



Position Title:	Lecturer (Work Psychology)
Position Classification:	Level B
Position Number:	NEW
Faculty/Office:	Faculty of Science
School/Division:	School of Psychological Science
Centre/Section:	
Supervisor Title:	Professor and Head of School
Supervisor Position Number:	315526

Your work area

The Faculty of Science is internationally renowned for its excellence in teaching and research. The University of Western Australia is rated above world standard in 24 of 26 (92%) of the science fields of research. The diverse nature of the Faculty of Science provides unique opportunities for research and student training. The Faculty is, therefore, well-positioned to play a leading role in defining Australia's future. We have world leading expertise across a diversity of disciplines embracing agricultural, biological, chemical, earth, environmental, human, molecular and psychological sciences. This excellence is founded on our core, disciplinary strengths. We are building on these core strengths to deliver an innovative, cross-disciplinary research agenda through six strategic research themes where our expertise at UWA is ideally placed to have a transformative impact. These themes are: Preventing, Diagnosing and Treating Disease; Energy and Mineral Resources for a Sustainable Future; Furthering Knowledge and Serving Humanity; Managing and Restoring the Natural Environment; Feeding the World; and Enhancing Physical, Mental and Social Wellbeing and Performance.

The School of Psychological Science comprises over 60 staff who deliver a world-class research and education experience to approximately 5000 undergraduate and postgraduate coursework students. The School is also responsible for the research training of over 130 PhD students, many of whom have been awarded PhD scholarships. The School is research intensive with internationally recognized expertise in Industrial and Organisational Psychology/Business Psychology, Human Factors, Perception, Cognition, Developmental Psychology, Social and Personality Psychology, Clinical Psychology, and Clinical Neuropsychology. The School also hosts the Centre for Advancement into Research in Emotion (CARE) headed by ARC Laureate Fellow, Professor Colin MacLeod. Since 2015, the School has attracted \$15.6M in competitive schemes (e.g., Australian Research Council, National Health and Medical Research Council) and through national and international industry partnerships (e.g., Defence Science and Technology Group, Chevron Energy Technology, Neurotrauma Research Program, and Rio Tinto).

The School's strengths have been recognised internationally, with Psychology at UWA ranked in the top 50 in both the QS World University rankings by subject, and in the top 100 in recent ARWU rankings. UWA has received the highest rating (5: well above world standards) for Psychology in each of the four rounds of the national Excellence in Research for Australia (ERA) evaluations: an achievement matched by only one other Australian university. These rankings reflect the quality of the staff in the School, our strong undergraduate and postgraduate programs, the School's capacity to attract substantial research grant funding and the high citation rates of our publications, particularly in Applied Psychology (e.g. Industrial and Organisational, Human Factors, Clinical, Health, and Neuropsychology).

The School runs advanced postgraduate courses, including a new Masters in Business Psychology, in Masters of Industrial and Organisational Psychology, Clinical Psychology, Clinical Neuropsychology, and Graduate Diplomas in Autism Diagnosis and FASD Diagnosis. We collaborate in our supervision of these students through strong links with The School of Human Science, The School of Medicine, The Business School and the Energy and Minerals Institute, and the school houses excellent facilities for Business Psychology and Industrial and Organisational Psychology research and training.

The School is looking to appoint an exceptional individual to build on this current capacity in Business and Industrial and Organisational Psychology, and Organisational Behaviour.

For further information, please contact the Head, School of Psychological Science, Professor Romola Bucks romola.bucks@uwa.edu.au.

In addition, for further information about the Business Psychology program, contact Dr Lisette Kanse (Director, lisette.kanse@uwa.edu.au) and for the Industrial and Organisational program or queries about registration as an industrial and organisational psychologist in Australia, please contact Liz Pritchard (Director, liz.pritchard@uwa.edu.au). For information about organisational behaviour research at UWA, please contact Associate Professor Shayne Loft, shayne.loft@uwa.edu.au.

Reporting Structure

Reports to: Head of School

Your role

The appointee will be expected to play a significant part in further developing the international research reputation of the School, especially in the field of Business or IO Psychology. The role carries the expectation that the individual will attract research funds and develop collaborations with research partners within and outside the School. The role includes teaching in the undergraduate, honours, and/or postgraduate Business or Industrial and Organisational (IO) Psychology programs, supervising research students at honours and postgraduate levels, and, if appropriate, helping to supervise students on Business/IO Psychology placements. The appointee will also play a key role in the development of research-led teaching and evidence-based practice in the field of Business or IO psychology. The appointee will contribute to the core service activities of the School and Faculty and to the University's community and engagement agenda.

Key responsibilities

RESEARCH & SCHOLARSHIP

Create significant new knowledge in Psychology and disseminate it through means that will enhance the reputation of the School and the University (e.g., publication in highly ranked peer reviewed journals of international standing).

Join or develop a research team to initiate research in local, national and international arenas.

Develop a network of contacts with local, national and international universities for the purposes of research collaboration and the enhancement of the reputation of the School and the University.

Either as an individual or as part of a team, play a role in bids for major research funding from national competitive funding agencies, from international funding agencies, and from industry and government partners.

TEACHING & LEARNING

Contribute and commit to high quality teaching, and unit coordination.

Provide high quality supervision of Honours, Masters and PhD research projects.

Contribute to developing undergraduate and postgraduate education policy and curricula to ensure an excellent student experience.

Develop industry partnerships for research, and for student research and placement opportunities in those industries.

SERVICE

Contribute to the governance and collegial life within the School, across the Faculty and University and more broadly outside the institution.

Work within the legislative requirements of the University and support the University's commitment to equity.

Represent the University of Western Australia through involvement in professional associations, conferences, and other external activities.

Attend School and Faculty meetings as required.

Other duties as directed by the Head of School.

Your specific work capabilities (selection criteria)

Hold a PhD qualification with a specialty in Business Psychology, Industrial and Organisational Psychology, or Organisational Behaviour, or a related discipline.

Have a good track-record in Business Psychology, Industrial and Organisational Psychology, or Organisational Behaviour research with publication in high quality journals, and with successful funding applications, relative to opportunity.

Have experience in delivering high quality research-led teaching in Business Psychology, Industrial and Organisational Psychology, or Organisational Behaviour or a related area with a commitment to continuous improvement, enhancing the student experience, and curriculum development.

Have expertise in Leadership, Coaching, Business-related Research Methods, and/or Organisational Design.

Demonstrate evidence of good supervision of Honours, Masters and/or PhD students.

Have a substantiated collegiate attitude, evidence of effective teamwork and a demonstrated ability in working with diverse groups both internally with the different Schools and Faculties and externally with industry and government personnel to develop collaborative research and research training projects.

Demonstrate strong interpersonal and communication skills, particularly in liaison with university colleagues, and/or governments or industry, as relevant.

DESIRABLE

Hold, or demonstrate eligibility for general registration with the Psychology Board of Australia.

Hold, or demonstrate eligibility for an area of practice endorsement in Industrial and Organisational Psychology.

Hold, or demonstrate eligibility to be an approved placement supervisor with the Psychology Board of Australia.

Special Requirements

NA

Compliance

Workplace Health and Safety

All supervising staff are required to undertake effective measures to ensure compliance with the Occupational Safety and Health Act 1984 and related University requirements (including Safety, Health and Wellbeing Objectives and Targets).

All staff must comply with requirements of the Occupational Safety and Health Act and all reasonable directives given in relation to health and safety at work, to ensure compliance with University and Legislative health and safety requirements.

Details of the safety obligations can be accessed at <http://www.safety.uwa.edu.au>

Equity and Diversity

All staff members are required to comply with the University's Code of Ethics and Code of Conduct and Equity and Diversity principles. Details of the University policies on these can be accessed at http://www.hr.uwa.edu.au/publications/code_of_ethics, <http://www.equity.uwa.edu.au>