

STANDARD TEACHING AND RESEARCH POSITION DESCRIPTION



Position	Associate Professor
Level/ Classification	Level D
Reports to	Head of School
Division	Humanities, Arts and Social Sciences
College	Law, Arts and Social Sciences

Position Purpose

An Associate Professor (Level D) is expected to demonstrate sustained excellence and leadership in research, including developing a strong program of scholarly work, securing competitive funding, and building a vibrant and collaborative research culture. The role provides academic leadership in the design, delivery and continuous improvement of undergraduate and postgraduate teaching, integrating research and professional practice to enhance student learning and to support high-quality supervision of Honours and higher degree research students. The position also provides leadership in curriculum and course development, mentoring and supporting colleagues, strengthening collaborative engagement with internal and external partners, and contributing to service, governance and strategic initiatives within the School, College and University.

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. Founded as Western Australia's second university in 1974, today, Murdoch has more than 21,000 students and 1,700 staff across campuses in Perth, Singapore and Dubai. With more than 90,000 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 reaffirms our shared purpose to change lives and society for the better through accessible education and research.

The Strategy is focused on three key themes:

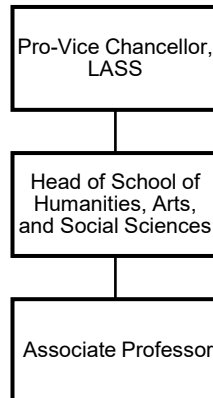
- Sustainability: Be a leading university in education, teaching and translational research in sustainability.
- Equity, Diversity, and Inclusion: Build a welcoming, diverse and inclusive community.
- First Nations: Become the University of first choice for First Nations peoples.

Murdoch is also committed to building engagement with our local community, State, nation, and global society with a track-record in creating strong partnerships with business, government and industry.

About the Work Area

The College of Law, Arts and Social Sciences was formed in January 2023, bringing together the Schools of Humanities, Arts, and Social Sciences, Media and Communication, Law and Criminology, and Indigenous Knowledges. The combination of these individually strong areas will foster cross-disciplinary academic expertise and innovative multidisciplinary approaches to research and teaching.

Reporting Relationships



Key Responsibilities / Duties

Contribute meaningfully to the School, University, Discipline and profession through teaching, research and service, as follows:

1. Provide strategic leadership in Regenerative Tourism, establishing and sustaining high-impact partnerships across industry, community, government and international networks to advance teaching, research and engagement aligned with School and University priorities.
2. Lead the vision, design and continuous renewal of curriculum in Regenerative Tourism, ensuring alignment with institutional strategy, accreditation requirements, and global best practice in sustainability and regenerative development.
3. Drive innovation and scholarship in learning and teaching, including innovative emerging digital technologies, place-based and community-engaged pedagogies; evaluate impact and lead dissemination of effective practice nationally and internationally.
4. Provide academic leadership of programs and teaching teams, working collegially and constructively with colleagues across units and courses to ensure coherence, quality assurance, and continuous improvement at scale.
5. Lead curriculum governance and quality processes, including oversight of course architecture, assurance of learning, accreditation, and compliance, influencing policy and practice at School and University levels.
6. Build academic capability and leadership in teaching, mentoring staff, leading peer review and moderation processes, and fostering a culture of excellence, collaboration and reflective practice.
7. Champion inclusive, culturally responsive and regenerative approaches to student learning, supporting student success through leadership of initiatives that enhance engagement, retention and wellbeing, including oversight of complex student matters.
8. Provide leadership in research training and supervision, including Honours and HDR candidates, contributing to examination, milestone reviews, and the development of a strong research culture in Regenerative Tourism.
9. Secure and lead externally funded initiatives in learning and teaching and/or applied research, particularly those involving community and industry partners, to enhance curriculum innovation and real-world impact.

10. Contribute senior leadership and service to the School, University and discipline, including chairing committees, shaping strategic initiatives, and representing the University in professional, industry and scholarly forums.
11. Maintain and enhance an international profile in Regenerative Tourism, through scholarly activity, professional engagement and leadership in advancing the field.
12. Demonstrate ongoing academic leadership and professional development, contributing to institutional performance processes and fostering a collegial, high-performing academic environment.

Selection Criteria

Essential

1. PhD in a relevant discipline, with a distinguished track record of high-quality research outputs, demonstrated success in securing competitive funding, and established national and/or international recognition.
2. Extensive professional and/or industry experience in a discipline-aligned context, with clear evidence of impact and leadership, and the ability to integrate this expertise into research, teaching and external engagement.
3. Proven ability to initiate, lead and sustain strategic partnerships with industry, community and government to deliver impactful teaching, research and engagement outcomes.
4. Demonstrated capacity to lead and enable collegial and collaborative ways of working at senior academic level, including building an inclusive team culture, mentoring and supporting colleagues, and contributing constructively to evidence-informed decision-making and effective governance, with demonstrated impact across teaching, research and service.
5. Demonstrated leadership in curriculum governance and quality assurance, including oversight of course and unit lifecycle processes (documentation, mapping, moderation, accreditation, compliance and systems) with evidence of audit-ready practice and influence on policy and standards.
6. Evidence of leadership in the design, renewal and delivery of innovative, high-quality teaching across undergraduate and postgraduate programs and multiple delivery modes, including evaluation of impact and scholarly dissemination of teaching practice.
7. Demonstrated leadership in curriculum development and program-level innovation, informed by evidence, student outcomes and stakeholder/partner engagement.
8. Successful supervision of Honours and HDR students to completion, and leadership in fostering a high-quality research training environment.
9. Sustained and significant service and leadership within the School, University and discipline/profession (e.g., chairing committees, program leadership, editorial/review roles), with strong evidence of collegial influence.
10. Highly developed communication, leadership and stakeholder engagement skills, with the ability to influence outcomes and deliver on strategic priorities.
11. Demonstrated alignment with Murdoch University's values and strategy, including a strong and embedded commitment to equity, diversity, inclusion and social justice in teaching, research and engagement.
12. Proven ability to mentor and develop academic staff, building capability in teaching, assessment, moderation and/or research, and contributing to a collaborative, high-performing academic culture.

Desirable

1. Significant experience leading or contributing to interdisciplinary initiatives, particularly across aligned fields such as Sustainable Development, Community Development, Asian Studies, Public Policy or related areas, with evidence of impact on research, curriculum or external engagement.
2. Demonstrated success in securing and/or leading competitive and internal funding, including learning and teaching grants and/or applied or community-based research funding, with evidence of delivery and impact.
3. Scholarly focus on Regenerative Tourism

Work Requirements

1. Ability to work outside of normal office hours when required.
2. Australian permanent residency or possession of a valid visa with work entitlement in Australia.

Probationary Review

This position may be subject to a probationary period, during which time the academic staff member is required to meet set probationary objectives and pass a probationary review. Probationary objectives are set following appointment to the position and confirmed at the first Academic Contribution Development Conversation (ACDC).

General Obligations

While at work, an employee must:

- take reasonable care for their own health and safety and ensure that their acts or omissions do not adversely affect the health and safety of other persons;
- report incidents, injuries and hazards;
- comply with any reasonable instruction that is given by Murdoch University; and
- comply with Murdoch University policies and procedures.

Guiding Principles and Values / Code of Ethics and Code of Conduct

Our Values

- Authenticity
- Integrity
- Respect
- Inclusivity
- Openness

Our Principles

- Act with justice, respect and responsible care.
- Be collegiate and respectful of other points of view.
- Protect academic freedom.
- Be agile, flexible and resilient.
- Make decisions at the most appropriate level.
- Be transparent in decision-making and with information.
- Adopt common approaches to common tasks.
- Be careful stewards of our resources.

All staff will comply with the University's Code of Ethics and Code of Conduct and demonstrate a commitment to its Equity, Diversity and Safety principles and the general capabilities of personal effectiveness, working collaboratively and demonstrating a focus on results.

All Staff undergoing a probation period are required to set probationary objectives with their leader within 3 months of commencement.

We acknowledge that Murdoch University is situated on the lands of the Whadjuk and Binjareb Noongar people. We pay our respects to their enduring and dynamic culture and the leadership of Noongar elders

past and present. The boodjar (country) on which Murdoch University is located has, for thousands of years, been a place of learning. We at Murdoch University are proud to continue this long tradition.