

Position Title	Lecturer [Applied Psychology / Organisational Psychology]
Classification	Level B (Teaching and Research)
School/Division	[School of Psychological Science]
Supervisor Title	Head of School
Supervisor Position Number	315526
Position Number	321604

Your work area

Established in 1930, the School of Psychological Science at UWA has consistently been at the forefront of psychological research, nurturing first-rate scientists and practitioners well-versed in the theory, research, and practice of the discipline. Our commitment to excellence is evident in our international recognition, with Psychology at UWA ranked 50th in the QS World University rankings. Moreover, in each of the last three rounds of the national Excellence in Research for Australia (ERA) evaluations, Psychology at UWA has received the top rating of 5 (well above world standards). These accolades highlight the expertise of our staff, the strength of our undergraduate and postgraduate programs, our ability to secure substantial research grant funding, and the impact of our research on the academic, professional, and wider communities.

The School runs a highly sought after APAC accredited Master of Industrial and Organisational Psychology course, which can be completed stand-alone or in combination with a PhD. In parallel with this course, the School also offers an internationally well-regarded Master of Business Psychology, as well as a condensed Graduate Certificate in Business Psychology. Teaching delivery modes are in-person, as well as interactive online.

The Industrial and Organisational Psychology and related disciplines in the School (e.g., Human Factors) have been highly productive in research, training and industry engagement over the last couple of years, attracting significant research funds from national competitive schemes and through industry partnerships. There is also substantial collaboration between Psychology and the Management and Organisations group within the UWA Business School, which brings critical mass to research in Industrial and Organisational Psychology and related disciplines within the University. The School and University regard business psychology as a significant, strategic growth area.

The School of Psychological Science comprises over 40 teaching and research staff who deliver a world-class research and education experience to thousands of undergraduate and postgraduate coursework students. The School is also responsible for the research training of over 120 PhD students, many of whom have been awarded PhD scholarships. The School is research intensive with internationally recognized expertise in Industrial and Organisational Psychology, Human Factors, Social and Personality Psychology, Cognitive Neuroscience, Perception, Developmental Psychology, Clinical Psychology and Clinical Neuropsychology. The School also hosts the WA Centre for Road Safety Research, the WA Centre for Mental Health Research and the Centre for the Advancement of Research on Emotion. The School houses a variety of research and training facilities, including the Psychology at Work Lab focused on the application of psychology to workplace settings, and state-of-the art laboratories that include simulations of air traffic control, driving, unmanned vehicle control, and submarine control rooms. The School has an excellent track record of funding success, from national competitive schemes (e.g., Australian Research Council Discovery and Linkage Grants) and through national and international industry partnerships (e.g., Neurotrauma

Research Program, Defence Science and Technology Group, The Office of Naval Research Global (U.S), The Asian Office of Aerospace and Development, Chevron Energy Technology).

Reporting structure

Reports to: Head of School

Your role

This position will undertake independent teaching and research in the area of Applied Psychology/ Organisational Psychology. Key responsibilities will include teaching, research, supervision and service to the School, University and discipline.

The appointee will be expected to play a significant part in further developing the international research reputation of the School, especially in Applied/Organisational Psychology and related disciplines. The role carries the expectation that the appointee will attract research funds, develop and maintain connections with industry stakeholders, and collaborate with researchers within and outside the School. The appointee will also play a key role in the development and delivery of research-led teaching and evidence-based practice in the Masters of Industrial and Organisational Psychology and Business Psychology courses. As part of this role, the appointee is expected to teach in these courses, and supervise Honours, Masters, and PhD research projects. There is also the opportunity for the appointee to supervise Industrial and Organisational Psychology student placements projects that would enhance their connections with industry.

Your key responsibilities

Contributes to outstanding teaching and learning outcomes

- Contribute to world-class teaching in the degree programs of the School at both Undergraduate and Postgraduate levels; undertake administrative duties as required for effective teaching unit coordination (including online teaching).
- Contribute to developing undergraduate and postgraduate education policy and curricula to ensure an excellent student experience.
- Provide high quality supervision of Honours, Masters and PhD students' research projects.
- Contribute and commit to high quality teaching, and unit coordination.
- Design and implement best practice assessment of student learning outcomes and participate in assessment panels.

Contributes to research outcomes within discipline or area of expertise

- Create significant and reliable 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).
- Either as an individual, or as part of a team, play a major role in applications for research funding from national and international competitive funding agencies, industry and government partners.
- Undertake independent and collaborative research to generate research outputs of high impact, including creating and leading cross-disciplinary research initiatives in local, national and/or international arenas.
- Communicate research findings through scientific publications, reports, meetings and teaching.
- Engage with 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.

- Attract and recruit quality postgraduate students and linkages with postdoctoral research fellows.

Service and Engagement

- Contribute to the governance and collegial life within the School, across the University and more broadly outside the institution.
- Work within the legislative requirements of the University and support the University's commitment to inclusion and diversity.
- Represent the University of Western Australia through involvement in professional associations, conferences, non-academic (e.g. government, not-for-profit, industry) partnerships, and other external activities.
- Maintain current knowledge of standards of practice and required student assessment procedures and ensure these are completed to required standard and time frame
- Contribute to team activities such as team and school meetings, strategic planning and program development.
- Undertake administrative duties as required in relation to the above teaching and research supervision.
- Perform other duties as directed by the Head of School.

Your specific work capabilities (selection criteria)

Qualifications and / or certifications

- PhD in an academic field relevant to the discipline or other higher professional qualifications appropriate to the discipline.

Teaching and learning

- Capacity to deliver innovative teaching approaches, assessment and materials for units and courses.
- Demonstrated commitment to inclusive teaching practices to extend equality of opportunity for all learners, including online students.

Research

- A demonstrable track record in excellence and integrity in research evidenced by peer-reviewed journal articles published in high quality journals, relative to opportunity.
- A demonstrable emerging track record of successful competitive funding applications and/or sponsored research agreements, relative to opportunity.
- Demonstrate evidence of successful supervision or co-supervision of HDR students, relative to opportunity.

Service/ Engagement

- Experience of participation in public engagements that promote research and/or education outcomes.
- Demonstrated ability to relate well to staff and students at all levels and evidence of a commitment to equity and diversity principles.
- Demonstrated ability to positively contribute to team, school and wider University activities such as team and school meetings, strategic planning and program development.

Position specific capabilities

- *Demonstrated ability to create and deliver engaging learning content and a supportive learning environment, as well as a demonstrated commitment to the student experience.*
- *Capability to supervise Honours and Masters research projects.*
- *A commitment to the embedding of Aboriginal and/or Torres Strait Islander knowledge and ways of knowing into curriculum and the creation of a culturally safe space for all in both teaching and research activities.*
- *Desirable: Demonstrated track record of building connections with industry and government departments that lead to the generation of research and placement opportunities.*
- *Desirable: Hold, or demonstrate eligibility for general registration, or area of practice endorsement in Industrial and Organisational Psychology with the Psychology Board of Australia.*

Special requirements (selection criteria)

There are no special requirements.

Compliance

Ensure you are aware of and comply with legislation and University policy relevant to the duties undertaken, including:

The University's Code of Conduct [Code of Ethics and Code of Conduct](#)

Inclusion and Diversity web.uwa.edu.au/inclusion-diversity

Safety, health and wellbeing [Safety and Health Policy](#)