



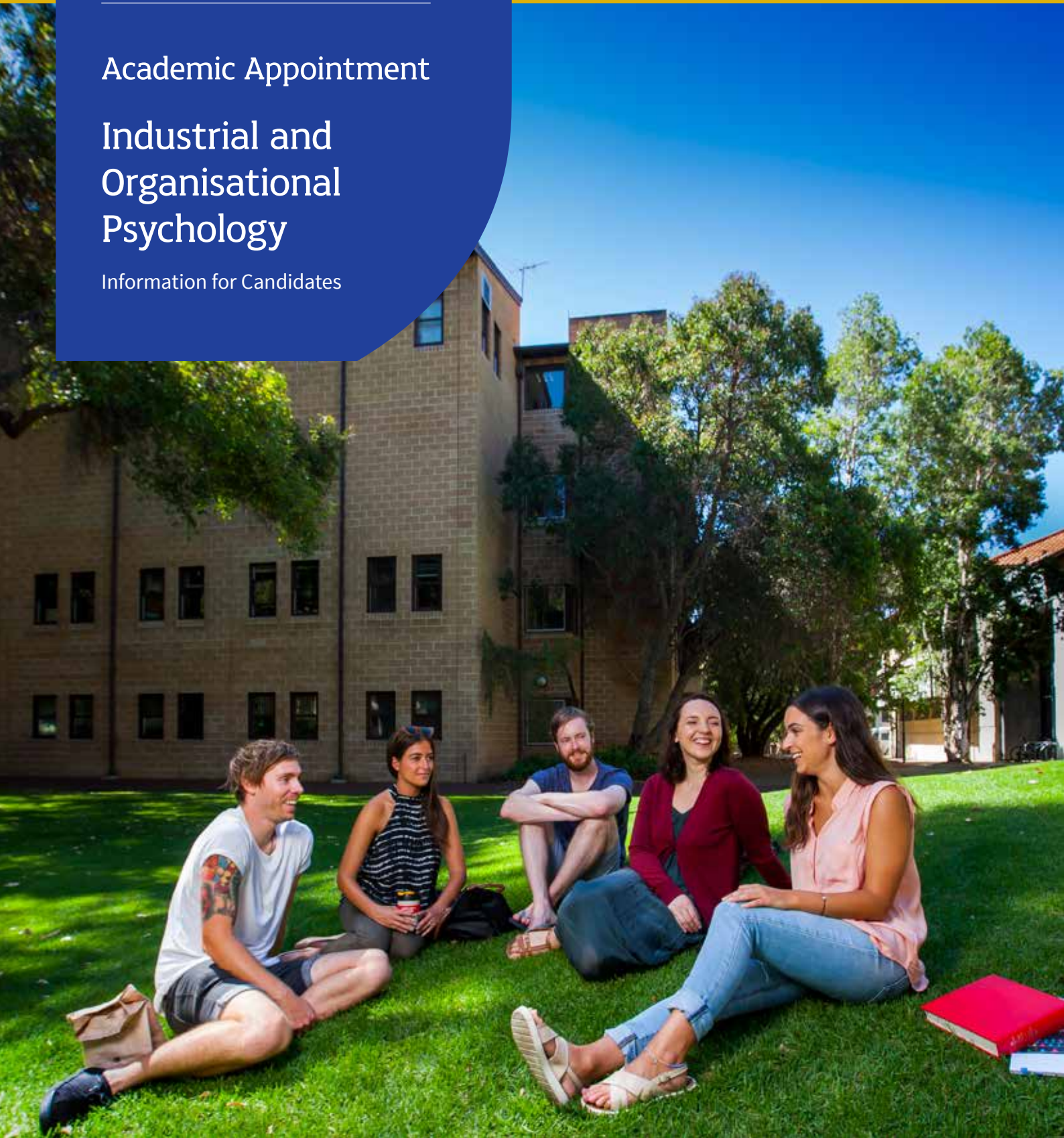
THE UNIVERSITY OF  
**WESTERN  
AUSTRALIA**

School of Psychological Science

Academic Appointment

# Industrial and Organisational Psychology

Information for Candidates







THE UNIVERSITY OF  
**WESTERN  
AUSTRALIA**

## Academic Appointment Industrial and Organisational Psychology

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**Professor Romola Bucks**  
**Head of School of Psychological Science**

## Introduction

Applications are invited for a Professorial role at Level E specialising in Industrial & Organisational Psychology, in the School of Psychological Science within the Faculty of Science.

The successful candidate will be expected to capitalise on the supportive research environment of the School in establishing productive collaborations and projects likely to attract external funding while maintaining a strong record of publication in highly ranked journals. Advanced expertise in Industrial & Organisational Psychology (IOP) /Organisational Behaviour (OB) will enable the appointee to contribute to the School's postgraduate IO and Business Psychology programs through unit coordination, teaching, research supervision, and (if qualified) practicum supervision.

The University is ranked 7th in Australia and is in the top 10% in the world by the Academic Ranking of World Universities published by Shanghai Jiao Tong University.

The UWA School of Psychological Science is highly rated both nationally and internationally and the development of IOP/ OB is a key strategic priority of the School. Accordingly, it has recently invested heavily in establishing state-of-the-art facilities for IO Psychology / OB research and teaching through the Accelerated Learning Laboratory

**[www.acceleratedlearninglab.com.au](http://www.acceleratedlearninglab.com.au)** and Centre for Safety **[centreforsafety.com.au](http://centreforsafety.com.au)**.

This investment has seen extensive collaboration across the Schools of Psychological Science and Business, as evidenced by the University's recent success in securing the top rating (well above world standard) for both the Psychology and Business and Management disciplines in the recent Excellence of Research in Australia review.

The successful applicant will be expected to contribute to the success of the Faculty's mission to optimise physical and mental performance, specifically within organisational settings.

In addition to providing its academic team members with full access to computers, research software, office, and laboratory space, the School offers financial resources including access to discretionary funding for conference and research expenses.

I invite you to consider the exciting opportunities available through this position in a Group-of-Eight, research-intensive University, with a reputation for international excellence and the vitality and excitement of innovative research in this beautiful city.

Romola Bucks  
Head, School of Psychological Science



# The University of Western Australia

**The University of Western Australia is a high-quality research-intensive university with a broad and balanced coverage of disciplines in the arts, science and major professions. It is Western Australia's oldest university, established in 1911, and currently has a student population of approximately 24,500, of whom 1840 are enrolled in Higher Degrees by Research.**

The University has an international reputation for excellence and enterprise and is regarded as one of Australia's top research institutions. Its strong research culture sees it attract high levels of competitive research funding. At the same time, the University places great emphasis on high quality teaching and learning, and is committed to the development of innovative and responsive programs. It has focused on the teaching-research nexus, so that teaching and learning take place in an atmosphere of research scholarship.

The University's high quality teaching and research ensure it remains the university of preference for Western Australia's highest achieving school leavers, as well as attracting high-calibre undergraduate and postgraduate students from around the nation and overseas. The quality of the student population is high by national and international standards.

The University is recognised globally for the quality of its academic staff and has strong strategic partnerships with industry, the professions and government. It operates in collaboration with other research-intensive universities in Australia and around the world. Graduates of UWA are highly competitive internationally, achieving success in higher study and providing inspiration throughout wide-ranging fields of employment. Many graduates have risen to prominence in leadership roles in industry, government, education and the professions.

This year, 2017, will be a year of progressive change in academic and professional service delivery, promoting a world-class student experience and delivering the skills, knowledge and personal development to equip our students as future global citizens and leaders in their chosen careers.

**[uwa.edu.au](http://uwa.edu.au)**







## School of Psychological Science

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.



## IO Psychology and Organisational Behaviour at UWA

Industrial and Organisational (IO) Psychology and Organisational Behaviour (OB) are areas of strength within the School and across the university. In support of its philosophy of integrating teaching and research activities with practice, the School has identified IO Psychology and OB as a significant strategic growth area in its integrated planning activities. Substantial collaboration with the Business School and Energy and Minerals Institute has created a critical mass. This has resulted in strong research funding success and contributed to the high performance of UWA in the ERA evaluations of Psychology and Management.

The university currently houses an active group of world-class IO Psychology/OB researchers, who span the Schools of Psychological Science and Business, and who work via the shared Accelerated Learning Laboratory (ALL), a dedicated facility for integrating IO Psychology and OB research with industry partner needs and university training. Over the past eight-years, this group of researchers has won 18 Australian Research Council (ARC) grants, including prestigious ARC Fellowships, Centres of Excellence, Linkage, and Discovery Projects. Examples of major areas of research undertaken by this group include personnel recruitment and selection, leadership, work systems design, motivation in work settings, training, safety behaviour, situation awareness, and optimal

operation of complex automated systems. The group regularly attracts IO Psychology and OB visiting scholars from all around the world.

In addition to the Accelerated Learning Laboratory, the School of Psychological Science also houses the Personnel Selection and Assessment Laboratory (PSAL), which undertakes research relating to individual differences in organisational settings, especially in relation to recruitment and selection. In the last three years, the PSAL's director, Dr Patrick Dunlop, has attracted over \$1.4m in ARC and industry funding to pursue research on the recruitment and retention of volunteers (with Scouts Associations, Department of Fire and Emergency Services [DFES]), the assessment and selection of Firefighters (DFES), and the interactions of work characteristics and personality.

The School of Psychological Science also has strong research programs in the allied field of Human Factors. This human factors research examines how humans can be integrated with complex technological systems. Associate Professor Shayne Loft in the School of Psychological Science is the director of the Human Factors and Applied Cognition Laboratory (HUFAC) ([www.hufac.net](http://www.hufac.net)), in collaboration with Associate Professor Troy Visser. The HUFAC laboratory has interdisciplinary collaborations with the Schools of Engineering (display and system design), Medicine (human error and patient safety) and Business (implementation and change management), to facilitate translational research. And over the last two years alone, the HUFAC laboratory had gained over \$2.8 million

in funding from the ARC (Discovery & Linkage Schemes) and industry sources to research topics including designing automation to maximise appropriate human behavioural reliance, mathematical models to explain how people adapt to changes in task demands, and understanding expertise. Partner organisations include Defence Science and Technology Group, the United States Defence Department, Chevron, and the Neurotrauma Research Program.

The above rich opportunities for research and collaboration mean that the School of Psychological Science provides a stimulating and diverse environment for students, with world-class researchers and teachers, supported by modern teaching facilities and excellent professional staff. In addition to a nationally accredited undergraduate sequence, the School runs several popular, advanced postgraduate courses. These include an accredited Master of IO Psychology program which can be completed alone or in combination with a PhD, and a new Master of Business Psychology program. The School's IO Psychology postgraduate training continues to be an important differentiator within the domestic and tertiary sectors. In particular, the School is one of only seven Australian universities to offer postgraduate training (Masters and PhD) in IO Psychology and, in 2017, it admitted its largest ever cohort of Masters students in this field.

Indeed, it currently houses 138 PhD students – 77% of whom are scholarship recipients (i.e., Government funded) – and, in a typical year, the School attracts approximately 80 Honours students and 20 new PhD students.





# Role, key responsibilities, selection criteria and conditions of employment

## Role

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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.

## Research & Scholarship

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- 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

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- 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

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- 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.

## Selection Criteria

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- 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.

## Conditions of employment

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- Tenurable (i.e., subject to satisfactory 3-year probation, this is a tenured position);
- Employer contribution to superannuation of 17% (standard employee contribution is 7%);
- Recreation leave of 20 working days per annum;
- Long service leave (3 months leave per 10 years of service);
- Eligibility for sabbatical leave;
- Opportunity to undertake consulting work, within policy guidelines;
- Relocation assistance including airfares for the appointee and dependents and short-term accommodation on arrival; and
- The School offers start-up funds for agreed research expenses.

**The University of Western Australia is a National Employer of Choice for Women and a member of Athena SWAN.**



# Western Australia and Perth

The resource-rich state of Western Australia is the economic powerhouse of Australia. Western Australia is the principal Australian supplier of natural resources and energy to international partners, including China, India, Japan, South Korea and much of South-East Asia. Western Australia's diverse inventory of minerals and energy, as well as its agricultural and fisheries resources, account for 25 per cent of the nation's exports and place the state at the heart of Australian economic growth and transformation.

Western Australia and its capital Perth occupy the same time zone as 60 per cent of the world's population and the nations that promise the greatest economic growth of the 21st century. Western Australia is also Australia's largest state, covering some 2.5 million square kilometers and 12,500 kilometers of coastline, including some of the most ancient landscapes in the world. The state's population is matching the rapid growth of the economy and is over two million.

Perth is a cosmopolitan city, with wide ethnic and cultural diversity. The city centre is on the Swan River, 12 kilometers from the Indian Ocean Port of Fremantle.

The city enjoys a Mediterranean climate, with more hours of sunshine than any other capital city in Australia. Summers are hot and dry and the winters mild and wet. Perth's world-famous beaches and rivers, extensive parklands and variety of

restaurants and cafes provide a superb, family-friendly living environment. For more information see:

**[tourism.wa.gov.au](http://tourism.wa.gov.au)**

Perth is well served with art galleries, theatres and cinemas and is home to the WA Symphony Orchestra, the WA Ballet and the WA Opera. The cultural highlight of the year is the Perth International Arts Festival, founded and owned by The University of Western Australia:

**[uwa.edu.au/perthfestival](http://uwa.edu.au/perthfestival)**

Western Australia's five universities and wide variety of public and private schools, vocational institutions and English language colleges provide quality assured education with flexible study pathways and state-of-the-art facilities. Perth continues to build its reputation as a destination for international students seeking a quality education:

**[studypertth.com.au](http://studypertth.com.au)**





# Applications

Thank you for your interest. If you wish to proceed, the following information will assist you with your application. Refer also to the selection criteria in the UWA Position Description document.

Your application must include the following:

- A statement that clearly demonstrates the extent to which you satisfy each of the selection criteria;
- An academic portfolio;  
**[hr.uwa.edu.au/working/academic/portfolio](http://hr.uwa.edu.au/working/academic/portfolio)**
- A curriculum vitae that provides your personal details, qualifications and work history;
- A list of any publications;
- The names, email, mailing addresses and telephone contact details of three referees who can be contacted for a confidential report. Please note that your permission will be sought before referees are contacted.

The University of Western Australia provides visa sponsorship for international appointees.

## Lodging your application

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Applications must be submitted on-line at: **[jobs.uwa.edu.au](http://jobs.uwa.edu.au)**

For assistance with submitting your application please contact: **[marcus.thompson@uwa.edu.au](mailto:marcus.thompson@uwa.edu.au)**

## Closing date

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Closing date for applications is **Monday 5 June 2017**

## Enquiries and further information

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If you wish to discuss the position in confidence please contact:

Professor Romola Bucks, Head of School  
School of Psychological Science  
Faculty of Science  
Telephone: +61 (0)8 6488 3232  
Email: **[romola.bucks@uwa.edu.au](mailto:romola.bucks@uwa.edu.au)**

or

Dr Patrick Dunlop  
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