

POSITION DESCRIPTION:



SECTION A: Position Context

Position Titles	Professor, Associate Professor, Senior Lecturer, Lecturer, Associate Lecturer
Campus / Faculty	Sarawak Campus - Faculty of Engineering, Computing & Science / Faculty of Business, Design & Arts
Division	Academic Office
Term of Appointment	Fixed-Term Contract
Effective Date	February 2024

Position Purpose

Associate Lecturer / Lecturer

Position Grade: A

A Level A academic will work with the support and guidance from more senior academic staff and is expected to develop his or her expertise in teaching and research with an increasing degree of autonomy. A Level A academic will normally have completed four years of higher education study or equivalent qualifications and experience and may be required to hold a relevant higher degree.

A Level A academic will normally contribute to teaching at the institution, at a level appropriate to the skills and experience of the staff member, engage in scholarly, research and/or professional activities appropriate to his or her profession or discipline, and undertake administration primarily relating to his or her activities at the institution. The contribution to teaching of Level A academics will be primarily at Foundation Studies and graduate diploma level.

As a minimum, this level will hold an undergraduate degree and/or equivalent qualifications and/or professional experience. In many cases an honours degree or three-year degree with postgraduate diploma level is needed.

Lecturer

Position Grade: B

A Level B academic will undertake independent teaching and research in his or her discipline or related area. In research and/or scholarship, a Level B academic will make an independent contribution which expands knowledge. They will demonstrate expertise and provide leadership and service that includes coordination of 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
- contribute to professional activities appropriate to his or her profession or discipline.

He or she will normally undertake administration primarily relating to his or her 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.

This level will usually require doctoral or master's qualification or equivalent accreditation and standing.

Senior Lecturer

Position Grade: C

A Level C academic will make a significant contribution to the discipline which can normally be demonstrated at the national level. In research and/or scholarship he or she will make original contributions, which expand knowledge or practice in his or her discipline. He or she will demonstrate leadership, expertise and coordination of academic courses.

A Level C academic will normally make a significant contribution to:

- teaching, scholarship and administration activities of an organisational unit or an interdisciplinary area at undergraduate, honours and postgraduate level;
- leadership and engagement in scholarly, research and/or professional activities relevant to the profession, discipline and/or community; and
- demonstrate original contributions to advancing knowledge in research or scholarship at least at a national level.

He or she may be required to perform the full academic responsibilities of and related administration for the coordination of a large award program or a number of smaller award programs of the institution.

This level will normally hold a qualification at the doctoral level and can demonstrate a record of scholarly and professional achievement in the relevant discipline area.

Associate Professor

Position Grade: D

A Level D academic will normally make an overall superior contribution to the research, scholarship, teaching and administration activities of an organisational unit, including a large organisational unit, or interdisciplinary area and would normally have at least one portfolio area of outstanding attainment.

A Level D academic will make a superior contribution to:

- the governance and collegial life inside and outside as relevant, of the institution;
- the discipline in either teaching and learning, research and scholarship and/or leadership, service and engagement (in accordance with the weighted performance in the portfolio) that has attained recognition normally at an international level in his or her discipline (in exceptional circumstances recognition at a national level may be considered);
- original and innovative advancement of scholarship, research and/or teaching in his or her discipline (in accordance with the weighted performance in the portfolio); and
- fostering research, teaching and policy development in the academic discipline within the institution and within the community, professional, commercial and/or industrial sectors.

This level will normally hold a qualification at the doctoral level and can demonstrate a record of academic excellence with outstanding contribution to teaching and/or research and/or leadership.

Professor

Position Grade: E

A Level E academic will provide an overall outstanding contribution to the research, scholarship, teaching and administration activities of the organisation, including leadership within a large organisational unit, or interdisciplinary area and would normally have at least one portfolio area of eminent attainment.

A Level E academic will provide an outstanding contribution to:

- leadership, governance and collegial life, inside and outside the institution;
- fostering excellence in research, teaching and policy development in the academic discipline within the institution and within the community, professional, commercial and/or industrial sectors;
- original, innovative and distinguished contributions to scholarship, researching and teaching in his or her discipline; and
- the work of the institution.

A Level E academic will have attained recognition as an eminent authority in his or her discipline area and will have achieved distinction normally at an international level (in exceptional circumstances recognition at a national level may be considered). A level E will be recognised as a leading authority in relevant discipline area.

This level will normally hold a qualification at the doctoral level and can demonstrate a record of academic excellence with outstanding contribution to teaching and/or research and/or leadership.

Participation in Committees:

The appointee will contribute to regular staff meetings, course and subject committees within the Faculty, and make contributions to the University management within the Faculty as appointed or elected.

Reporting Relationships:

This position's supervisor / manager	Head of Department, or by an authorised personnel.
Other positions reporting to this position	None

Location:

This position is located at the Sarawak campus but the appointee may be required to undertake duties at any of the University's campuses for limited periods.

SECTION B: Key Responsibility Areas

The key responsibility areas are similar for all the academic positions (Lecturer, Senior Lecturer, Associate Professor, and Professor) - of course the pattern of emphasis within the responsibility areas will change as a person grows within the organisation.

At Swinburne, the key responsibility areas are classified into the following three domains: 1. Learning & Teaching, 2. Research, and 3. Leadership & Service. Specific responsibilities under each domain are outlined below.

KEY RESPONSIBILITY AREAS		
1.	LEARNING AND TEACHING	<ul style="list-style-type: none"> • Pursuit of innovation and excellence in teaching, as per in the Academic Promotion Guidelines • Ongoing development of curriculum and instructional material for different programs and levels. • Conduct of lectures, tutorials, and assessment of students' learning to ensure a high standard of quality in the learning and teaching process. • Provision of consultation and mentoring to students. • Continuous development of teaching, training, and mentoring expertise. • Design and delivery of training sessions for executive participants in management development programs. • Expansion and development of the various learning and teaching activities of the Faculty. • Subject to operational needs, teaching hours may be scheduled beyond office hours including weekends.
2.	RESEARCH	<ul style="list-style-type: none"> • Development of a portfolio of activities supporting research and scholarship. • Dissemination of research and scholarly output through relevant platforms. • Supervision of honours and postgraduate (including doctoral) students. • Contribution to research training activities within the Faculty. • Development of research groups within the Faculty. • Securing external support for research activities. • Development of collaborative research networks.
3.	LEADERSHIP AND SERVICE	<ul style="list-style-type: none"> • Maintenance of high academic and professional standards in all areas of activity. • Administration and development of the learning programs offered by the Faculty. • Administration and development of the various educational policies and management systems within the Faculty and the University. • Development of a vibrant academic community within the Faculty based on openness, collaboration, and experimentation. • Professional engagement with business and industry, in fields relevant to the Faculty. • Leadership in academic and professional activities relevant to the Faculty. • Leadership in community affairs, particularly those related to the academic areas relevant to the Faculty.
4.	SWINBURNE VALUES AND CULTURE	<ul style="list-style-type: none"> • Commit to the Swinburne Values. • Conduct work professionally while demonstrating the Swinburne Values at all times.
5.	OCCUPATIONAL HEALTH AND SAFETY (OHS)	<p>Assist management in ensuring compliance of all OHS legal and procedural requirements by various stakeholders, including through the following:</p> <ul style="list-style-type: none"> • Execute OHS requirements in respective work areas; • Maintain cleanliness, good housekeeping and overall safe work environment; and • Undertake immediate correction and improvement action on any non-compliance practices, and report all OHS related injuries, ill health or incidents to the OHS section.
6.	OTHER DUTIES	Any other duties as and when directed by the Discipline Leader; and/or Dean, Faculty / Head of School; or by an authorised personnel.

SECTION C: Key Selection Criteria

The application should include a separate document addressing each applicable element of the Key Selection Criteria, describing with evidence, how the applicant fulfils the essential and desirable criteria appropriate to the position being targeted.

E: Essential, D: Desirable, N: Not expected

Key Selection Criteria		Associate Lecturer	Lecturer	Senior Lecturer	Associate Professor	Professor
Qualification / Educational Background						
1.	Undergraduate degree and/or equivalent qualifications and/or professional experience from a reputed institution. In many cases an honours degree or a three-year degree with postgraduate diploma level.	E	E	E	E	E
2.	Master's degree (preferably by research) in a relevant field from a reputed institution.	D	E	E	E	E
3.	Doctoral degree in a relevant field from a reputed institution.	N	E/D	E	E	E
4.	Excellent academic results from pre-university level onwards.	E	E	E	E	E
Other Skills / Experience						
5.	Excellent oral and written communication skills in English.	E	E	E	E	E
6.	Prior teaching experience at undergraduate or postgraduate level.	D	E/D	E	E	E
7.	Membership of relevant professional bodies.	D	D	D	E	E
8.	Scholarly publications in journals, proceedings, and books.	N	D	E	E	E
9.	Experience in providing consulting and training services.	N	D	D	E	E
10.	Experience in curriculum development and administration.	N	D	E	E	E
11.	Participation in collaborative research projects with other academics.	N	D	D	E	E
12.	Experience of supervising postgraduate (including doctoral) students.	N	D	E	E	E
13.	National/international reputation in a relevant scholarly domain.	N	D/N	D	E	E
14.	National/international recognition in a relevant professional domain.	N	N	D	E	E
15.	Record of innovations, copyrights, patents, and academic entrepreneurship.	N	N	D	E	E
16.	Experience of strategic planning and leadership in academic contexts.	N	N	D	E	E
17.	Experience in motivating and mentoring academic colleagues.	N	N	D	E	E
18.	Ability to identify research opportunity and attract external support.	D	D	D	E	E
19.	Ability to foster collaborative relationships with other universities, government agencies, professional bodies, and private organisations.	D	D	D	E	E
20.	Managerial work experience, leading to a deep and creative understanding of some practical domain.	N	D	D	D	D
21.	Familiarity with digital learning technologies.	D	D	D	D	D

Further Information:

Further information is available from Human Resources at fax +60 82 260 821, email careers@swinburne.edu.my

Application:

Applications should include with their application a detailed CV indicating qualifications, experience and other matters considered relevant to the application. An honest attempt should be made to reveal all important information relevant to your suitability for the position sought. The CV should include information on work related areas such as your visa and work status in Sarawak, Malaysia.

*The application must also include a **separate document addressing each applicable element of the Key Selection Criteria** (as listed in Section C above).*

The University has a policy requiring successful applicants to produce evidence of all formal qualifications prior to commencing employment.

I accept the Position Description as stated above and that the Position Description may need amending and updating periodically due to changes in responsibilities and organisational requirements. Changes to position descriptions will be in accordance with the position grade and category, and consistent with the purpose for which the position was established.

Name :
Date :
Signature :