



# ASSOCIATE PROFESSOR OF COUNSELLING

DEPARTMENT/UNIT	School of Educational Psychology and Counselling
FACULTY/DIVISION	Faculty of Education
CLASSIFICATION	Level D
DESIGNATED CAMPUS OR LOCATION	Clayton campus

## ORGANISATIONAL CONTEXT

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Monash is full of thinkers and doers who are looking for their next challenge. So if you've forged a rewarding career so far, this role provides the perfect platform to join us. You'll have access to quality research facilities, infrastructure and teaching spaces to do exciting work, along with opportunities to collaborate internationally. You'll be part of a university that's made up of inspirational, challenging thinkers and doers – and continue doing work that makes a lasting impact. Discover more at [www.monash.edu](http://www.monash.edu).

The **Faculty of Education** has an international reputation for excellence in research and teaching. With our teaching and through our research and engagement, we work to improve the quality of education in Australia and around the world. With counselling and educational psychology, we work to improve wellbeing and mental health in our communities. We are proud to equip the next generation of educators, counsellors, educational psychologists and researchers with the skills and knowledge to flourish in their work, and make a real difference in the world. Operating across two campuses, we offer a diverse range of disciplines that relates to our research strengths and society's needs.

We are also a highly experienced provider of customised professional learning and immersion programmes and the delivery of complex, capability-building initiatives for educator's school leaders, psychologists and other professionals, working with governments and other agencies and organisations across Australia and around the world.

Our research is designed to tackle the big issues in education, psychology and counselling. Underpinning our work is a deep commitment to social justice, and to fostering fair, equitable and sustainable futures. As a Faculty, our academic teams work in one of three schools that align with their research. These are: the School of Educational Psychology and Counselling, the School of Curriculum, Teaching and Inclusive Education and the School of Education, Culture and Society. The Faculty has a vibrant research culture supported by research groups, distinguished research fellows, our student community and visiting scholars.

At the **School of Educational Psychology and Counselling**, we foster communities where people of all ages can thrive, now and in the future. We lead the way by forging community partnerships, and we educate the next generation of psychologists, counsellors, early childhood educators, teachers and allied health professionals. We ignite research insights and inspire our people to support all children to flourish in their academic, social and emotional development.

For more information about the Faculty, please visit our website: [www.monash.edu/education](http://www.monash.edu/education).

## POSITION PURPOSE

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A Level D academic is expected to make a significant contribution to all activities of the organisational unit or interdisciplinary area and play a significant role within their profession or discipline. Academics at this level may be appointed in recognition of distinction in their disciplinary area.

The Associate Professor of Counselling contributes to the achievement of the Faculty's goals through a program of research focused on counselling that may include career counselling, school counselling, educational counselling, coaching and mentoring, counselling across the lifespan, counselling theory and professional issues in counselling.

The Associate Professor of Counselling will provide strong and committed leadership that will inspire staff with a strong vision for education, research and engagement, and may include the development of new courses.

**Reporting Line:** The position reports to the Head of School

**Supervisory Responsibilities:** Not applicable

**Financial Delegation:** Not applicable

**Budgetary Responsibilities:** Not applicable

## KEY RESPONSIBILITIES

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In consultation with their performance supervisor, a Level D academic carries out specific duties that address the following key responsibilities of the position; namely to:

1. Actively engage in a specialist research area in line with the Faculty's research strategy and priorities
2. Foster research excellence and impact through procuring competitive research grants, leading significant research projects and working with other staff to develop research links
3. Demonstrate a substantial and ongoing active publications record comprised of high-quality outputs
4. Supervise and mentor early and mid-career researchers and research students
5. Provide leadership in teaching, curriculum development and research training by participating in the Faculty's curriculum planning and development processes, academic committees, and relevant examination processes in addition to monitoring the quality of individual teaching in the relevant discipline
6. Provide innovative and effective leadership for the expansion of the Faculty's HDR program by attracting and supervising high quality HDR students
7. Contribute to academic and administrative leadership within the Faculty by participating in the development of policy and strategy
8. Support and embed the qualities and characteristics of the *Transforming the Academic Workplace Culture* initiative in the day-to-day and strategic work of the Faculty and professoriate
9. Maintain and broaden collaborative partnerships with relevant Faculties and departments/schools within the University and community

10. Maintain and broaden collaborative partnerships with external agencies both nationally and internationally, making a significant contribution to the profession
11. Actively contribute to partnering with industry and diversifying funding avenues
12. Other duties as directed from time to time

## **KEY SELECTION CRITERIA**

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### **Education/Qualifications**

1. The appointee will have:
  - A doctoral qualification, or equivalent accreditation and standing, and have demonstrable scholarly and professional achievement in the relevant discipline area.

### **Knowledge and Skills**

2. Evidence of scholarly activity of an international standard in counselling, and a demonstrated ongoing commitment to one or more programs of research
3. Demonstrated ability to generate research income, including from both traditional and more innovative sources of research funding
4. Proven ability to formulate, communicate, implement, monitor and review a research program ensuring alignment with organizational goals.
5. Record of successful supervision of postgraduate research students and the ability to make a significant contribution to postgraduate education and training programs in counselling
6. Proven excellence in teaching (especially at postgraduate levels)
7. Willingness and capacity to make a substantial contribution to all activities of the Faculty, including administration and planning
8. Proven professional leadership qualities, behaviours and capacity for key administrative responsibilities
9. Highly developed interpersonal and communication skills including the ability to liaise well with a wide range of academics, to mentor and develop staff, and to represent and advocate for the Faculty as a contributing member on various boards and committees within the Faculty and the University
10. Evidence of sustained relationships with industry, business, government agencies, and professional bodies – as relevant to the particular position, coupled with vision for the future needs and development of counselling within Australia and internationally
11. Proven ability and experience advising and influencing internal stakeholders and providing insights that lead to key decision making within the business

## **OTHER JOB RELATED INFORMATION**

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- Travel to other campuses of the University may be required
- There may be a requirement to work additional hours from time to time
- There may be peak periods of work during which taking of leave may be restricted
- A current satisfactory Working With Children Check is required

## **GOVERNANCE**

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Monash University expects staff to appropriately balance risk and reward in a manner that is sustainable to its long-term future, contribute to a culture of honesty and integrity, and provide an environment that is safe, secure and inclusive. Ensure you are aware of and adhere to University policies relevant to the duties undertaken and the values of the University. This is a standard which the University sees as the benchmark for all of its activities in Australia and internationally.