

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

**POSITION DESCRIPTION**

**Lecturer**

**Vision**

We will

- deliver a world-class education and research portfolio
- provide a full and dynamic university experience which is distinctive in character
- pursue strong international linkages to advance knowledge

The over-arching themes of this *Vision* are:

- Excellence
- Distinctiveness
- International Connectedness

**Values**

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

- Tu 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 Pua Wānanga ki te Ao, the Faculty of Māori and Indigenous Studies exists as a Faculty in its own right. It offers a wide range of exciting programmes which builds on tradition while responding to contemporary issues using excellent teaching which is innovative, creative and adaptable underpinned by strong intellectual engagement which is research proven. Academic staff are respected leaders in their fields at all levels holding iwi/ Māori, national and international profiles.

Te Pua Wānanga ki te Ao currently offers majors in Te Reo Māori and Māori and Indigenous Studies with a minor in Pacific and Indigenous Studies. We offer papers that lead towards the Bachelor of Arts and the Bachelor of Social Sciences. The Faculty also offers the Bachelor of Arts with Honours, Master of Arts, Master of Social Sciences, PHD programmes as well as other certificates and diplomas.

## **2. POSITION PURPOSE**

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

## **3. ACCOUNTABILITY**

The Lecturer is responsible to the Vice-Chancellor through their Dean of Faculty, or equivalent who in turn is responsible to the Vice-Chancellor through the Deputy Vice-Chancellor Māori

## **4. KEY RELATIONSHIPS:**

Dean of Faculty  
Other Faculty staff  
Deputy Vice-Chancellor Māori  
Students  
Relevant Research Institutes and Centres and external research agencies  
External stakeholders

## **5. KEY TASKS**

Having regard to the aims, objectives and long-term strategic goals of the Faculty and University, the primary objectives required of a Lecturer 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.

### **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 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.
- Build and maintain national, and preferably international, research collaborations which enhance the profile and reputation of the University.
- Where appropriate, contribute to applications for external research funding and knowledge transfer and commercialisation activities.

### **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.

#### **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 an annual Objectives, Development and Reflection (ODR) meeting with their manager. New staff attend such a meeting approximately three months after taking up their appointment.

## **6. PERFORMANCE STANDARDS**

The Lecturer will be performing satisfactorily when:

- Teaching and associated duties are fulfilled to a high level as defined by Faculty norms and expectations including paper appraisal and teaching evaluation.
- Student learning, at all levels, is appropriately facilitated in accordance with Faculty 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.
- Research collaborations are developed.
- 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 Faculty 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

- A PhD or masters qualification in a relevant discipline area and/or equivalent accreditation and scholarly or professional standing.
- Appointment may be made subject to completion of a doctoral degree within a defined time frame.

### TRAINING, SKILLS AND KNOWLEDGE

#### Essential or Preferred (Delete as necessary/put under appropriate heading)

- Demonstrated teaching of Tikanga Māori and Māori and Indigenous Studies
- Demonstrated success in undergraduate/graduate teaching including the ability to lecture to large numbers and conduct small group seminars and tutorials effectively.
- Ability to contribute to the graduate and postgraduate programme including the supervision of Honours, Masters and PhD students.
- Evidence of ability to conduct and publish research demonstrated by conference presentations and the quality of doctoral/masters research
- A proven ability to communicate effectively with students and staff.

#### Preferred

- Demonstrated commitment to using innovative teaching methods and materials e.g. online and distance delivery techniques, team teaching skills.
- Demonstrated success in attracting external research funding.
- Demonstrated success in attracting and supervising high quality postgraduate research students.
- An interest and willingness to contribute to departmental and University administration matters.
- Demonstrated ability to master existing and new theories, models and approaches in the relevant discipline.
- Ability to apply information and communication technologies to achieve desired outcomes and maintain and update those skills.
- Time management skills.

### 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.

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