



## POSITION DESCRIPTION

### Organisation Unit

Architecture, Building and Planning

## Associate Professor in Construction

<b>POSITION NO</b>	0059449
<b>CLASSIFICATION</b>	Associate Professor – Level D
<b>SALARY</b>	\$169,094 - \$186,288 (pro rata for part-time)
<b>SUPERANNUATION</b>	Employer contribution of 17%
<b>WORKING HOURS</b>	Full-time (1.0 FTE)
<b>BASIS OF EMPLOYMENT</b>	Continuing <i>Applications for part-time or other flexible working arrangements will be welcomed and will be fully considered subject to meeting the inherent requirements of the position</i>
<b>OTHER BENEFITS</b>	<a href="https://about.unimelb.edu.au/careers/staff-benefits">https://about.unimelb.edu.au/careers/staff-benefits</a>
<b>HOW TO APPLY</b>	Online applications are preferred. Go to <a href="http://about.unimelb.edu.au/careers">http://about.unimelb.edu.au/careers</a> , select the relevant option ('Current Opportunities' or 'Jobs available to current staff'), then find the position by title or number.
<b>CONTACT FOR ENQUIRIES ONLY</b>	Prof. Valerie Francis Tel +61 3 8344 8762 Email <a href="mailto:vfrancis@unimelb.edu.au">vfrancis@unimelb.edu.au</a>  <i>Please do not send your application to this contact</i>

For information about working for the University of Melbourne, visit our website:  
[about.unimelb.edu.au/careers](http://about.unimelb.edu.au/careers)

## ***Acknowledgement of Country***

The University of Melbourne acknowledges the Traditional Owners of the unceded land on which we work, learn and live: the Wurundjeri Woi Wurrung and Bunurong peoples (Burnley, Fishermans Bend, Parkville, Southbank and Werribee campuses), the Yorta Yorta Nation (Dookie and Shepparton campuses), and the Dja Dja Wurrung people (Creswick campus).

The University also acknowledges and is grateful to the Traditional Owners, Elders and Knowledge Holders of all Indigenous nations and clans who have been instrumental in our reconciliation journey.

We recognise the unique place held by Aboriginal and Torres Strait Islander peoples as the original owners and custodians of the lands and waterways across the Australian continent, with histories of continuous connection dating back more than 60,000 years. We also acknowledge their enduring cultural practices of caring for Country.

We pay respect to Elders past, present and future, and acknowledge the importance of Indigenous knowledge in the Academy. As a community of researchers, teachers, professional staff and students we are privileged to work and learn every day with Indigenous colleagues and partners.

## ***Commitment to Diversity and Inclusion***

The Faculty of Architecture, Building and Planning is committed to creating a diverse and inclusive environment that welcomes and values all people. We recognize that diversity is essential in contributing to the success of our Faculty. Aboriginal and Torres Strait Islanders, the LGBTIQ+ community, people living with disability and those from a culturally and linguistically diverse background, are strongly encouraged to apply.

## ***Position Summary***

The University of Melbourne is seeking an outstanding Academic with research leadership in Construction, to join an internationally recognised group of academics within the Faculty of Architecture, Building and Planning.

As a senior member of the Faculty, you will help foster relationships across the university and with industry. You will also engage globally, as well as within Australia on academic and industry pursuits. You will ensure that research, teaching and engagement activities are flourishing, and act as a mentor for staff. You will actively collaborate in research within the Faculty and wider University and be expected to engage with industry and government. This position reports to the Chair of Construction and includes regular interaction with the Dean and/or Director, Bachelor of Design and Director, Melbourne School of Design.

### ***1. Key Responsibilities***

#### **1.1 TEACHING AND LEARNING**

- ▶ Enhance and develop teaching programs and methods to provide rational and cohesive courses for undergraduate and postgraduate students at the highest international level.
- ▶ Coordinate and teach subjects and courses as required by the Dean, in line with Faculty of Architecture Building and Planning work load models and End of Subject Survey expectations.

- ▶ Guide the development of Masters course work, together with contributions to undergraduate and postgraduate teaching.

## 1.2 RESEARCH AND RESEARCH TRAINING

- ▶ Build and sustain strong research activities, with a focus on interdisciplinary activities where appropriate.
- ▶ Obtain significant research funding from sources outside the University.
- ▶ Publish in top-tiered refereed journals, books or monographs, reports and refereed conference proceedings.
- ▶ Supervise postgraduate students undertaking research projects or degrees.

## 1.3 ENGAGEMENT

- ▶ Disseminate research results to lay-audiences through articles, interviews and public events.
- ▶ Engage with disciplinary, public, and professional communities as part of teaching and research activities.

## 1.4 LEADERSHIP AND SERVICE

- ▶ Provide university leadership in construction focused education programs.
- ▶ Provide leadership externally within the construction industry.
- ▶ Create and maintain a harmonious workplace environment that is conducive to productivity; that promotes creativity; and rewards and recognises individual and group achievement.
- ▶ Encourage and assist staff and research students to publish in top tiered refereed journals, books or monographs, reports and refereed conference proceedings.
- ▶ Foster excellence in research and teaching and develop best practice standards for the Department.
- ▶ Work actively with construction industry advisory groups and with external industry bodies to ensure a productive relationship between the University and the community around the construction discipline.
- ▶ Develop collaborative opportunities with Australian and international industry and research facilities.
- ▶ Undertake professional activities including the conduct and dissemination of research, publication, membership of committees and consultancies.
- ▶ Engage in ongoing professional development in your area and maintain knowledge of current research, resources and practice in that field.
- ▶ Contribute to strategic planning and policy decision making processes by actively participating on relevant committees.
- ▶ Provide leadership in the evaluation of curriculum development and renewal at Faculty and University level.
- ▶ Make a significant contribution to the governance and collegial life inside and outside of the Faculty.

## 1.5 RESPONSIBILITY AND COMPLIANCE

- ▶ Maintain a sound knowledge of current University Policy and Procedures, and reliably follow these or provide compliant advice to others.
- ▶ Reliably follow communications protocols and/or policies as appropriate.
- ▶ Occupational Health and Safety (OH&S) and Environmental Health and Safety (EH&S) responsibilities as outlined in Section 4.
- ▶ Behavioural Expectations - All staff are expected to maintain the following behaviours:
  - Treat everyone equitably; act fairly with staff and demonstrate respect for diversity
  - Be an effective team player who is cooperative and gains the trust and support of staff, peers and clients through collaboration
  - Create ethics applications and report to the ethics committees.

## 2. Selection Criteria

In order to be considered for interview by the Selection Panel, applicants must address the following Criteria in their application. Please visit the University website for how to address [Essential Selection Criteria](#).

### 2.1 ESSENTIAL

- ▶ A research doctorate or equivalent in construction, civil engineering, architectural engineering, or equivalent;
- ▶ A demonstrated relevant world-class track record of high-quality research and scholarship, as evidenced by research publications in high-quality journals, conferences and technical reports as well as other performance indicators;
- ▶ A track record of leadership, including the organisation of workshops and conferences, development of enabling resources, and involvement in outreach activities;
- ▶ A track record in attracting research funding from competitive grant agencies and other sources including industry;
- ▶ Ability to develop strong links with the business sector, industry and government;
- ▶ Drive, energy, and a vision for building and leading a world-class research program;
- ▶ Capacity to provide high-quality research leadership, including leadership of interdisciplinary teams, and effective management of research and other staff;
- ▶ Capacity to teach effectively across a range of subjects, including the capacity to develop and deliver seminars and lectures, and contribute to other teaching activities;
- ▶ Exceptional communication and interpersonal skills with the ability to establish and maintain effective working relationships that inspire students and staff and other members of the Faculty, University and wider community;

### 2.2 DESIRABLE

- ▶ Experience in teaching in the areas of sustainable and/or circular design and construction, offsite construction, or other emerging construction industry foci.
- ▶ A distinguished high-profile international standing of research excellence, including fostering research collaboration with industry and with researchers from other organisations as part of multi-disciplinary teams;

- ▶ Demonstrated excellence in academic leadership and management including an ability to build strong, sustainable teams.

## 2.3 SPECIAL REQUIREMENTS OF THE ROLE

- ▶ This position requires the incumbent to hold a current and valid Working with Children Check.

## 3. *Equal Opportunity, Diversity and Inclusion*

The University is an equal opportunity employer and is committed to providing a workplace free from all forms of unlawful discrimination, harassment, bullying, vilification and victimisation. The University makes decisions on employment, promotion, and reward on the basis of merit.

The University is committed to all aspects of equal opportunity, diversity and inclusion in the workplace and to providing all staff, students, contractors, honorary appointees, volunteers and visitors with a safe, respectful and rewarding environment free from all forms of unlawful discrimination, harassment, vilification and victimisation. This commitment is set out in the Advancing Melbourne strategy that addresses diversity and inclusion, equal employment opportunity, discrimination, sexual harassment, bullying and appropriate workplace behaviour. All staff are required to comply with all University policies.

The University values diversity because we recognise that the differences in our people's age, race, ethnicity, culture, gender, nationality, sexual orientation, physical ability and background bring richness to our work environment. Consequently, the People Strategy sets out the strategic aim to drive diversity and inclusion across the University to create an environment where the compounding benefits of a diverse workforce are recognised as vital in our continuous desire to strive for excellence and reach the targets of Advancing Melbourne.

## 4. *Occupational Health and Safety (OHS)*

All staff are required to take reasonable care for their own health and safety and that of other personnel who may be affected by their conduct.

OHS responsibilities applicable to positions are published at:

<https://safety.unimelb.edu.au/people/community/responsibilities-of-personnel>

These include general staff responsibilities and those additional responsibilities that apply for Managers and Supervisors and other Personnel.

## 5. *Other Information*

### 5.1 THE UNIVERSITY OF MELBOURNE

Established in 1853, the University of Melbourne is a leading international university with a tradition of excellence in teaching and research. The main campus in Parkville is recognised as the hub of Australia's premier knowledge precinct comprising eight

hospitals, many leading research institutes and a wide-range of knowledge-based industries. With outstanding performance in international rankings, the University is at the forefront of higher education in the Asia-Pacific region and the world.

The University employs people of outstanding calibre and offers a unique environment where staff are valued and rewarded.

Further information about working at The University of Melbourne is available at <http://about.unimelb.edu.au/careers>

## 5.2 FACULTY OF ARCHITECTURE, BUILDING AND PLANNING

The Faculty of Architecture, Building and Planning is the leading educational and research institution in the Asia-Pacific region addressing the design and realisation of inhabited environments. It actively seeks to extend the linkages between education, research and practice in the built environment, and maintains excellent and extensive relationships with members of the built environment professions, government, professional associations and the wider community.

The Faculty has nearly 200 staff and 3000 students, one third of whom are international. It is responsible for the undergraduate Bachelor of Design degree, and offers majors in architecture, landscape architecture, property, construction, and urban planning.

The Faculty's graduate school, the Melbourne School of Design (MSD), teaches accredited masters courses across the professional disciplines of Architecture, Construction Management, Landscape Architecture, Property, Urban Design and Urban Planning.

The MSD is distinctive from its competitors in its aim to inspire learning through interdisciplinary reflection, and its integration of research, teaching, and practice around the environmental implications of all forms of urbanisation. With opportunities to engage in advanced studio and seminar-based learning and research, MSD students develop new perspectives, critical reflection, and modes of action to address the environmental, social and aesthetic challenges in producing sustainable centres of habitation, locally and internationally. Students can take part in field trips which examine the global context of habitable environments.

The Faculty has an international reputation for excellence in research and research training and is a leader in built environment and urban research. Faculty staff are actively engaged in collaborations and partnerships both locally and globally, to produce research that responds to major social, economic and environmental challenges, as well as fundamental research into the built environment in Australia and the Asian region. Our researchers address key issues, such as mitigation of natural disasters, climate change, sustainability, the future of cities, population growth and urban density. We lead debate in many of these areas. We also contribute definitive knowledge and understanding of the history, conservation and heritage of the built and natural environment, built environment practice and management, urban morphology and design research. The Faculty draws its research strength in part from its capacity to work in the multidisciplinary frame of its various built environment disciplines, as well as with colleagues in health, engineering, education, history and social sciences.

Through the MSD, we provide the highest quality research training environment, attracting the best and brightest future researchers in our disciplines from around the world. PhD and MPhil students have access to innovative professional development programs and generous funding support, along with excellent facilities and resources. Our PhD and

MPhil graduates are well-rounded professionals, critical thinkers and future research leaders.

We have built strong research foundations by valuing and developing our people, rewarding excellence, and fostering a culture of enquiry, creativity and outstanding scholarship.

More information about ABP / MSD can be found at: <https://msd.unimelb.edu.au/>

### 5.3 ADVANCING MELBOURNE

The University's strategic direction is grounded in its purpose. While its expression may change, our purpose is enduring: to benefit society through the transformative impact of education and research. Together, the vision and purpose inform the focus and scale of our aspirations for the coming decade.

Advancing Melbourne reflects the University's commitment to its people, its place, and its partners. Our aspiration for 2030 is to be known as a world-leading and globally connected Australian university, with our students at the heart of everything we do.

- We will offer students a distinctive and outstanding education and experience, preparing them for success as leaders, change agents and global citizens.
- We will be recognised locally and globally for our leadership on matters of national and global importance, through outstanding research and scholarship and a commitment to collaboration.
- We will be empowered by our sense of place and connections with communities. We will take opportunities to advance both the University and the City of Melbourne in close collaboration and synergy.
- We will deliver this through building a brilliant, diverse, and vibrant University community, with strong connections to those we serve.

The means for achieving these goals include the development of the University of Melbourne's academic and professional staff and the capabilities needed to support a modern, world-class university. Those means require a commitment to ongoing financial sustainability and an ambitious infrastructure program which will reshape the campus and our contribution to the communities we engage with. This strategy, and the priorities proposed, is centred around five intersecting themes; place, community, education, discovery and global.

### 5.4 EQUAL OPPORTUNITY, DIVERSITY, AND INCLUSION

The University is an equal opportunity employer and is committed to providing a workplace free from all forms of unlawful discrimination, harassment, bullying, vilification, and victimisation. The University makes decisions on employment, promotion, and reward on the basis of merit.

The University is committed to all aspects of equal opportunity, diversity, and inclusion in the workplace and to providing all staff, students, contractors, honorary appointees, volunteers, and visitors with a safe, respectful, and rewarding environment free from all forms of unlawful discrimination, harassment, vilification, and victimisation. This commitment is set out in the Advancing Melbourne strategy that addresses diversity and inclusion, equal employment opportunity, discrimination, sexual harassment, bullying and appropriate workplace behaviour. All staff are required to comply with all University policies.

The University values diversity because we recognise that the differences in our people's age, race, ethnicity, culture, gender, nationality, sexual orientation, physical ability, and background bring richness to our work environment. Consequently, the People Strategy sets out the strategic aim to drive diversity and inclusion across the University to create an environment where the compounding benefits of a diverse workforce are recognised as vital in our continuous desire to strive for excellence and reach the targets of Advancing Melbourne.

## 5.5 GOVERNANCE

The Vice Chancellor is the Chief Executive Officer of the University and responsible to Council for the good management of the University.

Comprehensive information about the University of Melbourne and its governance structure is available at <https://about.unimelb.edu.au/strategy/governance>