JOB PROFILE TITLE	**Associate Professor (Teaching and Research) - SPP - Level D**
JOB PROFILE ID	**A_RT_ASP_LDxx01_ACAT20001**
JOB CATEGORY	**Academic**
JOB FAMILY	**Teaching and Research (academic)**
COMPENSATION GRADE	**Academic Level D**
MANAGEMENT LEVEL	**19 Individual Contributor**

JOB PROFILE SUMMARY

An Associate Professor has a national or international reputation for excellence in their discipline or area of expertise. An Associate Professor plays a significant role in leading or contributing to the academic endeavours within their discipline/ School/ Faculty. The position contributes to fostering a culture of excellence through their own expertise and through guiding academic staff and students towards success. An Associate Professor maintains and builds their reputation by actively contributing to research and scholarship, academic debate, policy development and innovation within the University and beyond.

KEY RELATIONSHIPS

Relationships	Position Title
Supervisor	14004 Professor of Veterinary Pathology - Professor Mark Krockenberger
Direct Reports	
Peer Relationships	Refer to the organisational charts in Workday to view peer relationships relevant to your role. Please Note- This option is only available to University staff.

THE UNIVERSITY OF SYDNEY

RESPONSIBILITY DESCRIPTION

1. Maintains reputation for academic excellence
• Makes original and innovative contributions to the advancement of research and education within the discipline which are recognised as outstanding, nationally or internationally
• Maintains a research profile which meets University expectations and standards and enhances the reputation of the School/ Faculty/ University - including, success in competitive research grants and other research income generation, publications in peer-reviewed international journals or creative works recognised under Excellence in Research Australia (ERA) in their discipline and, were appropriate, recognition within the broader research community.
• Leads developments in research which enhance the reputation of the School/ Faculty/ University, such as leading participation in internationally-funded research projects or partner-engaged research projects.
• As appropriate, demonstrates research impact through engaging in knowledge or technology transfer and/or strong external collaborations and partnerships leading to commercialisation, improved policy or practice and/or enhancements to industry, the profession or the community
• Maintains quality, standards and excellence in all education and research activities and outputs
• Where appropriate, mentors and provides opportunities for other researchers to develop skills and engage in translational research.

2. Ensures outstanding teaching and learning outcomes
• Coordinates and develops curricula and programs within the School/Faculty (eg. coordination of a large award program or a number of smaller award programs) which enhance the University's standing as a national leader in education
• Develops and leads innovative initiatives and original contributions in teaching and learning and curriculum development (eg. contributions to national efforts to enhance curriculum, work-integrated learning practices to increase engagement with the industry/ profession)
• Coordinates and engages in high-quality teaching and learning experiences which meet the University's expectations and standards for education (eg. demonstrated improvements in student outcomes)
• Demonstrates impact through improving student outcomes, experiences and learning
• Leads developments in improving education quality (eg. by enhancing curriculum/ program development or participating in School/ Faculty education committees or taking on educational leadership roles)
• Supervises higher degree research students to successful completions

3. Contributes to the research, education and administrative activities of the discipline/ School/ Faculty
• Makes an outstanding contribution to governance and collegial life within the University (eg. by chairing School or Faculty committees, undertaking significant administrative positions or participating in University-level committees)
• Mentors and guides other academics to academic success
• Provides effective leadership towards improvements in student learning and/or research outcomes (eg. in leading research teams)
• Engages in organisational decision-making in accordance with the University's Delegations of Authority Rule

4. Contributes to a positive workplace culture within the School/ Faculty
• Fosters a positive workplace culture in which diversity of thought, contribution, collaboration, excellence and achieving outcomes are valued and enabled
• Interacts with students, staff and other members of the University community in a professional, collegial and respectful manner

5. Contributes to the strategic direction of the University
• Maintains an understanding of the University's strategic agenda and actively contributes to furthering that agenda
• Contributes to the strategic direction of the Faculty/ School as articulated through the Faculty/ School's Strategic Plan/s or equivalent

6. Engages and contributes beyond the University
• Where appropriate, contributes to the University's work of community and alumni engagement
• Contributes expertise and knowledge to forums of public debate, where appropriate and consistent with University policy
• Develops and maintains long-term, collaborative relationships with industry, government and community organisations, with evidence of research impact
• Leads strategic initiatives and partnerships with external organisations, including government, industry and/or community organisations.
• Where appropriate, engages in translational research with a view to establishing strong, impactful partnerships with outputs such as research and development, commercialisation, improved practices and policy development

EDUCATION

Education	Required
Doctorate or PhD - In a relevant field	
Other - An equivalent combination of training and experience.	

CERTIFICATIONS

Certificate	Required
Not applicable - specific certification requirements may apply to an individual positions under this job profile - No Issuer	

SKILLS

Skills	Required
An in-depth knowledge and understanding of the key strategic issues in the higher education sector.	X
An understanding of and ability to lead and support an academic endeavour from curriculum design to producing leading research and providing a student enabling environment.	X

Work Experience

Work Experience	Required
Experience in people leadership within the higher education sector, including demonstrated success in supervising and/or mentoring others towards success.	X
National or international reputation in their discipline or area of expertise, with a supporting research profile including competitive research grants, publications and evidence of recognition within the broader research community.	X
Sustained record of excellence in teaching and learning design and practice, as evidenced through successful student outcomes, demonstrated impact on student learning, recognition through awards/prizes and innovation.	X
Wide network of established relationships with key academic, industry and professional institutions, partners and stakeholders that can be leveraged to enhance the standing of the discipline, School/ Faculty and University.	X