

## POSITION DESCRIPTION

### Associate Professor in Transdisciplinary Design

<b>Reports to:</b>	Head Te Kura Toi School of Arts
<b>Division:</b>	ALPSS
<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 o Ngā Kete the Division of Arts, Law, Psychology and Social Sciences (ALPSS) is a large and dynamic Division that includes Te Kura Toi the School of Arts, Te Kura Whatu Oho Mauri the School of Psychological and Social Sciences, and the School of Law, Politics, and Philosophy. The Division also has two research institutes: Te Ngira the Institute for Population Research (IPR) and Te Puna Haumarū the New Zealand Institute for Security and Crime Science (NZISCS).

The Faculty of Design, within Te Kura Toi the School of Arts, aims to significantly update and grow design at Waikato by increasing the distinctiveness of our programmes, consolidating applied research activity in and through design, and by expanding and strengthening the design skills of our graduates. The Faculty also sets to build and scale collaborations between disciplines and with local industry and community partners upholding Te Tiriti o Waitangi for positive impact. An expanded field of design is needed to creatively reshape the built environment and beyond through anticipatory problem-naming and solving in an increasingly uncertain and complex world.

A broad design umbrella supports the University's strategies including a focus on student success, academic excellence, giving effect to Te Tiriti o Waitangi, sustainability, and increased impact and relevance. With a vision to create, apply and study innovative design practices and solutions across scales and technology applications, the Faculty aims to become an alternative model for education and research tackling concrete real-world problems and thus creating a point of difference with the traditional tertiary design qualifications in New Zealand.

Staff teach at undergraduate and postgraduate levels across design specialties, supervise graduate research, undertake research in an interdisciplinary and expanded field of design. They also engage in external partnerships with community, industry and the public sector.

## **2. POSITION PURPOSE**

To contribute to the teaching, postgraduate supervision and administration requirements of the School/Faculty, maintain and develop original scholarship and research, and undertake professional/community/iwi service activities relevant to the profession or discipline.

The Associate Professor in Transdisciplinary Design advances innovative teaching, research, and creative practice across and beyond traditional design specialties. Working across conventional disciplinary boundaries, the role integrates multiple creative specialties with knowledge and practices from other disciplines in the Faculty to address complex societal, environmental, and technological challenges. The position will play a key role in establishing and growing meaningful collaborations with local industry, iwi, and communities, generating impactful research and design projects for impact grounded in partnership, reciprocity, and real-world application. Transdisciplinary design is understood as having an advanced level of expertise within design, combined with the ability to connect people, skills, and knowledge across other creative specialties and other disciplines to address complex challenges and enable systems change.

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 and academic matters more generally.

## **3. ACCOUNTABILITY**

The Associate Professor 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.

## **4. KEY RELATIONSHIPS**

Pro Vice-Chancellor  
Head of School  
Dean of Faculty of Design

Other Division staff  
Students  
Relevant Research Institutes and Centres and external research agencies  
External stakeholders

## **5. KEY RESPONSIBILITIES**

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

### **Teaching and Learning**

- Prepare and deliver 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 co-ordination and delivery. This includes: administration; initiating and developing 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 materials
- Carry out marking and assessment activities including the setting of examinations.
- Be readily available to advise and meet with students including maintaining regular office hours.
- Supervise honours, graduate and postgraduate students.
- Be Chief Supervisor for PhD students.

### **Research**

- Maintain an active research programme and conduct quality research and contribute to knowledge development through scholarship and publication. This will include involvement in research projects and publications in high quality outlets, and may include leadership of a research team, obtaining external research funding for specific projects, knowledge transfer and commercialisation activities.
- Build and maintain national, and preferably international, research collaborations which enhance the profile and reputation of the University.
- Where appropriate, contribute to and lead applications for external research funding and knowledge transfer and commercialisation activities.
- Act as a mentor to other staff and assist with the development of a successful and excellent research culture and research-led teaching programmes.

### **Service and Administration**

- Participate in professional and/or community/iwi and/or outreach activities relevant to the School/Faculty.
- Carry out broad administrative functions including active and constructive participation at Programme and/or School/Faculty meetings and undertake administration, planning and/or committee work where appropriate.
- Be willing to undertake academic leadership roles.

### **Other**

- 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 that are consistent with the position held, other than in exceptional circumstances such as rehabilitation after injury or sickness.

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

## **6. PERFORMANCE STANDARDS**

The Associate Professor will be performing satisfactorily when:

- Teaching and associated duties are fulfilled to a high level as defined by School/Faculty norms and expectations including paper appraisal and teaching evaluation.
- Student learning, at all levels, is appropriately facilitated in accordance with School, Division and University goals and objectives.
- Personal and/or team research and scholarship activities yield demonstrable outcomes normally evidenced by continued publications in books and refereed journals, presentation or publication of conference papers and/or performance/works of art/other non-print media outcomes, as appropriate.
- Leadership in curriculum design and research.
- Research grant applications are submitted as Principal Investigator.
- Research collaborations are developed and led.
- Regular contributions are made to appropriate professional and/or community/iwi groups and/or in a public service or University or national representation capacity.
- Regular contributions are made to the School administration, as appropriate, relative to workload norms and expectations.
- Safe and healthy work practices are followed. University policies and procedures, relevant work standards and statutory obligations are complied with.

# PERSON SPECIFICATION

## EDUCATIONAL QUALIFICATIONS

### Essential

- PhD in a disciplinary area relevant to the School/Faculty

## TRAINING, SKILLS AND KNOWLEDGE

### Essential

- Demonstrated success and leadership in undergraduate teaching including the ability to teach large numbers across disciplinary areas and conduct small group seminars, studios and tutorials effectively.
- Demonstrated track record of contributions to graduate and postgraduate programmes including the supervision of Honours, Masters and PhD students across design specialties and methodologies.
- Demonstrated success using and developing innovative teaching methods and materials to cater for large cohorts across disciplinary areas, e.g. online and distance delivery techniques, team teaching skills.
- An established record of high-impact research publications or equivalent at international level, and an active programme of scholarship.
- Broad and in-depth knowledge and practical skills across design areas including but not limited to: design education; design philosophy and theory, methods and ethics; digital and interactive design; visual communication; programming for design; user experience; design research; design workflows; systems thinking; service design; creative facilitation and teamwork; co-design.
- Demonstrated ability to apply, transfer, and develop new theories, skills, models and approaches across design specialties.
- A proven ability to communicate effectively with students and staff.
- Track record establishing and leading authentic and productive partnerships and collaborations across disciplines and with external industry, community or the public sector.
- Demonstrated success in partnership and engagement with iwi and industry on design issues.
- Demonstrated success in attracting and supervising high quality postgraduate research students.
- Demonstrated capacities to submit grant applications and in attracting external research funding
- An interest and willingness to contribute to programme/School, Faculty and University administration matters.
- Ability to apply information and communication technologies to achieve desired outcomes and maintain and update those skills.
- Advanced skills in time management and team leadership.

### Preferred

- Basic Te Reo Māori, or willingness to learn.
- A strong integration of Tikanga Māori in Design.

## 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.
- 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 the Treaty of Waitangi.