

**The University of Waikato**  
**Te Whare Wānanga o Waikato**

**POSITION DESCRIPTION**

**Associate Professor**

<b>Reports to:</b>	Deputy Head of School
<b>Division:</b>	Te Wānanga Toi Tangata Division of Education
<b>Tenure:</b>	Permanent
<b>Location:</b>	Hamilton
<b>Date:</b>	May 2026

**Vision**

Ko te tangata

A research-intensive university providing a globally connected, innovative and inclusive studenty experience in an environment characterised by a commitment to diversity, respect for Indigenous knowledge, and high levels of community engagement.

**Values**

Ko te mana o Te Whare Wānanga o Waikato ka herea ki tō tātou:

- Tū ngātahi me te Māori
- Mahi pono
- Whakanui i ngā huarahi hou
- Whakarewa i te hiringa i te mahara

The University of Waikato places a high value on:

- Partnership with Māori
- Acting with integrity
- Celebrating diversity
- Promoting creativity

**1. GENERAL**

Te Wānanga Toi Tangata Division of Education provides innovative approaches to both education and educational research. The Division comprises a number of arms of expertise:

- Te Kura Toi Tangata School of Education offers a range of programmes in areas of initial teacher education, education and society, counsellor education, social work, disability and

inclusion, human development, educational leadership, digital learning and teaching English to speakers of other languages.

- Wilf Malcolm Institute of Educational Research ensuring the successful management, completion and dissemination of research.
- Te Whai Toi Tangata Institute of Professional Learning provides high quality professional learning opportunities.
- Poutama Pounamu promotes contexts for change where equity, excellence and belonging can be realised.

This position is based in Te Kura Toi Tangata School of Education and may involve teaching online or at both our Hamilton and Tauranga Campuses.

Te Kura Toi Tangata School of Education offers quality academic programmes in social sciences in education and initial teacher education at undergraduate level, and a range of programmes across both taught and research postgraduate. Our programmes are research-informed and delivered through high quality academic staff catering for domestic and international students. As a leader of education in New Zealand, we are committed to enhancing education through teaching, research and professional services.

## **2. POSITION PURPOSE**

An Associate Professor is expected to contribute to academic leadership in the School, Division and the University as a whole by:

- Maintaining high standards of excellence in teaching, research, postgraduate supervision, administration and the undertaking of professional/business/community/iwi service activities relevant to the profession or discipline.
- Working alongside senior colleagues in demonstrating excellence through example, as well as through persuasion, cooperation and collegial relationships with other staff.
- Providing advice, encouragement and support to other academic staff in the pursuit of their academic objectives and the development of their professional careers.
- Undertaking key academic leadership roles, where appropriate.

Many of the tasks in the Lecturer to Professor range are common to each level, but as staff members advance in their careers they are expected to perform the tasks at a higher level. This may be evidenced by an increase in the quality of teaching performance; a greater contribution to the advancement of the discipline through achievements in research and scholarship and/or artistic or professional practice; increased leadership; and a greater contribution to university administration, academic matters more generally and/or external engagement.

## **3. ACCOUNTABILITY**

The appointee is responsible to the Vice-Chancellor through their Head of School or equivalent who in turn is responsible to the Vice-Chancellor through the appropriate Pro Vice-Chancellor. The appointee is expected to establish effective relationships with the Head of School and Divisional staff and students more generally.

## **4. KEY RELATIONSHIPS**

Pro Vice-Chancellor  
Head of School  
Deputy Head of School  
Academic Lead Initial Teacher Education

Associate Dean Māori  
Leadership team in Te Kura Toi Tangata School of Education  
School Manager  
Programme Leads  
Other School and Division staff  
Students  
Research Institutes and Centres  
Research and Enterprise Office and external research organisations and funders  
External Stakeholders

## **5. KEY TASKS**

Having regard to the aims, objectives and long-term strategic goals of the School, the Division and the University, the primary objectives required of an Associate Professor include the following:

### **5.1 Academic Leadership and Administration**

- Carry out key administrative functions including active and constructive participation at Programme and School meetings and undertake administration, planning, policy development and/or committee work, where appropriate. This may involve chairing or participating in a University committee.
- Initiate and actively encourage successful academic or industry/business/professional contacts outside the University, both nationally and internationally, in consultation with the School, Division and University. This may involve representing the University externally from time to time.
- Be willing to undertake academic leadership roles.
- Develop and maintain collegial relationships with other staff and be strongly supportive of the Head of School. This includes a willingness to act in the Head of School role for temporary periods or to undertake specific administrative duties.

### **5.2 Research and Scholarship**

- Maintain an active research programme. Conduct high quality research and contribute to knowledge development through scholarship and publication. This will include involvement in research projects and attendance and presentation at academic conferences, and may include leadership of a research team and/or obtaining internal or external research funding for specific projects.
- Act as a mentor to other staff and assist with the development of a successful and excellent research culture and research-led teaching programmes.
- Successful involvement in professional/business/community/iwi activities relevant to the discipline.

### **5.3 Teaching**

- Prepare and deliver high quality research-informed lectures and/or seminars and, as appropriate, conduct and/or co-ordinate tutorials, practical classes, demonstrations, or workshops.
- Contribute to or be responsible for paper convening and teaching. This includes: paper administration; initiating and developing teaching material; appraisal, review and evaluation of programmes and papers; development of the curriculum; developing and delivering on-line papers, where appropriate; and updating teaching resources and paper materials.
- Supervise a suitable number of honours, graduate and postgraduate students including as Chief Supervisor.
- Carry out marking and assessment activities including the setting of examinations.

- Apply information and communication technologies to achieve desired outcomes.
- Be readily available to advise and meet with students including maintaining regular office hours.

#### 5.4 General

- Participate in the maintenance of a safe and healthy work environment for self and others including students. Comply with and undertake responsibilities set out in the University's Health and Safety Policy.
- Any other duties as required that are consistent with the position held, other than in exceptional circumstances such as rehabilitation after injury or sickness.

**NOTE:** Staff have an annual objectives, development and reflection (ODR) meetings with their line manager. New staff normally attend such an interview approximately three months after taking up their appointment.

### 6. PERFORMANCE STANDARDS

The Associate Professor will be performing satisfactorily when:

- Personal and/or team research and scholarship activities yield demonstrable outcomes evidenced by both continued publications in books and refereed journals and presentation or publication of conference papers and/or performance/works of art/other non-print media outcomes, as appropriate. A research and publication record (or the equivalent within the field) of sustained excellence is achieved with a recognised contribution to the academic field, at national and international levels.
- Teaching and associated duties are fulfilled to a high level of competency at all levels, defined by School norms and expectations including paper appraisal and teaching evaluation. This includes contributions to pedagogical and educational developments within the subject area. Sustained excellence in research-led teaching is demonstrated at all levels so as to provide academic leadership and set appropriate standards of scholarship.
- Student learning, at all levels, is appropriately facilitated in accordance with School, Division and University goals and objectives.
- Regular contributions are made to appropriate professional/business/community/iwi groups and/or in a public service or University or national or international representation capacity.
- A significant contribution is made to School and Division administration, as appropriate to the Associate Professor level.
- Safe and healthy work practices are followed that comply with University policies and procedures, relevant work standards and statutory obligations.

# PERSON SPECIFICATION

## EDUCATIONAL QUALIFICATIONS

### Essential

- A PhD in a relevant discipline.

## TRAINING, SKILLS AND KNOWLEDGE

### Essential

- Ability to provide a significant contribution to the professional counsellor education programmes.
- Ability to provide high quality supervision of Master's and PhD students, particularly in the broad discipline of counselling.
- Broad and in-depth knowledge of the following areas:
  - Narrative therapy
  - Social constructionist theory and post structuralist philosophy for narrative practice
  - Te Tiriti o Waitangi and whakaaro Māori
  - Practices of narrative mediation
  - Counselling supervision
  - Counselling ethics
- Recent counselling practice and professional supervision experience, and evidence of contribution to the enhancement of professional practice and community.
- An established record of research and publishing in counselling at a national and/or international level and an active programme of scholarship.
- Membership of New Zealand Association of Counsellors or another relevant professional association.
- Demonstrated commitment to using innovative teaching methods and materials e.g. online and distance teaching practices, team teaching skills.
- Proven ability to communicate and work effectively with colleagues, other staff and students.
- Ability to apply information and communication technologies to achieve desired outcomes and maintain and update these skills.
- Ability to make a significant contribution to School and Division administration where appropriate.
- Effective administrative and time management skills.

### Preferred

- Experience in projects that have attracted external research funding, and/or project leadership.
- A broad range of teaching skills, including the ability to lecture to large numbers and conduct small group seminars and tutorials effectively.
- Broad and in-depth knowledge of the following area:
  - Group work practice
  - Addictions Counselling

## PERSONAL QUALITIES

- Self-motivation and a pro-active approach including a demonstrated commitment to innovation.
- Demonstrated capacity to work effectively as a member of a team and, where relevant, to act as a leader of a research team.
- Proven ability to maintain a professional approach while under pressure.
- Ability to relate effectively and sensitively to students and staff from a variety of backgrounds and cultures.
- Commitment to a culture of openness, flexibility and cooperation to achieve excellence in academic programmes, research and service.
- A commitment to equal opportunity and to the University's partnership with Māori as intended by Te Tiriti o Waitangi.