

A Career that **CHANGES LIVES**



POSITION DESCRIPTION

Associate Professor of Aviation – Academic Level D School of Engineering and Technology

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

You will:

Work closely with the Head of College to make significant contributions to the management, development, and delivery of the Aviation courses. You will manage relationships with flight training partners to enhance student success and experience across a national program of on-campus and distance learning. You will also contribute to Aviation research, student recruitment, industry engagement and staff development, aligned with the strategic priorities, plans, policies and goals of the College of Engineering and Aviation

Additionally, you will work closely with academics, students, and industry partners, chairing and promoting the aviation reference group, to provide critical evaluations of aviation programs and operations to the school leadership team.

You are responsible for:

- As a member of the course academic team, leading and participating in the delivery of foundation and profession-focused units.
- Conducting and designing tutorials, practical classes, demonstrations, workshops and student field excursions
- 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.
- Unit coordination, consulting with students and design, review and marking of assessments
- The preparation and delivery of lectures and seminars.
- Supervision of research higher degree students and undergraduate and postgraduate coursework students
- Conducting researching including, where appropriate, leadership of a large research team.
- Significant contribution to the professions, and/or discipline.
- Working with the School professional staff to facilitate Aviation administrative functions.
- Attendance at school and/or division meetings and a major role in planning or committee work.
- Making a distinguished personal contribution to teaching at all levels.

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. • Extensive flight instructor experience in flight training institutions; or in the training or management division of an airline or airport; and hold a current or expired CPL/ATPL license in Australia. • Extensive knowledge of the aviation industry, and proven academic experience in the development and delivery of aviation programs at the university level, in accordance with the requirements of the aviation industry and CASA regulations (Part 61)	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. • 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.

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.
- Travel to other CQUniversity campuses and to flight training providers is a requirement of the position.
- The School of Engineering and Technology focuses its research in the following areas: Railway Engineering, Technology and Innovation; Intelligent Systems; Clean Energy; Building Forensics and Civil Engineering; Mechatronics, Automation and Mobile Technology; Aviation; Engineering and Technology Education. It is desirable that the incumbent has a capability to contribute to research in some of these areas.

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POSITION DESCRIPTION

Professor of Aviation – Academic Level E School of Engineering and Technology

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

You will:

As Professor of Aviation, you will work closely with the Head of College (Engineering and Aviation), provide leadership in Aviation course offerings, research, student recruitment, industry engagement and staff development, aligned with the strategic priorities, plans, policies and goals of the College

In this research-focused position, you will work closely with the Deputy Dean (Research) to lead and expand the college's aviation research capabilities. You will create an environment that promotes research productivity through enhanced industry and community engagement. You will implement the University's research strategy, encourage excellence and best practice, and support areas needing development.

You are responsible for:

- Leading the development of research opportunities in aviation and associated disciplines.
- Creating collaborative research programs that result in high-quality publications attracting grant funding and higher degree students.
- Building and maintaining links with relevant professional bodies, industry, and government.
- Mentoring and supporting your team to build team research capability and develop mechanisms to promote staff development and recognition in the relevant research areas.
- Management and supervision of research projects and contracts.
- Effectively managing relevant project budgets, as required by the Dean.
- Supervision of research higher degree students and undergraduate and postgraduate coursework students.
- Making a distinguished personal contribution to teaching at all levels and the enhancement of aviation courses to ensure relevance to industry needs.

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 improve and enhance staff and team performance continually.
- Understanding your responsibilities associated with approving staff leave and ensuring leave is approved according to operational requirements.
- Allocating and monitoring workload and addressing associated issues promptly.
- 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

Incumbents will need to exhibit the knowledge and educational requirements, skills and experience requirements, critical capabilities and motivational and job fit attributes required for the position.

Applicants please refer to the core requirements for the role (tabled below) and prepare a two page summary of how you best meet these requirements.

Knowledge and Education	Skills and Experience
Essential - Advanced qualifications and/or recognised significant experience in the aviation discipline. A position at this level would typically hold doctoral qualifications (PhD or equivalent) plus considerable experience in the relevant field (usually evidenced by an extensive research publication record in high-quality journals, proven track record of attracting competitive grants and supervision of research higher degree students), plus significant relevant work experience. - Active participation in the external research environment, including significant research funding programs and national priorities. - Extensive flight instructor experience in flight training institutions; or in the training or management division of an airline company; and hold a current or expired CPL/ATPL license in Australia. - Extensive knowledge of the aviation industry, and proven academic experience in the development and delivery of aviation programs at the university level, in accordance with the requirements of the aviation industry and CASA regulations (Part 61)	Essential - Academic leadership, including a record of building successful multi-disciplinary teams and driving performance in a large and complex organisational environment with proven capacity to successfully lead research teams, secure external funding (particularly Cat 1 funding) and mentor your colleagues to develop research capacity. - An active and internationally recognised research agenda and scholarship in one of the School's discipline areas. - Demonstrated success in teaching and curriculum development. - Demonstrated initiative and commitment to engage and form productive partnerships internally and externally with industry, and community stakeholders, including identifying research opportunities. Desirable - Experience in the following Aviation research areas, though not required, would be an advantage: human factors, safety, operations and logistics, strategic management, sustainability, law, passenger experience, data science, air traffic control and management, and advanced air mobility.
Critical capabilities	Motivational and Job Fit Factors
Achieves results - Motivates and inspires others to achieve or exceed performance expectations. Engages and connects - Works effectively with executive management and seeks opportunities to build on achieving high performance. Personal drive and integrity - Acts as a professional role model for colleagues, sets high personal goals, and take pride in their achievement. Shapes the future - Drives the university's strategic priorities and inspires a shared vision for its future. Communicates with influence - Works collaboratively to develop communication strategies and mechanisms which ensure that important messages are cascaded in a consistent, transparent 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. - Coaching others and fostering other people's professional development. - Being a high involvement-leader and influencing others by creating a participative and empowered environment.

Other job requirements

- International and domestic travel is a requirement for this position.
- CQUniversity has a strong focus on research. In this role, it is expected that you will have, and continue to develop, your research portfolio. The School of Engineering and Technology focuses its research in the following areas: Railway Engineering, Technology and Innovation; Intelligent Systems; Clean Energy; Building Forensics and Civil Engineering; Mechatronics, Automation, Aviation and Mobile Technology.