

POSITION DESCRIPTION

Senior Lecturer in Pacific Health

Reports to:	Head, School of Health Equity and Innovation
Division:	Health
Tenure:	Continuing
FTE	1.0FTE
Location:	Hamilton
Date:	December 2025

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 Health is committed to addressing health inequities and preventable conditions, with a particular focus on improving outcomes for Māori and Pacific communities. It advances equitable health outcomes across Aotearoa through innovative research and high-quality teaching in Biomedical Sciences, Health Promotion, Healthy Active Living, Human Performance Science, Midwifery, Nursing, Pharmacy, and Sport Development and Coaching. In 2028, the Division of

Health will welcome the inaugural cohort of students to the New Zealand Graduate School of Medicine (NZGSM).

The School of Health Equity and Innovation contributes to the education of a culturally grounded, future-focused health workforce. It leads scholarship in Māori and Pacific Health, provides strategic leadership in cultural safety, and prepares graduates to champion access, inclusion, and social justice. The School is responsible for the Bachelor of Health degree and the Health Promotion major, and it leads interprofessional taught postgraduate programmes for the Division that support ongoing health workforce development. These programmes focus on equipping multidisciplinary teams to address complex health challenges and drive innovation in health service delivery.

2. POSITION PURPOSE

To contribute to the teaching, postgraduate supervision and administration requirements of the School and Division, 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, academic matters more generally and/or external engagement.

3. ACCOUNTABILITY

The Senior Lecturer is responsible to the Vice-Chancellor through the Head, School of Health Equity and Innovation who in turn is responsible to the Vice-Chancellor through the Pro Vice-Chancellor, Division of Health.

4. KEY RELATIONSHIPS

Internal: Pro Vice-Chancellor
Head, School of Health, Equity and Innovation
Other Division Heads of School
Associate Deans
Division Director
Division Managers
Assistant Vice-Chancellor Pacific
Other academic and professional staff in the School and the Division
Māori and Pacific leadership groups.

External: External stakeholders, including relevant Pacific community organisations.

5. KEY RESPONSIBILITIES

Having regard to the aims, objectives and long-term strategic goals of the School, the Division and the University, the primary objectives required of a 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.
- Contribute to the curriculum development and subsequent teaching in the NZGSM.

Supervision

- Supervise Honours and Masters students.
- Where appropriate, be Chief Supervisor for PhD students.
- Supervise student work-integrated learning experiences, as required.

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.
- Carry out broad administrative functions including active and constructive participation at School or Division meetings and undertake administration, planning and/or committee work where appropriate.
- Actively participate in Ngā Manu a Kiwa, the Māori and Pacific Caucus in the Division of Health
- Participate in University-wide committees and working groups and/or represent the University externally as appropriate.
- 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 an annual Objectives, Development and Reflection (ODR) meeting with their manager. New staff normally attend such a meeting approximately three months after taking up their appointment.

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 norms and expectations including paper appraisal and teaching evaluation.
- Student learning, at all levels, is appropriately facilitated in accordance with the 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.
- 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 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 discipline relevant to Pacific Health or a related discipline

Preferred

- Knowledge of, and close engagement with, Pacific communities in Aotearoa New Zealand.

SKILLS, KNOWLEDGE and EXPERIENCE

Essential

- Possess a successful tertiary-level teaching experience, and track record.
- Proven record of research output and publications commensurable with level of appointment and career stage.
- Research profile relevant to and underpinning Pacific worldviews, communities as well as health models and perspectives.
- Demonstrated success in undergraduate 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.
- Demonstrated commitment to using innovative teaching methods and materials e.g. online and distance delivery techniques, team teaching skills.
- 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.
- An interest and willingness to contribute to School 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 contract research and service.
- A commitment to equal opportunity and to the University's partnership with Māori as intended by the Te Tiriti o Waitangi.