

## Position Description

### Professor, Biochemistry/Cell Biology

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<b>Position No:</b>	NA
<b>Business Unit:</b>	Office of the Provost
<b>Division:</b>	School of Agriculture, Biomedicine and Environment
<b>Department:</b>	Department of Biochemistry and Chemistry
<b>Classification Level:</b>	Level E Teaching & Research
<b>Employment Type:</b>	Full-time, Continuing
<b>Campus Location:</b>	Bundoora
<b>Other Benefits:</b>	<a href="http://www.latrobe.edu.au/jobs/working/benefits">http://www.latrobe.edu.au/jobs/working/benefits</a>

Further information about:

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

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## **Position Context/Purpose**

A Level E teaching and research academic is expected to be an internationally acknowledged leader in their discipline or professional field. They will design and lead curriculum development, conduct and publish, or otherwise disseminate, the highest quality research. They will also foster excellence in teaching and research/scholarship in that discipline at La Trobe, and through relevant national and international external bodies. All Professors are members of the University's Academic Board and are expected to contribute to the leadership not only of their Department and School, but also of the University as a whole.

## **Duties at this level will include:**

- Provide academic leadership in the development and teaching of the discipline at undergraduate and postgraduate levels.
- Publish, or otherwise disseminate, in leading international journals and deliver invited presentations at international conferences.
- Successfully supervise Higher Degree by Research (HDR), honours and postgraduate research students.
- Provide academic leadership to ensure the development and maintenance of a robust research culture in the discipline at La Trobe.
- Conduct research of the highest quality and/or impact and obtain necessary research funding from contracts/grants/consultancies.
- Play a leading role in discipline-based mentoring and supporting the development of more junior research and teaching staff within the Department/School/University.
- Promote the University and discipline by participating in and leading where appropriate, in local, national and/or 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 Dean.

## **Essential Criteria**

- PhD or equivalent accreditation recognised by the University.
- Proven commitment to the highest quality teaching in related discipline or professional fields, including evidence of leadership in teaching and curriculum development at undergraduate and/or postgraduate levels.
- Demonstrated ability to attract honours/postgraduate research students and supervise to successful completion.
- Distinguished record of nationally and internationally recognised research, with evidence of the highest quality and/or impact.
- Evidence of an international reputation in the field of Biochemistry or Cell Biology, and of significant national and international influence on their profession.
- Evidence of achievement in fostering and supporting research teams, commitment to a high performance research culture and in mentoring early career staff.
- Strong record of external research funding through competitive grants, industry grants or consultancies.
- Excellent interpersonal skills with a proven ability to build robust working relationships with academic and professional staff across the University.
- Evidence of effective leadership and management at department, school and/or university level.
- Proven experience and success in managing staff performance and development.

## Capabilities required to be successful in the position

- Ability to collaborate effectively 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 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.

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For Human Resource Use Only

Initials:

Date: