

POSITION DESCRIPTION



Associate Professor, Early Childhood



POSITION DETAILS

Position Title	Associate Professor, Early Childhood
Classification	Level D
Position Number	7007480
School/Office	School of Education, Faculty of Social Science, Arts, Business, Education and Law Faculty
Division	Provost

POSITION PURPOSE

The Associate Professor, Early Childhood is located in the School of Education. The successful applicant is expected to make a sustained contribution to the quality of teaching, research and scholarly activities of the School. They will teach in the School's Initial Teacher Education programs for Early Childhood Education as well as relevant postgraduate specialist programs. The successful applicant will lead the development of partnerships with other discipline areas within the School, Faculty and wider University and foster partnerships within the education sector. As an Associate Professor, the successful applicant will provide discipline leadership, supervise and support colleagues in their career aspirations across all domains of academic work. The successful applicant is expected to undertake roles including advancing excellence in early Childhood Education research endeavours and oversees complex academic and student matters.

KEY ACCOUNTABILITIES

1. Teaching and Learning

- Provide leadership in the ongoing development of undergraduate and/or postgraduate programs in the School.
- Ensure that the design, development, delivery, and assessment of programs and subjects, and learning resources, are innovative and contemporary.
- Support Professional Experience Placements as well as engage in specific assessments of activities such as the Teacher Performance Assessment.
- Attract, supervise and mentor postgraduate research students and ensure that they complete their programs in a timely manner and publish the outcomes in peer reviewed journals.

- Actively participate in the student experience and enhance the interactions between teaching and research to facilitate the transition of students into the profession and/or research training.
2. **Research**
 - Publish quality papers in high-impact journals to meet targets established in consultation with the Dean.
 - Prepare and submit research grant proposals to external agencies that lead to sustainable research funding.
 3. **Leadership and Governance**
 - Actively pursue personal professional development and provide mentoring and development guidance to early and mid-career colleagues.
 - Contribute to relevant governance roles within the School and professional bodies, as a leader and member and development and maintenance effective working relationships with relevant external partners including professional experience in school and early learning educational settings.
 - Maintain knowledge relevant to issues related to inclusion of children and young people in school and early learning educational settings.
 - Participate in senior School/Faculty/University committees.
 - Actively participate in University and School events and outreach activities.
 4. **Administration**
 - Participate in meetings as required in the School, Faculty and the University.
 - Contribute to the School and University community through regular participation in activities.
 - Maintain appropriate records regarding student assessment and results.
 5. **Undertake other duties as directed**
 - Other duties relevant to the classification level.

QUALIFICATIONS, EXPERIENCE AND SKILLS

1. PhD or EdD in an area relevant to Education or a closely related area.
2. Extensive experience in quality and innovative teaching in Early Childhood Education at a tertiary level, including the ability to facilitate learning in small and large groups, and experience in using contemporary methods of curriculum design, development, delivery, and assessment, including the use of e-learning methods.
3. Extensive experience in the development of early childhood curriculum aligned with the development of educators and leaders in early childhood settings.
4. Demonstrated experience in the supervision of research students at Honours and Higher Degree level.
5. Demonstrated experience in accordance with level of appointment in progressing research initiatives from inception through to publication and, significant track record in achieving relevant, high-quality publications.
6. Experience (individually or as part of a team) in writing successful research grant proposals and in leading research teams.
7. Demonstrated experience in successful collaboration with the teaching profession and community partners.
8. Excellent oral and written communication skills, including interpersonal skills and the ability to work effectively in a team.

KEY RELATIONSHIPS

- Reports to: The Dean.
- Supervises: Academic staff within the discipline, including Program Leads.
- Key Internal Relationships:
 - School Dean and Academic Directors
 - Faculty Associate Deans
 - Other Heads of Discipline and Program Leads
 - Academic colleagues in the School of Education and relevant colleagues in the Social Science, Arts, Business, Education and Law Faculty and across other Schools and Faculties in the University
 - Relevant Professional colleagues within the Social Science, Arts, Business, Education and Law Faculty and Divisional units
 - Academic colleagues employed on a casual basis in the School
 - Students
- Key External Relationships
 - Key stakeholders in the school sector
 - Regulatory Bodies.
 - Local councils and community organisations
 - Partner institutions
 - Student associations

CHALLENGES

The Level D Associate Professor complement the current academic team in the School of Education and make a sustained contribution to the teaching of Early Childhood curriculum across its Initial Teacher Education and postgraduate specialist programs. They are also expected to contribute to research, scholarship and professional activities appropriate to their level. Key challenges include:

- Navigating competing priorities across multiple stakeholder groups while maintaining program quality, research performance and staff leadership.
- Responding to evolving student needs and expectations in a hybrid learning environment.
- Ensuring compliance with complex and changing regulatory frameworks.
- Driving innovation in service delivery within constrained budgets and resources.
- Maintaining an appropriate balance of a teaching and research workload.

UNIVERSITY EXPECTATIONS

The University expects that all employees are aware of, and comply with legislation and Western's policies and procedures relevant to the position, including but not limited to:

- Code of Conduct
- Work Health and Safety and Wellbeing Management System
- Enterprise Agreement or Award
- Anti-discrimination principles, Equal Employment Opportunity and staff and student equity
- Working With Children Check.

Approved by:

Date: