

<b>Position Title</b>	Lecturer
<b>Classification</b>	Level B
<b>School/Division</b>	School of Psychological Science
<b>Centre/Section</b>	
<b>Supervisor Title</b>	Head of School
<b>Supervisor Position Number</b>	315526
<b>Position Number</b>	320849

## **Your work area**

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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. Our 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 PhD, and in Business Psychology. The School houses variety of research and training facilities and groups, including the Psychology at Work lab.

The School of Psychological Science comprises over 40 teaching and research staff who deliver a world-class research and education experience to thousands of undergraduate and postgraduate coursework students. The School is also responsible for the research training of over 120 PhD students, many of whom have been awarded PhD scholarships. The School is research intensive with internationally recognized expertise in Work Psychology, Human Factors, Organisational Psychology, Cognitive Neuroscience, Clinical Neuropsychology, Perception, Developmental Psychology, Abnormal Psychology, Social and Personality Psychology. The School also hosts the WA Centre for Road Safety Research. The School has excellent research facilities and a track record of funding success, from national competitive schemes (e.g., Australian Research Council Discovery and Linkage Grants) and through national and international industry partnerships (e.g., Neurotrauma Research Program, Defence Science and Technology Group, The Office of Naval Research Global (U.S), The Asian Office of Aerospace and Development (U.S), Chevron Energy Technology).

## **Reporting structure**

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Reports to: Professor and Head of School

## **Your role**

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In this teaching-focussed position you will substantially teach in to, and provide some leadership of, the Industrial and Organisational Psychology and Business Psychology postgraduate programs. This includes unit coordination (including some coordination of placements), placement supervision, teaching preparation and delivery (including marking), and potentially supervision of Honours, Masters, and PhD students. You will also be involved in some direction of the program, and contribute to the core service activities of the School and the University.

## **Your key responsibilities**

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Coordinate the internal practicum placements for Industrial and Organisational Psychology students.

Provide supervision of the placement activities including supporting students in developing appropriate methodologies for solving a wide range of organisational issues, development of conflict management strategies, career development discussions and development of the student to make the transition to practitioners in the field of organisational psychology

Deliver pre-placement training and group supervision sessions for placement students enrolled in the Master of Industrial and Organisational Psychology

Maintain and build professional relationships with external partners (e.g., industry, government) to secure opportunities for student placements and research and consulting contracts

Contribute to postgraduate teaching in the Master of Industrial and Organisational Psychology and Master of Business Psychology. This includes: Development of lecture content, assessments, and standardised marking guides for assessment of student competence in professional practice issues and ethics; ensuring alignment between lecture content and APAC, APS and AHPRA guidelines; and preparation of professional development activities tailored to student development phases

Take an active role in postgraduate education policy, curriculum development, and teaching to ensure an excellent student experience and address students' educational needs

Participation in accreditation review processes and putting mechanisms in place to maintain accreditation, including activities to develop the cultural responsiveness of staff and students

Contribute to the governance and collegial life within the School, across University and more broadly outside the institution including providing leadership in School governance

Involvement in the shortlisting and interview of potential IO students each year

Represent the University through involvement in professional associations, conferences, and other external activities

Attend School and University meetings as required

Other duties as directed

## **Your specific work capabilities (selection criteria)**

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A doctoral degree in Organisational Psychology or a Masters degree in Organisational Psychology, with discipline-relevant experience

Demonstrated high level of organisational, communication (written and oral), and interpersonal skills

Have a substantiated collegiate attitude, evidenced by a record of effective teamwork and a proven capacity to work with diverse groups, ideally within and between Schools and in collaborative research or training partnerships

Demonstrated competence in the supervision of students undertaking placements in Industrial and Organisational Psychology

A high level of knowledge of psychological theories, models and evidence-based interventions to solve complex organisational problems

Have made an outstanding contribution to high quality teaching in Industrial and Organisational Psychology, and display a willingness to develop curriculum and a commitment to continuous improvement and enhancing the student experience

Demonstrated ability to function at a specialist level and with a high degree of independence as a supervisor and educator

Evidence of Board Approved Supervisor status with the Psychology Board of Australia, or eligibility to apply for this status

Evidence of Endorsement as an Organisational Psychologist with the Psychology Board of Australia

### **Special requirements (selection criteria)**

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There are no special requirements

### **Compliance**

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Ensure you are aware of and comply with legislation and University policy relevant to the duties undertaken, including:

The University's Code of Conduct [hr.uwa.edu.au/policies/policies/conduct/code/conduct](http://hr.uwa.edu.au/policies/policies/conduct/code/conduct)

Inclusion and Diversity [web.uwa.edu.au/inclusion-diversity](http://web.uwa.edu.au/inclusion-diversity)

Safety, health and wellbeing [safety.uwa.edu.au/](http://safety.uwa.edu.au/)