

Position Title	Lecturer [Industrial and Organisational Psychology]
Classification	Level B (Teaching Intensive)
School/Division	School of Psychological Science
Supervisor Title	Head of School
Supervisor Position Number	315526
Position Number	320849

Your work area

Established in 1930, the School of Psychological Science at UWA has consistently been at the forefront of psychological research, nurturing first-rate scientists and practitioners well-versed in the theory, research, and practice of the discipline. Our commitment to excellence is evident in our international recognition, with Psychology at UWA ranked in the top 100 in the QS World University rankings. Moreover, in each of the last three rounds of the national Excellence in Research for Australia (ERA) evaluations, Psychology at UWA has received the top rating of 5 (well above world standards). These accolades highlight the expertise of our staff, the strength of our undergraduate and postgraduate programs, our ability to secure substantial research grant funding, and the impact of our research on the academic, professional, and wider communities.

The School runs a highly sought after APAC accredited Master of Industrial and Organisational Psychology course, which can be completed stand-alone or in combination with a PhD. In parallel with this course, the School also offers an internationally well-regarded Master of Business Psychology, as well as a condensed Graduate Certificate in Business Psychology. Teaching delivery modes are in-person, as well as interactive online.

The Industrial and Organisational Psychology and related disciplines in the School (e.g., Human Factors) have been highly productive in research, training and industry engagement over the last couple of years, attracting significant research funds from national competitive schemes and through industry partnerships. There is also substantial collaboration between Psychology and the Management and Organisations group within the UWA Business School, which brings critical mass to research in Industrial and Organisational Psychology and related disciplines within the University. The School and University regard business psychology as a significant, strategic growth area.

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 Industrial and Organisational Psychology, Human Factors, Social and Personality Psychology, Cognitive Neuroscience, Perception, Developmental Psychology, Clinical Psychology and Clinical Neuropsychology. The School also hosts the WA Centre for Road Safety Research, the WA Centre for Mental Health Research and the Centre for the Advancement of Research on Emotion. The School houses a variety of research and training facilities, including the Psychology at Work Lab focused on the application of psychology to workplace settings, and state-of-the-art laboratories that include simulations of air traffic control, driving, unmanned vehicle control, and submarine control rooms. The School has an excellent 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, Chevron Energy Technology).

Reporting structure

Reports to: Head of School

Your role

In this teaching-focused position, you will substantially teach in, 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

Contributes to outstanding teaching and learning outcomes

- Contribute to world-class teaching in the Master of Industrial and Organisational Psychology and Master of Business Psychology; undertake administrative duties as required for effective teaching unit coordination (including online teaching). This includes: Development of lecture content, assessments, and standardised marking guides for assessment of student competence; ensuring alignment between lecture content and APAC, APS and AHPRA guidelines; and preparation of professional development activities tailored to student development phases.
- Coordinate internal and external practicum placements for Industrial and Organisational Psychology students. Provide administrative support and supervision of these placement activities. Supervision includes 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.
- Take an active role in postgraduate education policy, curriculum development, and teaching to ensure an excellent student experience and address students' educational needs.

Contributes to research outcomes within discipline or area of expertise

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

Service and Engagement

- Participation in accreditation review processes and putting mechanisms in place to maintain accreditation, including activities to develop the cultural responsiveness of staff and students.
- Involvement in the shortlisting and interview of potential Industrial and Organisational Masters students each intake.
- Contribute to the governance and collegial life within the School, across the University and more broadly outside the institution.
- Work within the legislative requirements of the University and support the University's commitment to inclusion and diversity.
- Represent the University of Western Australia through involvement in professional associations, conferences, non-academic (e.g. government, not-for-profit, industry) partnerships, and other external activities.

- Maintain current knowledge of standards of practice and required student assessment procedures and ensure these are completed to required standard and time frame.
- Contribute to team activities such as team and school meetings, strategic planning, and program development.
- Undertake administrative duties as required in relation to the above teaching and research supervision.
- Perform other duties as directed by the Head of School.

Your specific work capabilities (selection criteria)

Qualifications and / or certifications

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

Teaching and learning

- A demonstrated record of outstanding contribution to high quality teaching or education in the field of Industrial and Organisational Psychology, and evidence of capacity 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.
- Demonstrated competence in the supervision of students undertaking placements in Industrial and Organisational Psychology.
- A demonstrable high level of knowledge of psychological theories, models, and evidence-based interventions to solve complex organisational problems.
- Demonstrated ability to develop industry partnerships and networks to facilitate a broad range of high quality placement opportunities.
- Demonstrated commitment to inclusive teaching practices to extend equality of opportunity for all learners, including online students.
- 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, or current participation in an Organisational Psychology Registrar program, or evidence of eligibility and intention to endorse as an Organisational Psychologist.

Service/ Engagement

- Demonstrated ability to relate well to staff and students at all levels 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 ability to positively contribute to team, school and wider University activities such as team and school meetings, strategic planning and program development.
- Demonstrated high level of organisational, communication (written and oral), and interpersonal skills.

Special requirements (selection criteria)

There are no special requirements.

Compliance

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

Inclusion and Diversity web.uwa.edu.au/inclusion-diversity

Safety, health and wellbeing safety.uwa.edu.au/