



POSITION DESCRIPTION

Associate Professor – Construction Management and Building Surveying – Academic D School of Engineering and Technology

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

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, Head of Department and Head of Course. You will provide leadership in the discipline through activities such as consultancy, performance and exhibition.

You are responsible for:

- As a member of the course academic team, leading and participating in the delivery of foundation and profession-focused units in an online environment.
- Initiation and development of high quality unit material/curriculum specifically related to an online learning environment. You will ensure that the units for which you are responsible are kept up to date and take into account, student and other feedback and reflect high level academic standards in learning and teaching.
- Unit coordination.
- The preparation and delivery of online lectures and seminars.
- Supervision of the programs of study of honours students and of postgraduate students engaged in unit work.
- Supervision of honours or postgraduate research projects.
- Conducting researching including, where appropriate, leadership of a large research team.
- Significant contribution to the professions and discipline of construction management, including representing CQUniversity with the lead professional member body.
- Consultation with students.
- Marking and assessment.
- High level administrative functions.
- Attendance at school and/or division meetings and a major role in planning or committee work.

If you are 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 (PhD or equivalent) plus significant experience in the relevant discipline. • Understanding of current professional and educational issues in the domain, through a network of industry stakeholders. • Eligible for professional registration with the Australian Institute of Building at the level of Fellow. • Knowledge of current trends in construction management, building information modelling and complementary digital technologies.	Essential • Demonstrated ability to effectively teach and supervise undergraduate and postgraduate higher education students with a strong track record of quality teaching evidenced by student and/or peer feedback. • Proven ability to contribute to curriculum development, writing and evaluation, particularly using flexible modes of delivery. • Demonstrated capacity to attract competitive external funding grants and the ability to engage in research in areas of research strength. • Demonstrated ability to make a positive contribution to a team culture, through effective communication, interpersonal skills and a commitment to mentoring colleagues. • Demonstrated ability to provide inspiring leadership in research, teaching, and/or academic governance. • Demonstrated capacity to engage and network effectively with industry and community partners and stakeholders. • Demonstrated track record of publications in high quality journals. Applicants must report their Scopus H-index and the current impact factor for each journal publication.
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. • 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.

OTHER JOB REQUIREMENTS

- The role is located within a CQUniversity's campus and will respect and adhere to the guiding principles and objectives of that campus.
- Applicants invited for interview will be expected to do a presentation in conjunction with the selection interview process.