

Position Description

Associate Professor, Chemistry

Position No:	NA
Business Unit:	Office of the Provost
Division:	School of Agriculture, Biomedicine and Environment
Department:	Department of Biochemistry and Chemistry
Classification Level:	Level D Teaching & Research
Employment Type:	Fulltime, Continuing
Campus Location:	Bundoora
Other Benefits:	http://www.latrobe.edu.au/jobs/working/benefits

Further information about:

La Trobe University - <http://www.latrobe.edu.au/about>

Position Context/Purpose

A Level D teaching and research academic is expected to be recognised nationally/internationally as a contributor to the development of their discipline or profession. They will provide leadership and foster excellence in teaching and learning in their discipline. They will provide leadership in developing curriculum and teaching, and undertake high quality and/or high impact research/scholarship.

Duties at this level may include:

- Develop, teach and coordinate subjects and courses that engage and motivate students whilst providing a high-quality learning experience.
- Lead the development, design and review of curriculum and/or programs of study.
- Make a leading/national contribution to scholarship of learning and teaching and disciplinary teaching pedagogy and research.
- Conduct and lead outstanding innovative and high impact research and produce conference papers and publications arising from the research, as well as deliver invited presentations at international conferences.
- Supervise Higher Degree by Research (HDR) and major Honours or postgraduate research projects.
- Obtain necessary research funding from contracts/grants/consultancies.
- Build and own partnerships with potential domestic and international partners.
- Promote and represent the University and discipline/profession by participating in appropriate local, national and international organisations and events.
- Develop and enable the capability of staff within the work area by monitoring and continuously managing their performance and mentor them to better meet current and future role requirements. In doing this, provide staff with constructive feedback and support for high quality performance contributions.
- Undertake other duties commensurate with the classification and scope of the position as required by the Head of Department or Dean.

Essential Criteria

- Completion of a PhD or equivalent accreditation and standing recognised by the University/profession as appropriate for the relevant discipline areas.
- Record of attracting honours/research students and successful supervision
- Evidence of effective contributions to leadership and management at the Department, School or University level.
- Distinguished record of nationally and/or internationally recognised independent research, with evidence of its impact and significance.
- Strong record of publications, including papers in leading international journals and/or invited presentations at international conferences.
- Successful record of external research funding through grants/contracts/consultancies.
- Excellent oral and written communication skills, including the ability to interact effectively with people from a diverse range of backgrounds.
- Proven leadership skills with a demonstrated capacity to manage and mentor less senior teaching and research staff.
- Demonstrated ability to work collaboratively and productively with staff and students from a diverse range of backgrounds.
- Demonstrated ability to work as a member of a team in a collaborative and collegial manner.

Capabilities required to be successful in the position

- Ability to work collaboratively across functions, tailor communication in a way that is meaningful to the audience and contribute to a safe, inclusive, high-performing culture – consistently modelling accountability, connectedness, innovation and care.
- Demonstrated commitment to reflective practice and self-development, identifying and challenging own biases, responding to others with empathy and accurately reading and responding to organisational, political and social dynamics.
- Ability to inspire and motivate others towards shared objectives, actively facilitate communication and two-way feedback across the University and create a safe, inclusive, high-performing team culture – consistently modelling and enabling accountability, connection, innovation and care.
- Ability to operationalise strategy, adapt quickly to disruption and successfully lead people through change – building a culture in which staff members actively contribute to the improvement of local and organisational practice.

Essential Compliance Requirements

To hold this La Trobe University position the occupant must:

- hold, or be willing to undertake and pass, a Victorian Working With Children Check; AND
- take personal accountability to comply with all University policies, procedures and legislative or regulatory obligations; including but not limited to TEQSA and the Higher Education Threshold Standards.

Other Information

The position description is indicative of the initial expectation of the role and subject to changes to University goals and priorities, activities or focus of the job.

Position Flexibility

We offer flexible work arrangements that can assist you in balancing your work and other responsibilities.

Why La Trobe:

- Develop your career at an innovative, global university where you'll collaborate with community and industry to create impact.
- Enjoy working on our inspiring and stunning campuses – the perfect hub for industry, students and academics
- Help transform the lives of students, partners and communities now and in the future

This is more than just a job. Working at La Trobe offers opportunities to demonstrate excellence and transform lives.

Here, you'll join exceptional people, partners and communities, who power our operations with ambition and purpose.

Our success can be attributed to its strong sense of community. We have a long-standing commitment to diversity, inclusion and social justice; we are committed to providing a workplace where all staff feel valued, respected and supported to achieve their full potential. We strive to build a workplace where all employees of diverse backgrounds, abilities, experiences, sexuality, gender,

religion and age are welcome, valued, respected and one that is representative of our community. We demonstrate our cultural qualities by holding ourselves accountable and creating a culture of trust and innovation while genuinely caring for one another.

La Trobe's Cultural Qualities:

WE ARE CONNECTED



We are **connected** to each other and the communities around us. We engage with those communities to learn from our past, inform our present and impact our future.

WE ARE INNOVATIVE



We are **innovative** in tackling the most important issues of our time. We are inquisitive and seek to develop new ideas that positively impact the way we work and the world around us.

WE ARE ACCOUNTABLE



We are **accountable** for what we do and share a commitment to excellence. We are courageous and respectful in the way we hold ourselves and each other to account.

WE CARE



We **care** about what we do and value the power of education and research. We care about each other and strive to create a safe and inclusive community.

For Human Resource Use Only

Initials:

Date: