

 Curtin University	Academic Role Statement
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Title:	Associate Professor		
Work Function:	Teaching and Research	Category:	Teaching & Research (T&R)
Level	ALD		
Date last updated:	September 2024		

1. Purpose of Position

This role provides leadership in teaching and research, the balance of these two activities being variable. The incumbent engages in and leads innovative curriculum design/development and makes major contributions to a field of research which are of national or international standing.

The incumbent is expected to develop a consistent record of excellence in teaching and research as well as provide effective leadership in the discipline/profession.

2. Accountabilities and Responsibilities may include:

Teaching

- Deliver high quality and innovative teaching to undergraduate, honours and postgraduate students across a range of modes and levels.
- Demonstrate a commitment to and foster and develop in others, ongoing reflective improvement in teaching.
- Foster a culture of teaching excellence.
- Display a commitment to the discipline/field through the scholarly development and delivery of high quality educational courses.
- Lead major curriculum initiatives and/or pedagogical developments.
- Provide leadership of course and teaching initiatives.
- Supervise the program of study of honours students or postgraduate students engaged in coursework.
- Keep abreast of current discipline theory and practice.

Research

- Undertake nationally and internationally competitive and high quality research in discipline/field.
- Provide leadership to a research team.
- Act as chief investigator in applications for competitive research grants and/or fellowships.
- Produce highly productive research outputs with regular publication in high quality journals, or outputs in other creative outlets consistent with an international reputation in the field.
- Edit international works or journals.

- Develop international recognition for research through presenting at major national and international conferences.
- Undertake principal supervision of research honours, research masters, and research doctoral students.

Service and Leadership

- Contribute significantly to academic service, engagement and the management and collegiality within the University
- Significantly contribute to and provide leadership in external activities relevant to the discipline/profession and community engagement.
- Provide leadership in relation to school/faculty-wide initiatives.
- Mentor less experienced staff.
- Foster and promote the development of a collegial and supportive working environment.
- Model a high standard of professional behavior consistent with the University Code of Conduct and Vision, Mission and Values.
- Undertake high level administrative functions connected with leadership of course /teaching and research initiatives.

3. Compliance and Legislative Requirements

Curtin Values:

You must commit to and uphold Curtin's Values and Code of Conduct. For more information please [visit](#).

Occupational Safety and Health

At Curtin, safety is the responsibility of all staff. Curtin's safe systems of work are compliant with Work Health and Safety legislation and Standards. All supervising staff and managers are obliged to ensure Curtin's safe systems of work are being applied in areas under their control. You are expected to comply with these safety systems and follow reasonable directions given in relation to workplace safety and health. Acting in a manner which puts you or others at risk of serious injury or illness may lead to you becoming the subject of disciplinary action.

Diversity, Inclusion and Belonging

You are expected to value and celebrate diversity, and to contribute to the creation of an equitable, inclusive and welcoming environment where everyone feels they belong. You should recognise that each person's life experience is unique and they may identify with a range of attributes which should be embraced to enable all members of our diverse community to bring their whole selves to Curtin.

You must familiarise yourself and comply with all other University policies, procedures and legislation relevant to this 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. A demonstrated record of achievement in and commitment to excellence in teaching.
3. Demonstrated achievement in the discipline/field through the scholarly development and delivery of high quality educational courses.
4. An established record of highly productive research outputs with regular publication in high quality refereed academic journals, or outputs in other creative outlets, consistent with an international reputation in the field.
5. A significant record of obtaining research income, including nationally competitive research grants and/or fellowships
6. Demonstrated academic leadership experience in the discipline/profession and in community engagement.
7. Significant experience and record of providing supervision to higher degree research students.
8. Demonstrated high level communication and interpersonal skills with the ability to foster 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.