POSITION DESCRIPTION

LECTURER - LEVEL B
TEACHING AND RESEARCH

A **Lecturer (Level B)** academic will undertake independent teaching and research in their discipline or related area. In research and/or scholarship and/or teaching, a Level B academic will make an independent contribution through professional practice and expertise and coordinate and/or lead the activities of other staff, as appropriate to the discipline.

A Level B academic will normally contribute to teaching at undergraduate, honours and postgraduate level, engage in independent scholarship and/or research and/or professional activities appropriate to their profession or discipline. They will normally undertake administration primarily relating to their activities at the institution and may be required to perform the full academic responsibilities of and related administration for the coordination of an award program of the institution.

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. A 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 a Lecturer, you are expected to be an active contributor to your School (or business area), University and the broader discipline or profession, demonstrating independence in your teaching, research and service activities, and working towards establishing a national reputation.

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

Demonstrating independence and leadership in the delivery of undergraduate and postgraduate teaching, you may be expected to:

1. **Expertise and knowledge:** develop specialised content knowledge in your discipline, engage with current research, scholarship and/or professional practice to deliver expert teaching.
2. **Unit delivery:** design, deliver and evaluate undergraduate and postgraduate units across face-to-face, online and blended modes. Coordinate teaching staff where required and ensure that your units meet School and University expectations.
3. **Learning design:** develop and maintain high-quality learning resources, assessments, and rubrics that scaffold student success, engage appropriately with emerging technologies, and reflect current standards of the discipline and

profession(s).

4. **Assessment:** mark and moderate assessments, provide timely and constructive feedback to students, and return marks according to established deadlines.
5. **Curriculum review and standards:** contribute to curriculum design, review, and renewal to ensure compliance with AQF and TEQSA standards, and to meet expectations of students, employers and the profession(s).
6. **Student support:** consult with and advise students to foster their learning, retention and wellbeing. Design and implement strategies to support student retention within your unit(s).
7. **Learning and teaching practice:** engage in the continuous improvement of your learning and teaching practice, ensuring currency and innovation to meet the current and future expectations of the discipline and profession(s).

Research

While building a national reputation, and working independently and/or with others, you may be expected to:

8. **Research activity:** undertake research that contributes new knowledge or creative endeavour, suggesting evidence of your emerging reputation at a national level. Share research findings through high-quality, impactful publications or applications suited to your discipline. Demonstrate sound ethical practice and data management.
9. **Research service:** engage in professional and disciplinary activities that enhance your research capability and reputation, such as presenting at conferences, engaging with professional networks, peer-reviewing research, providing expert advice to media, and building partnerships with community, industry, government and others.
10. **Research Funding:** actively seek research funding. Build relationships with government, industry, community and other partners that lead to an exchange of knowledge and resources.
11. **Research Supervision**: supervise Honours and/or postgraduate research from proposal to examination, ensuring that work meets the University's ethics and integrity standards. Examine Honours and postgraduate theses.
12. **Research leadership:** contribute to a culture of research excellence, helping to steer, support, nurture and coordinate ethical and quality research in the discipline.

Service, Leadership and Engagement

You will make an independent contribution to the University and your discipline or profession:

13. **Administration and coordination:** effectively undertake administrative activities within your teaching, research and service to the School. This may include the coordination of a program (or programs) and other initiatives.
14. **Service and leadership within the University:** contribute to School and University activities such as committees, working groups and events, making an

impactful contribution to the University's community and its shared governance.

15. **Engagement with the discipline or profession**: actively engage with your discipline and/or profession, building your reputation inside the University and within your discipline at a national level.
16. **External engagement:** build, participate 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 tertiary qualification of at least four years in the relevant field, or equivalent professional experience recognised by the University.
- A relevant doctoral qualification (PhD or equivalent) in the discipline, or equivalent professional experience as recognised by the University.
- 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

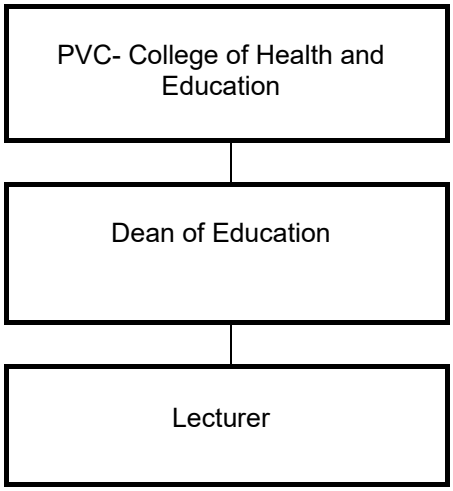
This document focuses on what is specific to this role, School, or discipline. It should be read alongside the Position Description, which forms the primary reference for the role. The scope and focus of the role may evolve over time, in line with School and discipline priorities, Workload allocation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

Position	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

This role includes a particular focus on:

- Teach across undergraduate and postgraduate courses in the School of Education, with a particular focus on the Educational Leadership learning area, making original contributions to teaching that expand knowledge and practice in the discipline.
- 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.
- Demonstrate and model effective professional communication and collaborative practice across diverse education settings, providing leadership within teaching teams and contributing to a collegial, high-performing School culture

Selection Criteria

Specific Knowledge and Competencies

- Demonstrated specialist knowledge in educational leadership, with evidence of delivering expert, research-informed teaching at undergraduate and/or postgraduate level.
- A relevant doctoral qualification (PhD or equivalent) in Educational Leadership or a closely related discipline, or equivalent professional experience as recognised by the University.
- Demonstrated capacity to lead curriculum, teaching teams, and program coordination in a higher education context, with experience mentoring colleagues and early career academics.
- Evidence of contribution to curriculum design, review, and accreditation processes in educational leadership, with knowledge of relevant frameworks (e.g., HESF, TEQSA, AITSL).
- An emerging or established record of impactful research in Educational Leadership, evidenced by quality publications, conference contributions, or equivalent scholarship at a national level.
- Demonstrated success in attracting external research funding in the field of education, including leading and/or significantly contributing to competitive grant applications.
- Experience supervising or co-supervising honours and/or postgraduate research candidates in educational leadership, with sound ethical and timely completion practices.

- Demonstrated commitment to equitable, culturally responsive, and First Nations-informed pedagogies, with strategies that support student retention and success across diverse cohorts.
- Evidence of active engagement with the education profession through collaboration with schools, government, professional bodies, or industry to strengthen the School's visibility and impact.