

INDIGENOUS SCHOLAR / LECTURER



Job No. 4200

- Part time (0.5) | Fixed term - 3 years
- Help develop culturally appropriate pathways for ATSI students within the School
- Provide educational leadership in teaching and learning

Your new opportunity

The School of Psychology, within the Faculty of Science, consists of academic staff, undergraduate students, postgraduate course work students and Research Higher Degree Candidates. The School's research is wide-reaching and covers areas such as neuroscience, cognition, learning, clinical, health, social, personality, human factors and applied psychology. The School has enviable research infrastructure including state-of-the-art EEG facilities, access to brain imaging equipment through the Hunter Medical Research Institute, well-equipped wet and dry laboratories and high performance computing facilities.

A unique opportunity exists to design, build and imbue a culturally-sensitive approach to undergraduate and postgraduate teaching in the School of Psychology. We seek to fill this role for a minimum **three year fixed term** period on a **part-time (0.5 FTE)** basis.

About your new role

Using your expertise you will provide educational leadership in teaching and learning at the course and program levels, you will be actively involved in developing culturally appropriate pathways and enabling opportunities for Aboriginal and Torres Strait Islander students in the School of Psychology. It is expected that you will provide a culturally-aware contribution to academic administration, research, curriculum development, program coordination, and working collaboratively across the Faculty and the University. This position may involve travel between our Ourimbah, Callaghan and Sydney campuses.

As part of the University's commitment to increasing Indigenous employment within its workforce, this role is a targeted Aboriginal and Torres Strait Islander position. The University holds an exemption under Section 126 of the Anti-Discrimination Act 1977 (NSW) in relation to its targeted recruiting programs.

About you

To be successful in this role you will possess well developed interpersonal and communication skills and be willing to engage in an exciting and dynamic academic environment. You will have familiarity with teaching in an online and face-to-face environment, and may have an emerging track record in peer-reviewed publications with some grant success.

We are looking for a leader in interdisciplinary research to assist in delivering the School's research objectives and contribute to the University's strategic research agenda. In addition, the successful applicant have the ability to work independently in a goal-directed manner as well as collaboratively with internal and external stakeholders.

Conditions & Benefits

Academic Level B - \$99,213 to \$117,817 pa (pro-rated for part time) plus contributory superannuation with Unisuper, attracting a generous employer contribution of 17%.

A range of flexible salary packaging options is also available.

Additional information on benefits and conditions of employment is available via these links;

<http://www.newcastle.edu.au/about-uon/jobs-at-uon/benefits-at-a-glance>

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<http://www.newcastle.edu.au/about-uon/jobs-at-uon>

Further Information

For additional information on the position contact Professor Kristen Pammer, Head of School, +61 2 4921 7980 or Kristen.Pammer@newcastle.edu.au

Submitting your application

Please note: your application must include;

- a statement addressing the selection criteria (4 pages max)
- your CV with contact details for three relevant referees.

Before submitting your application please read the important information and useful tips on what to include - available via this link: [Submitting your application](#)

Additional information about our application process is available via this link: [Application Process](#)

If you have any difficulties uploading your application please telephone HR Services (+61 2)4033 9999 - and press 2- during business hours (AEST) or email: employment@newcastle.edu.au

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POSITION DESCRIPTION – Academic Staff

Position Title	Indigenous Scholar/Lecturer
Academic Level	Level B
School / Unit	School of Psychology
Faculty / Division	Faculty of Science
Reports to	Head of School
Direct Reports	N/A
Indirect Reports	N/A
Contract Type	Part time (.5 FTE) Fixed term (5 years)

ROLE DESCRIPTION

The requirements for this position are to contribute to the strategic goals of the School of Psychology through excellence in research, teaching, honours supervision, and other professional activities. To be successful in this role you will have proven academic credentials, possess well developed interpersonal and communication skills and be willing to engage in an exciting and dynamic academic environment.

The successful applicant for this position will provide academic expertise and leadership to facilitate a culturally-sensitive approach to undergraduate and postgraduate teaching in the School of Psychology. The Appointee will be actively involved in developing culturally appropriate pathways and enabling opportunities for Aboriginal and Torres Strait Islander students in the School of Psychology. It is expected that the appointee to this position will advance the standing of the Faculty in teacher education by providing a contribution to academic administration, research, curriculum development, program coordination, and working collaboratively across the Faculty, the University. The successful applicant will also have familiarity with teaching in an online environment, supporting students to learn collaboratively in this context and an emerging track record in peer-reviewed publications and some grant success. In addition, the successful applicant will have strong communication, organisation and presentation skills, and the ability to work independently in a goal-directed manner as well as collaboratively with internal and external stakeholders. This position may involve travel between our Ourimbah, Callaghan and Sydney campuses.

As part of the University's commitment to increasing Indigenous employment within its workforce, this role is a targeted Aboriginal and Torres Strait Islander position. The University holds an exemption under Section 126 of the Anti-Discrimination Act 1977 (NSW) in relation to its targeted recruiting programs.

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OVERVIEW OF UNIT/SCHOOL AND POSITION CONTEXT

The School of Psychology, within the Faculty of Science, consists of academic staff, undergraduate students, postgraduate course work students and Research Higher Degree Candidates.

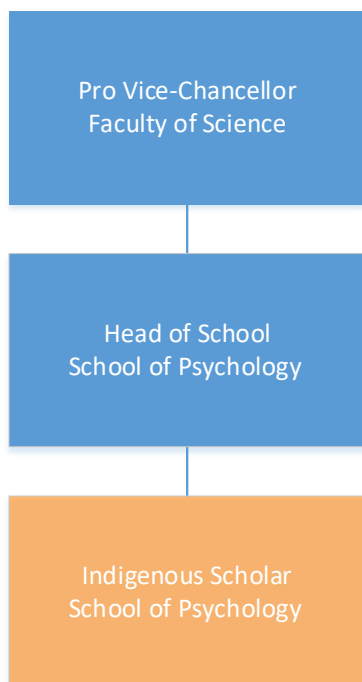
The School offers the following programs:

- A 3-year APAC accredited Bachelor of Psychological Sciences program
- A 1-year Bachelor of Psychological Sciences (Honours) program
- A 2-year Master's of Business Psychology (non-accredited)
- A 2-year APAC accredited Postgraduate program in Clinical Psychology
- A new 1 year Postgraduate Master's program in Professional Psychology ("5 + 1" model)

The School's research is wide-reaching and covers areas such as neuroscience, cognition, learning, clinical, health, social, personality, human factors and applied psychology. The School has enviable research infrastructure including state-of-the-art EEG facilities, access to brain imaging equipment through the Hunter Medical Research Institute, well-equipped wet and dry laboratories and high performance computing facilities.

The School is organised into four research groups, Social and Organisational, Health and Clinical, Cognitive, and Neuroscience. The successful candidate will be expected to contribute substantially to the teaching and research profile within the School.

ORGANISATION CHART



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ROLE RESPONSIBILITIES AND TYPICAL ACTIVITIES

Areas of accountability listed in approximate order of importance and time commitment

Area of accountability	Core Responsibilities & Typical Activities	Measures of Performance
Teaching and Learning Performance	<p>Deliver educational leadership in Teaching and Learning at the Course and Program levels by:</p> <ul style="list-style-type: none"> Updating and delivering courses and programs in various formats and locations (including online delivery and support). Demonstrating the application of continuous improvement methodologies to inform a positive student experience. This will include contributing to the regular review of course analytics, relevant quality assurance standards and other appropriate feedback/benchmarking data. Develop and implement strategies to address student attrition and deliver student retention outcomes at course level. With the support of senior academics, developing course material that integrates business/social/cultural enterprise/partnerships to deliver creative applications and opportunities for students consistent with contemporary labour force trends. 	Meet the core requirements for Level B academic staff listed under teaching and learning in the Academic Performance Expectation Framework.
Research and Innovation	<p>Lead interdisciplinary research to deliver the School's research objectives and contribute to the University's strategic research agenda.</p> <p>Build research productivity and develop international recognition for the School of Psychology in line with the Performance Expectations Framework for Academic Staff, including generating quality publications.</p>	Meet the core requirements for Level B academic staff listed under research and innovation in the Academic Performance Expectation Framework.
Service and Engagement	<p>Collaborate with colleagues to contribute to the University and its academic community by assisting the School in delivering a range of administrative functions.</p> <p>Contribute to the School and/or Faculty governance by serving on committees and proactively participating in initiatives/activities.</p> <p>Contribute to the discipline through membership of professional associations / committees, and through an emerging public profile.</p>	<p>Meet the core requirements for Level B academic staff listed under service and engagement in the Academic Performance Expectation Framework.</p> <p>Using the PEF develop suitable KPIs.</p>

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POSITION CHARACTERISTICS

Organisational Knowledge	Be aware of University, Faculty and School strategic objectives and the key proprieties relevant to this position.
Professional / Industry Knowledge	Keep up-to-date with development in the sector/discipline that may affect own or team's activities and student outcomes.
Level of supervision / independence	Accountable for personal and team goals and performance targets. Supervise and mentor students and HDR students.
Problem solving and judgement	The position requires sound judgement in developing professional practice networks and relationships. Complex problem solving is required in developing and delivering research agendas and incorporating research into teaching outcomes.
Key relationships (internal & external) & immediate team	Build and maintain the University's reputation by forging positive relationships with UON academic and professional staff, students and external stakeholders. The role requires the development of a global network to support research and teaching activities.
Challenges	External pressure faced by the University and wider sector.
Special Characteristics	Travel to Ourimbah Campus may be required.
WWC Check Required	NA
Criminal Record Check required	NA

EXPECTED BEHAVIOURS

The role is expected to display personal qualities and behaviours consistent with an Individual Contributors as outlined in the [Leadership Framework](#).

The UON Leadership framework describes six leadership capabilities for both academic and professional staff. At UON leaders; shape the future, engage beyond the University, work collaboratively, strive for excellence, drive performance and show courage and respect.

At UON we recognise that while leaders exist at all levels, people face different challenges and demands depending on their leadership level. For each Leadership Capability the behaviours reflect how each capability can be observed at different leadership levels in the University.

INHERENT REQUIREMENTS

This Position Description outlines the major accountabilities/responsibilities and the selection criteria against which candidates suitability for the position are assessed. As such there are specific job

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requirements that are referred to as Inherent Requirements. Inherent Requirements refer the ability of the candidate/incumbent to:

- * Perform the essential duties and functional requirements of the job;
- * Meet the productivity and quality requirements of the position;
- * Work effectively in the team or other type of work organisation concerned; and
- * Do the job without undue risk to own or others health, safety and welfare at work.

An applicant who has any injuries, illness, disorder, impairment, condition or incapacity that may affect the ability to perform the inherent requirements of the position are encouraged to discuss this with the University to assist in the process of identifying reasonable adjustments that may be required to enable the candidate/incumbent to perform the duties of the position.

ESSENTIAL CRITERIA

- Identification as an Australian Aboriginal and/or Torres Strait Islander. The University of Newcastle considers that being of Aboriginal and/or Torres Strait Islander descent is a requirement as identified in the University's Aboriginal and Torres Strait Islander Peoples Employment Strategy.
- A PhD in Psychology, or commitment to completing a PhD in Psychology.
- Demonstrated experience in effective communication with Aboriginal and Torres Strait Islander peoples
- Demonstrated experience with the effective development and implementation of Aboriginal and Torres Strait Islander education programs based on an understanding that privilege Indigenous Knowings.
- Understanding of issues around alternate modes of educational offering for Aboriginal and Torres Strait Islander peoples.
- Demonstrated experience in curriculum development, and teaching in Psychology courses at tertiary level
- Demonstrated commitment to excellence in education/ teaching at the undergraduate and/or postgraduate levels, with an ability to successfully supervise high quality Honours/Masters/PhD projects (as appropriate) and to develop a research team involving students.
- An emerging track-record in peer-reviewed publications and grant success, with a commitment to ongoing high-quality publications and grant success.
- Ability to work independently in a goal-directed manner as well as collaboratively with other staff and external providers
- Excellent communication, organisation and presentation skills
- Knowledge of health and safety responsibilities and commitment to attending relevant health and safety training

PD Last reviewed:	January 2020
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