



POSITION DESCRIPTION

Melbourne Graduate School of Education
Centre for Program Evaluation

Associate Professor/Professor in Program Evaluation

POSITION NO	0045050
CLASSIFICATION	Associate Professor, Level D or Professor, Level E Level of appointment will be commensurate with the qualifications and relevant experience of the successful appointee
SALARY	Level D \$145,684 - \$160,500 (pro rata for part-time) Level E \$187,654 (pro rata for part-time)
SUPERANNUATION	Employer contributions of 17%
WORKING HOURS	Full-time (1.0 FTE)
BASIS OF EMPLOYMENT	Continuing position 0.5 FTE of the role will include a Directorship of the Centre for Program Evaluation for 5 years Work focus category: Teaching and Research
OTHER BENEFITS	http://about.unimelb.edu.au/careers/working/benefits
HOW TO APPLY	Online applications are preferred. Go to http://about.unimelb.edu.au/careers , select the relevant option ('Current Staff' or 'Prospective Staff'), then find the position by title or number.
CONTACT FOR ENQUIRIES ONLY	Professor Jan van Driel Tel +61 3 8344 6736 Email j.vandriel@unimelb.edu.au <i>Please do not send your application to this contact</i>

For information about working for the University of Melbourne, visit our website:
about.unimelb.edu.au/careers

Position Summary

The Centre for Program Evaluation (CPE) occupies a unique position within the Melbourne Graduate School of Education and is the only multidisciplinary dedicated evaluation research Centre within the southern hemisphere. The CPE has a strong international profile and a well-established reputation amongst government, not for profit and other national bodies and organisations. The Centre offers postgraduate and higher degree programs in evaluation nationally and internationally. Students are taught in an online mode and as well as through its executive programs.

The CPE contributes to a wide range of disciplines such as education, health, international development, through its teaching, evaluation consultancy and research. The International Teacher Education Effective Research Hub (ITEERH) is also located within the CPE. The ITEERH focusses on developing an evidence base and evaluation policy to understand teacher and teaching effectiveness.

The CPE includes 12 academic and professional staff, casual academic staff and students across graduate coursework and research higher degree programs. Total CPE revenue is approximately AUD\$3.3 million per annum.

The Associate Professor/Professor in Program Evaluation will provide leadership for the Centre staff, liaise with funding bodies, manage research contracts, resources and staff. The appointee will be expected to undertake and publish evaluation and research of international significance. The appointee will also be involved in graduate teaching, supervision, ensuring high quality outcomes. The position involves a high degree of independent work, negotiations with national and international agencies, and work with colleagues, systems, and education and training providers.

The appointee will also be expected to take a leading role on Melbourne Graduate School of Education and University committees, contributing to executive functions as required.

1. Key Responsibilities

The Associate Professor/Professor in Program Evaluation will provide leadership and foster excellence in research, teaching and policy development in the academic discipline within the institution and within the community, professional, commercial or industrial sectors.

The Associate Professor/Professor in Program Evaluation will have attained recognition as an eminent authority in their discipline, will have achieved distinction at the national level and may be required to have achieved distinction at the international level. This academic will make original, innovative and distinguished contributions to scholarship, research and/or teaching in their discipline and may undertake research. They will make a commensurate contribution to the work of the institution.

The research work of the Associate Professor/Professor in Program Evaluation will typically have achieved international recognition through original, innovative and distinguished contributions to their field of research, which is demonstrated by sustained and distinguished performance. This academic will provide leadership in their field of research, within their institution, discipline and/or profession and within the scholarly and/or general community. They will foster excellence in research, research policy and research training.

1.1 TEACHING AND LEARNING

- ▶ Provide inspirational and innovative leadership in teaching that supports quality student learning and experience.

- ▶ Develop exciting and innovative subjects and curriculum, in collaboration with colleagues, deliverable under a variety of settings.
- ▶ Provide leadership and mentoring to CPE teaching staff.
- ▶ Publish in peer-reviewed journals, articles, presentations and conference proceedings original teaching and scholarly outputs and to your particular area of research.
- ▶ Teach and supervise students, including, but not limited to, preparing lectures, tutorial and practicals, marking and assessment and the undertaking of administrative tasks associated with the role.
- ▶ Be at the forefront of the latest ideas in the discipline to enable teaching in the discipline.
- ▶ Attract funding to support individual or collaborative projects related to the teaching practice in the discipline.

1.2 RESEARCH AND RESEARCH TRAINING

- ▶ Conduct original research and foster excellence in research in the area of evaluation independently and in collaboration with others.
- ▶ Disseminate research findings through publication in high quality peer-reviewed international journals, seminars, conference presentations, and.
- ▶ Successfully apply for, and obtain, research funding from national and international competitive granting agencies and from other sources.
- ▶ Provide leadership in developing research initiatives within the Graduate School.
- ▶ Provide leadership and mentorship to early and mid-career academic staff across the Graduate School.
- ▶ Attract and provide effective research supervision to high calibre postgraduate students.
- ▶ Promote collaborations across institutions, internationally and nationally to further research in related disciplines

1.3 LEADERSHIP AND SERVICE

- ▶ Provide leadership and foster excellence in research, teaching and policy development within the discipline within the Graduate School, community, professional, commercial and/or industrial sectors.
- ▶ Contribute to the Graduate School's strategic planning and policy making processes.
- ▶ Contribute to and participate in governance committees, and other activities at the Graduate School and University levels.
- ▶ Undertake administration primarily relating to the activities of the role in line with the University of Melbourne Operating Model.
- ▶ Ensure all requirements are met for the Performance Development Framework for staff supervised by this position.
- ▶ Actively lead and participate in activities that strengthen the links between the University and the community which help in the dissemination and utilisation of knowledge.
- ▶ Be involved in professional activity, including participation in meetings and forums of professional organisations and government agencies.
- ▶ Engage with relevant professional and industry bodies and stakeholders to foster collaborative partnerships.

- ▶ Participate in continuing education events, for example practitioners' seminars or tutorials

Through leadership of the staff associated with the Centre for Program Evaluation in the Director role, responsibilities will include:

- ▶ Ensuring that the Centre discharges its academic and administrative functions in accordance with the statutes, regulations, policies and procedures of the University.
- ▶ Advocating within the university's system and society to raise awareness of the value of evaluation.
- ▶ Fostering collaboration with community wide organisations focussed on evaluation capacity building.
- ▶ Fostering evaluation and research activities across sectors and within community.
- ▶ Provide supervision for all current academic and professional staff in accordance with all university policies while ensuring the development of CPE academic and professional staff career progression.
- ▶ Support and monitor the workload and quality of academic, professional, sessional and research staff.
- ▶ Oversee the implementation of the Centre's current projects.
- ▶ Oversee the quality delivery of Centre's teaching program.
- ▶ Oversee financial and budgetary requirements and reporting of the Centre.
- ▶ Actively support the future staffing for the CPE.
- ▶ Engage and liaise with the ongoing development and functioning of the International Teacher Education Effective Research Hub.
- ▶ Oversee all ethical requirements of research and evaluation contracts.

2. Selection Criteria

2.1 ESSENTIAL

The successful applicant will have already demonstrated the following achievements or capabilities:

1. A doctoral degree in a cognate/relevant discipline area.
2. A distinguished career in research, policy and practice.
3. An internationally recognised program of research and body of academic work, including significant publications.
4. Evidence of a substantial track record of gaining substantial competitive research grants and consultancies.
5. A record of success in teaching at university level, including the design of courses.
6. Strong leadership skills and a demonstrated ability to build and maintain successful research teams, research partnerships and collaborations in evaluation.
7. A demonstrated record of successful supervision of higher degree students.
8. A demonstrated ability to manage budgets.
9. Demonstrated capacity to work collaboratively with colleagues both within and outside the university.

10. Excellent leadership ability to provide strategic focus and direction, fostering a culture of innovation and collaborative academic achievement.
11. Exceptional interpersonal and communication skills, with proven success in working collaboratively with diverse stakeholders including academic peers, industry, community, policy makers and government.

3. Equal Opportunity, Diversity and Inclusion

The University is an equal opportunity employer and is committed to providing a workplace free from all forms of unlawful discrimination, harassment, bullying, vilification and victimisation. The University makes decisions on employment, promotion and reward on the basis of merit.

The University is committed to all aspects of equal opportunity, diversity and inclusion in the workplace and to providing all staff, students, contractors, honorary appointees, volunteers and visitors with a safe, respectful and rewarding environment free from all forms of unlawful discrimination, harassment, vilification and victimisation. This commitment is set out in the University's People Strategy 2015-2020 and policies that address diversity and inclusion, equal employment opportunity, discrimination, sexual harassment, bullying and appropriate workplace behaviour. All staff are required to comply with all University policies.

The University values diversity because we recognise that the differences in our people's age, race, ethnicity, culture, gender, nationality, sexual orientation, physical ability and background bring richness to our work environment. Consequently, the People Strategy sets out the strategic aim to drive diversity and inclusion across the University to create an environment where the compounding benefits of a diverse workforce are recognised as vital in our continuous desire to service for excellence and reach the targets of Growing Esteem.

4. Occupational Health and Safety (OHS)

All staff are required to take reasonable care for their own health and safety and that of other personnel who may be affected by their conduct.

OHS responsibilities applicable to positions are published at:

<http://safety.unimelb.edu.au/topics/responsibilities/>

These include general staff responsibilities and those additional responsibilities that apply for Managers and Supervisors and other Personnel.

5. Other Information

5.1 ORGANISATION UNIT

Melbourne Graduate School of Education

5.2 BUDGET DIVISION

Our Vision:

A society in which education enables full and equitable participation.

Our Mission

Through effective collaborations, we will deliver:

- ▶ relevant, high quality, high impact research
- ▶ research-informed, clinical teacher education that develops graduates with the capacity to inspire and improve individual learning outcomes
- ▶ outstanding quality postgraduate studies for professionals.

The Melbourne Graduate School of Education (MGSE) is Australia's number 1 and among the world's finest for Education (QS World Rankings by Subject).

MGSE is a hub of high impact research and teaching. Home to a number of internationally recognised experts, we are at the cutting edge of teaching and research in our field.

Part of the University of Melbourne's Parkville campus, we are based at 234 Queensberry Street and 100 Leicester Street. Our buildings are designed specifically for graduate education students, offering a range of contemporary learning and social spaces.

Our flagship Master of Teaching is based on a clinical approach to teaching, and is a significant shift away from traditional approaches to teacher education. We also offer a range of professional development and higher degree research courses for people working in education and related professions. A large number of significant research projects are based here, and we work closely with local, national and international partners on a wide range of projects across education and related disciplines.

For more information about us, visit: education.unimelb.edu.au

5.3 THE UNIVERSITY OF MELBOURNE

Established in 1853, the University of Melbourne is a leading international university with a tradition of excellence in teaching and research. The main campus in Parkville is recognised as the hub of Australia's premier knowledge precinct comprising eight hospitals, many leading research institutes and a wide-range of knowledge-based industries. With outstanding performance in international rankings, the University is at the forefront of higher education in the Asia-Pacific region and the world.

The University employs people of outstanding calibre and offers a unique environment where staff are valued and rewarded.

Further information about working at The University of Melbourne is available at <http://about.unimelb.edu.au/careers>.

5.4 GROWING ESTEEM, THE MELBOURNE CURRICULUM AND RESEARCH AT MELBOURNE: ENSURING EXCELLENCE AND IMPACT TO 2025

Growing Esteem describes Melbourne's strategy to achieve its aspiration to be a public-spirited and internationally-engaged institution, highly regarded for making distinctive contributions to society in research and research training, learning and teaching, and engagement. <http://about.unimelb.edu.au/strategy-and-leadership>

The University is at the forefront of Australia's changing higher education system and offers a distinctive model of education known collectively as the Melbourne Curriculum.

The new educational model, designed for an outstanding experience for all students, is based on six broad undergraduate programs followed by a graduate professional degree, research higher degree or entry directly into employment. The emphasis on academic breadth as well as disciplinary depth in the new degrees ensures that graduates will have the capacity to succeed in a world where knowledge boundaries are shifting and reforming to create new frontiers and challenges. In moving to the new model, the University is also aligning itself with the best of emerging European and Asian practice and well-established North American traditions.

The University's global aspirations seek to make significant contributions to major social, economic and environmental challenges. Accordingly, the University's research strategy *Research at Melbourne: Ensuring Excellence and Impact to 2025* aspires to a significant advancement in the excellence and impact of its research outputs.

<http://research.unimelb.edu.au/our-research/research-at-melbourne>

The strategy recognises that as a public-spirited, research-intensive institution of the future, the University must strive to make a tangible impact in Australia and the world, working across disciplinary and sectoral boundaries and building deeper and more substantive engagement with industry, collaborators and partners. While cultivating the fundamental enabling disciplines through investigator-driven research, the University has adopted three grand challenges aspiring to solve some of the most difficult problems facing our world in the next century. These Grand Challenges include:

- ▶ Understanding our place and purpose – The place and purpose grand challenge centres on understanding all aspects of our national identity, with a focus on Australia's 'place' in the Asia-Pacific region and the world, and on our 'purpose' or mission to improve all dimensions of the human condition through our research.
- ▶ Fostering health and wellbeing – The health and wellbeing grand challenge focuses on building the scale and breadth of our capabilities in population and global health; on harnessing our contribution to the 'convergence revolution' of biomedical and health research, bringing together the life sciences, engineering and the physical sciences; and on addressing the physical, mental and social aspects of wellbeing by looking beyond the traditional boundaries of biomedicine.
- ▶ Supporting sustainability and resilience – The sustainability and resilience grand challenge addresses the critical issues of climate change, water and food security, sustainable energy and designing resilient cities and regions. In addition to the technical aspects, this grand challenge considers the physical and social functioning of cities, connecting physical phenomena with lessons from our past, and the implications of the technical solutions for economies, living patterns and behaviours.

Essential to tackling these challenges, an outstanding faculty, high performing students, wide collaboration including internationally and deep partnerships with external parties form central components of Research at Melbourne: Ensuring Excellence and Impact to 2025.

5.5 GOVERNANCE

The Vice Chancellor is the Chief Executive Officer of the University and responsible to Council for the good management of the University.

Comprehensive information about the University of Melbourne and its governance structure is available at <http://www.unimelb.edu.au/governance>