

POSITION DESCRIPTION

Senior 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.

June 2026

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 Senior Lecturer in Organisational Psychology will contribute to the teaching, postgraduate supervision, research, and administration requirements of the School, maintain and develop an established programme of original scholarship and research, and undertake professional, community/iwi and service activities relevant to the discipline.

The appointee will be a scholar in organisational psychology whose research and teaching contribute to healthier, fairer, and more productive workplaces.

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 Senior Lecturer will provide leadership in research and teaching through high-quality scholarship, research-informed teaching, postgraduate supervision, collaboration with academic, community and industry partners, and contribution to the School, Division, University, and wider academic community.

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 in Organisational Psychology 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 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 Senior Lecturer in Organisational Psychology include the following:

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.
- Successful involvement in professional/business/community/iwi activities relevant to the discipline.
- Where appropriate, seek external research funding for specific projects and submit grant applications.
- Where appropriate, engage in 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 tutorials, practical classes, demonstrations, or workshops. Contributions to the organisational psychology curriculum will be required.
- 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 online papers, where appropriate; and updating teaching resources and materials.
- 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.

Supervision

- Supervise honours, graduate and postgraduate students.
- Where appropriate, be Chief Supervisor for PhD students.

Service and Administration

- Contribute to organisational psychology-related teaching and activities within the School.
- Participate in professional, community/iwi and/or outreach activities relevant to the School, Division, University, and the discipline of organisational psychology.
- Carry out broad administrative functions, including active and constructive participation at Programme or School meetings and undertake administration, planning and/or committee work where appropriate.
- Initiate and actively encourage academic, industry, business, and professional contacts outside the University, nationally and internationally, in consultation with the School, Division, and University. This may include representing the University externally from time to time.
- 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. New staff normally attend such a meeting approximately three months after taking up their appointment.

6. PERFORMANCE STANDARDS

The Senior 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 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 reputable books and refereed journals, presentation or publication of conference papers, and other appropriate scholarly outputs. An established research and publishing record has emerged, and there is evidence of an active programme of scholarship and research in organisational psychology.
- Research collaborations are developed and maintained.
- Research grant applications are submitted.
- Regular contributions are made to appropriate professional, community/iwi groups and/or in a public service or University representation capacity relevant to the discipline of organisational psychology.
- Regular contributions are made to School 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 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 contributes to the School's strengths, particularly well-being at work.
- A significant and sustained track record of high-quality research publications in organisational psychology or a related field.
- Demonstrated ability to produce impactful research that contributes to policy and/or practice.
- Demonstrated success in attracting external research funding to support an active programme of research.
- Demonstrated success in supervising high-quality postgraduate research students through to completion.
- Demonstrated ability to teach across the organisational psychology curriculum at undergraduate and postgraduate levels, including the ability to lecture to large numbers and conduct small-group seminars effectively.
- Ability to engage with and apply contemporary theories, models, and approaches in organisational psychology.
- A growing record of leadership and impact in research, teaching, and academic service within a university environment.
- Ability to contribute to the supervision of postgraduate research students.
- Proven ability to communicate effectively with students and staff.
- Ability to apply information and communication technologies to achieve teaching and research outcomes.
- Strong time management and organisational skills, with the ability to manage competing academic demands.
- An interest and willingness to contribute to School, Division, and University administration.
- Ability to make a significant contribution to academic administration where appropriate.
- Current full driver's licence.

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.