# POSITION DESCRIPTION

## ASSOCIATE LECTURER - LEVEL A
## TEACHING AND RESEARCH

An **Associate Lecturer (Level A)** Academic contributes to Murdoch University's strategic commitment to excellence in education, research, and service that deliver social, cultural, and environmental impact.

Working under the guidance of senior academic staff, the Level A Academic is expected to develop their expertise in teaching and research with an increasing degree of autonomy. The position contributes to teaching, participates in scholarly and professional activities appropriate to the discipline, and undertakes administration related to these responsibilities.

Expectations of the position are guided by the University's Building a Brighter Future, Together: *Ngala Kwop Biddi* strategy and the Academic Career Expectations (ACE) Framework. An Associate Lecturer will advance the University's strategic plan, including our strategic themes of Sustainability, Equity, Diversity and Inclusion, and First Nations, and will uphold the University's expectations of citizenship.

### About Murdoch University

Murdoch University is a young and dynamic university with a foundational commitment to the environment, social justice and inclusion, and making education accessible to more people.

Our campuses in Western Australia are located on the lands of the Whadjuk and Binjareb Noongar people. We respect their enduring and dynamic culture, and the leadership of past and present Noongar elders. The *boodjar* (country) on which Murdoch is located has, for thousands of years, been a place of learning, and we are proud to continue this long tradition.

Founded as Western Australia's second university in 1974, today, Murdoch has more than 21,000 students and 2,000 employees across campuses in Perth, Singapore and Dubai. With more than 120,000 alumni, Murdoch graduates can be found all over the world, making a positive difference.

Our strategy, "Ngala Kwop Biddi: Building a brighter future, together", guides the University's direction and affirms our shared purpose to change lives and society for the better through accessible education and research.

Murdoch's strategy is underpinned by a clear ambition to be recognised as a university that leads with purpose and academic excellence. We are committed to delivering high-

quality, research-informed education and impactful research that advances knowledge, addresses real-world challenges and creates meaningful benefit for communities. We aspire to be a global leader in sustainability through our education, research and operations, nurturing mindsets and solutions that contribute to a more sustainable and socially responsible world. We are equally committed to fostering a welcoming, diverse and culturally safe community where equity and inclusion are actively practised and where all members of our community can thrive and realise their potential. Central to this ambition is our commitment to First Nations peoples — to become a university of choice that respects, embeds and elevates Indigenous knowledges, strengthens cultural capability, and contributes meaningfully to reconciliation and shared futures.

Murdoch is also committed to strong engagement with our local community, our State, our Nation, and the global society, and has a proud track record of creating meaningful partnerships with business, government, and industry.

Murdoch's culture is grounded in a genuine commitment to acting with integrity and respect, creating an environment where people feel safe to be themselves, contribute openly, and engage with curiosity and care. How we work together matters as much as what we achieve, and this is reflected in a collegial and thoughtful approach to leadership, collaboration and decision-making. We value diverse perspectives, uphold academic freedom, and seek to operate with transparency and trust, while remaining adaptable and responsible in how we use our resources and deliver on our shared purpose.

## Position Duties

As an Associate Lecturer, you are expected to contribute actively to the development of your School (or business area), University and the broader discipline or profession, growing your capability to make meaningful, independent contributions.

The scope, depth and emphasis of your responsibilities may vary based on your workload allocation and the priorities set with your Head of School (or equivalent).

### Education

Working under the guidance of experienced academic staff, and developing expertise and autonomy in the delivery of teaching, you may be expected to:

1. **Expertise and knowledge:** develop expertise in your discipline, engaging with current research, scholarship and/or professional practice to inform teaching and learning.
2. **Unit delivery:** contribute to the design, delivery and evaluation of units up to undergraduate or graduate diploma-level (and, if qualified, postgraduate) across face-to-face, online, and blended modes.
3. **Learning design:** develop high-quality learning resources, assessments and rubrics that scaffold student success and engage appropriately with emerging technologies, reflecting expectations of the discipline or profession.
4. **Assessment:** mark assessments, provide timely and constructive feedback to students, and return marks according to established deadlines.
5. **Curriculum review and standards:** participate in curriculum review and renewal activities to ensure compliance with AQF, TEQSA and accreditation

standards, while meeting student, employer and University expectations.

6. **Student support:** consult with and advise students to foster their learning, retention and wellbeing.
7. **Learning and teaching practice:** actively engage in your own professional development in learning and teaching, pursue relevant qualifications and training, and engage in reflective practice to build your capability and career progression.

**Research**

With the support of mentors or supervisors, you will develop capability for autonomous and impactful research through such activities as the following:

8. **Research activity:** participate in research and scholarly activity that contributes new knowledge or creative endeavor. Contribute to the dissemination of findings through impactful forms of publication or application. Demonstrate sound ethical practice and data management.
9. **Research service:** engage in scholarly and professional activities that enhance your research capability and reputation, such as presenting at conferences and engaging with professional networks.
10. **Research Funding:** contribute to the preparation and submission of applications for research funding.
11. **Research Supervision**: where opportunities and qualifications permit, participate in higher degree by research supervision or related activities, contributing to a supportive research student environment.
12. **Research leadership:** contribute to a culture of research excellence, helping steer, support, nurture and coordinate ethical and quality research in the discipline. Build your experience and autonomy as a research practitioner.

**Service, Leadership and Engagement**

You will develop experience and reputation in service to the University and engagement with your discipline/profession:

13. **Administration and coordination:** effectively undertake administrative activities within your teaching, research and service to the School.
14. **Service and leadership within the University:** participate in School and University activities such as committees, working groups and events, contributing positively to the University's community and its shared governance.
15. **Engagement with the discipline or profession**: engage meaningfully with your discipline and/or profession, building your reputation inside and outside the University.
16. **External engagement:** participate in or contribute to activities that strengthen collaborations and enhance the visibility, reputation and impact of the discipline, School or University.

## University Compliance and Professional Obligations:

- **University expectations:** uphold the University's expectations as set out by regulation, policy, procedure and codes of conduct.
- **Citizenship:** demonstrate citizenship as a core dimension of the role by upholding the University's core values and guiding principles.
- **External obligations:** comply with all relevant legislative, regulatory and professional requirements applicable to your role and employment, including the Higher Education Standards Framework (HESF) and Tertiary Education Quality and Standards Agency (TEQSA) requirements.
- **Health, Safety and Wellbeing:** meet obligations relating to Work Health and Safety and wellbeing, including taking reasonable care for personal safety and that of others, reporting hazards, incidents and injuries, and following reasonable safety instructions and requirements.
- **Mandatory Training:** maintain completion of required mandatory training and professional compliance activities relevant to the role and employment.
- **Career development:** participate in University processes that support your ongoing professional development, including engagement in the Annual Career Development Conversation (ACDC) and upholding expectations of the Leadership Capability Framework.
- **Other duties:** undertake other duties that are consistent with the responsibilities, skills and classification of this role as reasonably directed.

## Workload Allocation

The scope of academic work will be in accordance with the Academic Workload provided for in the current Murdoch University Enterprise Agreement.

## Qualifications

- A degree with subsequent relevant postgraduate qualifications and at least four years of tertiary study, or an equivalent combination of education, training and experience.
- A relevant higher degree (such as a doctorate) is desirable, or satisfactory progress towards its completion is expected, in an area that contributes meaningfully to the discipline area.
- Maintain your professional registration or accreditation, where relevant to your discipline or profession.

## Work Requirements

- Australian permanent residency or possession of a valid visa with work entitlement in Australia, or ability to obtain prior to commencement.
- A willingness and ability to travel nationally and/or internationally as required.
- Ability to work outside of normal office hours when required.

# ACADEMIC ROLE DUTY STATEMENT
# Role-Specific Information

**(To be read in conjunction with the Position Description)**

## About this document

This document provides additional information specific to this role, including details about the work area, expectations, and selection criteria.

It is intended to complement the Academic Position Description (PD), which outlines the broader responsibilities and expectations of the role in line with Murdoch University's Academic Career Expectations (ACE) Framework.

To avoid duplication, information already included in the PD is not repeated here.

## Important information for applicants

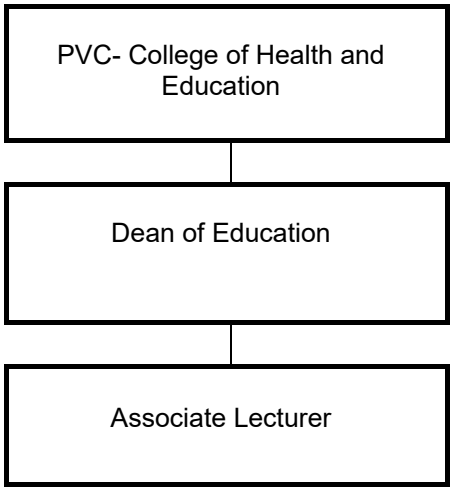
This document focuses on what is specific to this role, School, or discipline. It should be read alongside the Position Description, which forms the primary reference for the role. The scope and focus of the role may evolve over time, in line with School and discipline priorities, Workload allocation and strategic and operational needs of the University.

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| **Position** | Associate Lecturer |
| **Reports to** | Dean of Education |
| **Division** | School of Education |
| **College** | College of Health and Education |

## About The Work Area

The School of Education is a contemporary, inclusive and impact-focused school that prepares teachers, education professionals and researchers through high-quality teaching, research and industry engagement. Its purpose is to change lives and society for the better through accessible education, strong partnerships and research that responds to educational and social challenges. The School's priorities are closely aligned with Murdoch University's strategic themes of sustainability, equity, diversity and inclusion, and First Nations. We serve a diverse student cohort, via accredited initial teacher education programs, alongside postgraduate courses and higher degree research programs.

## Reporting Relationships




## Role-Specific Focus

The focus of this role is to:

- Teach in courses in the School of Education.
- Contribute to education research, individually and as a member of a team, and produce quality research publications, journal articles, books or chapters, and other outputs.
- Use effective teamwork and communication across diverse education settings.

## Selection Criteria

**Specific Knowledge and Competencies**

- Four years of relevant tertiary study or University-recognised equivalent professional experience
- Understanding of, and commitment to, evidence-based teaching; and demonstrated knowledge of contemporary approaches to curriculum and pedagogy related to education.
- Demonstrated experience in Initial Teacher Education (ITE) at the tertiary level, with evidence of positive student and colleague feedback.
- Strong interpersonal skills and ability to work effectively in a collaborative, interdisciplinary team.
- Actively engaging in curriculum development, teaching quality, and educational innovation, working collaboratively with students and colleagues to enhance ITE and learning outcomes.

## Highly Desirable

- Demonstrated experience in the IB Educator Certificate (IBEC) at the tertiary level.

  AND/OR

- Demonstrated experience teaching mathematics at primary level and in Initial Teacher Education programs.

  AND/OR

- Demonstrated experience teaching literacy and English at primary level and/or in Initial Teacher Education programs.

  AND/OR

- Demonstrated experience in managing capstone assessment programs in ITE at the tertiary level