

Professor

Every day, people across Unitec are working with our students, enterprises and communities because we care about making lives better.

Position purpose:

Professors deliver high quality classroom and vocational learning across all relevant programmes in the Pathway. This delivery includes relevant research and administration within the applicable Pathway. The Professor role supports the design, development and production of learning and teaching material and delivery, either across a range of modules or within a subject area, to ensure the efficient delivery of teaching programmes in accordance with Unitec strategy, policy and procedures.

The Pathway provides an environment supportive of teaching, applied research and industry/community engagement within a range of programmes from certificate to degree level.

Key Areas	Key Responsibilities	Expected Outcomes
Teaching and Learning	Achieving high quality student learning through effective application of the Unitec teaching competencies.	High quality student learning is achieved. Unitec teaching competencies are demonstrated.
Pastoral and Academic Student Support	Providing students with academic and pastoral support so that maximum student learning and retention is achieved. Directing students as needed to the most appropriate Unitec support service.	Appropriate pastoral care is received by students.
Contribution to operation of the Programme, Pathway, Unitec and the wider community	Actively participating in Programme, Pathway and Network based initiatives, meetings and committees as required <ul style="list-style-type: none">Supporting and mentoring less experienced staffLeading by exampleBeing available to provide advice, encouragement and guidance Engaging in activities that support the profession, industry and community.	Active engagement with Programme, Pathway, Network, Unitec and community initiatives. Unitec Leadership competencies are demonstrated.

Professor

Every day, people across Unitec are working with our students, enterprises and communities because we care about making lives better.

Key Areas	Key Responsibilities	Expected Outcomes
Research* (where workload allocations apply)	<p>Undertake the design of applied research and enterprise activity and the preparation of research outputs that are likely to result in being named as an author (or co-author or co-producer) on one or more research outputs per year.</p> <p>This includes and is not limited to:</p> <ul style="list-style-type: none"> • Developing and implementing a coherent portfolio of research projects • Participating in research funding applications • Making research results available in quality assured publications and other dissemination outlets appropriate for the discipline • Collaborating on research and enterprise projects in partnership with industry • Collaborating with other researchers • Developing and contributing to research which is aligned with Unitec's Research Strategy <p>*The above will normally apply only if you teach at degree level (Level 5 or above) except where research has been mutually agreed and written into the contract.</p>	<p>High quality programme of industry/community-relevant research is developed with peer-reviewed outputs.</p>
Adherence to policies and procedures	<p>Monitoring and improving academic standards in all associated courses.</p> <p>Carrying out student assessments in line with Programme/Course requirements and taking appropriate action to improve effectiveness.</p> <p>Meeting academic quality and administration deadlines.</p> <p>Contributing to the Programme's and Pathway's ongoing evaluation and improvement of curriculum and Teaching and Learning practices.</p>	<p>Unitec policies and procedures are adhered to.</p> <p>High quality academic integrity is achieved.</p>
Performance and Development Management	<p>Managing own performance and development in accordance with the Unitec Performance Partnering guidelines.</p>	<p>Performance Partnering process including ADEP plans and reviews are completed.</p>

Professor

Every day, people across Unitec are working with our students, enterprises and communities because we care about making lives better.

Key Areas	Key Responsibilities	Expected Outcomes
People Management (if relevant)	<ul style="list-style-type: none"> Involving direct reports in setting clear targets. Managing, coaching and assisting direct reports to achieve their targets and improve their competency. Leading and developing a challenging collaborative and accountable work environment which promotes and rewards excellence. Recruiting, leading, managing and developing direct reports to reach their potential. Championing the Performance Partnering process (ADEP). Regularly meeting with employees to carry out performance conversations. 	<ul style="list-style-type: none"> Each team member fully participates in performance partnering process. Clear demonstration of increase in competency levels. Values based leadership is evidenced. Talent is attracted and retained, success is rewarded and employees are developed. Voluntary Turnover in designated teams is less than 12%. The Unitec Performance Partnering process is evidenced and any poor performance is managed in a timely and professional manner. 100% ADEP plans in place.

Health and Safety	<p>You will demonstrate commitment to Unitec's health and safety rules and procedures and take reasonable care to look after your own health and safety at work, your fitness for work, and the health and safety of others. You will be required to report any potential risks, incidents and near misses so the organisation can investigate, and eliminate or minimise harm or risk of harm.</p> <ul style="list-style-type: none"> Promotes a culture of zero harm, including safe working practices and behaviours and sustainable environmental practices. Models zero harm behaviours. Identifies and minimises business risks and compliance issues. Partners with the Health and Safety team to align strategies and drive a zero harm culture. 	<ul style="list-style-type: none"> Unitec's Health and Safety measures are met or exceeded. All risks effectively managed and no compliance issues. Processes and culture reinforce Unitec Kaupapa.
--------------------------	--	--

Professor

Every day, people across Unitec are working with our students, enterprises and communities because we care about making lives better.

Unitec Kaupapa	<p>Actively participate to uphold the Unitec Kaupapa and the factors that will enable success as follows;</p> <p>Our Partnership</p> <ul style="list-style-type: none"> Te Noho Kotahitanga is Unitec's partnership between Maori and non-Maori underpinned by the principles of Rangatiratanga, Wakaritenga, Kaitiakitanga, Mahi Kotahitanga and Ngakau Mahaki <p>Our Purpose</p> <ul style="list-style-type: none"> We enable better futures for students, communities and public and private enterprise <p>Our Aspiration</p> <ul style="list-style-type: none"> To be a world leader in contemporary applied learning and an agent of positive social and economic change <p>Our Success</p> <ul style="list-style-type: none"> Highly employable and enterprising lifelong learners A more highly skilled innovative and enterprising NZ workforce Engaged and Inspired staff with capabilities for our future A financially sustainable Unitec <p>Our Values</p> <ul style="list-style-type: none"> Accountable, Being bicultural, Student and customer focus, Enterprising, Generosity of spirit. <p>Our Way</p> <ul style="list-style-type: none"> A dynamic community of learners engaged in a culture of open inquiry 	<p>Unitec Values and Code of Conduct are upheld, and positive feedback is received from key stakeholders.</p>
-----------------------	--	---

What you will bring

Role Related Experience

Essential:

- Relevant qualification at least one level higher than courses lecturing, where practicable. Alternatively, relevant experience may be appropriate in some circumstances.
- Relevant registration with professional body (where applicable)
- Advanced communication skills
- Demonstrable practical ability to lecture in vocational education context

Desirable:

- Strong industry networks
- Active researcher, with capability and passion to contribute towards Unitec's industry and community driven research (Normally Essential – see Research Key Area above).

Professor

Every day, people across Unitec are working with our students, enterprises and communities because we care about making lives better.

Teaching competencies required

- **Create Learner-Centred Environments**
Promotes collaborative, inclusive learning environments, and recognises and responds to the needs of diverse learners, particularly priority groups.
- **Design for Effective Learning**
Designs effective courses that embed mātauranga Māori, build work readiness, meet stakeholder needs, and employ appropriate learning technologies.
- **Facilitating Learning**
Teaching style promotes active, collaborative learning.
- **Assess and Give Feedback on Learning**
Demonstrates effective support of student learning through appropriate feedback and assessment.
- **Review Teaching and Learning**
Continuously improves own teaching practice through self-evaluation and feedback.
- **Show Discipline / Industry Expertise**
Demonstrates expertise in discipline and industry practice and applies to own teaching and courses.
- **Professional Learning**
Engages in continuous professional learning to improve teaching practice and learner outcomes.
- **Programme Level Contribution**
Contributes to programme's operation and academic success, including through effective professional industry and community relationships.

Leadership competencies required

- **Fosters a Student-Centred Whānau**
Building strong customer and student relationships and delivering solutions to the Unitec whanau
- **Engages with Difference**
Harnesses the value that different perspectives and cultures bring to Unitec
- **Collaborates**
Building partnerships and working collaboratively with others to meet shared objectives
- **Builds Trust**
Gaining the confidence and trust of others through honesty, integrity, and authenticity
- **Ensures Accountability**
Holding self and others accountable to meet commitments
- **Develops Self-Awareness and Reflective Practice**
Using a combination of feedback and reflection to gain productive insight into personal strengths and weaknesses
- **Demonstrates Ongoing Commitment to Engaging in Treaty-Based Partnership**
Takes responsibility as a partner in living Te Noho Kotahitanga
- **Cultivates Curiosity and Innovation**
Examining the status quo, identifying opportunities and introducing real world solutions for improvement

Professor

Every day, people across Unitec are working with our students, enterprises and communities because we care about making lives better.

Financial Authority (Yes/No)

Budget owner	No
Delegated Financial Authority as per Unitec's Delegations Policy	No
Responsible for new employee hire	No

People Management

Number of Direct Reports:	As applicable
Number of Indirect Reports	Nil
Responsible for contract staff, and/or coaching, training of others	

Dimensions of the position

Financial delegations:	No
Network code:	
Safety sensitive role:	YES
Vulnerable Children Act applicable:	YES

Position Contacts and Relationships

Internal	External	Committees/Groups
Students	Industry networks	As applicable
Academic Lead	Academic associations / bodies	
Head of Practice Pathway	Stakeholders	
The role reports to the Head of Practice Pathway and / or Academic Leader		

Professor

Every day, people across Unitec are working with our students, enterprises and communities because we care about making lives better.

APPENDIX 1 - From the Senior Academic Staff Appointments and Promotions Policy August 2017

PROFESSOR / AHORANGI [refer para 4.2]	
Candidates for Professor are expected to have met the requirements for appointment at the level of Associate Professor. In addition, they are also expected to have international recognition and a reputation as a leader in their discipline. To this end they will provide evidence of performance the following, considered over the last seven years:	
MINIMUM QUALIFICATION: USUALLY A DOCTORATE AND NOT LESS THAN A MASTERS	
Excellence in both categories must be demonstrated	
TEACHING and ACADEMIC Leadership, which may be demonstrated by:	RESEARCH and ADVANCED PRACTICE Leadership, which may be demonstrated by:
<ul style="list-style-type: none"> Exemplary teaching performance Ability to maximise student success and intellectual independence Leading innovations in course design, teaching, assessment and evaluation Leading improvements in teaching/ facilitation, assessment and evaluation Application of personal research and scholarship to improve teaching (content and process) and learning Institutional and/or external awards for teaching Participation in and facilitation of professional development Primary supervision to completion at Masters and/or Doctoral level (if appropriate to the discipline) Examination of Masters or Doctoral theses, internal and external Leading curriculum development, including programme development and review Significant discipline leadership Effective leadership of academic teams Effective leadership of academic projects/committees Significant contribution to and membership of academic projects/ committees, at Network, Practice Pathway Group and institutional level Leadership in strategy, policy and strategic reviews Contribution to entrepreneurial activities Engagement and participation in initiatives to embed Mātauranga Māori in programmes. Participation in professional development including upskilling in Mātauranga Māori Leading national projects Participation in national and international projects Consultancy re discipline or academic leadership Inter-institutional collaboration with academic disciplines Contribution to the implementation of institutional or professional policies Leadership in engagement with external communities Contributions towards critique and improvement of society 	<ul style="list-style-type: none"> International reputation Leadership of research teams Leadership of research for discipline/ department Leadership in contributing to institutional research strategy and KPIs Leadership in the development of research staff capability Extent and quality of research quality and research outputs, including international standing Publication of research-based books/ reports Commissioned reports Scholarly standing Reports on consultancies involving work of academic significance Quality assured exhibition, screening or performance of creative work Significant and continuing contribution to body of knowledge, or development of discipline Reputation attracts students and staff Establishment of inter-institutional research collaboration Record of achievement of transfer and application of research to industry, the professions and the community Successful applications for patents or licences based on original research Chief Investigator on significant, multi-stakeholder external research funded projects with TEO and industry partners Invitations to speak at international conferences Reviewer for peer reviewed journal Editor/editorial board for peer reviewed journal International reputation and leadership within profession/ industry/community Major consultancy contracts Significant networks across profession/industry/ community Significant contribution to leadership and development of professional activities Public recognition of community/professional service External awards/fellowships Significant contribution to profession/ industry through effective working group, or committee leadership Leadership of industry partnered research and enterprise Contributions to clinical practice of demonstrable academic significance Membership of professional associations

Professor

Every day, people across Unitec are working with our students, enterprises and communities because we care about making lives better.



Notwithstanding the separation of categories and characteristics, the overarching judgement that is made is holistic. This is particularly significant when the boundaries between categories are blurred in, for example, a particular discipline or in an individual's approach to presenting their portfolio of evidence.