

POSITION DESCRIPTION

ASSOCIATE PROFESSOR - LEVEL D TEACHING AND RESEARCH



An **Associate Professor (Level D)** academic will normally make an outstanding contribution to the research and/or scholarship and/or teaching and administration activities of an organisational unit, including a large organisational unit, or interdisciplinary area.

A Level D academic will make an outstanding contribution to the governance and collegial life inside and outside of the institution and will have attained recognition at a national or international level in their discipline. They will make original and innovative contributions to the advancement of scholarship, research and teaching in their discipline.

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 Professor 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 Professor, you are expected to play a leading role in your School (or business area), University and the broader discipline or profession, and will work towards achieving an international 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

Making original and innovative contributions to teaching in your discipline, you may be expected to:

1. **Expertise and knowledge:** demonstrate specialised content knowledge in your discipline, engage with current research, scholarship and/or professional practice, in order to deliver expert, research-led teaching at the undergraduate and postgraduate levels.
2. **Unit delivery:** design, deliver and evaluate undergraduate and postgraduate units across face-to-face, online and blended modes. Lead others and collaborate within teaching teams as required. 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:** coordinate effective moderation activities, provide timely and constructive feedback to students, and return marks according to established deadlines.
5. **Curriculum review and standards:** make a significant contribution to curriculum design and renewal within a discipline or program to ensure compliance with University policy and TEQSA standards. Take a leading role in the activities of your discipline or School to ensure that curriculum meets the expectations of students, employers and the profession(s).
6. **Student support:** provide expert advice and support to students to foster their learning, course progression, retention and wellbeing. Design and implement strategies to support student retention within your unit(s). Contribute to retention strategies across programs and within the School.
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). Lead and mentor others in expert practice.

Research

Making an outstanding contribution to research within your discipline, you will demonstrate leadership and have an established reputation at the national or international level. you may be expected to:

8. **Research activity:** undertake innovative and original research that contributes significantly to new knowledge or creative endeavour, achieving national or international recognition within your discipline. Share research findings through high-quality, impactful publications or applications suited to your discipline. Demonstrate sound ethical practice and data management.
9. **Research service:** make an outstanding contribution to research service within your discipline, such as leading conferences and networks, contributing to academic journals in roles such as editor, editorial board member or peer reviewer, and providing expert advice to media, government, industry and others.
10. **Research Funding:** attract external funding and lead research partnerships with government, industry, community and others that lead to an exchange of knowledge and resources.
11. **Research Supervision:** lead supervision panels for Honours and/or postgraduate research from proposal to examination, ensuring that student work meets the University's ethics and integrity standards and is completed in a timely fashion. Examine Honours and postgraduate theses.
12. **Research leadership:** make an outstanding contribution to a culture of research excellence in the School, helping to steer, support, nurture and coordinate ethical and quality research in the discipline. Engage in the mentoring of others.

Service, Leadership and Engagement

You will play a leading role in the School and University, and will be expected to:

13. **Administration and coordination:** expertly undertake administrative activities, making an outstanding contribution to the operations of your School or area. This may include the coordination of a large program (or programs) and other initiatives.
14. **Service and leadership within the University:** play an outstanding role in the collegial and governance activities of the School and University, contributing to or leading committees, working groups and events, and performing a key role in the University's community and governance processes.
15. **Engagement with the discipline or profession:** make an outstanding contribution to your discipline and/or profession, attaining national or international recognition within your discipline.
16. **External engagement:** make an outstanding contribution 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

- UAE residency visa, work permit and all other requisite permissions and approvals from the appropriate authorities in the UAE, 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.