POSITION DESCRIPTION

POSITION INFORMATION

POSITION TITLE: Associate Professor in Psychology

WORK AREA POSITION CODE: (To be allocated by Human Resources)

FUNCTIONAL UNIT: School of Psychology (Vic)

FACULTY/ORGANISATIONAL UNIT: Faculty of Health Sciences

CAMPUS/LOCATION: Melbourne

NOMINATED SUPERVISOR (TITLE): National Head of School

CLASSIFICATION/LEVEL: Level D

EMPLOYMENT TYPE: Full-time, Continuing

A period of probation may be attached to this position.

REMUNERATION & BENEFITS: A wide range of benefits are provided to staff. These include generous leave options; flexible working arrangements; comprehensive professional development programs; salary packaging benefits as a rebateable employer; reward and recognition programs and a range of wellbeing options.

SUPERANNUATION: The University will contribute an amount equivalent to 9.5% or 17% of gross annual salary to superannuation dependent on salary level, length of appointment or age.

DATE DEVELOPED/ REVIEWED: September 2016
AUSTRALIAN CATHOLIC UNIVERSITY

Mission Statement:
Within the Catholic intellectual tradition and acting in Truth and Love, Australian Catholic University is committed to the pursuit of knowledge, the dignity of the human person and the common good.

Australian Catholic University (ACU) welcomes students and staff of all beliefs. It is committed to a strong Catholic ethos and seeks to foster and promote teaching and learning, research and scholarship, and community engagement in the Christian tradition.

The University shares with universities worldwide a commitment to quality in teaching, research and service. It aspires to be a community characterised by free enquiry and academic integrity.

The University chooses to focus on areas of teaching and research that are closely connected with its particular character as a University that is, Catholic, public and national. The focus areas are Theology and Philosophy, Health, Education and, the Common Good and Social Justice.

ACU has over 2,000 staff supporting more than 30,000 students across seven campuses – Adelaide, Ballarat, Brisbane, Canberra, Melbourne, North Sydney and Strathfield.

The structure to support this complex and national University consists of:

- Provost
- Deputy Vice-Chancellor Research
- Deputy Vice-Chancellor Students, Learning and Teaching
- Chief Operating Officer

Each portfolio consists of a number of Schools, Directorates or Institutes;

- Five Associate-Vice-Chancellors or Campus Deans that focus on the University’s local presence and development of the University at the local ‘campus’ level; and
- A Directorate of Identity and Mission that drives both the Identity and the Mission of the University and includes a number of Institutes and Directorates.

The University is committed to performance excellence and offers an environment where staff are valued and rewarded. Further information about a career with ACU is available at www.acu.edu.au.

FACULTY OF HEALTH SCIENCES
The Faculty of Health Sciences has courses in counselling, environmental science, exercise physiology, exercise science, mental health, midwifery, nursing, occupational therapy, paramedicine, physiotherapy, psychology, public health, social work and speech pathology.

Our vision is to provide caring and prepared graduates who promote health and prevent illness for Australia’s health and sports industries, and provide quality healthcare for vulnerable communities such as the Indigenous, elderly and disabled.

The Faculty of Health Sciences is located across six campuses of ACU and is structured into six academic organizational units comprising:
The Faculty’s courses are developed within the Catholic intellectual tradition with the goal of preparing graduates in health with an emphasis on social justice and equity, and sustainability. Further information about the Faculty can be found at: http://www.acu.edu.au/about_acu/faculties_institutes_and_centres

SCHOOL OF PSYCHOLOGY
The national School of Psychology, located within the Faculty of Health Sciences, offers courses on three campuses located in Melbourne, Strathfield (Sydney) and Brisbane. The programs offered include an accredited undergraduate and fourth-year psychology sequence, professional Master of Psychology programs with specialisations in clinical and in educational and developmental psychology, combined MPsych/PhD degree programs, and undergraduate and postgraduate programs in counselling. In addition, the Master of Professional Psychology ("5 plus 1") course was introduced in 2013 on the Brisbane campus and in 2014 on the Melbourne campus.

The School has a strong emphasis on quality research and research training outcomes, and is developing a key presence in the emerging Health Research Institutes at ACU. The research activities of staff relate to three overlapping areas of strength: (i) cognition and applied cognitive neuroscience; (ii) developmental and educational psychology, and (iii) clinical and health psychology. The School has a number of leading researchers of international profile in these areas. It boasts new laboratory facilities on each campus, supports for early career researchers and scholars, and productive onshore and offshore collaborations including a number of joint appointments of esteemed international academics from the Netherlands, USA, UK, and Switzerland.

ACU has significantly enhanced the staffing profile and funding of research in psychology. Specifically, ACU has recently employed a number of highly productive senior researchers and postdoctoral research fellows, and directed funding to PhD scholarships. It has established the Institute for Positive Psychology and Education (IPPE) in Sydney in which are located some of Australia’s most successful psychology researchers, including one Future Fellow and one DECRA recipient. These developments have dramatically changed the research culture of the discipline at ACU, the quality of research outputs, as well as the intellectual environment in which HDR students are trained. The intellectual environment has been significantly strengthened through the recruitment of four international professorial fellows, all with distinguished track records, enabling the discipline to extend its collaborations across North America, and Europe. This has promoted staff and student exchanges which are yielding quality outputs and international funding opportunities. In 2015, the Excellence in Research for Australia (ERA) has ranked Psychology in ACU as “well above world standard”.

Through this research intensification program, ACU has invested considerable resources in clinical and developmental psychology at the School of Psychology Melbourne campus, including the appointment of an internationally renowned visiting professorial fellows, large research grants to support research in these areas and the appointment of Research Fellows.

POSITION PURPOSE
The Associate Professor role will add to the administrative and academic leadership team at the Melbourne campus and take full advantage of this enhanced research environment. Ideally, the School is seeking candidates with expertise in clinical psychology or educational and developmental psychology who can provide academic leadership for our postgraduate programs. A research track record and ability to provide academic leadership is desirable, especially within either Clinical or Developmental Psychology.

As an academic leader, this role will display the critical competencies and behaviours expected by the university, as outlined in its Leadership Competency Framework and the Minimum Standards for Academic Levels (MSALs).

**POSITION RESPONSIBILITIES**

The Associate Professor will:

- Provide academic leadership to the postgraduate psychology programs on the Melbourne campus.
- Provide teaching and/or supervision into the postgraduate psychology programs on the Melbourne campus.
- Provide administrative leadership either through leadership of learning and teaching activities in the School of Psychology or through supervision of staff.
- Supervise HDR, honours and Master students in the School of Psychology.
- Establish productive research collaborations.
- Maintain and develop a track record of high quality research outputs of international significance.
- Attract competitive research funds to ACU.
- Participate in School, Faculty and University committees and related activities
- Support leadership in achieving the strategic intent of the University and implementing the strategic initiatives at a Faculty and School level.
- Any other duties (teaching or non-teaching related) at the request of the National Head/Deputy Head of the School of Psychology.
LEADERSHIP COMPETENCIES

The identified leadership competencies to perform effectively in the role, along with the required technical skills, knowledge and experience, will be used to assess the staff member’s suitability for the role.

Preserves our Essential Character

<table>
<thead>
<tr>
<th>Displays Integrity</th>
<th>Delivers Excellence</th>
<th>Demonstrates Interpersonal Understanding</th>
</tr>
</thead>
<tbody>
<tr>
<td>Demonstrates confidence and courage in achieving ACU’s Mission, Philosophy and Values.</td>
<td>Takes personal accountability for achieving high quality outcomes.</td>
<td>Actively listens to understand others’ thoughts, feelings and concerns.</td>
</tr>
<tr>
<td>1. Acts in a manner consistent with ACU Mission, Philosophy and Values</td>
<td>1. Takes accountability for delivering results</td>
<td>1. Listens and responds appropriately to others</td>
</tr>
<tr>
<td>✗ 2. Acts on ACU Values even when it is hard to do</td>
<td>2. Acts to make incremental improvements</td>
<td>✗ 2. Shows genuine interest in others</td>
</tr>
<tr>
<td>3. Acts on ACU Values even when significant cost or risk is associated with doing so</td>
<td>3. Sets and works towards stretch goals</td>
<td>3. Understands and anticipates others’ emotions</td>
</tr>
<tr>
<td>✗ 4. Creates an environment that nurtures integrity in others and the achievement of ACU’s Mission, Philosophy and Values</td>
<td>4. Takes calculated risks</td>
<td>4. Develops a deep understanding of others</td>
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Works Collaboratively

<table>
<thead>
<tr>
<th>Works in Teams</th>
<th>Leads and Develops Others</th>
<th>Influences Effectively</th>
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<tbody>
<tr>
<td>Sees the benefit of collaboration and works cooperatively across ACU to deliver shared goals.</td>
<td>Energises and develops ACU staff. Creates a climate in which our staff want to do their best.</td>
<td>Gains the support of others for courses of action that benefit the University.</td>
</tr>
<tr>
<td>1. Co-operates</td>
<td>1. Provides clarity</td>
<td>1. Communicates based on facts and logic</td>
</tr>
<tr>
<td>2. Seeks input</td>
<td>2. Enables the team to function effectively</td>
<td>2. Tailors approach to the audience or situation</td>
</tr>
<tr>
<td>3. Collaborates</td>
<td>3. Engages and empowers the team</td>
<td>✗ 3. Influences others using appropriate communication strategies</td>
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Leads our Future Success

<table>
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<tr>
<th>Displays Business Acumen</th>
<th>Demonstrates Confidence</th>
<th>Leads Change</th>
</tr>
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<tbody>
<tr>
<td>Recognises that ACU is a business and seizes opportunities to improve the commercial viability of the University.</td>
<td>Displays the inner confidence to take risks and make timely and effective decisions. Shows confidence in own judgment and actions.</td>
<td>Displays openness and resilience to change, inspires others to change and acts to make change happen.</td>
</tr>
<tr>
<td>1. Understands the importance of commercial success</td>
<td>1. Acts confidently</td>
<td>1. Accepts and understands change</td>
</tr>
<tr>
<td>✗ 2. Demonstrates some awareness of commercial implications</td>
<td>2. Displays self-belief</td>
<td>2. Adapts working practices</td>
</tr>
<tr>
<td>✗ 4. Creates new commercial opportunities for ACU</td>
<td>4. Shows great courage</td>
<td>4. Prepares the ground for change</td>
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SKILLS, KNOWLEDGE AND EXPERIENCE (SELECTION CRITERIA)

Essential

1. A PhD in Psychology.
2. General registration with AHPRA as a psychologist and area of practice endorsement in clinical and/or educational and developmental psychology.
3. Be approved by Psychology Board of Australia to provide clinical supervision.
4. Strong leadership, relationship and emotional intelligence skills.
5. Effective operational and administration management skills developed in a tertiary or public sector style environment.
6. Demonstrated ability to build effective research partnerships with collaborators in order to achieve high quality research outcomes.
7. Demonstrated track record of research leadership, including high quality publications and competitive research grants.
8. Demonstrate a commitment to working in an environment of performance excellence, guided by ACU's Service Principles.
9. Demonstrate an awareness of the University's Mission and Catholic ethos and demonstrate an understanding of how this role serves the Mission;
10. Demonstrate commitment to cultural diversity and ethical practice principles, and demonstrate knowledge of equal employment opportunity and workplace health and safety, appropriate to the level of the appointment.

Desirable

1. Evidence of success in building productive team/s of researchers, including HDR students, postdoctoral researchers, and early career researchers.
2. Track record of leadership roles in research organisations and/or senior editing roles of high quality journals in the field.

Minimum standards for an Academic at Level D

A Level D academic will normally make an outstanding contribution to the research and/or scholarship and/or teaching and administration activities of an organisational unit, including a large organisational unit, or interdisciplinary area.

A Level D academic will make an outstanding contribution to the governance and collegial life inside and outside of the institution and will have attained recognition at a national or international level in his or her discipline. He or she will make original and innovative contributions to the advancement of scholarship, research and teaching in his or her discipline.