



POSITION DESCRIPTION

Professor Psychology – Academic E School of Health, Medical and Applied Sciences

(To be read in conjunction with the Professor Level E Position Description contained within the [Enterprise Agreement](#)).

You will:

Provide strategic leadership within the College of Psychology, fostering excellence in research, teaching, training, professional practice, innovation, and policy development across the discipline, the School, the University, and the broader scholarly and professional community. You will promote and contribute to the successful attainment of the stated mission and objectives of the School and University.

You will initiate, implement and lead activities such as internal and external teaching, research, development initiatives and educational innovation. A key part of this position is to critically evaluate teaching programs, ensuring continuous improvement, pedagogical quality, and alignment with accreditation standards and national benchmarks. These evaluations, insights and recommendations will be communicated to the school leadership team and Dean as applicable.

You will also lead the discipline and professional service to industry, commerce and the community through activities such as consultancy, clinical practice, partnership development and policy influence. This role envisions you as a future Head of Course, guiding program direction and ensuring academic excellence across all offerings.

You are responsible for:

- Providing strategic leadership in curriculum design, accreditation compliance, and pedagogical innovation across psychology programs. Mentor academic staff in teaching excellence and foster a culture of continuous improvement in student learning outcomes.
- Leading major research initiatives in psychology, secure competitive grants, and build multidisciplinary collaborations that advance knowledge and practice.
- Conducting research and foster research from other groups and individuals within the business area and within the discipline and within related disciplines.
- Shaping and influencing educational and research policy at School and University levels; provide thought leadership in psychology education and clinical training, aligning with APAC standards and contributing to international best practice.
- Providing leadership in the development of research policy documents.
- Supervising honours, postgraduate students engaged in coursework, and research students.
- Providing a continuing high-level of personal commitment to, and achievement in, a particular scholarly area.
- Making a distinguished personal contribution to teaching and related activity at all levels.
- Conducting tutorials, practical classes, demonstrations, workshops, student field excursions, clinical sessions and studio sessions. Prepare and deliver lectures and seminars.

- Consulting with students which includes providing advice within the field of the employee's research to postgraduate students.
- Playing an active role in the maintenance of academic standards and in the development of educational policy and of curriculum areas within the discipline.
- Acting as course head/coordinator and conduct marking and assessment primarily connected with units taught.
- Developing policy and being involved in administrative matters within the School and University.
- Playing an active role in the maintenance of academic standards and in the development of educational policy documents and of curriculum areas within the discipline.
- Participating in and provide leadership in community affairs, particularly those related to the discipline, in professional, commercial and industrial sectors where appropriate.

As a supervisor you are responsible for:

- Providing mentoring, guidance and career planning for your staff and ensuring staff have access to appropriate professional development activities.
- Undertaking probationary and performance management processes ensuring you have regular conversations with your staff and provide real-time, positive and constructive feedback to empower staff to continually improve and enhance staff and team performance.
- Understanding your responsibilities associated with approving staff leave and ensuring leave is approved in line with operational requirements.
- Allocating and monitoring workload and address associated issues in a timely manner.
- Ensuring new staff participate in the university's induction program and providing a localised work area orientation.
- Developing mechanisms to promote staff recognition.

SELECTION CRITERIA

Knowledge and Education	Skills and Experience
Essential • Hold doctoral qualifications, or equivalent accreditation and standing. • General registration with Ahpra as a Psychologist, with endorsement in Clinical Psychology preferred. • Approval to provide supervision to provisional psychologists from the Psychology Board of Australia, or willingness and eligibility to obtain such approval. • Comprehensive knowledge and strategic leadership of curriculum design, innovation and academic governance, including course development, APAC accreditation compliance and other professional standards. • Teaching qualification or willingness to undertake a Graduate Certificate in Tertiary Teaching / Education. • An understanding of current professional and educational issues in postgraduate psychology and higher education and the ability to engage and work effectively with colleagues within the School and across the University to support students and promote CQUniversity.	Essential • Demonstrated academic leadership, including building and leading multidisciplinary teams, driving performance, and contributing to strategic planning in complex organisational environments. • Distinguished record of teaching excellence, evidenced by sustained high-quality student and/or peer feedback and leadership in innovative pedagogy across undergraduate and postgraduate psychology programs (online and blended delivery). • Expertise in staff leadership, including performance management, mentoring, and fostering a culture of excellence in teaching, research, and clinical training. • Proven success in attracting competitive research funding, leading major research initiatives, and developing partnerships nationally and internationally. • Experience in successful supervision of research higher degree students, ensuring timely completions and high-quality research outcomes. • Strong professional engagement, including maintaining strategic links with government, industry, professional bodies, and the community to enhance research translation, graduate employability, and societal impact. • Recognition as a leading authority in an area of research, demonstrating academic excellence and extensive research achievement, evidenced by a strong publication record in high-quality journals, conference papers, reports and other scholarly contributions, with significant impact on advancing psychological science.
Critical capabilities	Motivational and Job Fit Factors
Achieves results • Drives, acknowledges and promotes a culture of achievement. Engages and connects • Anticipates and identifies ways in which the University can collaborate with partners to address current and future challenges. Personal drive and integrity • Develops team culture where individual team members are valued and recognised for their diverse skills sets. Shapes the future • Develops new offerings, services, or practices that give the University a competitive edge. Communicates with influence • Works collaboratively to develop communication strategies and mechanisms which ensure that important messages are cascaded in a consistent, clear and timely way across the University and externally.	This position would suit someone who gains job satisfaction from: • Diversity in the workforce. • Collaborating and cooperating with other departments to achieve positive business outcomes. • Continuously improving and exploring new ways to do their job successfully. • Striving to understand and meet customer expectations and satisfaction. • Being a high involvement-leader and influences others by creating a participative and empowered environment. • Having intellectual and robust discussions, continual education, professional development and idea exchange.