

Position Description

Associate Professor in Leadership and Learning Sciences

Position No:	NEW
Business Unit:	Provost
Division:	School of Education
Department:	Education
Classification Level:	Level D Teaching & Research
Employment Type:	Full-Time, Continuing
Campus Location:	Campus Independent
Other Benefits:	http://www.latrobe.edu.au/jobs/working/benefits

Further information about:

La Trobe University - <http://www.latrobe.edu.au/about>

Position Context/Purpose

A Level D teaching and research academic is expected to be recognised nationally/internationally as a contributor to the development of their discipline or profession. They will provide leadership and foster excellence in teaching and learning in their discipline. They will provide leadership in developing curriculum and teaching and undertake high quality and/or high impact research/scholarship.

The School of Education has gone through a period of renewal and has adopted an ambitious strategic plan that is intended to reinvigorate the School's research and coursework portfolio and connectivity with stakeholder groups and industry.

The position is expected to make contributions to the teaching and research objectives of the School of Education. Leadership in areas such as student experience, academic staff development, teaching and learning innovation and initiatives, research innovation and projects is an essential element of the work of the School in achieving its strategic goals.

The position holder will be an expert in leading educational change within the Australian education policy framework. The incumbent will lead teams to design innovative and effective curriculum which reflects best practice in educational leadership and evidence-based pedagogy at state, national and international levels, utilising various orientations and methodologies including online and blended learning. They will advise others on current trends in educational leadership and policy reform in transforming school and education system changes. The position holder will provide expertise and mentoring to others in professional practice, leadership principles, and leading pedagogical change in context, at subject and course level. They will have a program of research in the area of educational leadership and evidence-based pedagogy with quality research outputs including opportunities to attract external research funding in this area. The position holder will have strong partnership links with education stakeholders and school based leaders, at a state, national and international level.

The position holder will be required to undertake travel to other La Trobe University campuses.

For all duties and key selection criteria, candidates must demonstrate the necessary experience and capability, at the appropriate level, for the role as described in the position context.

Duties at this level will include:

- Develop, teach and coordinate subjects and courses at undergraduate and postgraduate levels that engage and motivate students whilst providing a high quality learning experience.
- Strengthen the existing capability of La Trobe University and further enhance its reputation as a leader in learning and teaching.
- Lead the development, design and review of curriculum and/or programs of study.
- Proven ability to encourage intellectual development and career aspirations of students.
- Make an outstanding contribution to the governance and collegial life inside and outside the University.
- Make a leading/national contribution to scholarship of learning and teaching and disciplinary teaching pedagogy and evidence-based research.
- Conduct and lead outstanding innovative and high impact research and produce conference and seminar papers and publications arising from the research.
- Lead and manage large research projects and/or teams and play a major role in all aspects of major research projects.
- Publish in leading (international where appropriate) journals and/or invited presentation at international conferences.
- Supervise Higher Degree by Research (HDR) and major Honours or postgraduate research projects.

- Obtain necessary research funding from contracts/grants/consultancies.
- Participate in discipline-based mentoring and coaching of more junior colleagues to develop their teaching and research knowledge and performance.
- Mentor and develop the teaching/research performance of more junior colleagues.
- Build and own partnerships with potential domestic and international partners.
- Promote and represent the University and discipline/profession by participating in appropriate local, national and international organisations and events.
- Undertake other duties commensurate with the classification and scope of the position as required by the Associate Deans or Dean.

Essential Criteria

Skills and knowledge required for the position

- Completion of a PhD or equivalent accreditation and standing recognised by the University/profession as appropriate for the relevant discipline areas.
- Demonstrated effectiveness and leadership in curriculum development and teaching with a proven commitment to excellence in teaching.
- Record of attracting honours/research students and successful supervision
- Evidence of effective contributions to leadership and management at the Department/School/College or University level.
- Distinguished record of nationally and/or internationally recognised independent research, with evidence of its impact and significance.
- Strong record of publications, including papers in leading international journals and/or invited presentation at international conferences.
- Successful record of external research funding through grants/contracts/consultancies.
- Excellent oral and written communication skills, including the ability to interact effectively with people for a diverse range of backgrounds
- Proven ability to build sustainable relationships with a range of industry partners and evidence of the ability to promote research links with outside organisations/agencies.
- Proven leadership skills with a demonstrated capacity to manage and mentor less senior teaching and research staff.
- Demonstrated ability to work collaboratively and productively with staff and students from a diverse range of backgrounds.
- Demonstrated ability to work as a member of a team in a collaborative and collegial manner.

Desirable Criteria

- Graduate Certificate in Higher Education or equivalent

Capabilities required to be successful in the position

- Demonstrated commitment to reflective practice and self-development, identifying and challenging own biases, responding to others with empathy and evaluating the way own behaviour impacts team culture and performance.
- Ability to inspire and motivate others towards shared objectives, actively facilitate communication and two-way feedback across the University and create a safe, inclusive, high-performing team culture – consistently modelling and enabling accountability, connection, innovation and care.
- Demonstrated creative, critical and systems thinking, ability to promote a culture of innovation within local area, enabling staff members to evaluate current work practices and identify solutions to local and organisational problems.

- Ability to operationalise strategy, adapt quickly to disruption and successfully lead people through change – building a culture in which staff members actively contribute to the improvement of local and organisational practice.

Essential Compliance Requirements

To hold this La Trobe University position the occupant must:

- hold, or be willing to undertake and pass, a Victorian Working With Children Check; AND
- take personal accountability to comply with all University policies, procedures and legislative or regulatory obligations; including but not limited to TEQSA and the Higher Education Threshold Standards.

Other Information

The position description is indicative of the initial expectation of the role and subject to changes to University goals and priorities, activities or focus of the job.

Position Flexibility

La Trobe University is committed to providing a diverse, inclusive and respectful working environment for all staff. We offer flexible work arrangements that can assist you in balancing your work and other responsibilities.

Why La Trobe:

- Develop your career at an innovative, global university where you'll collaborate with community and industry to create impact.
- Enjoy working on our inspiring and stunning campuses – the perfect hub for industry, students and academics
- Help transform the lives of students, partners and communities now and in the future

This is more than just a job. Working at La Trobe offers opportunities to demonstrate excellence and transform lives.

Here, you'll join exceptional people, partners and communities, who power our operations with ambition and purpose.

We are forward-looking and culturally inclusive. We continuously review, improve and transform our processes to embrace new, flexible approaches. That means you'll always have the opportunity to succeed and make a difference.

La Trobe's Cultural Qualities:

WE ARE CONNECTED



We are **connected** to each other and the communities around us. We engage with those communities to learn from our past, inform our present and impact our future.

WE ARE INNOVATIVE



We are **innovative** in tackling the most important issues of our time. We are inquisitive and seek to develop new ideas that positively impact the way we work and the world around us.

WE ARE ACCOUNTABLE



We are **accountable** for what we do and share a commitment to excellence. We are courageous and respectful in the way we hold ourselves and each other to account.

WE CARE



We **care** about what we do and value the power of education and research. We care about each other and strive to create a safe and inclusive community.

For Human Resource Use Only

Initials: Date: