with research activities.

Teaching

- Participate in the delivery of research led educational programs as required by the Head of School.

Other

- Undertake other activities associated with the organizational area, which the incumbent might reasonably be expected to do, and which are consistent with the specific accountabilities and responsibilities outlined above.

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. Demonstrated leadership of research both within and across groups in academia and/or industry.
3. An established record of highly productive research outputs with regular publication in high quality peer-reviewed journals, or outputs in other creative outlets.
4. Evidence of an established international reputation and profile, significant citation indices or equivalent esteem measures and a commitment to conducting on-going research as appropriate to the discipline.
5. A significant record of obtaining research income, including nationally competitive research grants and/or fellowships relevant to the discipline.
6. Considerable experience and record of successful supervision of HDR students.
7. Demonstrated leadership and mentoring to academic staff in relation to their professional development and extensive experience of supervision of HDR students.
8. Demonstrated high level communication and interpersonal skills with the ability to foster and promote 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.

Desirable

1. Experience of working collaboratively with industry and community engagement.
2. Demonstrated contribution to teaching at undergraduate and postgraduate level.

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				