
Position Title:	Senior Lecturer/Associate Professor (Industrial and Organisational Psychology)
Position Classification:	Level C/D
Position Number:	NEW
Faculty/Office:	Faculty of Science
School/Division:	School of Psychological Science
Centre/Section:	
Supervisor Title:	Professor and Head of School
Supervisor Position Number:	315526

Your work area

The Faculty of Science is internationally renowned for its excellence in teaching and research. The University of Western Australia is rated above world standard in 38 fields of research, and 79% of these are a science field. The diverse nature of the Faculty of Science provides unique opportunities for research and student training. The Faculty is, therefore, well positioned to play a leading role in defining Australia's future. We have world leading expertise across a diversity of disciplines embracing agricultural, biological, chemical, earth, environmental, human, molecular and psychological sciences. This excellence is founded on our core, disciplinary strengths. We are building on these core strengths to deliver an innovative, cross-disciplinary research agenda through six strategic research themes where our expertise at UWA is ideally placed to have a transformative impact. These themes are: Preventing, Diagnosing and Treating Disease; Energy and Mineral Resources for a Sustainable Future; Furthering Knowledge and Serving Humanity; Managing and Restoring the Natural Environment; Feeding the World; and Enhancing Physical, Mental and Social Wellbeing and Performance.

The School of Psychological Science comprises over 40 staff who deliver a world-class research and education experience to approximately 5000 undergraduate and postgraduate coursework students. The School is also responsible for the research training of over 130 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, Perception, Cognition, Developmental Psychology, Social and Personality Psychology, Clinical Psychology, and Clinical Neuropsychology. The School also hosts the Centre for Advancement into Research in Emotion (CARE) headed by ARC Laureate Fellow, Professor Colin MacLeod. Since 2015, the School has attracted \$13.6M in competitive schemes (e.g., Australian Research Council, National Health and Medical Research Council) and through national and international industry partnerships (e.g., Defence Science and Technology Group, Chevron Energy Technology, Neurotrauma Research Program, and Airservices Australia).

The School's strengths have been recognised internationally, with Psychology at UWA ranked in the top 100 in both the QS World University rankings by subject, and in the recent ARWU rankings. UWA has received the highest rating (5: well above world standards) for Psychology in each of the three rounds of the national Excellence in Research for Australia (ERA) evaluations: an achievement matched by only one other Australian university. These rankings reflect the quality of the staff in the School, our strong undergraduate and postgraduate programs, the School's capacity to attract substantial research grant funding and the high citation rates of our publications, particularly in Applied Psychology (e.g. Industrial and Organisational, Human Factors, Clinical, Health, and Neuropsychology).

The School runs several advanced postgraduate courses including Masters in Industrial and Organisational Psychology, Clinical Psychology, Clinical Neuropsychology, a Graduate Diploma in Autism Diagnosis, and will be running a new Graduate Diploma in FASD Diagnosis in 2019. The Industrial and Organisational Master program can be completed alone or in combination with a PhD. From 2020, we will be running a *new* Master in Business Psychology. We collaborate in our supervision of these students through strong links with The School of Human Science, The School of Medicine, The Business School and the Energy and Minerals Institute, and the school houses excellent facilities for Industrial and Organisational Psychology research and training.

The School is looking to appoint an exceptional individual to build on this current capacity in Industrial and Organisational Psychology.

For further information, please contact the Head, School of Psychological Science, Professor Romola Bucks romola.bucks@uwa.edu.au.

In addition, for further information about the Industrial and Organisational/ Business Psychology postgraduate courses, about registration as an industrial and organisational psychologist in Australia, and about organisational behaviour research at UWA, please contact Associate Professor Shayne Loft, Shayne.Loft@uwa.edu.au.

Reporting Structure

Reports to: Head of School

Your role

The appointee will be expected to play a significant part in further developing the international research reputation of the School, especially in the field of IO Psychology. The role carries the expectation that the individual will attract research funds and develop collaborations with researchers within and outside the School. The role includes teaching in the undergraduate, honours, and/or postgraduate Industrial and Organisational (IO) Psychology and Business Psychology programs, supervising research students at honours and postgraduate levels, and helping to supervise students on IO Psychology placements. The appointee will also play a key role in the development of research-led teaching and evidence-based practice in the field of IO psychology. The appointee will contribute to the core service activities of the School and Faculty and to the University's community and engagement agenda.

Key responsibilities

Level C

Create significant new knowledge in Industrial and Organisational Psychology and disseminate it through means that will enhance the reputation of the School and the University (e.g., publication in highly ranked peer reviewed journals of international standing).

Create and help lead a research team and cross-disciplinary research initiatives in local, national and international arenas.

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 the University.

Play a leading role in bids for major research funding from national competitive funding agencies, from international funding agencies, and from industry and government partners.

Foster the research of other groups and individuals in the School, both within the particular discipline and within related disciplines.

TEACHING & LEARNING

Contribute and commit to high quality teaching, and unit coordination, in topics relevant to Industrial and Organisational Psychology, at undergraduate and postgraduate level.

Provide high quality supervision of Honours, Masters and PhD research projects.

Take an active role in undergraduate and/or postgraduate education policy, curriculum development, and teaching to ensure an excellent student experience.

Assist in building and sustaining internal and external placement opportunities for IO and Business Psychology students that strengthen researcher-industry partnerships.

SERVICE

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

Work within the legislative requirements of the University and support the University's commitment to equity.

Represent The University of Western Australia through involvement in professional associations, conferences, and other external activities.

Attend School and Faculty meetings as required.

Other duties as directed by the Head of School.

Level D

RESEARCH & SCHOLARSHIP

Create significant new knowledge in Industrial and Organisational Psychology and disseminate it through means that will enhance the reputation of the School and the University (e.g., publication in highly ranked peer reviewed journals of international standing).

Create and lead a research team and initiate cross-disciplinary research initiatives in local, national and international arenas.

Develop a comprehensive 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 the University.

Lead bids for major research funding from national competitive funding agencies, from international funding agencies, and from industry and government partners.

Foster the research of other groups and individuals in the School, both within the particular discipline and within related disciplines, e.g. through the development of research policy.

TEACHING & LEARNING

Contribute and commit to high quality teaching in topics relevant to Industrial and Organisational Psychology, at undergraduate and postgraduate level.

Provide high quality supervision of Honours, Masters and PhD research projects.

Take a leadership role in development of undergraduate and/or postgraduate education policy, curriculum development, and/or teaching communities to ensure an excellent student experience.

Build and sustain internal and external placement opportunities for IO and Business Psychology students that strengthen researcher industry partnerships.

SERVICE

Take on a leadership role in the Industrial and Organisational Psychology or Business Psychology programs, or other leadership role.

Provide a sustained contribution to the governance and collegial life within the School, across the Faculty and University and more broadly outside the institution, including providing leadership in University governance.

Work within the legislative requirements of the University and support the University's commitment to equity.

Represent The University of Western Australia through involvement in professional associations, conferences, and other external activities.

Attend School and Faculty meetings as required

Other duties as directed by the Head of School.

Your specific work capabilities (selection criteria)

Hold a PhD qualification with a specialty in Industrial and Organisational Psychology or Organisational Behaviour.

Level C

Have a strong track record in industrial and organisational psychology research with publication in high quality journals, and with successful competitive funding applications relative to opportunity, which may include industry funding.

Have made a strong contribution to delivering high quality teaching in industrial and organisational psychology or a related area, with a commitment to continuous improvement that enhances the student experience.

Demonstrate evidence of strong track record in the supervision of Honours, Masters and/or PhD students.

Have a substantiated collegiate attitude, evidence of effective teamwork and a commitment to working with diverse groups both internally with the different Schools and Faculties as well as externally with industry and government personnel to develop collaborative research and research training projects.

Have strong interpersonal and communication skills, particularly in liaison with governments, industry, and university colleagues.

Demonstrate experience in the development and execution of School, Faculty and University policy and administrative matters, show significant evidence of representing the disciplinary mix of the School at Faculty and University levels including highly effective communication with members of the community, professional bodies, industry, government and/or advisory groups.

Level D

Have an outstanding track record of building/leading a program of research in industrial and organisational psychology with a high level of research achievement including publication in top journals and significant successful competitive funding applications, which may include industry funding.

Have considerable expertise in liaising with industry to secure funding, consultancies, placements or research collaborations.

Have made an outstanding contribution to high quality teaching in industrial and organisational psychology or closely related area with a willingness to lead developments in curriculum and a commitment to continuous improvement and enhancing the student experience

Demonstrate evidence of an excellent track record in the successful supervision of Honours, Masters and PhD students.

Have a substantiated collegiate attitude, evidence of effective teamwork and a proven capacity to work with diverse groups both internally with the different Schools and Faculties as well as externally with industry and government personnel to develop collaborative research and research training projects

Demonstrate extensive experience in the development and execution of School, Faculty and University policy and administrative matters, show significant evidence of representing the disciplinary mix of the School at Faculty and University levels including highly effective communication with members of the community, professional bodies, industry, government and/or advisory groups.

DESIRABLE FOR LEVEL C or LEVEL D

Hold, or demonstrate eligibility for general registration with the Psychology Board of Australia.

Hold, or demonstrate eligibility for an area of practice endorsement in Industrial and Organisational Psychology.

Hold, or demonstrate eligibility to be an approved placement supervisor with the Psychology Board of Australia.

Special Requirements

NA

Compliance

Workplace Health and Safety

All supervising staff are required to undertake effective measures to ensure compliance with the Occupational Safety and Health Act 1984 and related University requirements (including Safety, Health and Wellbeing Objectives and Targets).

All staff must comply with requirements of the Occupational Safety and Health Act and all reasonable directives given in relation to health and safety at work, to ensure compliance with University and Legislative health and safety requirements.

Details of the safety obligations can be accessed at <http://www.safety.uwa.edu.au>

Equity and Diversity

All staff members are required to comply with the University's Code of Ethics and Code of Conduct and Equity and Diversity principles. Details of the University policies on these can be accessed at http://www.hr.uwa.edu.au/publications/code_of_ethics, <http://www.equity.uwa.edu.au>