The University of Waikato
Te Whare Wānanga o Waikato

POSITION DESCRIPTION

Senior Lecturer

Reports to:	Dean of Engineering – Mike Duke
Division:	STEM (School of Engineering)
Tenure:	Permanent
Location:	Hamilton
Date:	October 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

The Division of STEM undertakes teaching and research in a range of core disciplines grouped under four academic schools. The Division also has several research units, and commercial/equipment units, which embody staff and research activities.

The School of Engineering (Te Kura Mata-Ao) offers BE(Hons) degree programmes in Chemical & Process Engineering, Civil Engineering, Electrical and Electronic Engineering, Environmental Engineering, Materials & Process Engineering, Mechatronic Engineering, Mechanical

Engineering, and a Graduate diploma in Engineering Management. Research and development strengths are in, energy, water, robotics, sensing, biomedical engineering, materials, construction, infrastructure and structural engineering.

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.

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 Senior Lecturer is responsible to the Dean of Engineering.

4. KEY RELATIONSHIPS:

Dean of School of Engineering
Civil Engineering programme lead
School Manager
Technical Manager
Other School/Faculty staff
Students
Research Institutes
Research and Enterprise Office and external research organisations and funders
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 a Lecturer/ Senior 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.

Supervision

- Supervise honours, graduate and postgraduate students.
- Where appropriate, 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 attendance and presentation at academic conferences, and may include leadership of a research team.
- Build and maintain national and international research collaborations which enhance the profile and reputation of the University.
- Where appropriate, seek external research funding for specific projects and submit grant applications.
- Where appropriate, engage in 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 or School/Faculty meetings and undertake administration, planning and/or committee work where appropriate.
- Participate in University-wide committees and working groups and/or represent the University externally as 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 as required 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.

6. PERFORMANCE STANDARDS

The Senior Lecturer 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 the School/Faculty, 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. An established research and publishing record or the equivalent has emerged and there is evidence of an active programme of scholarship and research.
- Research collaborations are developed.
- Research grant applications are submitted.
- 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 School/Faculty and Division 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 in a relevant discipline area and/or equivalent scholarly accreditation and professional standing.

TRAINING, SKILLS AND KNOWLEDGE

Desirable

- Chartered professional engineer
- At least five years civil engineering or equivalent industry experience
- Demonstrated a high level of undergraduate teaching skills, including the ability to lecture to large numbers and conduct small group seminars and tutorials effectively.
- Ability to provide a significant contribution to the graduate and postgraduate programme including the supervision of Honours, Masters and PhD students.
- Demonstrated commitment to using innovative teaching methods and materials e.g. online and distance delivery techniques, team teaching skills.
- An established and high-level record of research and publishing or equivalent at a national and preferably international level and an active programme of scholarship.
- Broad and in-depth knowledge of the following areas:
  - Civil engineering design
  - Civil infrastructure asset management
- Demonstrated success in attracting and supervising high-quality postgraduate research students.
- Demonstrated success in attracting external research funding and in completing grant applications.
- Ability to apply information and communication technologies to achieve desired outcomes and maintain and update those skills.
- Ability to make a significant contribution to School/Faculty and Division administration where appropriate.
- Proven ability to communicate and work effectively with staff and students.
- Time management skills.
- Industry engagement, work-integrated learning, and industry–university collaboration.
- Current full driver's license.

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 the Treaty of Waitangi.

October 2026

Commented [KR1]: @Janine Williams
Can we please add these below: In-depth knowledge of the following areas:
Construction management and project delivery.
Construction planning, scheduling, and project controls.
Cost management, quantity surveying, and construction economics.
Procurement, contract administration, and construction law.
Building Information Modelling (BIM), digital construction, and Construction 4.0.
Modern methods of construction (MMC), off-site manufacturing, and prefabrication.
Sustainable construction, green buildings, and the circular economy.
Health, safety, quality, and risk management in construction.
Infrastructure and commercial building construction.
Lean construction and productivity improvement.
Construction innovation, digital transformation, and emerging technologies.
Leadership, stakeholder management, and the management of multidisciplinary construction teams.
Industry engagement, work-integrated learning, and industry–university collaboration.