

POSITION DESCRIPTION

Lecturer in Organisational Psychology

Reports to:	Head of School, Te Kura Whatu Oho Mauri School of Psychological and Social Sciences
Division:	Te Wānanga o Ngā Kete Division of Arts, Law, Psychology, and Social Sciences
Tenure:	Permanent
Location:	Hamilton
Date:	June 2026

Vision

Ko te tangata

A research-intensive university providing a globally connected, innovative and inclusive student 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 Te Rākau Kotahi School of Law, Politics, and Philosophy. The Division also has one research institute, Te Ngira the Institute for Population Research (IPR) and one research centre, Te Puna Haumaruru Centre for Security and Crime Science.

Te Kura Whatu Oho Mauri, the School of Psychological and Social Sciences, is predominantly composed of staff from the discipline of Psychology. It has a strong focus on the classic foundations of psychology, broadly construed to encompass behaviour, cognition, neuroscience, social psychology, personality and individual differences, and indigenous psychology. Excellence is pursued in these areas in terms of teaching and research.

It offers a broad education in psychology at undergraduate level and a range of specialisations within psychology at graduate level, including programmes which lead to registration as a psychologist. In addition, programmes based in the School focus on Anthropology, Linguistics, Sociology, Criminology, and Social Policy. The School has a strong research culture covering a diversity of interests, methodologies and settings. Key goals for the School are to:

- i. Pursue excellence in scholarship, by providing a creative, supportive, and questioning environment for learning.
- ii. Provide an environment that promotes mātauranga Māori, respects Te Tiriti o Waitangi commitments, promotes bicultural practice in psychology and serves the educational needs of the Māori community, in both the Waikato region and nationally.
- iii. Offer high quality training to prepare students to meet the needs of communities within Aotearoa / New Zealand, for career opportunities related to policy development, and the professional practice of psychology.
- iv. Produce high quality research and scholarship that will enhance the school's reputation, both nationally and internationally.

Organisational psychology is a growing element of the School's psychology offering, preparing graduates to understand and improve people's working lives and the performance of the organisations they work in. This position is to support key goals for the School:

- Produce high-quality empirical research that makes a tangible difference to people, workplaces, and communities in New Zealand, and that enhances the reputation of the School and the University both locally and internationally.
- Pursue excellence by providing a creative, supportive, and questioning environment for learning.
- Provide an environment that serves the educational needs of Māori communities locally and nationally.
- Offer high-quality training that prepares students for career opportunities in organisational psychology and adjacent professions.

2. POSITION PURPOSE

The Lecturer in Organisational Psychology will contribute to the School's teaching, research, postgraduate supervision, and administration requirements, maintain and develop an emerging programme of original scholarship and research, and undertake professional, community/iwi, and service activities relevant to the discipline. The appointee will deliver research-informed teaching and contribute to healthier, fairer, and more productive workplaces through their research, teaching, and engagement.

We are seeking someone able to teach across the organisational psychology curriculum and to build a research programme that builds on the School's existing strengths, particularly well-being at work. Research and teaching areas of particular interest include:

- well-being, health, and safety at work;
- the changing nature and future of work;
- leadership, motivation, and employee engagement;
- selection, assessment, and psychometrics;
- teams, and job and work design; and

- organisational change and development.

The role includes contributing to postgraduate supervision, collaboration with academic, community, and industry partners, and collegial service to the School, Division, University, and wider academic and professional community.

3. ACCOUNTABILITY

The Lecturer in Organisational Psychology is responsible to the Vice-Chancellor through their Head of School, who in turn is responsible to the Vice-Chancellor through the appropriate Pro Vice-Chancellor.

4. KEY RELATIONSHIPS

Pro Vice-Chancellor of Arts, Law, Psychology and Social Sciences

Head of School

Other School and Division staff including Teaching Assistants and Sessional Assistants

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, Division and University, the primary objectives required of a Lecturer in Organisational Psychology include the following:

Research

- Maintain an active research programme and conduct quality research in organisational psychology, contributing to knowledge development through scholarship, publication, and dissemination. This will include involvement in research projects, 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.
- Develop research expertise in one or more areas of organisational psychology aligned with the School's strategic priorities, such as well-being, health and safety at work, the changing nature and future of work, leadership and employee engagement, selection and assessment, psychometrics, teams and work design, or organisational change and development.
- Build and maintain national, and preferably international, research collaborations that enhance the profile and reputation of the University.
- Where appropriate, contribute to applications for external research funding and knowledge transfer and commercialisation activities.

Teaching and Learning

- Prepare and deliver research-informed lectures and/or seminars and, as appropriate, conduct and/or co-ordinate class laboratories, practical demonstrations, or workshops across the organisational psychology curriculum.
- Contribute to, or be responsible for, paper co-ordination and delivery. This includes paper administration; initiating, developing and updating teaching resources and learning materials; curriculum development; appraisal, review and evaluation of programmes and papers; developing and delivering online papers, where appropriate; and supervising Teaching Assistants and Sessional Assistants where required.

- Carry out marking and assessment activities, including the setting of examinations.
- Be readily available to advise and meet with undergraduate and postgraduate students, including maintaining regular office hours.
- Supervise Honours, Masters, and Doctoral students, as appropriate.

Service and Administration

- Participate in professional, community/iwi and outreach activities relevant to the School, Division, University, and the organisational psychology profession.
- Carry out broad administrative functions, including active and constructive participation in School meetings, and undertake administration, planning and 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 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 Lecturer in Organisational Psychology will be performing satisfactorily when:

- Teaching and associated duties are fulfilled to a high standard as defined by School norms and expectations, including paper appraisal and teaching evaluation.
- Student learning at all levels is effectively 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 reputable books and refereed journals, presentation or publication of conference papers and, where appropriate, other scholarly outputs.
- Research collaborations are established and maintained, contributing to the profile and reputation of the School and the University.
- Regular contributions are made to appropriate professional, community/iwi and outreach activities relevant to the discipline of organisational psychology.
- Regular contributions are made to School administration, planning and committee work, 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 in organisational psychology, or in a closely related discipline with a clear specialisation relevant to the psychology of work and organisations.

TRAINING, SKILLS AND KNOWLEDGE

Essential

- Demonstrated expertise in an area of organisational psychology, with research that will contribute to the School's strengths, particularly well-being at work.
- Demonstrated potential to produce impactful, high-quality research that contributes to improvements in policy and practice.
- A track record of high quality research publications.
- Demonstrated success in undergraduate teaching the organisational psychology curriculum at undergraduate and postgraduate levels, including the ability to lecture to large numbers and conduct small-group seminars and tutorials effectively.
- Demonstrated ability to master existing and new theories, models and approaches in a relevant field of organisational psychology.
- Ability to contribute to the graduate and postgraduate programme including the supervision of Honours, Masters and PhD students.
- A proven ability to communicate effectively with students and staff.
- Ability to apply information and communication technologies to achieve desired outcomes and maintain and update those skills.
- An interest and willingness to contribute to School and University administration matters.
- Time management skills and attention to detail.
- Current full driver's license.

Preferred

- Demonstrated commitment to using innovative teaching methods and materials e.g. online and distance delivery techniques, team teaching skills.
- Professional, industry, or applied experience relevant to organisational psychology.

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 including the ability to maintain a professional and constructive approach in challenging situations.
- 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.
- A 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.