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<b>Position Title:</b>	Lecturer (Industrial and Organisational Psychology)
<b>Position Classification:</b>	Level B
<b>Position Number:</b>	316285
<b>Faculty/Office:</b>	Faculty of Science
<b>School/Division:</b>	School of Psychological Science
<b>Centre/Section:</b>	
<b>Supervisor Title:</b>	Professor and Head of School
<b>Supervisor Position Number:</b>	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 advanced postgraduate courses in Industrial and Organisational (IO) Psychology program, which can be completed alone or in combination with a Ph.D., and in Business Psychology. 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 play a significant part in further developing the international research reputation of the School, especially in IO Psychology or Organisational Behaviour. The role carries the expectation that the individual will attract research funds and develop collaborations with researchers within and outside the School. The appointee will also play a key role in the development of research-led teaching and evidence-based practice in the IO Psychology or Business Psychology programs. The role includes teaching in postgraduate Industrial and Organisational Psychology and Business

Psychology programs, and supervising research students at Honours and postgraduate levels and, where appropriate appropriately qualified, supervise IO and Business Psychology placements that enhance researcher-industry connections.

## **Key responsibilities**

### **RESEARCH & SCHOLARSHIP**

- Create new knowledge in IO Psychology, Organisational Behaviour or related discipline that is disseminated through means that will enhance the international reputation of the School and University (e.g., publication in highly ranked peer reviewed journals of international standing).
- Supervise Honours and postgraduate research projects.
- Join or develop a research team to initiate research in local, national and international arenas in keeping with the School's priorities.
- 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 University.
- Either as an individual or as part of a team, develop a track record in attracting research funding to the School to support research in the specialty area of the incumbent.

### **TEACHING & LEARNING**

- Contribute to high quality teaching, specialising in topics relevant to IO Psychology and Business Psychology training.
- Help develop and maintain academic standards to world-class level.
- Help develop educational policy and curriculum within IO 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**

- Contribute to School policy development and administrative matters, including curriculum planning.
- Represent the discipline at School, Faculty, and University level.
- Demonstrate a willingness to participate in the administration of courses and assist in other School administration as required.
- Be willing to attend School or 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 a related discipline.
- Excellent interpersonal and communication skills, particularly in liaison with governments, industry, and university colleagues.
- A demonstrated ability to work productively in research teams.
- A good track record of research achievement including publications in international journals.
- Evidence of good supervision of research students (e.g., Honours, Masters, PhD).
- A significant personal contribution and commitment to high quality teaching, including incorporation of research and scholarship to 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.hr.uwa.edu.au/publications/code_of_ethics), <http://www.equity.uwa.edu.au>