

**Position Title:** Research Associate/Research Fellow

**Position Classification:** Level A /Level B

**Position Number:** 316686, 316687

**Faculty/Office:** UWA Business School

**School/Division:** Business School

**Centre/Section:** Centre for Transformative Work Design

**Supervisor Title:** Professor

**Supervisor Position Number:** 314911

**About the University**

Over 100 years ago, The University of Western Australia was founded with the aim of advancing the welfare and prosperity of its community.

UWA has risen to changing social and economic challenges, while achieving international standards, educating world-class graduates, producing ground breaking research and engaging in our community.

Delivering practical benefits to the community has always been at our core. We do this through the creation and sharing of knowledge, to foster a deeper understanding of our subject, ourselves and the world around us. That’s because we believe that understanding is the key to a better future. Through understanding comes progress and through progress we can help create a better future for all.

UWA is already ranked in the top 1% of the world’s universities, but our goal is to be recognised as on the world’s top 50, for education as well as research.

The University of Western Australia has an international reputation for excellence and enterprise and has been rated as one of the best comprehensive universities in Australia. It is one of the country’s leading research institutions as demonstrated by our Nobel Laureate and is the only WA member of the prestigious “Group of Eight” research universities.

The University is undergoing a period of transformational change to gain greater efficiencies, improve value, services and satisfaction. In this period of change the University remains focussed on being a world leader. The attraction and retention of the world’s best employees is critical to achieving the University’s strategic aim of being in the top 50 universities by 2050.

**Vision and Values**

The University of Western Australia vision is achieving international excellence.

Its core values underpinning our activities are a commitment to:

* A high performance culture designed to achieve international excellence
* Academic freedom to encourage staff and students to engage in the open exchange of ideas and thought
* Continuous improvement through self-examination and external review
* Fostering the values of openness, honesty, tolerance, fairness, trust and responsibility in social, moral and academic matters
* Transparency in decision making and accountability
* Equity and merit as the fundamental principles for the achievement of the full potential of all staff and students

All staff are expected to comply with the Code of Ethics and the University’s Code of Conduct and demonstrate a commitment to its Equity and Diversity and Safety principles and the General Capabilities of personal effectiveness, working collaboratively and demonstrating a focus on results. 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> and <http://www.safety.uwa.edu.au/policies>.

**Role Statement**

This is a post-doctoral position (research only) on the topic of population ageing as part of the multidisciplinary ARC Centre of Excellence in Population Ageing Research (CEPAR)

**Key responsibilities**

* Provide input into the planning and design of the Organisations and the Mature Workforce research program within CEPAR
* Conduct literature reviews and develop theoretical propositions
* Design materials (e.g., interview schedules, surveys, experiments) for research studies
* Undertake research activities (e.g. interviewing, survey administration) to collect data
* Design and support the implementation of evidence-based interventions
* Liaise with industry partners
* Analyse results using appropriate data analytic techniques
* Lead and contribute to reports to industry or other partners
* Lead and contribute to international quality academic papers
* Support knowledge exchange and ‘impact’ activities, such as presenting findings to industry and/ or developing practitioner-oriented guidance
* Other duties as directed

**Specific work capabilities (selection criteria)**

* Relevant PhD qualification in organisational psychology or closely related discipline
* Experience conducting applied organisational and field-based research
* Highly developed written and verbal communication skills
* Knowledge of topics relevant to the research (e.g., topics such as ageing in the work place, job and work design, age-based stereotypes)
* Experience conducting multivariate statistical analyses including structural modelling and multilevel analysis, or in-depth experience conducting qualitative analysis
* Ability to build relationships with diverse stakeholders including industry partners and to work in a research team
* Demonstrated ability to contribute to and lead scholarly papers in the field of organisational psychology/ behaviour
* Willingness and ability to supervise honours and masters students in organisational psychology and/or organizational behaviour

**Special Requirements (selection criteria)**

* Willingness to travel regularly interstate, such as to Sydney.

**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>