

POSITION DESCRIPTION

Associate Professor



WESTERN SYDNEY
UNIVERSITY



POSITION DETAILS

Position Title	Associate Professor
Classification	Level D
Position Number	TBD
School/Office	
Division	Provost

This is an identified position, and applicants must be an Aboriginal and/or Torres Strait Islander Person. Being an Aboriginal and/or Torres Strait Islander person is a genuine occupational qualification as authorised under Section 14(D) of the NSW Anti-Discrimination Act 1977.

POSITION PURPOSE

The Associate Professor will be a leader in the Faculty, School or Research Institute and is expected to provide academic leadership and foster excellence in research, innovative teaching, and engagement activities in their area of expertise.

The Associate Professor will encourage interdisciplinary collaboration across the Faculty and University leveraging expertise and delivering new initiatives, research teams and networks both internally and externally.

KEY ACCOUNTABILITIES

1. Maintain a national and international reputation for academic excellence through independent and innovative contributions to research and education, expanding knowledge and practice in the discipline.
2. Design, develop and deliver, contemporary blended units to undergraduate and postgraduate students, including feedback and assessment.
3. Apply a well-defined teaching philosophy and a critically reflective teaching practice that inspires student learning and cultivates a positive attitude towards teaching.
4. Engage in peer review and influence best-practice in education.
5. Design, develop and deliver, contemporary blended units to undergraduate and postgraduate students, including feedback and assessment
6. Design and develop learning activities and resources, provide assessment and feedback at both course and program level using a range of suitable approaches and learning

- environments that inspires excellence in others.
7. Maintain professional development in pedagogy, disciplinary knowledge, and professional accreditation requirements (where relevant).
 8. Contribute to the leadership in the Faculty/School/Institute.
 9. Build relationships with industries benefitting the University's teaching and research outcomes.

QUALIFICATIONS, EXPERIENCE AND SKILLS

1. This is an identified position, and applicants must be an Aboriginal and/or Torres Strait Islander Person. Being an Aboriginal and/or Torres Strait Islander person is a genuine occupational qualification as authorised under Section 14(D) of the NSW Anti-Discrimination Act 1977.
2. A PhD in a related discipline, and/or relevant work experience.
3. Demonstrated experience in teaching and learning design using a range of pedagogical approaches, development and delivery of courses and programs, at undergraduate and/or postgraduate level.
4. Experience of implementing educational technologies and online delivery methods.
5. Evidence of teaching effectiveness and passion for educational excellence and fostering this in others.
6. Demonstrated experience with industry or work-integrated learning.
7. Evidence of highly developed interpersonal and collaboration skills with demonstrated ability to work and influence across disciplines, Faculties, Research Institutes, industry and professional bodies.
8. Evidence of being a role model for other academics seeking mentoring, guidance, advice and support.
9. Proven leadership of research projects and leadership of research teams, including high quality supervision of postgraduate research projects.
10. Proven leadership in developing productive relationships and engagement with industry and the community, with success in attracting significant industry funding.

KEY RELATIONSHIPS

- **This position reports to:** Allocated Supervisor
- **This position supervises:** Nil
- **Key internal relationships:**
 - Dean
 - Academic colleagues in the discipline group, School and University
 - Professional and support colleagues within the School and University
 - Casual Academics
 - Students
- **Key external relationships:**
 - External Advisory Committees
 - Appropriate bodies dealing with accreditation
 - Government departments and agencies

CHALLENGES

- Leading academic excellence while maintaining a national and international reputation in both research and education.
- Designing and delivering contemporary blended learning units across undergraduate and postgraduate levels.
- Maintaining ongoing professional development in pedagogy, disciplinary knowledge, and accreditation requirements.

- Building and sustaining interdisciplinary collaboration across faculties and external networks.
- Leading research projects and teams, including high-quality supervision of postgraduate research.
- Developing relationships with industry and community partners and securing significant external funding.

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.

Approved by: Office for People

Date: 1 October 2025