

A Career that **CHANGES LIVES**



POSITION DESCRIPTION

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

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

You will:

As an Associate Professor, provide leadership in teaching, research, and professional practice, ensuring our programs meet the highest standards of accreditation and prepare graduates for safe, ethical, and evidence-based practice. You will play a pivotal role in curriculum development, supervision, and fostering a culture of innovation and excellence within the College of Psychology.

You will make a significant contribution to all activities of the School or interdisciplinary area, and play a significant role within your profession or discipline. You will promote and contribute to the successful attainment of the stated mission and objectives of the School and the University.

You will provide a high level of academic leadership to the discipline, School and University through initiating, implementing and participating in activities such as internal and/or external teaching, research, development activities and education development. You will critically evaluate the operation of the teaching program and communicate such evaluations to the Dean and Head of College. You will provide leadership in the discipline through activities such as consultancy, performance and exhibition.

You are responsible for:

- Lead curriculum design and continuous improvement for psychology courses, ensuring alignment with APAC Accreditation Standards and Psychology Board of Australia requirements.
- Design and conduct advanced-level tutorials, practical classes, and clinical sessions in clinical and professional psychology across multiple campuses and online.
- Initiation and development of unit material/curriculum, ensuring that the units for which you are responsible are kept up to date and take into account, student and other feedback.
- Supervise honours, postgraduate students engaged in coursework, and research students.
- Grow and maintain a strong research profile.
- Secure external funding and lead a research team.
- Publish in high-quality peer-reviewed journals and contribute to the profession and/or discipline nationally and internationally.
- Provide guidance and mentoring to academic staff.
- Contribute to the development of clinical training resources and supervision frameworks.
- Lead initiatives to build capacity in teaching and research within the College.
- Represent the College on committees and contribute to strategic planning.
- Promote the University's mission through community and professional engagement.

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. • Detailed knowledge 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. Desirable • Approval to provide supervision to provisional psychologists from the Psychology Board of Australia, or willingness and eligibility to obtain such approval.	Essential • 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). • Proven ability to contribute to curriculum development, writing and evaluation, particularly using flexible modes of delivery. • Expertise in staff leadership, including performance management, mentoring, and fostering a culture of excellence in teaching, research, and clinical training. • Demonstrated capacity to attract competitive external funding grants and the ability to engage in research in areas of research strength. • Experience in successful supervision of research higher degree students, ensuring timely completions and high-quality research outcomes. • Demonstrated ability to engage and network with industry, community partners and stakeholders. • Established research profile in psychology, evidenced by a strong record of publications in high-quality journals, conference papers and scholarly outputs, with demonstrated contributions to advancing psychological science.
Critical capabilities	Motivational and Job Fit Factors
Achieves results • Motivates people to promote a safe work environment and actions safety issues to a positive resolution. 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 • Empowers others to be innovative in line with the vision and goals of CQUniversity. 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. • Inspiring and guiding others and gaining acceptance of ideas and plans. • Building strong professional networks and developing and maintaining working relationships with others that requires interaction and mutual support.