
Position Title:	Professor (Industrial and Organisational Psychology)
Position Classification:	Level E
Position Number:	316291
Faculty/Office:	Faculty of Science
School/Division:	School of Psychological Science
Centre/Section:	
Supervisor Title:	Professor and Head of School
Supervisor Position Number:	305710

Your work area

Established as a department in 1930, the School of Psychological Science at UWA has a proud record of publishing leading science whilst turning out first-rate scientists and practitioners, widely educated in the theory, research and practice of the discipline. With 44 academic staff, Psychological Science has been recognised internationally, with Psychology at UWA ranked 41st in the QS World University rankings and receiving the top rating of 5 (well above world standards) in each of the last three rounds of the national Excellence in Research for Australia (ERA) evaluations. Our high rankings reflect the quality of the Psychological Science staff, our strong undergraduate and postgraduate programs, the School's capacity to attract substantial research grant funding and the impact of our publications.

The School runs several advanced postgraduate courses including a Master of Industrial and Organisational (IO) Psychology program which can be completed alone or in combination with a Ph.D, and a Business Psychology program. The School has strong links with the Business School and Energy and Minerals Institute, and houses excellent research and training facilities for IO Psychology by way of the Accelerated Learning Laboratory (<http://www.acceleratedlearninglab.com.au/>).

The IO Psychology and related disciplines in the School have been highly productive in research, training and industry engagement over the last couple of years, attracting over \$4M in research funds from national competitive schemes and through industry partnerships. There is also substantial collaboration between Psychology and the Management and Organisations group in the UWA Business School which brings critical mass to research in IO Psychology and related disciplines within the University. The School regards IO Psychology as a significant strategic growth area.

Reporting Structure

Reports to: Professor and Head of School

If a leadership/ supervisory role:

Direct Reports: NA

Your role

The appointee will be expected to lead the Industrial and Organisational Psychology group in the School of Psychological Science. The position requires taking a central role in further developing the international research reputation of the School, especially in the field of IO Psychology or Organisational Behaviour. The role carries the expectation that the individual will attract substantial external research

funds and develop collaborations with researchers within and outside the School, and with industry partners.

The appointee will also play a key role in developing research-led teaching and evidence-based practice in the field of IO Psychology or Organisational Behaviour. The role includes teaching in postgraduate IO Psychology or Business Psychology programs, supervising research students at honours and postgraduate levels, and where appropriately qualified, supervision of IO and Business Psychology placements that enhance researcher-industry connections.

Key responsibilities

RESEARCH & SCHOLARSHIP

- Create significant new knowledge in IO Psychology, Organisational Behaviour or related discipline that is disseminated through means that will substantially enhance the international reputation of the School and University (e.g., publication in highly ranked peer reviewed journals of international standing).
- Develop a strong team to contribute significant research in local, national and international arenas in keeping with the School's priorities.
- Develop a substantial 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 University.
- Maintain a track record in attracting significant on-going research funding to the School to support research in the specialty area of the incumbent.
- Supervise honours and postgraduate research projects.

TEACHING & LEARNING

- Take a lead role in developing IO and Business Psychology training at undergraduate and postgraduate levels.
- Contribute to high quality teaching, specialising in topics relevant to IO and Business Psychology.
- Help develop and maintain academic standards to world-class level.
- Help develop educational policy and curriculum within IO and Business Psychology and more broadly.
- Deliver high quality lectures, seminars and tutorials.
- Where appropriately qualified, develop and supervise IO and Business Psychology placements that enhance researcher-industry connections.

SERVICE

- Lead the IO Psychology group in the School of Psychological Sciences.
- Contribute at a senior level to School policy development and administrative matters, including curriculum planning.
- Represent the discipline at School, Faculty, and University level.
- Help with the administration of courses and assist in other School administration as required.
- Attend School and Faculty meetings.
- Other duties as directed.

Your specific work capabilities (selection criteria)

- PhD qualification with a specialty in Industrial and Organisational Psychology, Organisational Behaviour, or related discipline.
- Excellent interpersonal and communication skills, particularly in liaison with governments, industry, and university colleagues.
- A substantial track record of research achievement in attracting grants and publishing in leading international journals.
- A demonstrated ability to provide leadership in research and teaching.
- Evidence of a high standard of supervision and mentoring of research students.
- A demonstrated and significant contribution and commitment to high quality teaching, including incorporation of research and scholarship into teaching activities.
- Evidence of an active role in the maintenance of academic standards and in the development of educational policy or of curriculum areas within the discipline.

DESIRABLE

- Hold, or demonstrate eligibility for general registration, or area of practice endorsement in Industrial and Organisational Psychology with the Psychology Board of Australia.
- Hold, or demonstrate eligibility to be an approved placement supervisor with the Psychology Board of Australia.
- Be a member, or demonstrate eligibility to be a member, of the Australian Psychological Society's College of Organisational Psychologists.

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>