FINAL STRUCTURE – College of Science and Engineering

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1. Purpose

This document confirms the final structure for the College of Science and Engineering. This change will be managed in accordance with Clause 13 – Managing Change – of the Flinders University Enterprise Agreement 2023 – 2026 (the EA).

The new structure will achieve the following:

- Align and uplift resources to areas of education growth and emerging trends, ensuring that the College continues to be a quality provider of job-ready workforces for the future.
- Reposition and uplift the College's research portfolio, ensuring that investments and resources are concentrated where the College has the greatest impact, and best aligns with national and state priorities.

2. Coverage

The final structure confirms the disestablishment of 27 continuing academic positions, retention of five positions with minor change, and the establishment of 41 new positions, resulting in an overall increase of 14 positions.

As a result of the final change, there may be some fixed term, tied research staff (academic and professional), where external funding is held by an individual whose position is confirmed as directly affected by the change. Any confirmed effect for any staff member from this group arising from this final decision, will be managed on a case-by-case basis.

3. Summary

Based on feedback received, the College maintains its position regarding the establishment of a new structure, with positions which have been designed to build capacity aligned with future needs underpinned by changing state and national priorities. The new structure will allow the College to respond strategically to these demands and actively work with stakeholders to prepare future-ready workforces and solve key societal challenges.

There is a total of 229 academic positions in the College, which includes 121 Teaching and Research positions (114 continuing positions), 25 Teaching Specialist positions (18 continuing positions), and 83 fixed-term, tied funded Research Only positions.

This final structure includes an overall increase in the number of operationally funded continuing positions, from 132 to 146, strengthening capacity across both teaching and research in the College.

3.1 Drivers for Change

Flinders University is actively responding to shifting market needs, with a marked growth in student demand, and a diversity of offerings sought for Computing and Engineering programs, while other areas within the College have experienced declining enrolments. To meet this demand and better align with industry expectations, through restructuring, the University will increase the number of continuing academic positions in these disciplines - areas which have previously been under-resourced. This change significantly enhances the University's ability to deliver innovative education and research offerings that are responsive to market needs.

In addition, the University will expand its education delivery formats to align with global trends, including online learning, trans-national education, degree apprenticeships, and partnerships with State Government Technical Colleges. These initiatives require specialist teaching staff to ensure high-quality, inclusive education. Flinders is also strategically realigning its research portfolio to focus on areas of national and global priority, supported by seven new senior research-only appointments in fields such as advanced manufacturing, climate resilience, and artificial intelligence (AI). These changes are guided by principles that aim to minimise disruption to staff and students, create and optimise new opportunities, and ensure financial sustainability while amplifying CSE’s research impact.

3.2 Computing and Mathematical Sciences (Data and Information Science)

This area presents strong growth potential in both teaching and research, driven by global and local industry trends. The new structure will enhance University capacity by increasing teaching resources and strengthening research leadership in key areas such as AI, machine learning, human-computer interaction, and cloud computing. Expertise will be sought in new capability with strategic linkage and alignment to advanced manufacturing, sustainable energy, and critical technologies in the national interest.

3.3 Engineering and Design (Engineered Systems)

Engineering and Design is experiencing rising demand in education and research, supported by national initiatives and the strategic advantage of the Tonsley Innovation District. Adding senior research-only roles and complementary academic positions will build critical mass in priority areas such as advanced manufacturing, and sustainable energy systems. Optimising teaching capability will support growing student demand and improve project-based learning

and work-integrated experiences, while Civil Engineering will expand to include environmental and sustainable construction, fostering interdisciplinary collaboration.

3.4 Natural Sciences (Ecology, Environment and Evolution)

This program has a strong foundation in research and is evolving to align with global environmental priorities and industry needs. Flinders is investing in areas such as climate resilience, marine restoration ecology, and geospatial systems, while also supporting the University's Indigenous Research Strategy. To maximise impact in these priority areas, the University is required to divest in some areas, enabling the development of large-scale, globally relevant research programs.

3.5 Physics and Molecular Sciences (Molecular Science and Technology)

While this program plays a key role in foundational teaching across multiple disciplines, it has seen declining enrolments in core degrees. Flinders University is refocusing its efforts by growing its expertise in sustainable agriculture and energetic materials, areas which align more strongly with national priorities and emerging technologies. Strategic divestment is required in areas with duplication or limited alignment, ensuring resources are directed toward high-impact educational and research opportunities.

4. Feedback from Consultation

Consultation opened 16 September 2025 and closed 7 October 2025. Individual meetings were offered to all directly affected staff. A significant number of individuals, and teams, also requested individual meetings with University Leadership. All requests were welcomed as a further opportunity to provide information and clarity on any areas of concern or query for staff. All meeting requests were accepted, with meetings undertaken by the appropriate University senior leader. Discussions were also held with the CSE Teaching Program Directors and Research Section Leads.

A total of 198 written submissions in response to the Consultation Paper were received, from internal and external parties. Feedback was also received from the NTEU regarding the proposed changes, and a separate response has been provided to the NTEU.

The submissions fell into several themes as summarised below:

Research Capability and Growth – Feedback

The consultation process revealed a strong desire to enhance research capacity and impact. Feedback identified clear support for the proposed strategy to build critical mass, and an understanding that this outcome relied on the need to divest in some areas. While some feedback flagged risks to research continuity, especially where staffing reductions were considered to affect critical mass, there was also recognition of an opportunity to refocus and strengthen research clusters. Contributors advocated for balanced roles that support both teaching and research in some areas, and for strategic investment in areas with high growth

potential. There was also strong advocacy for the need to enable grant-funded projects to be supported through transition planning and communication with partners, enabling the college to maintain momentum and credibility in research delivery.

Strategic Role Alignment and Future Needs – Feedback

Many responses expressed support for the strategic intent of restructuring, particularly the opportunity to align academic roles with future-focused areas such as sustainability, environment, energy, advanced manufacturing and data science. Suggestions for new or revised roles reflected a forward-looking vision that integrates interdisciplinary strengths and responds to industry and societal needs. Feedback included both the subtle adjustment and improvement of alignment or language in some of the new positions proposed, as well as suggestions for additional, strategically aligned positions across disciplines. There was clear appetite for innovation in position design, with emphasis on embedding expertise in emerging areas of significance. The feedback reflected a strong understanding of the need for CSE to align academic capability with emerging industry and research priorities, and to adjust resourcing to appropriately meet the needs of areas that are experiencing significant growth or conversely are in decline. Some feedback was received that the strategic intent underpinning the proposed changes was not sufficiently clear in the consultation paper.

College Response: *The strategy, and the new positions in the structure to support that strategy, have been informed by the future needs of relevant sectors, which includes the alignment of new positions with key critical technologies in the national interest. In response to feedback, a number of changes have been made to position descriptions in the final decision to reflect more strategic alignment with existing leadership and capabilities.*

Based on feedback, three new positions have now been created in addition to the 38 new roles initially proposed in the Consultation Paper. The final structure now includes ***41 newly created positions*** *in the College.*

Staffing and Talent Development – Feedback

The restructure has prompted valuable reflection on workforce planning and talent development. There is strong support for creating more opportunities for early and mid-career academics, with suggestions for structured pathways and fellowships to retain and grow emerging talent. Many contributors highlighted the importance of ongoing and regular succession planning and balanced staffing across disciplines to ensure continuity and sustainability. While concerns were raised, understandably, about the potential impact of the proposed change to immediate workload (and workload for the first half of 2026), there is optimism that the restructure can enable a more strategic and supportive environment in the medium to longer term for academic growth and leadership development. Feedback also addressed potential recruitment challenges for new positions, providing insight from previous experience, and identifying the need for additional resourcing to support this activity.

Teaching and Curriculum Delivery - Feedback

Feedback generally highlighted a shared commitment to maintaining high-quality teaching and student experience. Contributors identified areas where teaching capacity may need strengthening, particularly during transition periods, and offered constructive suggestions to ensure continuity for the remainder of 2025 and into 2026. Feedback also supported that the new positions would enable the creation of delivery of new offerings. There was enthusiasm expressed for expanding online and flexible learning, with recognition of the need to support staff and infrastructure to deliver these offerings effectively. Overall, the revised structure has been seen as an opportunity to better align teaching resources with student demand and emerging disciplines, while ensuring that core programs remain viable and well-supported.

College Response: *A key driver of this revised structure was to allocate resources to areas of existing and emerging need, based on student enrolment and national science and innovation trends and strategies. Existing teaching and leadership/service workloads have been and will continue to be carefully considered by college leadership. Appropriate mechanisms have been identified to provide suitable coverage of activities that will be required in 2026. Leadership will also prioritise strategic recruitment in areas where additional resourcing is required as a priority.*

Higher Degree Research Student Support – Feedback

Feedback reflected a strong commitment to supporting Higher Degree by Research (HDR) students throughout this time of change. Contributors emphasised the importance of prioritising student wellbeing, ensuring continuity in supervision, and providing clear guidance during any transitional periods. There was broad recognition of the need to maintain a stable and supportive research environment, with appropriate academic oversight.

College Response: *College leadership has worked with the Office of Graduate Research (OGR) to consider and minimise the impact on HDR students. Alternative potential supervision has been identified for all candidates, which would be put in place if/as needed. More than 75% of the potential students impacted would have at least one supervisor whose role is not impacted by the change process. As the College will, from release of this final decision, open an Expression of Interest process for directly affected staff, a final determination will be made regarding supervision, following the conclusion of that process College leadership will work with impacted staff to understand their circumstances prior to any allocation of new supervision. The University is committed to a rapid, merit-based appointment process for all directly affected staff who seek positions in the new structure in order to limit impact on supervisors and their students as far as possible.*

The College Leadership will continue to work with OGR in developing new supervisory teams where required. Support will be offered to all impacted students from the College, OGR, and student support services.

Accreditation and Partnerships – Feedback

Maintaining accreditation and external relationships was a key priority identified. Feedback emphasised the importance of clear planning to support professional accreditation requirements and also to sustain partnerships with industry and government bodies. Contributors highlighted the value of long-standing collaborations and the need to ensure that changes minimise disruptions to these connections. Feedback reflected that with proactive engagement and strategic planning, the restructuring can strengthen the college's external profile and reinforce its reputation for excellence.

> ***College Response:*** *CSE has reviewed all accreditation processes and standards and has identified suitable coverage for required activities, should that be necessary. Leadership has engaged in a number of discussions with external stakeholders in response to the proposed changes, and will continue to prioritise the needs of industry, and those discussions, moving forward. A key driver of the change was feedback from key industry stakeholders, including those on the CSE Industry Advisory Board, about areas of growth and future need.*

Identified Support for Marine Science – Feedback

Feedback highlighted overwhelming support for marine science as a critical area of strength and strategic importance for CSE, and for Flinders University. Contributors recognised its unique role in addressing environmental challenges, supporting sustainable industries, and fostering regional partnerships. There was a clear call to ensure that marine science remains a priority, not only for its academic and research excellence but also for its capacity to deliver meaningful impact for South Australia.

> ***College response:*** *CSE Leadership agrees that marine science is a critical area of strength and strategic importance for the University. In response to feedback, changes have been made in the final structure, including the creation of two additional positions, one in marine restoration ecology, and one aligned to sustainable marine industries. Many of the other positions in the new structure will bring complementary strengths to the marine sciences area, with capability likely to be transferable to multiple environmental systems.*

Other Feedback – Out of Scope

A number of other issues were raised regarding a range of matters, which were outside the remit of this change process. These will be considered as part of ordinary operations by the College.

5. Final Outcome and Structure

Following consideration of all feedback received, no grounds were presented to support that a change was not appropriate or justified. However, the consultation process did identify some important aspects for additional consideration. As a direct result of this feedback, some changes have been made to the final structure. The proposed removal of the **27 positions** outlined in the Consultation Paper will proceed unchanged. The proposed new positions have, however, been increased from **38 to 41**, resulting in a **net increase of 14** continuing positions.

These changes are summarised below:

Computing and Mathematical Sciences (+1 role)

- Addition of a new Level B Teaching Specialist role to meet the needs of Online Education.
- Realignment of the new resource committed to Mathematics, creating a Level B Teaching Specialist in Data Science and Machine Learning, facilitating strategic and targeted education uplift at the interface of mathematics and computer science.
- Change of Level D/E Research Only role (HCI-UX) to Teaching and Research to generate additional teaching leadership and direction.
- Minor changes to role titles, position descriptions, and academic levels to improve focus and alignment, based on consultation feedback.

Engineering and Design (+1 role)

- Addition of a new Level C, D or E Teaching and Research role in Nuclear Engineering to meet national and state priorities.
- Realignment of resources from Biomedical Engineering to Electrical and Electronic Engineering (Level A/B Teaching and Research).
- Realignment of resources from Civil Engineering to Mechanical Engineering (Level A/B Teaching and Research to Level C Teaching and Research).
- Minor changes to role titles, position descriptions, and academic levels to improve focus and alignment, based on consultation feedback.

Natural Sciences (+2 roles)

- Change of a Level D/E Role in Climate Science to 2 x Level B/C Roles (Biosecurity Risk Modelling, Quantitative Climate Dynamics) to improve strategic alignment to existing leadership - retains research capability and builds additional teaching capability.
- Addition of marine restoration ecology to strengthen existing capabilities (Level A/B Teaching and Research).
- Broadening of the focus of the Identified Position to offer greater opportunities for recruitment of talent (Level A-C, Teaching and Research, “Natural Sciences”).
- Shift in focus from Environmental Geoscience to Restoration Ecology to improve strategic alignment.

- Addition of sustainable marine industries to build adjacent to existing strengths (Level A/B Teaching and Research).
- Minor changes to role titles, position descriptions and academic levels to improve focus and alignment, based on consultation feedback.

Physics and Molecular Sciences (-1 role)

- Shift in teaching focus to Biology and Biochemistry to ensure appropriate future resourcing.
- Removal of position in environmental health and allocation of resources elsewhere in College (Level A/B, Teaching and Research).
- Minor changes to role titles, position descriptions and academic levels to improve focus and alignment, based on consultation feedback.

5.1 Final Structure

The final structure confirms the removal of 27 current positions, retention of five positions with minor changes, and the creation of 41 new positions.

For the purpose of clarity and simplicity, and to appropriately capture all in scope positions, the current (existing) structure will be referred to by teaching programs with the relevant research sections shown in brackets.

All positions **directly affected** by these changes are listed by position number in **Appendix 1**. All position descriptions for **new positions created** are listed in **Appendix 2**.

**Positions are listed by Position Number. Staff members can find their own position number through Workday by accessing their 'Staff Profile' followed by clicking on 'Job' (shown to left of screen). Position numbers are displayed in the third line alongside the position title.*

5.1.1 Computing and Mathematical Sciences (Data and Information Science)

The **new structure** of continuing academic staff in the Computing and Mathematical Sciences area is:

- 1 x Level D or E (Research Only)
- 2 x Level E (Teaching & Research)
- 1 x Level D or E (Teaching & Research)
- 4 x Level D (Teaching & Research)
- 3 x Level C (Teaching & Research)
- 4 x Level B (Teaching & Research)
- 3 x Level A or B (Teaching & Research)
- 1 x Level D (Teaching Specialist - Academic)
- 3 x Level C (Teaching Specialist - Academic)
- 4 x Level B (Teaching Specialist - Academic)

- 1 x Level A (Teaching Specialist - Academic)

As a result of the changes, a number of positions will be **removed** or **created**.
The following positions are **removed**:

- 1 x Level D (Teaching & Research)
- 2 x Level C (Teaching & Research)
- 2 x Level B (Teaching & Research)

The following new positions have been **created**:

Position Title	Academic Level	Job Family
Associate Professor or Professorial Research Fellow in Artificial Intelligence & Machine Learning	D or E	Research Only
Professor in Software Engineering	E	Teaching & Research
Associate Professor or Professor in Human Computer Interaction & User Experience	D or E	Teaching & Research
Senior Lecturer in Artificial Intelligence & Machine Learning	C	Teaching & Research
Associate Lecturer or Lecturer in Cybersecurity & Networking	A or B	Teaching & Research
Associate Lecturer or Lecturer in Cloud Computing	A or B	Teaching & Research
Associate Lecturer or Lecturer in Human Computer Interaction & User Experience	A or B	Teaching & Research
Senior Lecturer in ICT (Online Education)	C	Teaching Specialist (Acad.)
Lecturer in ICT (Online Education)	B	Teaching Specialist (Acad.)
Lecturer in Applied Mathematics (Data Science & Machine Learning)	B	Teaching Specialist (Acad.)

5.1.2 Engineering and Design (Engineered Systems)

The **new structure** of continuing academic staff in the Engineering and Design area is:

- 4 x Level D or E (Research Only)
- 9 x Level E (Teaching & Research)
- 1 x Level C, D or E (Teaching or Research)
- 4 x Level D (Teaching & Research)
- 1 x Level B, C or D (Teaching & Research) – recruitment previously commenced (*held during consultation – See Section 6.1*) (1 position)
- 4 x Level C (Teaching & Research)
- 1 x Level B or C (Teaching & Research)
- 10 x Level B (Teaching & Research)

- 3 x Level A or B (Teaching & Research)
- 1 x Level A (Teaching & Research)
- 1 x Level E (Teaching Specialist - Academic)
- 2 x Level C (Teaching Specialist - Academic)
- 1 x Level C (Teaching Specialist – Clinical Practitioner)
- 1 x Level B or C (Teaching Specialist - Academic)
- 2 x Level B (Teaching Specialist - Academic)
- 1 x Level A (Teaching Specialist - Academic)

This structure includes one Level E (Teaching & Research) position which is realigned from Natural Sciences.

As a result of the changes, a number of positions are **retained with a minor change**, **removed** or **created**.

The following positions have been **retained with a minor change**:

- 2 x Level D (Teaching & Research), *change to position title and minor change to Position Descriptions*

The following positions are confirmed as **removed**:

- 1 x Level E (Teaching & Research)
- 1 x Level D+ (Teaching & Research)
- 1 x Level D (Teaching & Research)
- 2 x Level C (Teaching & Research)
- 1 x Level B (Teaching & Research)
- 1 x Level B (Teaching Specialist - Academic)

The following new positions have been **created**:

Position Title	Academic Level	Job Family
Associate Professor or Professorial Research Fellow in Biomedical Engineering (Advanced Manufacturing)	D or E	Research Only
Associate Professor or Professorial Research Fellow in Electrical and Electronic Engineering (Energy Grid Integration)	D or E	Research Only
Associate Professor or Professorial Research Fellow in Engineering (Critical Technologies)	D or E	Research Only
Associate Professor or Professorial Research Fellow in Mechanical Engineering (Advanced Manufacturing)	D or E	Research Only
Professor in Civil Engineering (Sustainable Construction)	E	Teaching & Research

Senior Lecturer, Associate Professor or Professor in Nuclear Engineering	C, D or E	Teaching & Research
Senior Lecturer in Civil Engineering (Sustainable Construction)	C	Teaching & Research
Senior Lecturer in Mechanical Engineering	C	Teaching & Research
Lecturer or Senior Lecturer in Civil Engineering (Environment & Sustainability)	B or C	Teaching & Research
Associate Lecturer or Lecturer in Electrical and Electronic Engineering	A or B	Teaching & Research
Associate Lecturer or Lecturer in Electrical and Electronic Engineering (Energy Grid Integration)	A or B	Teaching & Research
Associate Lecturer or Lecturer in Electrical and Electronic Engineering (Critical Technologies)	A or B	Teaching & Research
Professor in Engineering	E	Teaching Specialist (Acad.)
Senior Lecturer in Civil Engineering (Sustainable Construction)	C	Teaching Specialist (Acad.)
Lecturer or Senior Lecturer in Engineering (Engineering Practice)	B or C	Teaching Specialist (Acad.)
Lecturer in Civil Engineering (Transport & Infrastructure)	B	Teaching Specialist (Acad.)

5.1.3 Natural Sciences (Ecology, Environment and Evolution)

The **new structure** of continuing academic staff in the Natural Sciences area is:

- 9 x Level E (Teaching & Research)
- 1 x Level D or E (Teaching & Research) – recruitment previously commenced (*held during consultation – See Section 6.1*) (1 position)
- 6 x Level D (Teaching & Research)
- 4 x Level C (Teaching & Research)
- 4 x Level B or C (Teaching & Research)
- 1 x Level A, B or C (Teaching & Research)
- 5 x Level B (Teaching & Research)
- 3 x Level A or B (Teaching & Research)
- 3 x Level C (Teaching Specialist - Academic)
- 2 x Level B (Teaching Specialist – Academic)

As a result of the changes, a number of positions are confirmed as **retained with a minor change**, **removed** or **created**.

The following positions have been **retained with a minor change**:

- 2 x Level E (Teaching & Research), change of Teaching Program / Organisational Unit (one to Engineering and Design and one to Physics and Molecular Sciences)
- 1 x Level D (Teaching & Research), change of position title

The following positions are **removed**:

- 3 x Level E (Teaching & Research)
- 4 x Level D (Teaching & Research)

The following new positions have been **created**:

Position Title	Academic Level	Job Family
Associate Professor in Cetacean Ecology	D	Teaching & Research
Lecturer or Senior Lecturer in Plant Ecology	B or C	Teaching & Research
Lecturer or Senior Lecturer in Biosecurity Risk Modelling	B or C	Teaching & Research
Lecturer or Senior Lecturer in Quantitative Climate Dynamics	B or C	Teaching & Research
Associate Lecturer or Lecturer or Senior Lecturer in Natural Sciences (Identified Position)	A, B or C	Teaching & Research
Lecturer or Senior Lecturer in Restoration Ecology	B or C	Teaching & Research
Associate Lecturer or Lecturer in Marine Restoration Ecology	A or B	Teaching & Research
Associate Lecturer or Lecturer in Applied Marine Ecology	A or B	Teaching & Research
Associate Lecturer or Lecturer in Sustainable Marine Industries	A or B	Teaching & Research
Lecturer in Geospatial Information Systems (Surveying)	B	Teaching Specialist (Acad.)

5.1.4 Physics and Molecular Sciences (Molecular Science and Technology)

The **new structure** of continuing academic staff in the Physics and Molecular Sciences area is:

- 16 x Level E (Teaching & Research)
- 1 x Level D or E (Teaching & Research)
- 4 x Level D (Teaching & Research)
- 5 x Level C (Teaching & Research)
- 3 x Level B (Teaching & Research) – recruitment previously commenced (*held during consultation – See Section 6.1*) (1 position)
- 2 x Level A or B (Teaching & Research)
- 1 x Level E (Teaching Specialist – Academic)
- 2 x Level C (Teaching Specialist – Academic)
- 1 x Level B or C (Teaching Specialist - Academic)

This structure includes one Level E (Teaching and Research) position which is realigned from Natural Sciences.

As a result of the changes, a number of positions are confirmed as **removed** or **created**. The following positions are **removed**:

- 4 x Level E (Teaching & Research)
- 3 x Level D (Teaching & Research)
- 1 x Level C (Teaching & Research)

The following new positions have been **created**:

Position Title	Academic Level	Job Family
Professor in Microbiology	E	Teaching & Research
Associate Professor or Professor in Sustainable Agriculture	D or E	Teaching & Research
Associate Lecturer or Lecturer in Chemistry (Energetic Materials)	A or B	Teaching & Research
Associate Lecturer or Lecturer in Sustainable Agriculture	A or B	Teaching & Research
Lecturer or Senior Lecturer in Molecular Biology and Biochemistry	B or C	Teaching Specialist (Acad.)

6. Impact on Staff

The final decision confirms the removal of 27 current positions and the retention of five positions with minor change. Based on feedback, the final number of newly created positions in the new structure is now 41 (an increase of three positions when compared to the consultation paper).

The new structure results in an **overall increase of 14 positions**.

The following guiding principles will apply:

- Staff members whose positions are disestablished will be managed in accordance with clauses 14 and 44 of the EA as well as any relevant policy.
- Vacant positions will be filled through a competitive selection process in accordance with the University's Recruitment Policy and Procedures.
- Where a staff member's position has been removed from the structure, they will have the ability to apply for new position/s within the structure, through a merit-based selection process.

6.1 Existing vacancies

Three recruitment processes for three existing vacancies were already underway prior to the release of the consultation paper. The recruitment processes for these roles were held and will temporarily be opened to staff whose positions are confirmed as removed.

These existing vacancies are as follows:

- 1 x Level B, C or D (Teaching & Research) in Advanced Manufacturing and Design
- 1 x Level D or E (Teaching & Research) in Geospatial Information Systems
- 1 x Level B (Teaching & Research) in Environmental Health

6.2 Impact on other staff workloads

Normal operations will be maintained by all directly affected staff until the date of disestablishment occurs for the position they hold. Workload allocations for other staff will continue to be monitored to ensure that transitional and implementation activities during the remainder of 2025, and into 2026, can be undertaken by other staff, within the parameters of the Academic Workload Model. At all times of the change process, the University will endeavour to avoid detrimental outcomes for affected staff, in accordance with its obligations under clause 13.6 of the Enterprise Agreement [Notification about Implementing Change].

7. Redeployment / Voluntary Redundancy for Removed Positions

Where a continuing staff member's position is disestablished, the primary goal will be to mitigate the impact on that staff member as far as possible. The staff member will be considered for redeployment, and only if no suitable position can be identified would they then be subject to involuntary redundancy under clause 44.8 of the EA.

Effective immediately, any *continuing* staff member whose position is confirmed removed, can also apply for voluntary redundancy under clause 44.7 of the EA. Any staff member who has already registered their interest and their position is confirmed removed will be contacted to confirm they still wish to proceed with their request being submitted for consideration.

As the primary goal is to mitigate the impact on affected staff members as far as possible, the University may reasonably refuse any request for voluntary redundancy if suitable alternative employment can be secured for that staff member.

To seek a confidential quote for a Voluntary Redundancy figure, please contact the College People & Culture team via csefeedback@flinders.edu.au

8. Confirmed Timeframes for Implementation

Event	Date
Individual meeting requests sent to directly affected staff	27 Oct 2025
Individual meetings with directly affected staff	28 Oct 2025
Release of final structure	28 Oct 2025
Registration of interest to participate in EOI process	28-31 Oct 2025
Close of registration of interest to participate in EOI process	31 Oct 2025 (5pm)
EOI applications due	7 Nov 2025 (5pm)
Shortlisting for EOI interviews and invitations to interview	Week commencing 10 Nov 2025
EOI interviews	Week commencing 17 Nov 2025
EOI outcomes	Week commencing 24 Nov 2025
Commencement of new positions	Projected to be 9 Dec 2025 or as otherwise agreed.
Disestablishment of positions confirmed as removed (and commencement of redeployment)	8 Dec 2025, or by negotiation

9. Additional Support for Staff

Employee Assistance Program (EAP) support is available to all staff and further information can be found by accessing this link.

10. Appendices

Appendix 1 – List of confirmed directly affected positions in the College of Science and Engineering

Appendix 2 – Position Descriptions – Final New Positions

Appendix 1: List of confirmed directly affected positions in the College of Science and Engineering

Data redacted for privacy reasons.

Appendix 2: Position Descriptions – Final New Positions

Position Description – Associate Professor in Artificial Intelligence & Machine Learning

Updated 27 October 2025

POSITION DETAILS	
College	**College of Science and Engineering**
Organisational Unit	**Computing & Mathematical Sciences**
Supervisor	**Dean, People and Resources (or Delegate)**
Classification	**Research (Academic) Level D**
Employment Type	**Continuing, full-time (Research only for the first 5 years of appointment followed by a continuing Teaching and Research position)**

POSITION SUMMARY

The Associate Professor will undertake research in Artificial Intelligence (AI) & Machine Learning (ML). They will have an emphasis on the application of their research to priority areas within Flinders University, including but not limited to areas related to advanced manufacturing, sustainable energy systems or other critical technologies in the national interest.

The position will provide leadership and vision in artificial intelligence & machine learning setting the strategic research goals, expanding the research program through the attraction of external grant and contract income and establishing its reputation on an international scale in alignment with the strategic directions of the College and University.

The position will be responsible for strengthening research collaborations externally and internally and play a key role in the recruitment and quality supervision of higher degree research students. In addition, the position will be required to provide leadership and direction to staff and students in relation to research plans, developing successful research track records in strategic areas of research and providing feedback on individual grant applications and publications.

The incumbent will be expected to supervise more junior staff as required.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

KEY POSITION RESPONSIBILITIES

The Associate Professor in Artificial Intelligence & Machine Learning is accountable for:

- Making an outstanding and distinguished contribution to research and engagement through original and innovative research, obtaining competitive external research funding and producing publications in high quality journals, at a sustained level, and delivering high quality presentations.
- Providing expertise and leadership in ethical, high quality and innovative research, mentorship to and development of early and mid-career researchers, and supervision of Higher Degree Research students.
- Leading and developing strategic planning and professional activities relevant to promoting research and identifying opportunities to expand and grow research income and publications.
- Undertaking a significant leadership role in the College/University in fostering research excellence and making a significant contribution to leadership at the national and/or international level within Computing and Mathematical Science.
- Taking a lead role in identifying and obtaining external research income.
- Actively supervising and mentoring Higher Degree Research students.
- Providing leadership and expertise to foster strategic local, national and international relationships, collaboration and networks with a range of stakeholders including industry, government and other external organisations.
- Contributing to the management and administration of research in the College.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

This position requires the successful applicant to hold (or be eligible to obtain) an NV1 (Negative Vetting Level 1) Security Clearance.

KEY POSITION CAPABILITIES

- Completion of a PhD or equivalent in an area related to artificial intelligence and machine learning.
- An established international reputation of outstanding high-quality innovative and independent research and research impact in artificial intelligence and machine learning aligned with the College's research strengths evidenced by sustained high quality publications as corresponding author and attraction of several significant competitive external grants.
- Evidence of a substantial and sustained research impact and proven ability to undertake an active leadership role in research activities e.g. citations and industry engagement.
- Demonstrated ability to apply their research in artificial intelligence and/or machine learning to areas of strength within Flinders University and particularly areas related to advanced manufacturing, defence technology, and energy sustainability.
- Demonstrated excellence in the supervision of honours and research higher degree students to successful completion.
- Significant experience in a senior academic or research leadership position with research project management experience relevant to the research environment, including leadership of a large team.
- A demonstrated strong track record of establishing effective research collaborations with external national and international partners.
- High level of understanding of intellectual property and the commercialisation process in relation to a research environment.
- Demonstrated leadership skills, including the ability to establish and make effective contributions to leadership within the College, students and industry nationally and/or internationally.
- Demonstrated ability to mentor less experienced College Staff.

Position Description – Professorial Research Fellow in Artificial Intelligence & Machine Learning

Updated 27 October 2025

POSITION DETAILS	
College	**College of Science and Engineering**
Organisational Unit	**Computing & Mathematical Sciences**
Supervisor	**Dean, People and Resources (or Delegate)**
Classification	**Research (Academic) Level E**
Employment Type	**Continuing, full-time (Research only for the first 5 years of appointment followed by a continuing Teaching and Research position)**

POSITION SUMMARY

The Professorial Research Fellow will lead and undertake research in the fields of Artificial Intelligence (AI) and Machine Learning (ML). They will have an emphasis on the application of their research to priority areas within Flinders University, including but not limited to areas related to advanced manufacturing, sustainable energy systems or other critical technologies in the national interest.

The position will provide leadership and vision in setting the strategic research directions and goals for the area, expanding the research area through the attraction of external grant and contract income and establishing its reputation on an international scale in alignment with the strategic directions of the College and University.

The position will be responsible for engaging with industry, government and other external organisations, strengthening research collaborations internally and externally and supporting recruitment of international and domestic higher degree research students and research fellowships. In addition the position will be required to provide leadership and direction to staff and students in relation to research plans, the development of successful track records in strategic areas of research and the provision of feedback on individual grant applications and publications.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

THE 2025 AGENDA

KEY POSITION RESPONSIBILITIES

The Professorial Research Fellow in Artificial Intelligence & Machine Learning is accountable for:

- Making an outstanding and distinguished contribution to research and engagement through original and innovative research, obtaining substantial competitive external research grant and contract income and producing publications in high quality journals, at a sustained level and delivering high quality presentations.
- Providing expertise and leadership in ethical, high quality and innovative research
- Providing mentorship to and development of early and mid-career researchers, and supervision of Higher Degree Research students.
- Undertaking guest lecturing in areas of expertise to inspire and encourage students and colleagues to engage in further study and/or undertake research.
- Leading and developing strategic planning and professional activities relevant to promoting research and identifying opportunities to expand and grow external research income and publications.
- Undertaking a significant leadership role in the College/University in fostering research excellence and making a significant contribution to research leadership in the field at the national and/or international level.
- Taking a lead role in identifying and obtaining external research income.
- Actively supervising and mentoring Higher Degree Research students and early career researchers.
- Providing leadership and expertise to foster strategic local, national and international relationships, collaboration and networks with a range of stakeholders including industry, government and other external organisations.
- Contributing to the management and administration of research in the College.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

A National Police Certificate which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

This position may require the successful applicant to hold (or be eligible to obtain) an NV1 (Negative Vetting Level 1) Security Clearance.

KEY POSITION CAPABILITIES

- Completion of a PhD or equivalent in an area related to artificial intelligence and/or machine learning.
- A distinguished international reputation of outstanding high-quality innovative and independent research and research impact in an area of artificial intelligence and machine learning as evidenced by sustained high quality publications as corresponding author and attraction of several significant competitive external grants.
- Demonstrated ability to apply their research in artificial intelligence and/or machine learning to areas of strength within Flinders University and particularly those areas related to advanced manufacturing, defence technology, and energy sustainability.
- Evidence of outstanding research impact and proven ability to undertake an active leadership role in research activities e.g. citations and industry engagement.
- Demonstrated excellence in the supervision of honours and research higher degree students to successful completion.
- Significant experience in a senior academic or research leadership position with research project management experience relevant to the research environment, including leadership of a large team.
- An outstanding track record of establishing effective research collaborations with external national and international partners.
- High level of understanding of intellectual property and the commercialisation process in relation to a research environment.
- Demonstrated high level leadership skills, including the demonstrated ability to establish and make effective contributions to leadership within the College, students and industry nationally and/or internationally.
- Proven ability to mentor less experienced College Staff.

Position Description – Professor in Software Engineering

Updated 27 October 2025

POSITION DETAILS	
College	**College of Science and Engineering**
Organisational Unit	**Computing & Mathematical Sciences**
Supervisor	**Dean, People and Resources (or Delegate)**
Classification	**Academic Teaching & Research (Balanced) Level E**
Employment Type	**Continuing, full-time**

POSITION SUMMARY

The Professor in Software Engineering will, under broad supervision, provide academic leadership in research, teaching and community engagement in the area of modern software engineering & cloud computing. The position will provide outstanding leadership in the study of software engineering & cloud computing. The incumbent will have a strong track record of grants, either Category 1 or others.

They will be able and willing to take a strong leadership role with Early Career Researchers and Middle Career Researchers. The Professor will advance the College in its reputation as a centre of excellence in education and research, both nationally and internationally, and advance the development of software engineering & cloud computing.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

KEY POSITION RESPONSIBILITIES

The Professor of Software Engineering is accountable for:

- Providing outstanding teaching using contemporary pedagogy, a range of delivery methods, and innovative delivery methods in the broad area of computing with a particular focus on software engineering and cloud computing.

- Publishing high quality articles in software engineering and/or cloud computing and associated areas recognised as such nationally and internationally.
- Gaining significant external competitive research grants and contributing to growth in Flinders' research income.
- Supervising to completion Flinders research students including doctoral students in software engineering and cloud computing and growing the PhD cohort.
- Mentoring more junior academic colleagues in the College, especially academic staff in computing including co-publishing, co-supervision and co-submission of external competitive grants.
- Contributing to or leading research on designated College and/or University themes.
- Providing administrative leadership as required in relation to the Computing and Mathematics teaching program and associated research section.
- Contributing to administrative tasks as sought by the College leadership including playing an active role in maintenance of academic standards and in the development of educational policy and curriculum within the computing domain.
- Providing leadership and expertise to foster collaborative links across the University, with industry/community and with other institutions as appropriate.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

KEY POSITION CAPABILITIES

- Completion of a PhD, or equivalent qualification in an area of computing relevant to software engineering and/or cloud computing.
- Demonstrated evidence of a distinguished and active track record of teaching expertise in contemporary software engineering and cloud computing at tertiary level, including a leadership role in international delivery and /or collaboration
- Demonstrated evidence of innovation in teaching to support students in order to maximise their learning.
- Evidence of significant educational leadership relevant to teaching and learning in higher education and demonstrated experience leading innovation and inspiring excellence amongst colleagues.
- Significant experience in curriculum development and teaching methodology for topics and programs of study, including reviews and internal and external accreditation activities.
- Demonstrated experience with engaging and developing flexible methods to deliver teaching programs such as through e-learning platforms and other communications technologies
- A distinguished international research reputation in an area of software engineering and/or cloud computing evidenced by sustained high quality publications and attraction of several significant competitive external grants.
- Demonstrated excellence in the supervision of honours and research higher degree students.
- Significant contribution to the discipline and/or profession within a relevant external professional domain and within a wider community context at local, national and international level.
- A demonstrated strong track record of establishing effective research collaborations with external national and international partners.
- Demonstrated excellent oral and written communication skills and interpersonal skills, including the demonstrated evidence of the ability to develop, establish and maintain effective relationships with staff, students and industry.

Position Description – Associate Lecturer in Cybersecurity and Networking

Updated 27 October 2025

POSITION DETAILS	
College	**College of Science and Engineering**
Organisational Unit	**Computing & Mathematical Sciences**
Supervisor	**Dean, People and Resources (or Delegate)**
Classification	**Academic Teaching & Research (Balanced) Level A**
Employment Type	**Continuing, full-time**

POSITION SUMMARY

The Associate Lecturer will be a key member of the cybersecurity, networking and digital forensics academic staff in the College. Working under routine supervision, the Associate Lecturer will contribute to quality research and/or evaluation endeavours, as well as contribute to the planning and delivery of topics within the suite of undergraduate and/or postgraduate courses. This includes development of teaching materials, delivery of lectures/tutorials or other innovative teaching and learning strategies, examinations and placement education.

The incumbent may also be involved in teaching across other courses in the College or other Colleges, where appropriate. The incumbent will be required to contribute to strengthening existing partnerships or exploring new partnerships with external stakeholders that have the potential for providing improved teaching, learning and/or research outcomes for the University. All of these contributions will be under the guidance of an experienced member of academic staff. The incumbent will prioritise, coordinate, monitor workflow and provide informal day-to-day feedback to research support staff and casual academic teaching staff according to the University's policies, practices and standards.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

KEY POSITION RESPONSIBILITIES

The Associate Lecturer in Cybersecurity & Networking is accountable for:

- Contributing to the delivery and evaluation of lectures, tutorials, laboratory-based material or other teaching strategies, including placement education and topics, primarily within the suite of undergraduate and/or postgraduate courses.
- Under direction undertaking or contributing to topic coordination.
- Engaging in inspiring and innovative teaching informed by approaches that enhance the student experience.
- Supporting students with academic and/or other challenges impeding their academic progress.
- Contributing to ethical, high quality and innovative research and evaluation through activities such as scholarship, quality publication, external grant acquisition and presentations that aligns with the College areas of research strength and focus.
- Contributing to the supervision of student research programs, where appropriate.
- Participating in College internal and external quality assurance and accreditation processes.
- Participating in high performing multi-disciplinary teams with an education and research focus and contributing to the development of a respectful, trusting and collaborative working environment.
- Establishing and maintaining strategic relationships and networks with a range of stakeholders including industry and professional associations and organisations.
- Contributing to the integration and management of aspects of the academic and administrative life of the College.
- Some out of hours work (including weekends) as well as rural SA, interstate and overseas travel, may be required.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

KEY POSITION CAPABILITIES

- As a minimum, satisfactory completion of 4 years of tertiary study or equivalent qualifications and experience in cybersecurity and networking.
- Demonstrated evidence of successful experience or capability teaching, training, mentoring or supervising students in order to maximise their learning.
- Demonstrated evidence of research and/or evaluation experience in an area of cybersecurity and networking or digital forensics.
- Demonstrated understanding of the nexus between teaching and learning, research and scholarship.
- Demonstrated understanding of curriculum reviews and internal and external accreditation activities.
- Demonstrated excellent oral and written communication skills and interpersonal skills, including the ability to establish and maintain effective relationships with staff, students and industry.
- Demonstrated experience or capability to engage with e-learning platforms for teaching purposes.
- Demonstrated experience or capability to deliver Cisco Networking Academy courses, with training and certification as a CCNA Instructor and CyberOps Instructor considered highly desirable.

Position Description – Lecturer in Cybersecurity and Networking

Updated 27 October 2025

POSITION DETAILS	
College	**College of Science and Engineering**
Organisational Unit	**Computing & Mathematical Sciences**
Supervisor	**Dean, People and Resources (or Delegate)**
Classification	**Academic Teaching & Research (Balanced) Level B**
Employment Type	**Continuing, full-time**

POSITION SUMMARY

The Lecturer will, under routine to general supervision, produce quality research and deliver undergraduate and/or postgraduate teaching in the broad computing area with specific focus on cybersecurity, networking and digital forensics.

The teaching component includes the development of innovative teaching materials, multi-mode teaching delivery, including face to face and online, and other innovative and contemporary teaching and learning strategies, appropriate for the discipline.

The incumbent will make independent high-quality contributions to research and/or creative activity, through activities such as quality publications, external grant acquisition and research student supervision.

The incumbent will also contribute to strengthening existing partnerships or exploring new partnerships with external stakeholders that have potential for providing improved teaching, learning and/or research outcomes for the University.

The incumbent will prioritise, coordinate, monitor workflow and provide informal day-to-day feedback to research support staff and casual academic teaching staff according to the University's policies, practices and standards.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

KEY POSITION RESPONSIBILITIES

The Lecturer in Cybersecurity & Networking is accountable for:

- Planning and delivering ethical, high quality and innovative research in an area related to cybersecurity, and/or networking, and/or digital forensics through activities such as quality publication, external grant acquisition, scholarship and presentation that aligns with the College's areas of research strength.
- Contributing to the organisation, planning, delivery and evaluation of teaching primarily within the suite of undergraduate and/or postgraduate topics/courses in the broad computing area with specific focus on cybersecurity, networking and digital forensics, through topic coordination, delivery of lectures, tutorials, laboratories, placements or other contemporary teaching strategies.
- Delivering inspiring and innovative teaching informed by approaches that enhance the student experience and support students with academic and/or other challenges impeding their academic progress.
- Focusing and contributing to supervision of research student programs.
- Actively participating in College internal and external quality assurance and accreditation processes.
- Actively participating in high performing multi-disciplinary teams with an education and research focus and contribute to the development of a respectful, trusting and collaborative working environment.
- Developing and maintaining strategic relationships and networks with a range of stakeholders including industry and professional associations and organisations.
- Actively contribute to the integration and management of aspects of the academic and administrative life of the College.
- Some out of hours work (including weekends) as well as rural SA, interstate and overseas travel, may be required.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

KEY POSITION CAPABILITIES

- Completion of a PhD, or equivalent qualification in an area of computing related to cybersecurity and networking.
- Demonstrated evidence of, or capacity to, undertake high quality teaching in a tertiary environment with a focus on cybersecurity and networking or digital forensics including involvement in topic coordination and curriculum design.
- Demonstrated ability to develop and deliver a range of topics related to cybersecurity, networking and digital forensics at an introductory and advanced level and to contribute broadly to other introductory computing related topics
- Demonstrated experience or capability to deliver Cisco Networking Academy courses, with training and certification as a CCNA Instructor and CyberOps Instructor considered highly desirable.
- Demonstrated evidence of a strong research track record (for career stage) in an area of cybersecurity, and/or networking, and/or digital forensics supported by quality well cited publications and the attraction of significant external competitive grants.
- Demonstrated understanding of the nexus between teaching and learning, research and scholarship.
- Demonstrated excellent oral and written communication skills and interpersonal skills, including the demonstrated ability to establish effective relationships with staff, students and industry.
- Demonstrated experience and successful track record in supervision of honours and higher degree students (Desirable).
- Demonstrated capacity to contribute to leadership in the area of curriculum reviews and internal and external accreditation activities. (Desirable)

Position Description – Associate Lecturer in Cloud Computing

Updated 27 October 2025

POSITION DETAILS	
College	**College of Science and Engineering**
Organisational Unit	**Computing & Mathematical Sciences**
Supervisor	**Dean, People and Resources (or Delegate)**
Classification	**Academic Teaching & Research (Balanced) Level A**
Employment Type	**Continuing, full-time**

POSITION SUMMARY

The Associate Lecturer will be a key member of the College academic staff with expertise in cloud computing. Working under routine supervision, the Associate Lecturer will contribute to quality research and/or evaluation endeavours, as well as contribute to the planning and delivery of topics within the suite of undergraduate and/or postgraduate courses. This includes development of teaching materials, delivery of lectures/tutorials or other innovative teaching and learning strategies, examinations and placement education.

The incumbent may also be involved in teaching across other courses in the College or other Colleges, where appropriate. The incumbent will be required to contribute to strengthening existing partnerships or exploring new partnerships with external stakeholders that have the potential for providing improved teaching, learning and/or research outcomes for the University. All of these contributions will be under the guidance of an experienced member of academic staff. The incumbent will prioritise, coordinate, monitor workflow and provide informal day-to-day feedback to research support staff and casual academic teaching staff according to the University's policies, practices and standards.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

KEY POSITION RESPONSIBILITIES

The Associate Lecturer in Cloud Computing is accountable for:

- Contributing to the delivery and evaluation of lectures, tutorials, laboratory-based material or other teaching strategies, including placement education and topics, primarily within the suite of undergraduate and/or postgraduate courses.
- Under direction undertaking or contributing to topic coordination.
- Engaging in inspiring and innovative teaching informed by approaches that enhance the student experience.
- Supporting students with academic and/or other challenges impeding their academic progress.
- Contributing to ethical, high quality and innovative research and evaluation through activities such as scholarship, quality publication, external grant acquisition and presentations that aligns with the College areas of research strength and focus.
- Contributing to the supervision of student research programs, where appropriate.
- Participating in College internal and external quality assurance and accreditation processes.
- Participating in high performing multi-disciplinary teams with an education and research focus and contributing to the development of a respectful, trusting and collaborative working environment.
- Establishing and maintaining strategic relationships and networks with a range of stakeholders including industry and professional associations and organisations.
- Contributing to the integration and management of aspects of the academic and administrative life of the College.
- Some out of hours work (including weekends) as well as rural SA, interstate and overseas travel, may be required.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

A National Police Certificate which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

KEY POSITION CAPABILITIES

- As a minimum, satisfactory completion of 4 years of tertiary study or equivalent qualifications and experience in cloud computing, distributed systems or cloud networking.
- Demonstrated evidence of successful experience or capability teaching, training, mentoring or supervising students in order to maximise their learning.
- Ability to develop and deliver a range of topics related to cloud computing and related areas at an introductory and advanced level and to contribute broadly to other introductory computing related topics
- Demonstrated evidence of research and/or evaluation experience in an area of cloud computing
- Demonstrated understanding of the nexus between teaching and learning, research and scholarship.
- Demonstrated understanding of curriculum reviews and internal and external accreditation activities.
- Demonstrated excellent oral and written communication skills and interpersonal skills, including the ability to establish and maintain effective relationships with staff, students and industry.
- Demonstrated experience or capability to engage with e-learning platforms for teaching purposes.

Position Description – Lecturer in Cloud Computing

Updated 27 October 2025

POSITION DETAILS	
College	**College of Science and Engineering**
Organisational Unit	**Computing & Mathematical Sciences**
Supervisor	**Dean, People and Resources (or Delegate)**
Classification	**Academic Teaching & Research (Balanced) Level B**
Employment Type	**Continuing, full-time**

POSITION SUMMARY

The Lecturer will, under routine to general supervision, produce quality research and deliver undergraduate and/or postgraduate teaching in the broad computing area with specific focus on cloud computing.

The teaching component includes the development of innovative teaching materials, multi-mode teaching delivery, including face to face and online, and other innovative and contemporary teaching and learning strategies, appropriate for the discipline.

The incumbent will make independent high-quality contributions to research and/or creative activity, through activities such as quality publications, external grant acquisition and research student supervision.

The incumbent will also contribute to strengthening existing partnerships or exploring new partnerships with external stakeholders that have potential for providing improved teaching, learning and/or research outcomes for the University.

The incumbent will prioritise, coordinate, monitor workflow and provide informal day-to-day feedback to research support staff and casual academic teaching staff according to the University's policies, practices and standards.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

KEY POSITION RESPONSIBILITIES

The Lecturer in Cloud Computing is accountable for:

- Planning and delivering ethical, high quality and innovative research in an area related to cloud computing through activities such as quality publication, external grant acquisition, scholarship and presentation that aligns with the College's areas of research strength.
- Contributing to the organisation, planning, delivery and evaluation of teaching primarily within the suite of undergraduate and/or postgraduate topics/courses in the broad computing area with specific focus on cloud computing and related areas, through topic coordination, delivery of lectures, tutorials, laboratories, placements or other contemporary teaching strategies.
- Delivering inspiring and innovative teaching informed by approaches that enhance the student experience and support students with academic and/or other challenges impeding their academic progress.
- Focusing and contributing to supervision of research student programs.
- Actively participating in College internal and external quality assurance and accreditation processes.
- Actively participating in high performing multi-disciplinary teams with an education and research focus and contribute to the development of a respectful, trusting and collaborative working environment.
- Developing and maintaining strategic relationships and networks with a range of stakeholders including industry and professional associations and organisations.
- Actively contribute to the integration and management of aspects of the academic and administrative life of the College.
- Some out of hours work (including weekends) as well as rural SA, interstate and overseas travel, may be required.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

A National Police Certificate which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

KEY POSITION CAPABILITIES

- Completion of a PhD, or equivalent qualification in an area of computing with a focus on cloud computing, distributed systems or cloud networking.
- Demonstrated evidence of, or capacity to, undertake high quality teaching in a tertiary environment with a focus on cloud computing, including involvement in topic coordination and curriculum design.
- Demonstrated ability to develop and deliver a range of topics related to cloud computing at an introductory and advanced level and to contribute broadly to other introductory computing related topics
- Demonstrated evidence of a strong research track record (for career stage) in an area of software engineering and/or cloud computing supported by quality well cited publications and the attraction of significant external competitive grants.
- Demonstrated understanding of the nexus between teaching and learning, research and scholarship.
- Demonstrated excellent oral and written communication skills and interpersonal skills, including the demonstrated ability to establish effective relationships with staff, students and industry.
- Demonstrated experience and successful track record in supervision of honours and higher degree students (Desirable).
- Demonstrated capacity to contribute to leadership in the area of curriculum reviews and internal and external accreditation activities. (Desirable)

Position Description – Associate Lecturer in Human Computer Interaction & User Experience (UCI/UX)

Updated 27 October 2025

POSITION DETAILS	
College	**College of Science and Engineering**
Organisational Unit	**Computing & Mathematical Sciences**
Supervisor	**Dean, People and Resources (or Delegate)**
Classification	**Academic Teaching & Research (Balanced) Level A**
Employment Type	**Continuing, full-time**

POSITION SUMMARY

The Associate Lecturer will be a key member of the academic staff in the College with expertise in Human Computer Interaction (HCI) & User Experience (UX). Working under routine supervision, the Associate Lecturer will contribute to quality research and/or evaluation endeavours, as well as contribute to the planning and delivery of topics within the suite of undergraduate and/or postgraduate courses. This includes development of teaching materials, delivery of lectures/tutorials or other innovative teaching and learning strategies, examinations and placement education.

The incumbent may also be involved in teaching across other courses in the College or other Colleges, where appropriate. The incumbent will be required to contribute to strengthening existing partnerships or exploring new partnerships with external stakeholders that have the potential for providing improved teaching, learning and/or research outcomes for the University. These contributions will be under the guidance of an experienced member of academic staff. The incumbent will prioritise, coordinate, monitor workflow and provide informal day-to-day feedback to research support staff and casual academic teaching staff according to the University's policies, practices and standards.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

KEY POSITION RESPONSIBILITIES

The Associate Lecturer in Human Computer Interaction & User Experience is accountable for:

- Contributing to the delivery and evaluation of lectures, tutorials, laboratory-based material or other teaching strategies, including placement education and topics, primarily within the suite of undergraduate and/or postgraduate courses.
- Under direction undertaking or contributing to topic coordination.
- Engaging in inspiring and innovative teaching informed by approaches that enhance the student experience.
- Supporting students with academic and/or other challenges impeding their academic progress.
- Contributing to ethical, high quality and innovative research and evaluation through activities such as scholarship, quality publication, external grant acquisition and presentations that aligns with the College areas of research strength and focus.
- Contributing to the supervision of student research programs, where appropriate.
- Participating in College internal and external quality assurance and accreditation processes.
- Participating in high performing multi-disciplinary teams with an education and research focus and contributing to the development of a respectful, trusting and collaborative working environment.
- Establishing and maintaining strategic relationships and networks with a range of stakeholders including industry and professional associations and organisations.
- Contributing to the integration and management of aspects of the academic and administrative life of the College.
- Some out of hours work (including weekends) as well as rural SA, interstate and overseas travel, may be required.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

KEY POSITION CAPABILITIES

- As a minimum, satisfactory completion of 4 years of tertiary study or equivalent qualifications and experience in human computer interaction and user experience.
- Demonstrated evidence of successful experience or capability teaching, training, mentoring or supervising students in order to maximise their learning.
- Ability to develop and deliver a range of topics related to human computer interaction and user experience at an introductory and advanced level and to contribute broadly to other introductory computing related topics
- Demonstrated evidence of research and/or evaluation experience in an area of human computer interaction and user experience or a related discipline.
- Demonstrated understanding of the nexus between teaching and learning, research and scholarship.
- Demonstrated understanding of curriculum reviews and internal and external accreditation activities.
- Demonstrated excellent oral and written communication skills and interpersonal skills, including the ability to establish and maintain effective relationships with staff, students and industry.
- Demonstrated experience or capability to engage with e-learning platforms for teaching purposes.

Position Description – Lecturer in Human Computer Interaction & User Experience (HCI/UX)

Updated 27 October 2025

POSITION DETAILS	
College	**College of Science and Engineering**
Organisational Unit	**Computing & Mathematical Sciences**
Supervisor	**Dean, People and Resources (or Delegate)**
Classification	**Academic Teaching & Research (Balanced) Level B**
Employment Type	**Continuing, full-time**

POSITION SUMMARY

The Lecturer will, under routine to general supervision, produce quality research and deliver undergraduate and/or postgraduate teaching in the broad computing area with specific focus on Human Computer Interaction (HCI) & User Experience (UX).

The teaching component includes the development of innovative teaching materials, multi-mode teaching delivery, including face to face and online, and other innovative and contemporary teaching and learning strategies, appropriate for the discipline.

The incumbent will make independent high-quality contributions to research and/or creative activity, through activities such as quality publications, external grant acquisition and research student supervision.

The incumbent will also contribute to strengthening existing partnerships or exploring new partnerships with external stakeholders that have potential for providing improved teaching, learning and/or research outcomes for the University.

The incumbent will prioritise, coordinate, monitor workflow and provide informal day-to-day feedback to research support staff and casual academic teaching staff according to the University's policies, practices and standards.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

THE 2025 AGENDA

KEY POSITION RESPONSIBILITIES

The Lecturer in Human Computer Interaction & User Experience is accountable for:

- Planning and delivering ethical, high quality and innovative research in an area related to human computer interaction and/or user experience through activities such as quality publication, external grant acquisition, scholarship and presentation that aligns with the College's areas of research strength.
- Contributing to the organisation, planning, delivery and evaluation of teaching primarily within the suite of undergraduate and/or postgraduate topics/courses in the broad computing area with specific focus on human computer interaction and user experience, through topic coordination, delivery of lectures, tutorials, laboratories, placements or other contemporary teaching strategies.
- Delivering inspiring and innovative teaching informed by approaches that enhance the student experience and support students with academic and/or other challenges impeding their academic progress.
- Focusing and contributing to supervision of research student programs.
- Actively participating in College internal and external quality assurance and accreditation processes.
- Actively participating in high performing multi-disciplinary teams with an education and research focus and contribute to the development of a respectful, trusting and collaborative working environment.
- Developing and maintaining strategic relationships and networks with a range of stakeholders including industry and professional associations and organisations.
- Actively contribute to the integration and management of aspects of the academic and administrative life of the College.
- Some out of hours work (including weekends) as well as rural SA, interstate and overseas travel, may be required.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

KEY POSITION CAPABILITIES

- Completion of a PhD or equivalent qualification in an area of computing related to human computer interaction and/or user experience.
- Demonstrated evidence of, or capacity to, undertake high quality teaching in a tertiary environment with a focus on human computer interaction and user experience, including involvement in topic coordination and curriculum design.
- Demonstrated ability to develop and deliver a range of topics related to human computer interaction and user experience at an introductory and advanced level and to contribute broadly to other introductory computing related topics
- Demonstrated evidence of a strong research track record (for career stage) in an area of human computer interaction and/or user experience supported by well cited quality publications and the attraction of significant external competitive grants.
- Demonstrated understanding of the nexus between teaching and learning, research and scholarship.
- Demonstrated excellent oral and written communication skills and interpersonal skills, including the demonstrated ability to establish effective relationships with staff, students and industry.
- Demonstrated experience and successful track record in supervision of honours and higher degree students (Desirable).
- Demonstrated capacity to contribute to leadership in the area of curriculum reviews and internal and external accreditation activities. (Desirable)

Position Description – Senior Lecturer in ICT (Online Education)

Updated 27 October 2025

POSITION DETAILS	
College	**College of Science and Engineering**
Organisational Unit	**Computing & Mathematical Sciences**
Supervisor	**Dean, People and Resources (or Delegate)**
Classification	**Teaching Specialist (Academic) Level C**
Employment Type	**Continuing, full-time**

POSITION SUMMARY

This Teaching Specialist (Academic) position, with its primary focus on teaching and teaching-related activities and has an important role to play in the University's achievement of its strategic plan, Making a Difference: The 2025 Agenda.

The University is committed to a student-centred ethos and to developing creative, enterprising, career-ready graduates prepared to become lifelong contributors to society. In accordance with the strategic plan, the University seeks to:

- deliver a richly interactive and personalised approach to learning focussed on student success;
- be an international leader in educational innovation, advanced learning technologies and learning analytics; and
- develop enterprising graduates equipped with the skills required for success in the knowledge economy.

The Senior Lecturer will provide leadership in delivering excellence in teaching and learning across the suite of ICT topics and courses with particular focus on online program development and delivery. The Senior Lecturer will be responsible for making a significant and wide-ranging contribution to leadership in teaching and scholarship of teaching using innovations in teaching practices and technologies to deliver excellence in teaching. The Senior Lecturer will also have a key leadership role in service to the College and/or University.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

KEY POSITION RESPONSIBILITIES

This position is predominantly concerned with providing leadership and direction related to teaching and teaching-related duties involving the creation, delivery and continuous quality improvement of university-level education. It includes (but is not limited to): direct teaching informed by approaches that enhance the student experience; educational leadership; curriculum design and review; delivery innovation; advancements in education technologies; and leadership in ensuring internal and external compliance and accreditation of courses. The position is also expected to make a leadership contribution to high-quality university, professional and community service, which may extend from the local level to national or international. The position does not include making a research contribution.

Teaching:

- Create, coordinate and conduct inspiring teaching informed by approaches that enhance the student experience, across all levels and modes of the College, but with a particular focus on ICT online education.
- Contribute to the planning and evaluation of these topics, undertaking the roles of Topic Coordinator and Couse Coordinator as required.
- Play a lead role in the review, renewal, development and design of curricula and courses that are attractive to existing and new cohorts of students and that nurture creativity and critical-thinking skills.
- Provide support, academic counselling and professional advice to students concerning their studies, professional development and career opportunities.
- Make effective use of innovations and technologies in teaching practice.
- Provide educational leadership and dissemination of best practice, ensuring awareness and utilisation of contemporary education principles.
- Engage in coaching, mentoring, supervising student projects; research higher degree supervision as an Adjunct Supervisor.

University, Professional and Service:

- Contribute at a significant level in the College's administrative activities such as leadership on committees and working groups and attendance at and/or coordination of College meetings.
- Significant involvement in and/or leading activities relating to internal and external compliance and professional accreditation of courses.
- Maintain professional knowledge relevant to teaching within their discipline through scholarship and professional development.
- Engage in activities within a relevant external professional domain such as professional associations, conferences and workshops, and within a wider community context at local, national or international level.
- Provide leadership in, coordination of, development of and/or leading international activities including student mobility programs, internationalisation of curricula and ensuring the relevance of curricula to international students or that enhance intercultural skills development in students.
- Provide high quality contribution to community service on behalf of the College and University.
- Undertake activities that promote the development of productive partnerships to provide opportunities for students and promote graduate employability.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

KEY POSITION CAPABILITIES

- Completion of a PhD, or EdD, or equivalent qualification in an area of ICT.
- Evidence of application of pedagogical theory and contemporary educational practice relevant to the discipline.

- Evidence of sustained use of learning and teaching approaches which enhance student success, and in particular, delivery in an online format.
- Experience of significant and sustained relevant teaching and learning experience at a tertiary level.
- Evidence of significant and sustained excellence in teaching performance at a tertiary level.
- Evidence of successful and sustained topic and/or course coordination.
- Evidence of significant and independent innovation in learning and teaching delivery or design.
- Demonstrated capacity for successful leadership of teaching teams at course and/or the program level.
- Evidence of scholarship of teaching and of professional development in higher education teaching.
- Demonstrated strong understanding of the nexus between teaching and learning, research and scholarship.
- Capacity to develop programs for international off-shore delivery independently or in collaboration with external partners.
- Demonstrated experience and innovation using online learning platforms for teaching purposes.
- Development of teaching materials to be used by others
- Demonstrated excellent oral and written communication skills and interpersonal skills, including the demonstrated ability to establish effective relationships with staff, students and industry nationally and/or internationally.
- Has provided leadership to professional activities within a relevant external professional domain and within a wider community context at local, national or international level which could include topic/course coordinator, major award programs, leadership in quality assurance processes and relationship building with external parties including consultancy work and conferences.
- Tertiary qualifications in Education (Desirable).

Position Description – Lecturer in ICT (Online Education)

Updated 27 October 2025

POSITION DETAILS	
College	**College of Science and Engineering**
Organisational Unit	**Computing and Mathematical Sciences**
Supervisor	**Dean, People and Resources (or Delegate)**
Classification	**Teaching Specialist (Academic) Level B**
Employment Type	**Continuing, full-time**

POSITION SUMMARY

This Teaching Specialist (Academic) position, with its primary focus on teaching and teaching-related activities and has an important role to play in the University's achievement of its strategic plan, Making a Difference: The 2025 Agenda.

The University is committed to a student-centred ethos and to developing creative, enterprising, career-ready graduates prepared to become lifelong contributors to society. In accordance with the strategic plan, the University seeks to:

- deliver a richly interactive and personalised approach to learning focussed on student success;
- be an international leader in educational innovation, advanced learning technologies and learning analytics; and
- develop enterprising graduates equipped with the skills required for success in the knowledge economy.

The Lecturer will contribute to excellence in teaching and learning across the suite of ICT topics and courses with a particular focus on online delivery. The Lecturer will be responsible for making an independent contribution to teaching and the scholarship of teaching using innovations in teaching practices and technologies to deliver excellence in teaching.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

KEY POSITION RESPONSIBILITIES

This position is predominantly concerned with teaching and teaching-related duties involving the creation, delivery and continuous quality improvement of university-level education. It includes (but is not limited to): direct teaching informed by approaches that enhance the student experience; curriculum design and review; delivery innovation; advancements in education technologies; and making an independent contribution to maintaining internal and external compliance and accreditation of courses. The position is also expected to make an independent contribution to high-quality university, professional and community service. The position does not include making a research contribution.

Teaching:

- Create, coordinate and conduct inspiring teaching informed by approaches that enhance the student experience, with a particular focus on ICT (Online Education) topics, across all levels and modes, of the College.
- Contribute to the planning and evaluation of these topics, undertaking the role of Topic Coordinator as required.
- Make an independent contribution to the review, renewal, development and design of curricula and courses that are attractive to existing and new cohorts of students and that nurture creativity and critical-thinking skills.
- Provide support, academic counselling and professional advice to students concerning their studies, professional development and career opportunities.
- Make effective use of innovations and technologies in teaching practice.

University, Professional and Service:

- Participate in the College's administrative activities such as membership of committees and working groups and attendance at College meetings.
- Maintain professional knowledge relevant to teaching within their discipline through scholarship and professional development.
- Engage in activities within a relevant external professional domain such as professional associations, conferences and workshops, and within a wider community context at local, national or international level.
- Provide high quality contribution to community service on behalf of the College and University.
- Undertake activities that promote the development of productive partnerships to provide opportunities for students and promote graduate employability.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

KEY POSITION CAPABILITIES

- Completion of a PhD or EdD, or equivalent qualification in an area of ICT.
- Experience of significant teaching and learning experience and excellence at a tertiary level, with a demonstrated capability to deliver in an online format.
- Evidence of use of learning and teaching approaches which enhance student success.
- Evidence of successful and independent innovation in learning and teaching delivery or design, including use of e-learning technologies.
- Evidence of professional development of teaching including peer or supervisor reviews of teaching and/or external accreditation processes.
- Demonstrated contribution to academic quality assurance processes, such as topic or course reviews.
- Demonstrated understanding of the nexus between teaching and learning, research and scholarship.
- Experience in coordinating and/or leading the teaching activities of other staff.
- Evidence of student-centred approach.
- Good understanding of appropriate assessment techniques – including feedback.
- Demonstrated experience or capability to engage with students (and deliver teaching modules) via online learning platforms.
- Demonstrated excellent oral and written communication skills and interpersonal skills, including the demonstrated ability to establish effective relationships with staff, students and industry.
- Experience with engagement within a relevant external professional domain and within a wider community context at local, national or international level which could include working parties, committees, professional associations and conferenced workshops.
- Tertiary qualifications in Education (Desirable).

Position Description – Associate Professor in Human Computer Interaction and User Experience (HCI/UX)

Updated 27 October 2025

POSITION DETAILS	
College	**College of Science and Engineering**
Organisational Unit	**Computing & Mathematical Sciences**
Supervisor	**Dean, People and Resources (or Delegate)**
Classification	**Academic Teaching & Research (Balanced) Level D**
Employment Type	**Continuing, full-time**

POSITION SUMMARY

The Associate Professor will be a senior member of the academic staff in Computing and Mathematical Sciences the area of human computer interaction and user experience in the College. In addition to leading quality research endeavours, the incumbent will, under broad supervision, provide leadership in the planning and delivery of topics within the suite of programs, including development of teaching materials, delivery of lectures/tutorials or other innovative teaching and learning strategies, examinations and may be involved in placement education.

The incumbent may also be involved in teaching across other courses in the College or other Colleges, where appropriate.

The incumbent will be required to provide leadership in strengthening existing partnerships or exploring new partnerships with external stakeholders that have potential for providing improved teaching, learning and/or research outcomes for the University.

The incumbent will be involved in leading high-quality research, including attracting competitive research grants and other sources of funding, publishing manuscripts in high impact journals, mentoring of early-career researchers and supervision of research higher degree students.

The incumbent will prioritise, coordinate, monitor workflow and provide informal day-to-da feedback to research support staff and casual academic teaching staff according to the University's policies, practices and standards.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

KEY POSITION RESPONSIBILITIES

The Associate Professor in Human Computer Interaction and User Experience (HCI/UX) is accountable for:

- Providing sustained leadership in teaching programs, primarily within HCI/UX.
- Making an outstanding high quality personal contribution to research and community service through original and innovative contributions, obtaining competitive research grants from outside the University and sustained publications within high quality publications.
- Playing a significant leadership role in the College/University and make a significant contribution to leadership at the national and/or international level within HCI/UX.
- Provide leadership in inspiring and innovative teaching informed by approaches that enhance the student experience.
- Undertake active leadership in ethical, high quality and innovative research through activities such as scholarship, quality publication, external grant acquisition, mentoring and developing early career researchers, supervision of students undertaking complex WIL, Honours and/or Research Higher Degrees and deliver high quality presentations that aligns with the College areas of research strength and focus.
- Provide leadership in College internal and external quality assurance and accreditation processes.
- Leading, supervising and participate in high performing multi-disciplinary teams with an education and research focus and contribute to the development of a respectful, trusting and collaborative working environment.
- Developing, establishing and maintaining strategic relationships and networks with a range of stakeholders including industry and professional associations and organisations, nationally and/or internationally.
- Providing leadership to the integration and management of aspects of the academic and administrative life of the College.
- Some out of hours work (including weekends) as well as rural SA, interstate and overseas travel, may be required.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

KEY POSITION CAPABILITIES

- Completion of a PhD, or equivalent qualification in Computer Science, HCI/UX or a related area.
- Demonstrated evidence of a distinguished and active track record of teaching expertise in HCI/UX at tertiary level, including a leadership role in national / international delivery and /or collaboration
- Demonstrated evidence of innovation in teaching to support students in order to maximise their learning.
- Evidence of educational leadership relevant to teaching and learning in higher education and demonstrated experience leading innovation and inspiring excellence amongst colleagues.
- Significant experience in curriculum development and teaching methodology for topics and programs of study, including reviews and internal and external accreditation activities.
- Demonstrated experience with engaging and developing flexible methods to deliver teaching programs such as through e-learning platforms and other communications technologies
- An established international reputation in research in an area aligned with the College's research strengths evidenced by sustained high quality publications and attraction of several competitive external grants.
- Demonstrated excellence in the supervision of honours and research higher degree students.
- Demonstrated contribution to the discipline and/or profession within a relevant external professional domain and within a wider community context at local, national and international level.
- A demonstrated strong track record of establishing effective research collaborations with external national and international partners.
- Demonstrated excellent oral and written communication skills and interpersonal skills, including the demonstrated evidence of the ability to develop, establish and maintain effective relationships with staff, students and industry.

Position Description – Professor in Human Computer Interaction & User Experience (HCI/UX)

Updated 27 October 2025

POSITION DETAILS	
College	**College of Science and Engineering**
Organisational Unit	**Computing & Mathematical Sciences**
Supervisor	**Dean, People and Resources (or Delegate)**
Classification	**Academic Teaching & Research (Balanced) Level E**
Employment Type	**Continuing, full-time**

POSITION SUMMARY

The Professor will, under broad supervision, provide academic leadership in research, teaching and community engagement in Computer Science in the discipline of human computer interaction and user experience (HCI./UX). The position will provide outstanding leadership in the study of HCI/UX. The incumbent will have a track record of grants, either Category 1 or others.

They will be able and willing to take a strong leadership role with Early Career Researchers and Middle Career Researchers. The Professor will advance the College in its reputation as a centre of excellence in education and research, both nationally and internationally, and advance the development of the discipline of Computer Science (HCI/UX).

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

KEY POSITION RESPONSIBILITIES

The Professor in Human Computer Interaction and User Experience (HCI/UX) is accountable for:

- Providing outstanding teaching using contemporary pedagogy, a range of delivery methods, and innovative delivery methods in the area of HCI/UX
- Publishing high quality publications in HCI/UX and associated areas recognised as such nationally and internationally.
- Gaining external competitive research grants and contributing to growth in Flinders' research income.
- Supervising to completion Flinders research students including doctoral students in HCI/UX and grow the PhD cohort.
- Mentoring more junior academic colleagues in the College, especially academic staff in HCI/UX including co-publishing, co-supervision and co-submission of external competitive grants.
- Contributing to or leading research on designated College and/or University themes.
- Providing administrative leadership as required including the Computing & Mathematical Sciences Teaching Program or the Research Section of Data & Information Sciences.
- Contributing to administrative tasks as sought by the College leadership including play an active role in maintenance of academic standards and in the development of educational policy and curriculum within HCI/UX.
- Providing leadership and expertise to foster collaborative links across the University, with industry/community and with other institutions as appropriate.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

KEY POSITION CAPABILITIES

- Completion of a PhD, or equivalent qualification in Computer Science, HCI/UX or a related area.
- Demonstrated evidence of a distinguished and active track record of teaching expertise at tertiary level, including a leadership role in international delivery and /or collaboration
- Demonstrated evidence of innovation in teaching to support students in order to maximise their learning.
- Evidence of significant educational leadership relevant to teaching and learning in higher education and demonstrated experience leading innovation and inspiring excellence amongst colleagues.
- Significant experience in curriculum development and teaching methodology for topics and programs of study, including reviews and internal and external accreditation activities.
- Demonstrated experience with engaging and developing flexible methods to deliver teaching programs such as through e-learning platforms and other communications technologies
- A distinguished international reputation in research in an area aligned with the College's research strengths evidenced by sustained high quality publications and attraction of several competitive external grants.
- Demonstrated excellence in the supervision of honours and research higher degree students.
- Significant contribution to the discipline and/or profession within a relevant external professional domain and within a wider community context at local, national and international level.
- A demonstrated strong track record of establishing effective research collaborations with external national and international partners.
- Demonstrated excellent oral and written communication skills and interpersonal skills, including the demonstrated evidence of the ability to develop, establish and maintain effective relationships with staff, students and industry.

Position Description – Senior Lecturer in Artificial Intelligence & Machine Learning

Updated 27 October 2025

POSITION DETAILS	
College	**College of Science and Engineering**
Organisational Unit	**Computing & Mathematical Sciences**
Supervisor	**Dean, People and Resources (or Delegate)**
Classification	**Academic Teaching & Research (Balanced) Level C**
Employment Type	**Continuing, full-time**

POSITION SUMMARY

The Senior Lecturer will be a key member of the academic staff in the area of Artificial Intelligence and Machine Learning. There is a desire for the incumbent to capitalise on the opportunity to build activity and focus at the interface of computer science and mathematics.

In addition to contributing to quality research endeavours, the incumbent will, under general supervision, provide leadership and contribute to the planning and delivery of topics, including development of teaching materials, delivery of lectures/tutorials or other innovative teaching and learning strategies, examinations and may be involved in placement education.

The incumbent may also be involved in teaching across other courses in the College or other Colleges, where appropriate.

The incumbent will be involved in strengthening existing partnerships or exploring new partnerships with external stakeholders that have potential for providing improved teaching, learning and/or research outcomes for the University. The incumbent will prioritise, coordinate, monitor workflow and provide informal day-to-day feedback to research support staff and casual academic teaching staff according to the University's policies, practices and standards.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

THE 2025 AGENDA

KEY POSITION RESPONSIBILITIES

The Senior Lecturer in Artificial Intelligence & Machine Learning is accountable for:

- Undertaking a lead role in the planning, delivery and evaluation of lectures, tutorials, laboratory-based material, curriculum development or other teaching strategies, including placement education for topics, primarily within artificial intelligence and machine learning and data science. Undertaking topic coordination and course coordination.
- Making a significant contribution to ethical, high quality, impactful and innovative research through activities such as scholarship, quality publication, external grant acquisition, mentoring and developing early career researchers and presentation that aligns with the College areas of research strength and focus.
- Undertaking a lead role in inspiring and innovative teaching informed by approaches that enhance the student experience, such as e-learning platforms.
- Supporting students with academic and/or other challenges impeding their academic progress.
- In a leadership capacity assisting in College internal and external quality assurance and accreditation processes.
- Actively supervising and mentoring students undertaking complex WIL, Honours and/or Research Higher Degree students.
- Leading, supervising and participating in high performing multi-disciplinary teams with an education and/or research focus and contributing to the development of a respectful, trusting and collaborative working environment.
- Building and maintaining strategic relationships and networks with a range of stakeholders including industry and professional associations and organisations, with an increasing national and/or international focus.
- Contributing at a leadership level to the integration and management of aspects of the academic and administrative life of the College.
- Some out of hours work (including weekends) as well as rural SA, interstate and overseas travel, may be required.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

KEY POSITION CAPABILITIES

- Completion of a PhD, or equivalent qualification machine learning and artificial intelligence, or a closely related field.
- Significant track record and demonstrated evidence of successful relevant teaching experience at tertiary level, including responsibility for topic coordination, course coordination and curriculum design, along with a commitment to understanding contemporary teaching and learning principles, in areas including artificial intelligence, machine learning and data science.
- Demonstrated experience and successful track record in supervision of work-integrated learning, capstone, honours, coursework Masters and higher degree students to successful completion.
- Demonstrated evidence of a strong research track record and momentum (for career stage) in an area aligned with research strengths in machine learning, artificial intelligence and data science including evidence of sustained high-quality publications and attraction of external competitive grants.
- Demonstrated understanding of the nexus between teaching and learning, research and scholarship.
- Demonstrated experience providing leadership in the area of curriculum reviews and internal and external accreditation activities.
- Demonstrated excellent oral and written communication skills and interpersonal skills, including the demonstrated ability to establish effective relationships with staff, students and industry nationally and/or internationally.
- Demonstrated experience and innovation using e-learning platforms for teaching purposes.

Position Description – Lecturer in Applied Mathematics (Data Science and Machine Learning)

Updated 27 October 2025

POSITION DETAILS	
College	**College of Science and Engineering**
Organisational Unit	**Computing and Mathematical Sciences**
Supervisor	**Dean, People and Resources (or Delegate)**
Classification	**Teaching Specialist (Academic) Level B**
Employment Type	**Continuing, full-time**

POSITION SUMMARY

This Teaching Specialist (Academic) position, with its primary focus on teaching and teaching-related activities and has an important role to play in the University's achievement of its strategic plan, Making a Difference: The 2025 Agenda.

The University is committed to a student-centred ethos and to developing creative, enterprising, career-ready graduates prepared to become lifelong contributors to society. In accordance with the strategic plan, the University seeks to:

- deliver a richly interactive and personalised approach to learning focussed on student success;
- be an international leader in educational innovation, advanced learning technologies and learning analytics; and
- develop enterprising graduates equipped with the skills required for success in the knowledge economy.

The Lecturer will contribute to excellence in teaching and learning across the suite of computing and mathematical sciences topics with a particular focus on applied mathematics, data science and machine learning. The Lecturer will be responsible for making an independent contribution to teaching and the scholarship of teaching using innovations in teaching practices and technologies to deliver excellence in teaching.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

KEY POSITION RESPONSIBILITIES

This position is predominantly concerned with teaching and teaching-related duties involving the creation, delivery and continuous quality improvement of university-level education. It includes (but is not limited to): direct teaching informed by approaches that enhance the student experience; curriculum design and review; delivery innovation; advancements in education technologies; and making an independent contribution to maintaining internal and external compliance and accreditation of courses. The position is also expected to make an independent contribution to high-quality university, professional and community service. The position does not include making a research contribution.

Teaching:

- Create, coordinate and conduct inspiring teaching informed by approaches that enhance the student experience, with a particular focus on applied mathematics, data science, machine learning and engineering mathematics topics, across all levels and modes, of the College.
- Contribute to the design, planning and evaluation of these topics, undertaking the role of Topic Coordinator as required.
- Make an independent contribution to the review, renewal, development and design of curricula and courses that are attractive to existing and new cohorts of students and that nurture creativity and critical-thinking skills.
- Provide support, academic counselling and professional advice to students concerning their studies, professional development and career opportunities.
- Make effective use of innovations and technologies in teaching practice.

University, Professional and Service:

- Participate in the College's administrative activities such as membership of committees and working groups and attendance at College meetings.
- Maintain professional knowledge relevant to teaching within their discipline through scholarship and professional development.
- Engage in activities within a relevant external professional domain such as professional associations, conferences and workshops, and within a wider community context at local, national or international level.
- Provide high quality contribution to community service on behalf of the College and University.
- Undertake activities that promote the development of productive partnerships to provide opportunities for students and promote graduate employability.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

KEY POSITION CAPABILITIES

- Completion of a PhD or EdD, or equivalent qualification in applied mathematics, machine learning and data science or a closely related field.
- Experience of significant teaching and learning experience and excellence at a tertiary level, including delivering topics pertaining to applied mathematics, data science, machine learning and engineering mathematics. This should include experience in continuum modelling and statistics, with expertise in first-year topics and interdisciplinary teaching.
- Demonstrated capability to teach in an online asynchronous format, with an understanding of appropriate assessment design.
- Demonstrated commitment to a teaching-specialist role, including the supervision of honours and masters projects
- Evidence of use of learning and teaching approaches which enhance student success.
- Evidence of successful and independent innovation in learning and teaching delivery or design, including use of e-learning technologies.

- Evidence of professional development of teaching including peer or supervisor reviews of teaching and/or external accreditation processes.
- Demonstrated contribution to academic quality assurance processes, such as topic or course reviews.
- Demonstrated understanding of the nexus between teaching and learning, research and scholarship.
- Experience in coordinating and/or leading the teaching activities of other staff.
- Evidence of a student-centred approach.
- Good understanding of appropriate assessment techniques – including feedback.
- Demonstrated experience or capability to engage with students (and deliver teaching modules) via online learning platforms.
- Demonstrated excellent oral and written communication skills and interpersonal skills with the proven ability to translate technical concepts to a range of audiences, and the demonstrated ability to establish effective relationships with staff, students and industry.
- Experience with engagement within a relevant external professional domain and within a wider community context at local, national or international level which could include working parties, committees, professional associations and conferenced workshops.
- Tertiary qualifications in Education (Desirable).

Position Description – Associate Professor in Biomedical Engineering (Advanced Manufacturing)

Updated 27 October 2025

POSITION DETAILS	
College	**College of Science and Engineering**
Organisational Unit	**Engineering & Design**
Supervisor	**Dean, People and Resources (or Delegate)**
Classification	**Research (Academic) Level D**
Employment Type	**Continuing, full-time (Research only for the first 5 years of appointment followed by a continuing Teaching and Research position)**

POSITION SUMMARY

The Associate Professor will undertake research in Biomedical Engineering (Advanced Manufacturing). The position will provide leadership and vision in one or more of the key areas of the research of the College, in particular in setting the strategic research goals for the program, expanding the research program through the attraction of external grant and contract income and establishing its reputation on an international scale in alignment with the strategic directions of the College and University.

The position will be responsible for strengthening research collaborations externally and internally and play a key role in the recruitment and quality supervision of higher degree research students. In addition, the position will be required to provide leadership and direction to staff and students in relation to research plans, developing successful research track records in strategic areas of research and providing feedback on individual grant applications and publications.

The incumbent will be expected to supervise more junior staff as required.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

KEY POSITION RESPONSIBILITIES

The Associate Professor in Biomedical Engineering (Advanced Manufacturing) is accountable for:

- Making an outstanding and distinguished contribution to research and engagement through original and innovative research, obtaining competitive external research funding and producing publications in high quality journals, at a sustained level, and delivering high quality presentations.
- Providing expertise and leadership in ethical, high quality and innovative research, mentorship to and development of early and mid-career researchers, and supervision of Higher Degree Research students.
- Leading and developing strategic planning and professional activities relevant to promoting research and identifying opportunities to expand and grow research income and publications.
- Undertaking a significant leadership role in the College/University in fostering research excellence and making a significant contribution to leadership at the national and/or international level within areas of Biomedical Engineering and Advanced Manufacturing.
- Taking a lead role in identifying and obtaining external research income.
- Actively supervising and mentoring Higher Degree Research students.
- Providing leadership and expertise to foster strategic local, national and international relationships, collaboration and networks with a range of stakeholders including industry, government and other external organisations.
- Contributing to the management and administration of research in the College.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

KEY POSITION CAPABILITIES

- Completion of a PhD or equivalent in an area of biomedical engineering, advanced manufacturing or a relevant field.
- An established international reputation of outstanding high-quality innovative and independent research and research impact in biomedical engineering that is relevant to advanced manufacturing and that is aligned with the College's research strengths evidenced by sustained high quality publications as corresponding author and attraction of several significant competitive external grants.
- Evidence of a substantial and sustained research impact and proven ability to undertake an active leadership role in research activities e.g. citations and industry engagement.
- Demonstrated excellence in the supervision of honours and research higher degree students to successful completion.
- Significant experience in a senior academic or research leadership position with relevant research project management experience relevant to the research environment, including leadership of a large team.
- A demonstrated strong track record of establishing effective research collaborations with external national and international partners.
- High level of understanding of intellectual property and the commercialisation process in relation to a research environment.
- Demonstrated leadership skills, including the ability to establish and make effective contributions to leadership within the College, students and industry nationally and/or internationally.
- Demonstrated ability to mentor less experienced College Staff.

Position Description – Professorial Research Fellow Biomedical Engineering (Advanced Manufacturing)

Updated 27 October 2025

POSITION DETAILS	
College	**College of Science and Engineering**
Organisational Unit	**Engineering & Design**
Supervisor	**Dean, People and Resources (or Delegate)**
Classification	**Research (Academic) Level E**
Employment Type	**Continuing, full-time (Research only for the first 5 years of appointment followed by a continuing Teaching and Research position)**

POSITION SUMMARY

The Professorial Research Fellow will lead and undertake research in biomedical engineering with a specific focus on the use and application of advanced manufacturing within the biomedical field.

The position will provide leadership and vision in setting the strategic research directions and goals for the area, expanding the research area through the attraction of external grant and contract income and establishing its reputation on an international scale in alignment with the strategic directions of the College and University.

The position will be responsible for engaging with industry, government and other external organisations, strengthening research collaborations internally and externally and supporting recruitment of international and domestic higher degree research students and research fellowships. In addition, the position will be required to provide leadership and direction to staff and students in relation to research plans, the development of successful track records in strategic areas of research and the provision of feedback on individual grant applications and publications.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

KEY POSITION RESPONSIBILITIES

The Professorial Research Fellow in Biomedical Engineering (Advanced Manufacturing) is accountable for:

- Making an outstanding and distinguished contribution to research and engagement through original and innovative research, obtaining substantial competitive external research grant and contract income and producing publications in high quality journals, at a sustained level, and delivering high quality presentations.
- Providing expertise and leadership in ethical, high quality and innovative research
- Providing mentorship to and development of early and mid-career researchers, and supervision of Higher Degree Research students.
- Undertaking guest lecturing in areas of expertise to inspire and encourage students and colleagues to engage in further study and/or undertake research.
- Leading and developing strategic planning and professional activities relevant to promoting research and identifying opportunities to expand and grow external research income and publications.
- Undertaking a significant leadership role in the College/University in fostering research excellence and making a significant contribution to research leadership in the field at the national and/or international level.
- Taking a lead role in identifying and obtaining external research income.
- Actively supervising and mentoring Higher Degree Research students and early career researchers.
- Providing leadership and expertise to foster strategic local, national and international relationships, collaboration and networks with a range of stakeholders including industry, government and other external organisations.
- Contributing to the management and administration of research in the College.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

KEY POSITION CAPABILITIES

- Completion of a PhD or equivalent in an area of biomedical engineering, advanced manufacturing or other relevant field.
- A distinguished international reputation of outstanding high-quality innovative and independent research and research impact in biomedical engineering that is relevant to advanced manufacturing and that is aligned with the College's research strengths evidenced by sustained high quality publications as corresponding author and attraction of several significant competitive external grants.
- Evidence of outstanding research impact and proven ability to undertake an active leadership role in research activities e.g. citations and industry engagement.
- Demonstrated excellence in the supervision of honours and research higher degree students to successful completion.
- Significant experience in a senior academic or research leadership position with relevant research project management experience relevant to the research environment, including leadership of a large team.
- An outstanding track record of establishing effective research collaborations with external national and international partners.
- High level of understanding of intellectual property and the commercialisation process in relation to a research environment.
- Demonstrated high level leadership skills, including the ability to establish and make effective contributions to leadership within the College, students and industry nationally and/or internationally.
- Proven ability to mentor less experienced College Staff.

Position Description – Associate Professor in Electrical & Electronic Engineering (Energy Grid Integration)

Updated 27 October 2025

POSITION DETAILS	
College	**College of Science and Engineering**
Organisational Unit	**Engineering & Design**
Supervisor	**Dean, People and Resources (or Delegate)**
Classification	**Research (Academic) Level D**
Employment Type	**Continuing, full-time (Research only for the first 5 years of appointment followed by a continuing Teaching and Research position)**

POSITION SUMMARY

The Associate Professor will undertake research in Electrical & Electronic Engineering (Energy Grid Integration).

The position will provide leadership and vision in one or more of the key areas of the research of the College, in particular in setting the strategic research goals for the program, expanding the research program through the attraction of external grant and contract income and establishing its reputation on an international scale in alignment with the strategic directions of the College and University.

The position will be responsible for strengthening research collaborations externally and internally and play a key role in the recruitment and quality supervision of higher degree research students. In addition, the position will be required to provide leadership and direction to staff and students in relation to research plans, developing successful research track records in strategic areas of research and providing feedback on individual grant applications and publications.

The incumbent will be expected to supervise more junior staff as required.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

KEY POSITION RESPONSIBILITIES

The Associate Professor in Electrical & Electronic Engineering (Energy Grid Integration) is accountable for:

- Making an outstanding and distinguished contribution to research and engagement through original and innovative research, obtaining competitive external research funding and producing publications in high quality journals, at a sustained level, and delivering high quality presentations.
- Providing expertise and leadership in ethical, high quality and innovative research, mentorship to and development of early and mid-career researchers, and supervision of Higher Degree Research students.
- Leading and developing strategic planning and professional activities relevant to promoting research and identifying opportunities to expand and grow research income and publications.
- Undertaking a significant leadership role in the College/University in fostering research excellence and making a significant contribution to leadership at the national and/or international level.
- Taking a lead role in identifying and obtaining external research income.
- Actively supervising and mentoring Higher Degree Research students.
- Providing leadership and expertise to foster strategic local, national and international relationships, collaboration and networks with a range of stakeholders including industry, government and other external organisations.
- Contributing to the management and administration of research in the College.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

KEY POSITION CAPABILITIES

- Completion of a PhD or equivalent in an area of electrical and electronic engineering.
- An established international reputation of outstanding high-quality innovative and independent research and research impact in electrical and electronic engineering that is relevant to energy grid Integration and that is aligned with the College's research strengths evidenced by sustained high quality publications as corresponding author and attraction of several significant competitive external grants.
- Evidence of a substantial and sustained research impact and proven ability to undertake an active leadership role in research activities e.g. citations and industry engagement.
- Demonstrated excellence in the supervision of honours and research higher degree students to successful completion.
- Significant experience in a senior academic or research leadership position with relevant research project management experience relevant to the research environment, including leadership of a large team.
- A demonstrated strong track record of establishing effective research collaborations with external national and international partners.
- High level of understanding of intellectual property and the commercialisation process in relation to a research environment.
- Demonstrated leadership skills, including the ability to establish and make effective contributions to leadership within the College, students and industry nationally and/or internationally.
- Demonstrated ability to mentor less experienced College Staff.

Position Description – Professorial Research Fellow in Electrical & Electronic Engineering (Energy Grid Integration)

Updated 27 October 2025

POSITION DETAILS	
College	**College of Science and Engineering**
Organisational Unit	**Engineering & Design**
Supervisor	**Dean, People and Resources (or Delegate)**
Classification	**Research (Academic) Level E**
Employment Type	**Continuing, full-time (Research only for the first 5 years of appointment followed by a continuing Teaching and Research position)**

POSITION SUMMARY

The Professorial Research Fellow will lead and undertake research in an area of electrical and/or electronic engineering that is directly relevant to energy grid integration and that is strategically aligned with existing research undertaken in the College and University more generally.

The position will provide leadership and vision in setting the strategic research directions and goals for the area, expanding the research area through the attraction of external grant and contract income and establishing its reputation on an international scale in alignment with the strategic directions of the College and University.

The position will be responsible for engaging with industry, government and other external organisations, strengthening research collaborations internally and externally and supporting recruitment of international and domestic higher degree research students and research fellowships. In addition, the position will be required to provide leadership and direction to staff and students in relation to research plans, the development of successful track records in strategic areas of research and the provision of feedback on individual grant applications and publications.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

THE 2025 AGENDA

KEY POSITION RESPONSIBILITIES

The Professorial Research Fellow in Electrical & Electronic Engineering (Energy Grid Integration) is accountable for:

- Making an outstanding and distinguished contribution to research and engagement through original and innovative research, obtaining substantial competitive external research grant and contract income and producing publications in high quality journals, at a sustained level, and delivering high quality presentations.
- Providing expertise and leadership in ethical, high quality and innovative research.
- Providing mentorship to and development of early and mid-career researchers, and supervision of Higher Degree Research students.
- Undertaking guest lecturing in areas of expertise to inspire and encourage students and colleagues to engage in further study and/or undertake research.
- Leading and developing strategic planning and professional activities relevant to promoting research and identifying opportunities to expand and grow external research income and publications.
- Undertaking a significant leadership role in the College/University in fostering research excellence and making a significant contribution to research leadership in the field at the national and/or international level.
- Taking a lead role in identifying and obtaining external research income.
- Actively supervising and mentoring Higher Degree Research students and early career researchers.
- Providing leadership and expertise to foster strategic local, national and international relationships, collaboration and networks with a range of stakeholders including industry, government and other external organisations.
- Contributing to the management and administration of research in the College.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

KEY POSITION CAPABILITIES

- Completion of a PhD or equivalent in an area of electrical and/or electronic engineering.
- A distinguished international reputation of outstanding high-quality innovative and independent research and research impact in electrical and/or electronic engineering that is relevant to energy grid integration and that is aligned with the College's research strengths evidenced by sustained high quality publications as corresponding author and attraction of several significant competitive external grants.
- Evidence of outstanding research impact and proven ability to undertake an active leadership role in research activities e.g. citations and industry engagement.
- Demonstrated excellence in the supervision of honours and research higher degree students to successful completion.
- Significant experience in a senior academic or research leadership position with relevant research project management experience relevant to the research environment, including leadership of a large team.
- An outstanding track record of establishing effective research collaborations with external national and international partners.
- High level of understanding of intellectual property and the commercialisation process in relation to a research environment.
- Demonstrated high level leadership skills, including the ability to establish and make effective contributions to leadership within the College, students and industry nationally and/or internationally.
- Proven ability to mentor less experienced College Staff.

Position Description – Associate Professor in Engineering (Critical Technologies)

Updated 27 October 2025

POSITION DETAILS	
College	**College of Science and Engineering**
Organisational Unit	**Engineering & Design**
Supervisor	**Dean, People and Resources (or Delegate)**
Classification	**Research (Academic) Level D**
Employment Type	**Continuing, full-time (Research only for the first 5 years of appointment followed by a continuing Teaching and Research position)**

POSITION SUMMARY

The Associate Professor will undertake research in Electronic and Electrical or Mechanical Engineering with a research agenda directly related to critical technologies in the national interest. Ideally the research focus also aligns with existing research undertaken in the College and University more generally.

The position will provide leadership and vision in one or more of the key areas of the research of the College, in particular in setting the strategic research goals for the program, expanding the research program through the attraction of external grant and contract income and establishing its reputation on an international scale in alignment with the strategic directions of the College and University.

The position will be responsible for strengthening research collaborations externally and internally and play a key role in the recruitment and quality supervision of higher degree research students. In addition, the position will be required to provide leadership and direction to staff and students in relation to research plans, developing successful research track records in strategic areas of research and providing feedback on individual grant applications and publications.

The incumbent will be expected to supervise more junior staff as required.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

KEY POSITION RESPONSIBILITIES

The Associate Professor in Engineering (Critical Technologies) is accountable for:

- Making an outstanding and distinguished contribution to research and engagement through original and innovative research, obtaining competitive external research funding and producing publications in high quality journals, at a sustained level, and delivering high quality presentations.
- Providing expertise and leadership in ethical, high quality and innovative research, mentorship to and development of early and mid-career researchers, and supervision of Higher Degree Research students.
- Leading and developing strategic planning and professional activities relevant to promoting research and identifying opportunities to expand and grow research income and publications.
- Undertaking a significant leadership role in the College/University in fostering research excellence and making a significant contribution to leadership at the national and/or international. .
- Taking a lead role in identifying and obtaining external research income.
- Actively supervising and mentoring Higher Degree Research students.
- Providing leadership and expertise to foster strategic local, national and international relationships, collaboration and networks with a range of stakeholders including industry, government and other external organisations.
- Contributing to the management and administration of research in the College.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

This position may require the successful applicant to hold (or be eligible to obtain) an NV1 (Negative Vetting Level 1) Security Clearance.

KEY POSITION CAPABILITIES

- Completion of a PhD or equivalent in an area of engineering relevant to electronic and electrical engineering, mechanical engineering and/or critical technologies in the national interest.
- An established international reputation of outstanding high-quality innovative and independent research and research impact in an area of engineering that is relevant to critical technologies in the national interest (including defence technologies) and that is aligned with the College's research strengths evidenced by sustained high quality publications as corresponding author and attraction of several significant competitive external grants.
- Evidence of a substantial and sustained research impact and proven ability to undertake an active leadership role in research activities e.g. citations and industry engagement.
- Demonstrated excellence in the supervision of honours and research higher degree students to successful completion.
- Significant experience in a senior academic or research leadership position with relevant research project management experience relevant to the research environment, including leadership of a large team.
- A demonstrated strong track record of establishing effective research collaborations with external national and international partners.
- Ability and willingness to obtain and maintain Australian Government security clearance at the NV1 level or higher.
- High level of understanding of intellectual property and the commercialisation process in relation to a research environment.
- Demonstrated leadership skills, including the ability to establish and make effective contributions to leadership within the College, students and industry nationally and/or internationally.
- Demonstrated ability to mentor less experienced College Staff.

Position Description – Professorial Research Fellow in Engineering (Critical Technologies)

Updated 27 October 2025

POSITION DETAILS	
College	**College of Science and Engineering**
Organisational Unit	**Engineering & Design**
Supervisor	**Dean, People and Resources (or Delegate)**
Classification	**Research (Academic) Level E**
Employment Type	**Continuing, full-time (Research only for the first 5 years of appointment followed by a continuing Teaching and Research position)**

POSITION SUMMARY

The Professorial Research Fellow will lead and undertake research in Electronic and Electrical or Mechanical Engineering with a research agenda directly related to critical technologies in the national interest. Ideally the research focus also aligns with existing research undertaken in the College and University more generally.

The position will provide leadership and vision in setting the strategic research directions and goals for the area, expanding the research area through the attraction of external grant and contract income and establishing its reputation on an international scale in alignment with the strategic directions of the College and University.

The position will be responsible for engaging with industry, government and other external organisations, strengthening research collaborations internally and externally and supporting recruitment of international and domestic higher degree research students and research fellowships. In addition, the position will be required to provide leadership and direction to staff and students in relation to research plans, the development of successful track records in strategic areas of research and the provision of feedback on individual grant applications and publications.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

KEY POSITION RESPONSIBILITIES

The Professorial Research Fellow in Engineering (Critical Technologies) is accountable for:

- Making an outstanding and distinguished contribution to research and engagement through original and innovative research, obtaining substantial competitive external research grant and contract income and producing publications in high quality journals, at a sustained level, and delivering high quality presentations.
- Providing expertise and leadership in ethical, high quality and innovative research
- Providing mentorship to and development of early and mid-career researchers, and supervision of Higher Degree Research students.
- Undertaking guest lecturing in areas of expertise to inspire and encourage students and colleagues to engage in further study and/or undertake research.
- Leading and developing strategic planning and professional activities relevant to promoting research and identifying opportunities to expand and grow external research income and publications.
- Undertaking a significant leadership role in the College/University in fostering research excellence and making a significant contribution to research leadership in the field at the national and/or international level.
- Taking a lead role in identifying and obtaining external research income.
- Actively supervising and mentoring Higher Degree Research students and early career researchers.
- Providing leadership and expertise to foster strategic local, national and international relationships, collaboration and networks with a range of stakeholders including industry, government and other external organisations.
- Contributing to the management and administration of research in the College.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

This position may require the successful applicant to hold (or be eligible to obtain) an NV1 (Negative Vetting Level 1) Security Clearance.

KEY POSITION CAPABILITIES

- Completion of a PhD or equivalent in an area of engineering relevant to electronic and electrical engineering, mechanical engineering and/or critical technologies in the national interest.
- A distinguished international reputation of outstanding high-quality innovative and independent research and research impact in an area of engineering that is relevant to critical technologies in the national interest (including defence technologies) and that is aligned with the College's research strengths evidenced by sustained high quality publications as corresponding author and attraction of several significant competitive external grants.
- Evidence of outstanding research impact and proven ability to undertake an active leadership role in research activities e.g. citations and industry engagement.
- Ability and willingness to obtain and maintain Australian Government security clearance at the NV1 level or higher
- Demonstrated excellence in the supervision of honours and research higher degree students to successful completion.
- Significant experience in a senior academic or research leadership position with relevant research project management experience relevant to the research environment, including leadership of a large team.
- An outstanding track record of establishing effective research collaborations with external national and international partners.

- High level of understanding of intellectual property and the commercialisation process in relation to a research environment.
- Demonstrated high level leadership skills, including the ability to establish and make effective contributions to leadership within the College, students and industry nationally and/or internationally.
- Proven ability to mentor less experienced College Staff.

Position Description – Associate Professor in Mechanical Engineering (Advanced Manufacturing)

Updated 27 October 2025

POSITION DETAILS	
College	**College of Science and Engineering**
Organisational Unit	**Engineering & Design**
Supervisor	**Dean, People and Resources (or Delegate)**
Classification	**Research (Academic) Level D**
Employment Type	**Continuing, full-time (Research only for the first 5 years of appointment followed by a continuing Teaching and Research position)**

POSITION SUMMARY

The Associate Professor will undertake research in Mechanical Engineering (Advanced Manufacturing). The position will provide leadership and vision in one or more of the key areas of the research of the College, in particular in setting the strategic research goals for the program, expanding the research program through the attraction of external grant and contract income and establishing its reputation on an international scale in alignment with the strategic directions of the College and University.

The position will be responsible for strengthening research collaborations externally and internally and play a key role in the recruitment and quality supervision of higher degree research students. In addition, the position will be required to provide leadership and direction to staff and students in relation to research plans, developing successful research track records in strategic areas of research and providing feedback on individual grant applications and publications.

The incumbent will be expected to supervise more junior staff as required.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

KEY POSITION RESPONSIBILITIES

The Associate Professor in Mechanical Engineering (Advanced Manufacturing) is accountable for:

- Making an outstanding and distinguished contribution to research and engagement through original and innovative research, obtaining competitive external research funding and producing publications in high quality journals, at a sustained level, and delivering high quality presentations.
- Providing expertise and leadership in ethical, high quality and innovative research, mentorship to and development of early and mid-career researchers, and supervision of Higher Degree Research students.
- Leading and developing strategic planning and professional activities relevant to promoting research and identifying opportunities to expand and grow research income and publications.
- Undertaking a significant leadership role in the College/University in fostering research excellence and making a significant contribution to leadership at the national and/or international level in one of the following areas: robotics (cobotics and industrial robotics); design for manufacture and sustainability and circular manufacturing, which are strategically aligned with the Flinders Factory of the Future.
- Taking a lead role in identifying and obtaining external research income.
- Actively supervising and mentoring Higher Degree Research students.
- Providing leadership and expertise to foster strategic local, national and international relationships, collaboration and networks with a range of stakeholders including industry, government and other external organisations.
- Contributing to the management and administration of research in the College.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

KEY POSITION CAPABILITIES

- Completion of a PhD or equivalent in an area of mechanical engineering and/or advanced manufacturing.
- An established international reputation of outstanding high-quality innovative and independent research and research impact in mechanical engineering that is relevant to advanced manufacturing in one of the following areas: robotics (cobotics and industrial robotics); design for manufacture and sustainability and circular manufacturing, and that is aligned with the Flinders Factory of the Future and the College's research strengths evidenced by sustained high quality publications as corresponding author and attraction of several significant competitive external grants.
- Evidence of a substantial and sustained research impact and proven ability to undertake an active leadership role in research activities e.g. citations and industry engagement.
- Demonstrated excellence in the supervision of honours and research higher degree students to successful completion.
- Significant experience in a senior academic or research leadership position with relevant research project management experience relevant to the research environment, including leadership of a large team.
- A demonstrated strong track record of establishing effective research collaborations with external national and international partners.
- High level of understanding of intellectual property and the commercialisation process in relation to a research environment.
- Demonstrated leadership skills, including the ability to establish and make effective contributions to leadership within the College, students and industry nationally and/or internationally.
- Demonstrated ability to mentor less experienced College Staff.

Position Description – Professorial Research Fellow in Mechanical Engineering (Advanced Manufacturing)

Updated 27 October 2025

POSITION DETAILS	
College	**College of Science and Engineering**
Organisational Unit	**Engineering & Design**
Supervisor	**Dean, People and Resources (or Delegate)**
Classification	**Research (Academic) Level E**
Employment Type	**Continuing, full-time (Research only for the first 5 years of appointment followed by a continuing Teaching and Research position)**

POSITION SUMMARY

The Professorial Research Fellow will lead and undertake research in an area of mechanical engineering that is directly relevant to advanced manufacturing and that is strategically aligned with existing research undertaken in the College and University more generally.

The position will provide leadership and vision in setting the strategic research directions and goals for the area, expanding the research area through the attraction of external grant and contract income and establishing its reputation on an international scale in alignment with the strategic directions of the College and University.

The position will be responsible for engaging with industry, government and other external organisations, strengthening research collaborations internally and externally and supporting recruitment of international and domestic higher degree research students and research fellowships. In addition, the position will be required to provide leadership and direction to staff and students in relation to research plans, the development of successful track records in strategic areas of research and the provision of feedback on individual grant applications and publications.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

KEY POSITION RESPONSIBILITIES

The Professorial Research Fellow in Mechanical Engineering (Advanced Manufacturing) is accountable for:

- Making an outstanding and distinguished contribution to research and engagement through original and innovative research, obtaining substantial competitive external research grant and contract income and producing publications in high quality journals, at a sustained level, and delivering high quality presentations.
- Providing expertise and leadership in ethical, high quality and innovative research in one of the following areas: robotics (cobotics and industrial robotics); design for manufacture and sustainability and circular manufacturing.
- Providing mentorship to and development of early and mid-career researchers, and supervision of Higher Degree Research students.
- Undertaking guest lecturing in areas of expertise to inspire and encourage students and colleagues to engage in further study and/or undertake research.
- Leading and developing strategic planning and professional activities relevant to promoting research and identifying opportunities to expand and grow external research income and publications.
- Undertaking a significant leadership role in the College/University in fostering research excellence and making a significant contribution to research leadership in the field at the national and/or international level.
- Taking a lead role in identifying and obtaining external research income.
- Actively supervising and mentoring Higher Degree Research students and early career researchers.
- Providing leadership and expertise to foster strategic local, national and international relationships, collaboration and networks with a range of stakeholders including industry, government and other external organisations.
- Contributing to the management and administration of research in the College.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

KEY POSITION CAPABILITIES

- Completion of a PhD or equivalent an area of mechanical engineering and/or advanced manufacturing.
- A distinguished international reputation of outstanding high-quality innovative and independent research and research impact in mechanical engineering that is relevant to advanced manufacturing in one of the following areas: robotics (cobotics and industrial robotics); design for manufacture and sustainability and circular manufacturing, and that is aligned with the Flinders Factory of the Future and the College's research strengths evidenced by sustained high quality publications as corresponding author and attraction of several significant competitive external grants.
- Evidence of outstanding research impact and proven ability to undertake an active leadership role in research activities e.g. citations and industry engagement.
- Demonstrated excellence in the supervision of honours and research higher degree students to successful completion.
- Significant experience in a senior academic or research leadership position with relevant research project management experience relevant to the research environment, including leadership of a large team.
- An outstanding track record of establishing effective research collaborations with external national and international partners.
- High level of understanding of intellectual property and the commercialisation process in relation to a research environment.
- Demonstrated high level leadership skills, including the ability to establish and make effective contributions to leadership within the College, students and industry nationally and/or internationally.
- Proven ability to mentor less experienced College Staff.

Position Description – Professor in Civil Engineering (Sustainable Construction)

Updated 27 October 2025

POSITION DETAILS	
College	**College of Science and Engineering**
Organisational Unit	**Engineering and Design**
Supervisor	**Dean, People and Resources (or Delegate)**
Classification	**Academic Teaching & Research (Balanced) Level E**
Employment Type	**Continuing, full-time**

POSITION SUMMARY

The Professor will, under broad supervision, provide academic leadership in research, teaching and community engagement in the area of Civil Engineering. The position will provide outstanding leadership in the study of civil, structural and environmental engineering. The incumbent will have a strong track record of grants, either Category 1 or others.

They will be able and willing to take a strong leadership role with Early Career Researchers and Middle Career Researchers. The Professor will advance the College in its reputation as a centre of excellence in education and research, both nationally and internationally, and advance the development of civil and environmental engineering.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and

familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

KEY POSITION RESPONSIBILITIES

The Professor of Civil Engineering (Sustainable Construction) is accountable for:

- Providing outstanding teaching using contemporary pedagogy, a range of delivery methods, and innovative delivery methods in the broad area of civil engineering with a particular focus on sustainable construction, structural and environmental engineering.

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- Publishing high quality articles in civil engineering and associated areas recognised as such nationally and internationally.
- Gaining significant external competitive research grants and contributing to growth in Flinders' research income.
- Supervising to completion Flinders research students including doctoral students in civil engineering and growing the PhD cohort.
- Mentoring more junior academic colleagues in the College, especially academic staff in engineering including co-publishing, co-supervision and co-submission of external competitive grants.
- Contributing to or leading research on designated College and/or University themes.
- Providing administrative leadership as required in relation to the engineering and design teaching program and associated research section.
- Contributing to administrative tasks as sought by the College leadership including playing an active role in maintenance of academic standards and in the development of educational policy and curriculum within the computing domain.
- Providing leadership and expertise to foster collaborative links across the University, with industry/community and with other institutions as appropriate.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

KEY POSITION CAPABILITIES

- Completion of a PhD, or equivalent qualification in an area of Civil Engineering.
- Demonstrated evidence of a distinguished and active track record of teaching expertise in a range of engineering areas in civil engineering and sustainable construction at tertiary level, including a leadership role in international delivery and /or collaboration
- Demonstrated evidence of innovation in teaching to support students in order to maximise their learning.
- Evidence of significant educational leadership relevant to teaching and learning in higher education and demonstrated experience leading innovation and inspiring excellence amongst colleagues.
- Significant experience in curriculum development and teaching methodology for topics and programs of study, including reviews and internal and external accreditation activities.
- Demonstrated experience with engaging and developing flexible methods to deliver teaching programs such as through e-learning platforms and other communications technologies
- A distinguished international research reputation in civil engineering relevant to sustainable construction and environmental engineering that is evidenced by invitations to give keynote addresses, a record of sustained highly quality well cited publications, and the attraction of several significant competitive external grants.
- Demonstrated excellence in the supervision of honours and research higher degree students.
- Significant contribution to the discipline and/or profession within a relevant external professional domain and within a wider community context at local, national and international level.
- A demonstrated strong track record of establishing effective research collaborations with external national and international partners.
- Demonstrated excellent oral and written communication skills and interpersonal skills, including the demonstrated evidence of the ability to develop, establish and maintain effective relationships with staff, students and industry.

Position Description – Senior Lecturer in Civil Engineering (Sustainable Construction)

Updated 27 October 2025

POSITION DETAILS	
College	**College of Science and Engineering**
Organisational Unit	**Engineering & Design**
Supervisor	**Dean, People and Resources (or Delegate)**
Classification	**Academic Teaching & Research (Balanced) Level C**
Employment Type	**Continuing, full-time**

POSITION SUMMARY

The Senior Lecturer will be a key member of the academic staff in the area of civil and environmental engineering with specific expertise in the area of sustainable construction and/or structural engineering. In addition to contributing to quality research endeavours, the incumbent will, under general supervision, provide leadership and contribute to the planning and delivery of topics, including development of teaching materials, delivery of lectures/tutorials or other innovative teaching and learning strategies, examinations and may be involved in placement education.

The incumbent may also be involved in teaching across other courses in the College or other Colleges, where appropriate.

The incumbent will be involved in strengthening existing partnerships or exploring new partnerships with external stakeholders that have potential for providing improved teaching, learning and/or research outcomes for the University. The incumbent will prioritise, coordinate, monitor workflow and provide informal day-to-day feedback to research support staff and casual academic teaching staff according to the University's policies, practices and standards.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

KEY POSITION RESPONSIBILITIES

The Senior Lecturer in Civil Engineering (Sustainable Construction) is accountable for:

- Undertaking a lead role in the planning, delivery and evaluation of lectures, tutorials, laboratory-based material, curriculum development or other teaching strategies, including placement education for topics, broadly across civil and environmental engineering with a particular focus on sustainable construction and/or structural engineering.
- Undertaking topic coordination and course coordination.
- Making a significant contribution to ethical, high quality and innovative research in sustainable construction / structural engineering through activities such as scholarship, quality publication, external grant acquisition, mentoring and developing early career researchers and presentation that aligns with the College areas of research strength and focus.
- Undertaking a lead role in inspiring and innovative teaching informed by approaches that enhance the student experience, such as e learning platforms.
- Supporting students with academic and/or other challenges impeding their academic progress.
- In a leadership capacity assisting in College internal and external quality assurance and accreditation processes.
- Actively supervising and mentoring students undertaking complex work integrated learning (WIL), Honours and/or Research Higher Degree students.
- Leading, supervising and participating in high performing multi-disciplinary teams with an education and/or research focus and contributing to the development of a respectful, trusting and collaborative working environment.
- Building and maintaining strategic relationships and networks with a range of stakeholders including industry and professional associations and organisations, with an increasing national and/or international focus.
- Contributing at a leadership level to the integration and management of aspects of the academic and administrative life of the College.
- Some out of hours work (including weekends) as well as rural SA, interstate and overseas travel, may be required.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

KEY POSITION CAPABILITIES

- Completion of a PhD, or equivalent qualification in an area of civil engineering.
- Significant track record and demonstrated evidence of successful relevant teaching experience at tertiary level, including responsibility for topic coordination, course coordination and curriculum design.
- Demonstrated ability to develop and deliver a range of topics related to civil, structural and environmental engineering at an introductory and advanced level and to contribute broadly to other introductory engineering related topics.
- Demonstrated experience and successful track record in supervision of honours and higher degree students to successful completion.
- Demonstrated evidence of a strong research track record (for career stage) in an area of sustainable construction and structural engineering that complements the research interests of the broader civil and environmental engineering group, is aligned with the research strengths of the College, and that is supported by evidence of sustained high-quality publications and the attraction of external competitive grants.
- Demonstrated understanding of the nexus between teaching and learning, research and scholarship.
- Demonstrated experience providing leadership in the area of curriculum reviews and internal and external accreditation activities.

- Demonstrated excellent oral and written communication skills and interpersonal skills, including the demonstrated ability to establish effective relationships with staff, students and industry nationally and/or internationally.
- Demonstrated experience and innovation using e-learning platforms for teaching purposes.

Position Description – Lecturer in Civil Engineering (Environment and Sustainability)

Updated 27 October 2025

POSITION DETAILS	
College	**College of Science and Engineering**
Organisational Unit	**Engineering & Design**
Supervisor	**Dean, People and Resources (or Delegate)**
Classification	**Academic Teaching & Research (Balanced) Level B**
Employment Type	**Continuing, full-time**

POSITION SUMMARY

The Lecturer will, under routine to general supervision, produce quality research and deliver undergraduate and/or postgraduate teaching in the broad area of civil engineering but with a specific focus on environmental engineering and sustainability.

The teaching component includes the development of innovative teaching materials, multi-mode teaching delivery, including face to face and online, and other innovative and contemporary teaching and learning strategies, appropriate for the discipline.

The incumbent will make independent high-quality contributions to research and/or creative activity, through activities such as quality publications, external grant acquisition and research student supervision.

The incumbent will also contribute to strengthening existing partnerships or exploring new partnerships with external stakeholders that have potential for providing improved teaching, learning and/or research outcomes for the University.

The incumbent will prioritise, coordinate, monitor workflow and provide informal day-to-day feedback to research support staff and casual academic teaching staff according to the University's policies, practices and standards.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

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KEY POSITION RESPONSIBILITIES

The Lecturer in Civil Engineering (Environment and Sustainability) is accountable for:

- Planning and delivering ethical, high quality and innovative research in civil and environmental engineering and sustainability through activities such as quality publication, external grant acquisition, scholarship and presentation that aligns with the College's areas of research strength.
- Contributing to the organisation, planning, delivery and evaluation of teaching primarily within the engineering suite of undergraduate and/or postgraduate topics/courses but particularly in civil and environmental engineering and sustainability through topic coordination, delivery of lectures, tutorials, laboratories, placements or other contemporary teaching strategies.
- Delivering inspiring and innovative teaching informed by approaches that enhance the student experience and support students with academic and/or other challenges impeding their academic progress.
- Focusing and contributing to supervision of research student programs.
- Actively participating in College internal and external quality assurance and accreditation processes.
- Actively participating in high performing multi-disciplinary teams with an education and research focus and contribute to the development of a respectful, trusting and collaborative working environment.
- Developing and maintaining strategic relationships and networks with a range of stakeholders including industry and professional associations and organisations.
- Actively contribute to the integration and management of aspects of the academic and administrative life of the College.
- Some out of hours work (including weekends) as well as rural SA, interstate and overseas travel, may be required.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

KEY POSITION CAPABILITIES

- Completion of a PhD, or equivalent qualification in an area of civil or environmental engineering.
- Demonstrated evidence of, or capacity to, undertake high quality teaching in a tertiary environment, with a focus on civil and environmental engineering and sustainability including involvement in topic coordination and curriculum design.
- Demonstrated evidence of a strong research track record (for career stage) in an area of civil and environmental engineering and sustainability that is aligned with research strengths of the College including evidence of quality well cited publications and attraction of significant external competitive grants.
- Demonstrated understanding of the nexus between teaching and learning, research and scholarship.
- Demonstrated excellent oral and written communication skills and interpersonal skills, including the demonstrated ability to establish effective relationships with staff, students and industry.
- Demonstrated experience and successful track record in supervision of honours and higher degree students (Desirable).
- Demonstrated capacity to contribute to leadership in the area of curriculum reviews and internal and external accreditation activities. (Desirable)

Position Description – Senior Lecturer in Civil Engineering (Environment and Sustainability)

Updated 27 October 2025

POSITION DETAILS	
College	**College of Science and Engineering**
Organisational Unit	**Engineering & Design**
Supervisor	**Dean, People and Resources (or Delegate)**
Classification	**Academic Teaching & Research (Balanced) Level C**
Employment Type	**Continuing, full-time**

POSITION SUMMARY

The Senior Lecturer will be a key member of the academic staff in the area of civil and environmental engineering with specific expertise in environmental engineering and sustainability. In addition to contributing to quality research endeavours, the incumbent will, under general supervision, provide leadership and contribute to the planning and delivery of topics, including development of teaching materials, delivery of lectures/tutorials or other innovative teaching and learning strategies, examinations and may be involved in placement education.

The incumbent may also be involved in teaching across other courses in the College or other Colleges, where appropriate.

The incumbent will be involved in strengthening existing partnerships or exploring new partnerships with external stakeholders that have potential for providing improved teaching, learning and/or research outcomes for the University. The incumbent will prioritise, coordinate, monitor workflow and provide informal day-to-day feedback to research support staff and casual academic teaching staff according to the University's policies, practices and standards.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

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KEY POSITION RESPONSIBILITIES

The Senior Lecturer in Civil Engineering (Environment and Sustainability) is accountable for:

- Undertaking a lead role in the planning, delivery and evaluation of lectures, tutorials, laboratory-based material, curriculum development or other teaching strategies, including placement education for topics, broadly across civil and environmental engineering with a particular focus on environmental engineering and sustainability.
- Undertaking topic coordination and course coordination.
- Making a significant contribution to ethical, high quality and innovative research in civil and environmental engineering and sustainability through activities such as scholarship, quality publication, external grant acquisition, mentoring and developing early career researchers and presentation that aligns with the College areas of research strength and focus.
- Undertaking a lead role in inspiring and innovative teaching informed by approaches that enhance the student experience, such as e learning platforms.
- Supporting students with academic and/or other challenges impeding their academic progress.
- In a leadership capacity assisting in College internal and external quality assurance and accreditation processes.
- Actively supervising and mentoring students undertaking complex work integrated learning (WIL), Honours and/or Research Higher Degree students.
- Leading, supervising and participating in high performing multi-disciplinary teams with an education and/or research focus and contributing to the development of a respectful, trusting and collaborative working environment.
- Building and maintaining strategic relationships and networks with a range of stakeholders including industry and professional associations and organisations, with an increasing national and/or international focus.
- Contributing at a leadership level to the integration and management of aspects of the academic and administrative life of the College.
- Some out of hours work (including weekends) as well as rural SA, interstate and overseas travel, may be required.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

KEY POSITION CAPABILITIES

- Completion of a PhD, or equivalent qualification in an area of civil or environmental engineering.
- Significant track record and demonstrated evidence of successful relevant teaching experience at tertiary level, including responsibility for topic coordination, course coordination and curriculum design.
- Demonstrated ability to develop and deliver a range of topics related to civil and environmental engineering and sustainability at an introductory and advanced level and to contribute broadly to other introductory engineering related topics.
- Demonstrated experience and successful track record in supervision of honours and higher degree students to successful completion.
- Demonstrated evidence of a strong research track record (for career stage) in an area of civil and environmental engineering and sustainability that complements the research interests of the broader civil and environmental engineering group, is aligned with the research strengths of the College, and that is supported by evidence of sustained high-quality publications and the attraction of external competitive grants.
- Demonstrated understanding of the nexus between teaching and learning, research and scholarship.

- Demonstrated experience providing leadership in the area of curriculum reviews and internal and external accreditation activities.
- Demonstrated excellent oral and written communication skills and interpersonal skills, including the demonstrated ability to establish effective relationships with staff, students and industry nationally and/or internationally.
- Demonstrated experience and innovation using e-learning platforms for teaching purposes.

Position Description – Associate Lecturer in Electrical and Electronic Engineering

Updated 27 October 2025

POSITION DETAILS	
College	**College of Science and Engineering**
Organisational Unit	**Engineering & Design**
Supervisor	**Dean, People and Resources (or Delegate)**
Classification	**Academic Teaching & Research (Balanced) Level A**
Employment Type	**Continuing, full-time**

POSITION SUMMARY

The Associate Lecturer will be a key member of the electrical and electronic engineering academic staff in the College. Working under routine supervision, the Associate Lecturer will contribute to quality research and/or evaluation endeavours, as well as contribute to the planning and delivery of topics within the suite of undergraduate and/or postgraduate courses. This includes development of teaching materials, delivery of lectures/tutorials or other innovative teaching and learning strategies, examinations and placement education.

The incumbent may also be involved in teaching across other courses in the College or other Colleges, where appropriate. The incumbent will be required to contribute to strengthening existing partnerships or exploring new partnerships with external stakeholders that have the potential for providing improved teaching, learning and/or research outcomes for the University. All of these contributions will be under the guidance of an experienced member of academic staff. The incumbent will prioritise, coordinate, monitor workflow and provide informal day-to-day feedback to research support staff and casual academic teaching staff according to the University's policies, practices and standards.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

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KEY POSITION RESPONSIBILITIES

The Associate Lecturer in Electrical and Electronic Engineering is accountable for:

- Contributing to the delivery and evaluation of lectures, tutorials, laboratory-based material or other teaching strategies, including placement education and topics, primarily within the suite of undergraduate and/or postgraduate courses.
- Under direction undertaking or contributing to topic coordination.
- Engaging in inspiring and innovative teaching informed by approaches that enhance the student experience.
- Supporting students with academic and/or other challenges impeding their academic progress.
- Contributing to ethical, high quality and innovative research with a particular focus on power systems and renewable energy, and evaluation through activities such as scholarship, quality publication, external grant acquisition and presentations that aligns with the College areas of research strength and focus.
- Contributing to the supervision of student research programs, where appropriate.
- Participating in College internal and external quality assurance and accreditation processes.
- Participating in high performing multi-disciplinary teams with an education and research focus and contributing to the development of a respectful, trusting and collaborative working environment.
- Establishing and maintaining strategic relationships and networks with a range of stakeholders including industry and professional associations and organisations.
- Contributing to the integration and management of aspects of the academic and administrative life of the College.
- Some out of hours work (including weekends) as well as rural SA, interstate and overseas travel, may be required.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

KEY POSITION CAPABILITIES

- As a minimum, satisfactory completion of 4 years of tertiary study or equivalent qualifications and experience in an area of electrical and electronic engineering.
- Demonstrated evidence of successful experience or capability teaching, training, mentoring or supervising students in order to maximise their learning.
- Demonstrated evidence of research and/or evaluation experience in an area of electrical and electronic engineering, with a particular focus on power systems and renewable energy.
- Demonstrated understanding of the nexus between teaching and learning, research and scholarship.
- Demonstrated understanding of curriculum reviews and internal and external accreditation activities.
- Demonstrated excellent oral and written communication skills and interpersonal skills, including the ability to establish and maintain effective relationships with staff, students and industry.
- Demonstrated experience or capability to engage with e-learning platforms for teaching purposes.

Position Description – Lecturer in Electrical and Electronic Engineering

Updated 27 October 2025

POSITION DETAILS	
College	**College of Science and Engineering**
Organisational Unit	**Engineering & Design**
Supervisor	**Dean, People and Resources (or Delegate)**
Classification	**Academic Teaching & Research (Balanced) Level B**
Employment Type	**Continuing, full-time**

POSITION SUMMARY

The Lecturer will, under routine to general supervision, produce quality research and deliver undergraduate and/or postgraduate teaching in in the broad area of electrical and electronic engineering with a specific focus on power systems and renewable energy engineering.

The teaching component includes the development of innovative teaching materials, multi-mode teaching delivery, including face to face and online, and other innovative and contemporary teaching and learning strategies, appropriate for the discipline.

The incumbent will make independent high-quality contributions to research and/or creative activity, through activities such as quality publications, external grant acquisition and research student supervision.

The incumbent will also contribute to strengthening existing partnerships or exploring new partnerships with external stakeholders that have potential for providing improved teaching, learning and/or research outcomes for the University.

The incumbent will prioritise, coordinate, monitor workflow and provide informal day-to-day feedback to research support staff and casual academic teaching staff according to the University's policies, practices and standards.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

KEY POSITION RESPONSIBILITIES

The Lecturer in Electrical and Electronic Engineering is accountable for:

- Planning and delivering ethical, high quality and innovative research in electrical engineering with a focus on power systems and renewable energy engineering through activities such as quality publication, external grant acquisition, scholarship and presentation that aligns with the College's areas of research strength.
- Contributing to the organisation, planning, delivery and evaluation of teaching primarily within the engineering suite of undergraduate and/or postgraduate topics/courses but particularly in electrical engineering through topic coordination, delivery of lectures, tutorials, laboratories, placements or other contemporary teaching strategies.
- Delivering inspiring and innovative teaching informed by approaches that enhance the student experience and support students with academic and/or other challenges impeding their academic progress.
- Focusing and contributing to supervision of research student programs.
- Actively participating in College internal and external quality assurance and accreditation processes.
- Actively participating in high performing multi-disciplinary teams with an education and research focus and contribute to the development of a respectful, trusting and collaborative working environment.
- Developing and maintaining strategic relationships and networks with a range of stakeholders including industry and professional associations and organisations.
- Actively contribute to the integration and management of aspects of the academic and administrative life of the College.
- Some out of hours work (including weekends) as well as rural SA, interstate and overseas travel, may be required.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

KEY POSITION CAPABILITIES

- Completion of a PhD, or equivalent qualification in an area of electrical and electronic engineering.
- Demonstrated evidence of, or capacity to, undertake high quality teaching in a tertiary environment with a focus on electrical engineering, including involvement in topic coordination and curriculum design.
- Demonstrated evidence of a strong research track record (for career stage) in an area of electrical engineering, with a particular focus on power systems and renewable energy, that is aligned with research strengths of the College including evidence of quality well cited publications and attraction of significant external competitive grants.
- Demonstrated understanding of the nexus between teaching and learning, research and scholarship.
- Demonstrated excellent oral and written communication skills and interpersonal skills, including the demonstrated ability to establish effective relationships with staff, students and industry.
- Demonstrated experience and successful track record in supervision of honours and higher degree students (Desirable).
- Demonstrated capacity to contribute to leadership in curriculum reviews and internal and external accreditation activities. (Desirable)

Position Description – Associate Lecturer in Electrical and Electronic Engineering (Energy Grid Integration)

Updated 27 October 2025

POSITION DETAILS	
College	**College of Science and Engineering**
Organisational Unit	**Engineering & Design**
Supervisor	**Dean, People and Resources (or Delegate)**
Classification	**Academic Teaching & Research (Balanced) Level A**
Employment Type	**Continuing, full-time**

POSITION SUMMARY

The Associate Lecturer will be a key member of the electrical and electronic engineering academic staff in the College. Working under routine supervision, the Associate Lecturer will contribute to quality research and/or evaluation endeavours, as well as contribute to the planning and delivery of topics within the suite of undergraduate and/or postgraduate courses. This includes development of teaching materials, delivery of lectures/tutorials or other innovative teaching and learning strategies, examinations and placement education.

The incumbent may also be involved in teaching across other courses in the College or other Colleges, where appropriate. The incumbent will be required to contribute to strengthening existing partnerships or exploring new partnerships with external stakeholders that have the potential for providing improved teaching, learning and/or research outcomes for the University. All of these contributions will be under the guidance of an experienced member of academic staff. The incumbent will prioritise, coordinate, monitor workflow and provide informal day-to-day feedback to research support staff and casual academic teaching staff according to the University's policies, practices and standards.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

THE 2025 AGENDA

KEY POSITION RESPONSIBILITIES

The Associate Lecturer in Electrical and Electronic Engineering (Energy Grid Integration) is accountable for:

- Contributing to the delivery and evaluation of lectures, tutorials, laboratory-based material or other teaching strategies, including placement education and topics, primarily within the suite of undergraduate and/or postgraduate courses.
- Under direction undertaking or contributing to topic coordination.
- Engaging in inspiring and innovative teaching informed by approaches that enhance the student experience.
- Supporting students with academic and/or other challenges impeding their academic progress.
- Contributing to ethical, high quality and innovative research and evaluation through activities such as scholarship, quality publication, external grant acquisition and presentations that aligns with the College areas of research strength and focus.
- Contributing to the supervision of student research programs, where appropriate.
- Participating in College internal and external quality assurance and accreditation processes.
- Participating in high performing multi-disciplinary teams with an education and research focus and contributing to the development of a respectful, trusting and collaborative working environment.
- Establishing and maintaining strategic relationships and networks with a range of stakeholders including industry and professional associations and organisations.
- Contributing to the integration and management of aspects of the academic and administrative life of the College.
- Some out of hours work (including weekends) as well as rural SA, interstate and overseas travel, may be required.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

KEY POSITION CAPABILITIES

- As a minimum, satisfactory completion of 4 years of tertiary study or equivalent qualifications and experience in an area of electrical and electronic engineering.
- Demonstrated evidence of successful experience or capability teaching, training, mentoring or supervising students in order to maximise their learning.
- Demonstrated evidence of research and/or evaluation experience in an area of electrical and electronic engineering that is relevant to energy grid installation.
- Demonstrated understanding of the nexus between teaching and learning, research and scholarship.
- Demonstrated understanding of curriculum reviews and internal and external accreditation activities.
- Demonstrated excellent oral and written communication skills and interpersonal skills, including the ability to establish and maintain effective relationships with staff, students and industry.
- Demonstrated experience or capability to engage with e-learning platforms for teaching purposes.

Position Description – Lecturer in Electrical and Electronic Engineering (Energy Grid Integration)

Updated 27 October 2025

POSITION DETAILS	
College	**College of Science and Engineering**
Organisational Unit	**Engineering & Design**
Supervisor	**Dean, People and Resources (or Delegate)**
Classification	**Academic Teaching & Research (Balanced) Level B**
Employment Type	**Continuing, full-time**

POSITION SUMMARY

The Lecturer will, under routine to general supervision, produce quality research and deliver undergraduate and/or postgraduate teaching in electrical and electronic engineering but with a specific research focus on energy grid integration.

The teaching component includes the development of innovative teaching materials, multi-mode teaching delivery, including face to face and online, and other innovative and contemporary teaching and learning strategies, appropriate for the discipline.

The incumbent will make independent high-quality contributions to research and/or creative activity, through activities such as quality publications, external grant acquisition and research student supervision.

The incumbent will also contribute to strengthening existing partnerships or exploring new partnerships with external stakeholders that have potential for providing improved teaching, learning and/or research outcomes for the University.

The incumbent will prioritise, coordinate, monitor workflow and provide informal day-to-day feedback to research support staff and casual academic teaching staff according to the University's policies, practices and standards.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

KEY POSITION RESPONSIBILITIES

The Lecturer in Electrical and Electronic Engineering (Energy Grid Integration) is accountable for:

- Planning and delivering ethical, high quality and innovative research in electrical and electronic engineering for energy grid integration through activities such as quality publication, external grant acquisition, scholarship and presentation that aligns with the College's areas of research strength.
- Contributing to the organisation, planning, delivery and evaluation of teaching primarily within the engineering suite of undergraduate and/or postgraduate topics/courses but particularly in electrical and electronic engineering, through topic coordination, delivery of lectures, tutorials, laboratories, placements or other contemporary teaching strategies.
- Delivering inspiring and innovative teaching informed by approaches that enhance the student experience and support students with academic and/or other challenges impeding their academic progress.
- Focusing and contributing to supervision of research student programs.
- Actively participating in College internal and external quality assurance and accreditation processes.
- Actively participating in high performing multi-disciplinary teams with an education and research focus and contribute to the development of a respectful, trusting and collaborative working environment.
- Developing and maintaining strategic relationships and networks with a range of stakeholders including industry and professional associations and organisations.
- Actively contribute to the integration and management of aspects of the academic and administrative life of the College.
- Some out of hours work (including weekends) as well as rural SA, interstate and overseas travel, may be required.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

KEY POSITION CAPABILITIES

- Completion of a PhD, or equivalent qualification in an area of electrical and electronic engineering.
- Demonstrated evidence of, or capacity to, undertake high quality teaching in a tertiary environment with a focus on electrical and electronic engineering, including involvement in topic coordination and curriculum design.
- Demonstrated evidence of a strong research track record (for career stage) in an area of electrical and electronic engineering related to energy grid integration and that is aligned with the research strengths of the College including evidence of quality well cited publications and attraction of significant external competitive grants.
- Demonstrated understanding of the nexus between teaching and learning, research and scholarship.
- Demonstrated excellent oral and written communication skills and interpersonal skills, including the demonstrated ability to establish effective relationships with staff, students and industry.
- Demonstrated experience and successful track record in supervision of honours and higher degree students (Desirable).
- Demonstrated capacity to contribute to leadership in the area of curriculum reviews and internal and external accreditation activities. (Desirable)

Position Description – Associate Lecturer in Electrical and Electronic Engineering (Critical Technologies)

Updated 27 October 2025

POSITION DETAILS	
College	**College of Science and Engineering**
Organisational Unit	**Engineering & Design**
Supervisor	**Dean, People and Resources (or Delegate)**
Classification	**Academic Teaching & Research (Balanced) Level A**
Employment Type	**Continuing, full-time**

POSITION SUMMARY

The Associate Lecturer will be a key member of the Electrical and Electronic engineering academic staff in the College and will have a research interest in critical technologies in the national interest. Working under routine supervision, the Associate Lecturer will contribute to quality research and/or evaluation endeavours, as well as contribute to the planning and delivery of topics within the suite of undergraduate and/or postgraduate courses. This includes development of teaching materials, delivery of lectures/tutorials or other innovative teaching and learning strategies, examinations and placement education.

The incumbent may also be involved in teaching across other courses in the College or other Colleges, where appropriate. The incumbent will be required to contribute to strengthening existing partnerships or exploring new partnerships with external stakeholders that have the potential for providing improved teaching, learning and/or research outcomes for the University. All of these contributions will be under the guidance of an experienced member of academic staff. The incumbent will prioritise, coordinate, monitor workflow and provide informal day-to-day feedback to research support staff and casual academic teaching staff according to the University's policies, practices and standards.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

THE 2025 AGENDA

KEY POSITION RESPONSIBILITIES

The Associate Lecturer in Electrical and Electronic Engineering (Critical Technologies) is accountable for:

- Contributing to the delivery and evaluation of lectures, tutorials, laboratory-based material or other teaching strategies, including placement education and topics, primarily within the suite of undergraduate and/or postgraduate courses.
- Under direction undertaking or contributing to topic coordination.
- Engaging in inspiring and innovative teaching informed by approaches that enhance the student experience.
- Supporting students with academic and/or other challenges impeding their academic progress.
- Contributing to ethical, high quality and innovative research and evaluation through activities such as scholarship, quality publication, external grant acquisition and presentations that aligns with the College areas of research strength and focus.
- Contributing to the supervision of student research programs, where appropriate.
- Participating in College internal and external quality assurance and accreditation processes.
- Participating in high performing multi-disciplinary teams with an education and research focus and contributing to the development of a respectful, trusting and collaborative working environment.
- Establishing and maintaining strategic relationships and networks with a range of stakeholders including industry and professional associations and organisations.
- Contributing to the integration and management of aspects of the academic and administrative life of the College.
- Some out of hours work (including weekends) as well as rural SA, interstate and overseas travel, may be required.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

This position may require the successful applicant to hold (or be eligible to obtain) an NV1 (Negative Vetting Level 1) Security Clearance.

KEY POSITION CAPABILITIES

- As a minimum, satisfactory completion of 4 years of tertiary study or equivalent qualifications and experience in an area of electrical and electronic engineering.
- Demonstrated evidence of successful experience or capability teaching, training, mentoring or supervising students in order to maximise their learning.
- Demonstrated evidence of research and/or evaluation experience in an area of electrical and electronic engineering that is strategically aligned with the existing critical technologies in the national interest (including defence technology) related research strengths in the College.
- Ability and willingness to obtain and maintain Australian Government security clearance at the NV1 level or higher.
- Demonstrated understanding of the nexus between teaching and learning, research and scholarship.
- Demonstrated understanding of curriculum reviews and internal and external accreditation activities.
- Demonstrated excellent oral and written communication skills and interpersonal skills, including the ability to establish and maintain effective relationships with staff, students and industry.
- Demonstrated experience or capability to engage with e-learning platforms for teaching purposes.

Position Description – Lecturer in Electrical and Electronic Engineering (Critical Technologies)

Updated 27 October 2025

POSITION DETAILS	
College	**College of Science and Engineering**
Organisational Unit	**Engineering & Design**
Supervisor	**Dean, People and Resources (or Delegate)**
Classification	**Academic Teaching & Research (Balanced) Level B**
Employment Type	**Continuing, full-time**

POSITION SUMMARY

The Lecturer will, under routine to general supervision, produce quality research and deliver undergraduate and/or postgraduate teaching broadly in Electrical and Electronic engineering but with a specific focus on areas of engineering that are relevant to critical technologies in the national interest.

The teaching component includes the development of innovative teaching materials, multi-mode teaching delivery, including face to face and online, and other innovative and contemporary teaching and learning strategies, appropriate for the discipline.

The incumbent will make independent high-quality contributions to research and/or creative activity, through activities such as quality publications, external grant acquisition and research student supervision.

The incumbent will also contribute to strengthening existing partnerships or exploring new partnerships with external stakeholders that have potential for providing improved teaching, learning and/or research outcomes for the University.

The incumbent will prioritise, coordinate, monitor workflow and provide informal day-to-day feedback to research support staff and casual academic teaching staff according to the University's policies, practices and standards.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

THE 2025 AGENDA

KEY POSITION RESPONSIBILITIES

The Lecturer in Electrical and Electronic Engineering (Critical Technologies) is accountable for:

- Planning and delivering ethical, high quality and innovative research in electrical and electronic engineering for critical technologies in the national interest through activities such as quality publication, external grant acquisition, scholarship and presentation that aligns with the College's areas of research strength.
- Contributing to the organisation, planning, delivery and evaluation of teaching primarily within the electrical and electronic engineering suite of undergraduate and/or postgraduate topics/courses but particularly in areas relevant to critical technologies, through topic coordination, delivery of lectures, tutorials, laboratories, placements or other contemporary teaching strategies.
- Delivering inspiring and innovative teaching informed by approaches that enhance the student experience and support students with academic and/or other challenges impeding their academic progress.
- Focusing and contributing to supervision of research student programs.
- Actively participating in College internal and external quality assurance and accreditation processes.
- Actively participating in high performing multi-disciplinary teams with an education and research focus and contribute to the development of a respectful, trusting and collaborative working environment.
- Developing and maintaining strategic relationships and networks with a range of stakeholders including industry and professional associations and organisations.
- Actively contribute to the integration and management of aspects of the academic and administrative life of the College.
- Some out of hours work (including weekends) as well as rural SA, interstate and overseas travel, may be required.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

This position may require the successful applicant to hold (or be eligible to obtain) an NV1 (Negative Vetting Level 1) Security Clearance.

KEY POSITION CAPABILITIES

- Completion of a PhD, or equivalent qualification in an area of electrical and electronic engineering.
- Demonstrated evidence of, or capacity to, undertake high quality teaching in a tertiary environment across a range of engineering areas relevant to critical technologies, including involvement in topic coordination and curriculum design.
- Demonstrated evidence of a strong research track record (for career stage) in an area of engineering related to critical technologies in the national interest (including defence technologies) that is aligned with research strengths in the College including evidence of quality well cited publications and attraction of significant external competitive grants.
- Ability and willingness to obtain and maintain Australian Government security clearance at the NV1 level or higher.
- Demonstrated understanding of the nexus between teaching and learning, research and scholarship.
- Demonstrated excellent oral and written communication skills and interpersonal skills, including the demonstrated ability to establish effective relationships with staff, students and industry.
- Demonstrated experience and successful track record in supervision of honours and higher degree students (Desirable).
- Demonstrated capacity to contribute to leadership in the area of curriculum reviews and internal and external accreditation activities. (Desirable)

Position Description – Professor in Engineering

Updated 27 October 2025

POSITION DETAILS	
College	**College of Science and Engineering**
Organisational Unit	**Engineering & Design**
Supervisor	**Dean, People and Resources (or Delegate)**
Classification	**Teaching Specialist (Academic) Level E**
Employment Type	**Continuing, full-time**

POSITION SUMMARY

This Teaching Specialist (Academic) position, with its primary focus on teaching and teaching-related activities and has an important role to play in the University's achievement of its strategic plan, Making a Difference: The 2025 Agenda.

The University is committed to a student-centred ethos and to developing creative, enterprising, career-ready graduates prepared to become lifelong contributors to society. In accordance with the strategic plan, the University seeks to:

- deliver a richly interactive and personalised approach to learning focussed on student success;
- be an international leader in educational innovation, advanced learning technologies and learning analytics; and
- develop enterprising graduates equipped with the skills required for success in the knowledge economy.

The Professor will provide sustained strategic leadership and direction in delivering excellence in teaching and learning across the suite of engineering topics and courses. The Professor will foster a culture of innovation and creative solutions through original and distinguished contributions to scholarship and teaching excellence which is recognised internationally. The Professor will also make a significant contribution to leadership and managerial activities of the College and/or University and be recognised for their contribution to the profession at the local, national and international level.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

KEY POSITION RESPONSIBILITIES

This position is predominantly concerned with providing leadership and direction related to teaching and teaching-related duties involving the creation, delivery and continuous quality improvement of university-level education. It includes (but is not limited to): direct teaching informed by approaches that enhance the student experience; educational leadership; curriculum design and review; delivery innovation; advancements in education technologies; and leadership in ensuring internal and external compliance and accreditation of courses. The position is also expected to make a leadership contribution to high-quality university, professional and community service, which may extend from the local level to national or international. The position does not include making a research contribution. The position may include fixed-term appointment to the roles of Head of Engineering (accreditation), Dean of Education (CSE) and Teaching Program Director (Engineering).

Teaching:

- Direct strategic innovations in the review, renewal, development and design of curricula and courses that are attractive to existing and new cohorts of students and that nurture creativity and critical-thinking skills.
- Create, coordinate and conduct inspiring teaching informed by approaches that enhance the student experience, with a focus on engineering topics, across all levels and modes of the College.
- Influence strategy for the planning and evaluation of these topics, undertaking the roles of Topic Coordinator and Couse Coordinator or other strategic roles as required.
- Provide support, academic counselling and professional advice to students concerning their studies, professional development and career opportunities.
- Make effective use of innovations and technologies in teaching practice.
- Provide educational leadership and dissemination of best practice, ensuring awareness and utilisation of contemporary education principles.
- Engage in coaching, mentoring, supervising student projects; research higher degree supervision as an Adjunct Supervisor.

University, Professional and Service:

- Undertake leadership and managerial level administrative activities as determined by the Dean, People and Resources.
- Undertake a leadership and managerial role to mentor and foster excellence amongst colleagues and involve industry mentors in academic and professional development activities.
- Provide strategic advice and a leadership contribution towards activities relating to internal and external compliance and professional accreditation of courses.
- Maintain professional knowledge relevant to teaching within their discipline through scholarship and professional development.
- Engage and provide significant leadership in activities within a relevant external professional domain such as professional associations, conferences and workshops, and within a wider community context at local, national or international level.
- Provide leadership in, coordination of, development of and/or leading international activities including student mobility programs, internationalisation of curricula and ensuring the relevance of curricula to international students or that enhance intercultural skills development in students.
- Provide high quality contribution to community service on behalf of the College and University.
- Undertake activities that promote the development of productive partnerships to provide opportunities for students and promote graduate employability.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

Flinders University

KEY POSITION CAPABILITIES

- Completion of a PhD and/or qualifications in an area of engineering relevant to the education programs in the College.
- Evidence of a strong understanding and application of pedagogical theory and contemporary educational practice relevant to the discipline.
- Significant and sustained evidence of excellence in teaching performance at a tertiary level, inclusive of the relevant professional setting with evidence of a distinguished personal contribution.
- Significant and sustained evidence of leadership in the successful development, delivery and evaluation of learning and teaching innovations across disciplines, both in the classroom and in the professional education setting.
- Demonstrated evidence of sustained capability of providing a distinguished contribution to scholarship in teaching through participation in teaching and learning strategies and in professional development in higher education teaching.
- Evidence of management of a teaching program including ability to lead a team of academics and mentor such individuals in the delivery of innovation and excellence in teaching.
- Significant leadership of academic quality at course/program level.
- Evidence of successful use of e-learning technologies.
- A demonstrated track record of establishing effective teaching collaborations with cross-University or external partners.
- Demonstrated excellent interpersonal, collaborative and communication skills, including the ability to establish and maintain effective relationships with staff, students and industry.
- Leadership of international teaching delivery or collaboration (Desirable).

Position Description – Lecturer in Engineering (Engineering Practice)

Updated 27 October 2025

POSITION DETAILS	
College	**College of Science and Engineering**
Organisational Unit	**Engineering & Design**
Supervisor	**Dean, People and Resources (or Delegate)**
Classification	**Teaching Specialist (Academic) Level B**
Employment Type	**Continuing, full-time**

POSITION SUMMARY

This Teaching Specialist (Academic) position, with its primary focus on teaching and teaching-related activities and has an important role to play in the University's achievement of its strategic plan, Making a Difference: The 2025 Agenda.

The University is committed to a student-centred ethos and to developing creative, enterprising, career-ready graduates prepared to become lifelong contributors to society. In accordance with the strategic plan, the University seeks to:

- deliver a richly interactive and personalised approach to learning focussed on student success;
- be an international leader in educational innovation, advanced learning technologies and learning analytics; and
- develop enterprising graduates equipped with the skills required for success in the knowledge economy.

The Lecturer in Engineering (Engineering Practice) will contribute to excellence in teaching and learning across the suite of Engineering topics, but with a focus on areas of commonality such as professional skills, organization of student placements and the management of course work projects. The Lecturer in Engineering (Engineering Practice) will be responsible for making an independent contribution to teaching and the scholarship of teaching using innovations in teaching practices and technologies to deliver excellence in teaching.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

KEY POSITION RESPONSIBILITIES

This position is predominantly concerned with teaching and teaching-related duties involving the creation, delivery and continuous quality improvement of university-level education. It includes (but is not limited to): direct teaching informed by approaches that enhance the student experience; curriculum design and review; delivery innovation; advancements in education technologies; and making an independent contribution to maintaining internal and external compliance and accreditation of courses. The position is also expected to make an independent contribution to high-quality university, professional and community service. The position does not include making a research contribution.

Teaching:

- Create, coordinate and conduct inspiring teaching informed by approaches that enhance the student experience, with a focus on topics that are common to the different engineering streams such as professional skills, organization of student placements and the coordination of course work research project topics, across all locations.
- Contribute to the planning and evaluation of these topics, undertaking the role of Topic Coordinator as required.
- Make an independent contribution to the review, renewal, development and design of curricula and courses that are attractive to existing and new cohorts of students and that nurture creativity and critical-thinking skills.
- Provide support, academic counselling and professional advice to students concerning their studies, professional development and career opportunities.
- Make effective use of innovations and technologies in teaching practice.

University, Professional and Service:

- Participate in the College's administrative activities such as membership of committees and working groups and attendance at College meetings.
- Maintain professional knowledge relevant to teaching within their discipline through scholarship and professional development.
- Engage in activities within a relevant external professional domain such as professional associations, conferences and workshops, and within a wider community context at local, national or international level.
- Provide high quality contribution to community service on behalf of the College and University.
- Undertake activities that promote the development of productive partnerships to provide opportunities for students and promote graduate employability.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

KEY POSITION CAPABILITIES

- Completion of a PhD or EdD, or equivalent qualification in an area of engineering relevant to the education programs of the College.
- Demonstrated ability to deliver a wide range of engineering topics, especially those that are common to the different engineering streams including but not limited to those related to professional skills, organizing and overseeing student work placements, and coordinating coursework student research project topics.
- Experience of significant teaching and learning experience and excellence at a tertiary level.
- Evidence of use of learning and teaching approaches which enhance student success.
- Evidence of successful and independent innovation in learning and teaching delivery or design, including use of e-learning technologies.
- Evidence of professional development of teaching including peer or supervisor reviews of teaching and/or external accreditation processes.
- Demonstrated contribution to academic quality assurance processes, such as topic or course reviews.
- Demonstrated understanding of the nexus between teaching and learning, research and scholarship.

- Experience in coordinating and/or leading the teaching activities of other staff.
- Evidence of student-centred approach.
- Good understanding of appropriate assessment techniques – including feedback.
- Demonstrated experience or capability to engage with students (and deliver teaching modules) via online learning platforms.
- Demonstrated excellent oral and written communication skills and interpersonal skills, including the demonstrated ability to establish effective relationships with staff, students and industry.
- Experience with engagement within a relevant external professional domain and within a wider community context at local, national or international level which could include working parties, committees, professional associations and conferenced workshops.
- Tertiary qualifications in Education (Desirable).

Position Description – Senior Lecturer in Engineering (Engineering Practice)

Updated 27 October 2025

POSITION DETAILS	
College	**College of Science and Engineering**
Organisational Unit	**Engineering & Design**
Supervisor	**Dean, People and Resources (or Delegate)**
Classification	**Teaching Specialist (Academic) Level C**
Employment Type	**Continuing, full-time**

POSITION SUMMARY

This Teaching Specialist (Academic) position, with its primary focus on teaching and teaching-related activities and has an important role to play in the University's achievement of its strategic plan, Making a Difference: The 2025 Agenda.

The University is committed to a student-centred ethos and to developing creative, enterprising, career-ready graduates prepared to become lifelong contributors to society. In accordance with the strategic plan, the University seeks to:

- deliver a richly interactive and personalised approach to learning focussed on student success;
- be an international leader in educational innovation, advanced learning technologies and learning analytics; and
- develop enterprising graduates equipped with the skills required for success in the knowledge economy.

The Senior Lecturer (Engineering Practice) will provide leadership in delivering excellence in teaching and learning across the suite of engineering topics but with a focus on areas of commonality such as professional skills, organization of student placements and the management of course work projects. The Senior Lecturer will be responsible for making a significant and wide-ranging contribution to leadership in teaching and scholarship of teaching using innovations in teaching practices and technologies to deliver excellence in teaching. The Senior Lecturer will also have a key leadership role in service to the College and/or University.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

KEY POSITION RESPONSIBILITIES

This position is predominantly concerned with providing leadership and direction related to teaching and teaching-related duties involving the creation, delivery and continuous quality improvement of university-level education. It includes (but is not limited to): direct teaching informed by approaches that enhance the student experience; educational leadership; curriculum design and review; delivery innovation; advancements in education technologies; and leadership in ensuring internal and external compliance and accreditation of courses. The position is also expected to make a leadership contribution to high-quality university, professional and community service, which may extend from the local level to national or international. The position does not include making a research contribution.

Teaching:

- Create, coordinate and conduct inspiring teaching informed by approaches that enhance the student experience, with a focus on topics that are common to the different engineering streams such as professional skills, organization of student placements and the coordination of course work research project topics, across all locations.
- Contribute to the planning and evaluation of these topics, undertaking the roles of Topic Coordinator and Couse Coordinator as required.
- Play a lead role in the review, renewal, development and design of curricula and courses that are attractive to existing and new cohorts of students and that nurture creativity and critical-thinking skills.
- Provide support, academic counselling and professional advice to students concerning their studies, professional development and career opportunities.
- Make effective use of innovations and technologies in teaching practice.
- Provide educational leadership and dissemination of best practice, ensuring awareness and utilisation of contemporary education principles.
- Engage in coaching, mentoring, supervising student projects; research higher degree supervision as an Adjunct Supervisor.

University, Professional and Service:

- Contribute at a significant level in the College's administrative activities such as leadership on committees and working groups and attendance at and/or coordination of College meetings.
- Significant involvement in and/or leading activities relating to internal and external compliance and professional accreditation of courses.
- Maintain professional knowledge relevant to teaching within their discipline through scholarship and professional development.
- Engage in activities within a relevant external professional domain such as professional associations, conferences and workshops, and within a wider community context at local, national or international level.
- Provide leadership in, coordination of, development of and/or leading international activities including student mobility programs, internationalisation of curricula and ensuring the relevance of curricula to international students or that enhance intercultural skills development in students.
- Provide high quality contribution to community service on behalf of the College and University.
- Undertake activities that promote the development of productive partnerships to provide opportunities for students and promote graduate employability.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

KEY POSITION CAPABILITIES

- Completion of a PhD, or EdD, or equivalent qualification in an area of engineering relevant to the education programs of the College.
- Experience in the successful development and delivery both in person and online to high standards a range of engineering topics especially those that are common to the different engineering streams including but

not limited to those related to professional skills, organizing and overseeing student work placements, and coordination coursework student research project topics.

- Evidence of application of pedagogical theory and contemporary educational practice relevant to the discipline.
- Evidence of sustained use of learning and teaching approaches which enhance student success.
- Experience of significant and sustained relevant teaching and learning experience at a tertiary level.
- Evidence of significant and sustained excellence in teaching performance at a tertiary level.
- Evidence of successful and sustained topic and/or course coordination.
- Evidence of significant and independent innovation in learning and teaching delivery or design.
- Demonstrated capacity for successful leadership of teaching teams at course and/or the program level.
- Evidence of scholarship of teaching and of professional development in higher education teaching.
- Demonstrated strong understanding of the nexus between teaching and learning, research and scholarship.
- Capacity to develop programs for international off-shore delivery independently or in collaboration with external partners.
- Demonstrated experience and innovation using online learning platforms for teaching purposes.
- Development of teaching materials to be used by others
- Demonstrated excellent oral and written communication skills and interpersonal skills, including the demonstrated ability to establish effective relationships with staff, students and industry nationally and/or internationally.
- Has provided leadership to professional activities within a relevant external professional domain and within a wider community context at local, national or international level which could include topic/course coordinator, major award programs, leadership in quality assurance processes and relationship building with external parties including consultancy work and conferences.
- Tertiary qualifications in Education (Desirable).

Position Description – Senior Lecturer in Civil Engineering (Sustainable Construction)

Updated 27 October 2025

POSITION DETAILS	
College	**College of Science and Engineering**
Organisational Unit	**Engineering & Design**
Supervisor	**Dean, People and Resources (or Delegate)**
Classification	**Teaching Specialist (Academic) Level C**
Employment Type	**Continuing, full-time**

POSITION SUMMARY

This Teaching Specialist (Academic) position, with its primary focus on teaching and teaching-related activities and has an important role to play in the University's achievement of its strategic plan, Making a Difference: The 2025 Agenda.

The University is committed to a student-centred ethos and to developing creative, enterprising, career-ready graduates prepared to become lifelong contributors to society. In accordance with the strategic plan, the University seeks to:

- deliver a richly interactive and personalised approach to learning focussed on student success;
- be an international leader in educational innovation, advanced learning technologies and learning analytics; and
- develop enterprising graduates equipped with the skills required for success in the knowledge economy.

The Senior Lecturer will provide leadership in delivering excellence in teaching and learning across the suite of engineering topics and courses but with a particular focus on sustainable construction and structural engineering. The Senior Lecturer will be responsible for making a significant and wide-ranging contribution to leadership in teaching and scholarship of teaching using innovations in teaching practices and technologies to deliver excellence in teaching. The Senior Lecturer will also have a key leadership role in service to the College and/or University.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

KEY POSITION RESPONSIBILITIES

This position is predominantly concerned with providing leadership and direction related to teaching and teaching-related duties involving the creation, delivery and continuous quality improvement of university-level education. It includes (but is not limited to): direct teaching informed by approaches that enhance the student experience; educational leadership; curriculum design and review; delivery innovation; advancements in education technologies; and leadership in ensuring internal and external compliance and accreditation of courses. The position is also expected to make a leadership contribution to high-quality university, professional and community service, which may extend from the local level to national or international. The position does not include making a research contribution.

Teaching:

- Create, coordinate and conduct inspiring teaching informed by approaches that enhance the student experience, with a focus on civil and structural engineering topics, across all levels and modes of the College.
- Contribute to the planning and evaluation of these topics, undertaking the roles of Topic Coordinator and Couse Coordinator as required.
- Play a lead role in the review, renewal, development and design of curricula and courses that are attractive to existing and new cohorts of students and that nurture creativity and critical-thinking skills.
- Provide support, academic counselling and professional advice to students concerning their studies, professional development and career opportunities.
- Make effective use of innovations and technologies in teaching practice.
- Provide educational leadership and dissemination of best practice, ensuring awareness and utilisation of contemporary education principles.
- Engage in coaching, mentoring, supervising student projects; research higher degree supervision as an Adjunct Supervisor.

University, Professional and Service:

- Contribute at a significant level in the College's administrative activities such as leadership on committees and working groups and attendance at and/or coordination of College meetings.
- Significant involvement in and/or leading activities relating to internal and external compliance and professional accreditation of courses.
- Maintain professional knowledge relevant to teaching within their discipline through scholarship and professional development.
- Engage in activities within a relevant external professional domain such as professional associations, conferences and workshops, and within a wider community context at local, national or international level.
- Provide leadership in, coordination of, development of and/or leading international activities including student mobility programs, internationalisation of curricula and ensuring the relevance of curricula to international students or that enhance intercultural skills development in students.
- Provide high quality contribution to community service on behalf of the College and University.
- Undertake activities that promote the development of productive partnerships to provide opportunities for students and promote graduate employability.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

Flinders University

KEY POSITION CAPABILITIES

- Completion of a PhD, or EdD, or equivalent qualification in an area of civil engineering.
- Experience in the successful development and delivery both in person and online to high standards a range of engineering topics with particular focus on civil and structural engineering topics at all levels.
- Significant expertise in structural engineering and sustainable construction.
- Evidence of application of pedagogical theory and contemporary educational practice relevant to the discipline.
- Evidence of sustained use of learning and teaching approaches which enhance student success.
- Experience of significant and sustained relevant teaching and learning experience at a tertiary level.
- Evidence of significant and sustained excellence in teaching performance at a tertiary level.
- Evidence of successful and sustained topic and/or course coordination.
- Evidence of significant and independent innovation in learning and teaching delivery or design.
- Demonstrated capacity for successful leadership of teaching teams at course and/or the program level.
- Evidence of scholarship of teaching and of professional development in higher education teaching.
- Demonstrated strong understanding of the nexus between teaching and learning, research and scholarship.
- Capacity to develop programs for international off-shore delivery independently or in collaboration with external partners.
- Demonstrated experience and innovation using online learning platforms for teaching purposes.
- Development of teaching materials to be used by others
- Demonstrated excellent oral and written communication skills and interpersonal skills, including the demonstrated ability to establish effective relationships with staff, students and industry nationally and/or internationally.
- Has provided leadership to professional activities within a relevant external professional domain and within a wider community context at local, national or international level which could include topic/course coordinator, major award programs, leadership in quality assurance processes and relationship building with external parties including consultancy work and conferences.
- Tertiary qualifications in Education (Desirable).

Position Description – Lecturer in Civil Engineering (Transport & Infrastructure)

Updated 27 October 2025

POSITION DETAILS	
College	**College of Science and Engineering**
Organisational Unit	**Engineering & Design**
Supervisor	**Dean, People and Resources (or Delegate)**
Classification	**Teaching Specialist (Academic) Level B**
Employment Type	**Continuing, full-time**

POSITION SUMMARY

This Teaching Specialist (Academic) position, with its primary focus on teaching and teaching-related activities and has an important role to play in the University's achievement of its strategic plan, Making a Difference: The 2025 Agenda.

The University is committed to a student-centred ethos and to developing creative, enterprising, career-ready graduates prepared to become lifelong contributors to society. In accordance with the strategic plan, the University seeks to:

- deliver a richly interactive and personalised approach to learning focussed on student success;
- be an international leader in educational innovation, advanced learning technologies and learning analytics; and
- develop enterprising graduates equipped with the skills required for success in the knowledge economy.

The Lecturer in Civil Engineering (Transport & Infrastructure) will contribute to excellence in teaching and learning across the suite of engineering topics but with a focus on civil engineering and particularly the area of transport and its associated infrastructure. The Lecturer will be responsible for making an independent contribution to teaching and the scholarship of teaching using innovations in teaching practices and technologies to deliver excellence in teaching.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

KEY POSITION RESPONSIBILITIES

This position is predominantly concerned with teaching and teaching-related duties involving the creation, delivery and continuous quality improvement of university-level education. It includes (but is not limited to): direct teaching informed by approaches that enhance the student experience; curriculum design and review; delivery innovation; advancements in education technologies; and making an independent contribution to maintaining internal and external compliance and accreditation of courses. The position is also expected to make an independent contribution to high-quality university, professional and community service. The position does not include making a research contribution.

Teaching:

- Create, coordinate and conduct inspiring teaching informed by approaches that enhance the student experience, with a focus on civil engineering topics particularly in the area of transport and its associated infrastructure, across all levels and modes of delivery
- Contribute to the planning and evaluation of these topics, undertaking the role of Topic Coordinator as required.
- Make an independent contribution to the review, renewal, development and design of curricula and courses that are attractive to existing and new cohorts of students and that nurture creativity and critical-thinking skills.
- Provide support, academic counselling and professional advice to students concerning their studies, professional development and career opportunities.
- Make effective use of innovations and technologies in teaching practice.

University, Professional and Service:

- Participate in the College's administrative activities such as membership of committees and working groups and attendance at College meetings.
- Maintain professional knowledge relevant to teaching within their discipline through scholarship and professional development.
- Engage in activities within a relevant external professional domain such as professional associations, conferences and workshops, and within a wider community context at local, national or international level.
- Provide high quality contribution to community service on behalf of the College and University.
- Undertake activities that promote the development of productive partnerships to provide opportunities for students and promote graduate employability.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

KEY POSITION CAPABILITIES

- Completion of a PhD or EdD, or equivalent qualification in civil engineering or a closely related area.
- Experience of significant teaching and learning experience and excellence at a tertiary level.
- Demonstrated ability to develop and deliver both in person and online to high standards a range of engineering topics.
- Significant expertise in the civil engineering and specifically in the area of transport and its associated infrastructure.
- Evidence of use of learning and teaching approaches which enhance student success.
- Evidence of successful and independent innovation in learning and teaching delivery or design, including use of e-learning technologies.
- Evidence of professional development of teaching including peer or supervisor reviews of teaching and/or external accreditation processes.
- Demonstrated contribution to academic quality assurance processes, such as topic or course reviews.

- Demonstrated understanding of the nexus between teaching and learning, research and scholarship.
- Experience in coordinating and/or leading the teaching activities of other staff.
- Evidence of student-centred approach.
- Good understanding of appropriate assessment techniques – including feedback.
- Demonstrated experience or capability to engage with students (and deliver teaching modules) via online learning platforms.
- Demonstrated excellent oral and written communication skills and interpersonal skills, including the demonstrated ability to establish effective relationships with staff, students and industry.
- Experience with engagement within a relevant external professional domain and within a wider community context at local, national or international level which could include working parties, committees, professional associations and conferenced workshops.
- Tertiary qualifications in Education (Desirable).

Position Description – Senior Lecturer in Nuclear Engineering

Updated 27 October 2025

POSITION DETAILS	
College	**College of Science and Engineering**
Organisational Unit	**Engineering & Design**
Supervisor	**Dean, People and Resources (or Delegate)**
Classification	**Academic Teaching & Research (Balanced) Level C**
Employment Type	**Continuing, full-time**

POSITION SUMMARY

The Senior Lecturer will be a key member of the academic staff in the area of nuclear engineering in the College. In addition to contributing to quality research endeavours, the incumbent will, under general supervision, provide leadership and contribute to the planning and delivery of topics, including development of teaching materials, delivery of lectures/tutorials or other innovative teaching and learning strategies, examinations and may be involved in placement education.

The incumbent may also be involved in teaching across other courses in the College or other Colleges, where appropriate.

The incumbent will be involved in strengthening existing partnerships or exploring new partnerships with external stakeholders that have potential for providing improved teaching, learning and/or research outcomes for the University. The incumbent will prioritise, coordinate, monitor workflow and provide informal day-to-day feedback to research support staff and casual academic teaching staff according to the University's policies, practices and standards.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

KEY POSITION RESPONSIBILITIES

The Senior Lecturer in Nuclear Engineering is accountable for:

- Undertaking a lead role in the planning, delivery and evaluation of lectures, tutorials, laboratory-based material, curriculum development or other teaching strategies, including placement education for topics, primarily within nuclear engineering and engineering physics.
- Undertaking topic coordination and course coordination.
- Making a significant contribution to ethical, high quality and innovative research through activities such as scholarship, quality publication, external grant acquisition, mentoring and developing early career researchers and presentation that aligns with the College areas of research strength and focus.
- Undertaking a lead role in inspiring and innovative teaching informed by approaches that enhance the student experience, such as e learning platforms.
- Supporting students with academic and/or other challenges impeding their academic progress.
- In a leadership capacity assisting in College internal and external quality assurance and accreditation processes.
- Actively supervising and mentoring students undertaking complex WIL, Honours and/or Research Higher Degree students.
- Leading, supervising and participating in high performing multi-disciplinary teams with an education and/or research focus and contributing to the development of a respectful, trusting and collaborative working environment.
- Building and maintaining strategic relationships and networks with a range of stakeholders including industry and professional associations and organisations, with an increasing national and/or international focus.
- Contributing at a leadership level to the integration and management of aspects of the academic and administrative life of the College.
- Some out of hours work (including weekends) as well as rural SA, interstate and overseas travel, may be required.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

This position may require the successful applicant to hold (or be eligible to obtain) an NV1 (Negative Vetting Level 1) Security Clearance.

KEY POSITION CAPABILITIES

- Completion of a PhD, or equivalent qualification in nuclear engineering and/or nuclear physics.
- Significant track record and demonstrated evidence of successful relevant teaching experience at tertiary level in nuclear engineering and engineering physics, including responsibility for topic coordination, course coordination and curriculum design.
- Demonstrated experience and successful track record in supervision of honours and higher degree students to successful completion.
- Demonstrated evidence of a strong research track record (for career stage) in an area aligned with research strengths in nuclear engineering and physics including evidence of sustained high-quality publications and attraction of external competitive grants.
- Demonstrated understanding of the nexus between teaching and learning, research and scholarship.
- Demonstrated experience providing leadership in the area of curriculum reviews and internal and external accreditation activities.
- Demonstrated excellent oral and written communication skills and interpersonal skills, including the demonstrated ability to establish effective relationships with staff, students and industry nationally and/or internationally.
- Demonstrated experience and innovation using e-learning platforms for teaching purposes.

Position Description – Associate Professor in Nuclear Engineering

Updated 27 October 2025

POSITION DETAILS	
College	**College of Science and Engineering**
Organisational Unit	**Engineering & Design**
Supervisor	**Dean, People and Resources (or Delegate)**
Classification	**Academic Teaching & Research (Balanced) Level D**
Employment Type	**Continuing, full-time**

POSITION SUMMARY

The Associate Professor will be a senior member of the academic staff in the area of nuclear engineering in the College. In addition to leading quality research endeavours, the incumbent will, under broad supervision, provide leadership in the planning and delivery of topics within the suite of programs, including development of teaching materials, delivery of lectures/tutorials or other innovative teaching and learning strategies, examinations and may be involved in placement education.

The incumbent may also be involved in teaching across other courses in the College or other Colleges, where appropriate.

The incumbent will be required to provide leadership in strengthening existing partnerships or exploring new partnerships with external stakeholders that have potential for providing improved teaching, learning and/or research outcomes for the University.

The incumbent will be involved in leading high-quality research, including attracting competitive research grants and other sources of funding, publishing manuscripts in high impact journals, mentoring of early-career researchers and supervision of research higher degree students.

The incumbent will prioritise, coordinate, monitor workflow and provide informal day-to-day feedback to research support staff and casual academic teaching staff according to the University's policies, practices and standards.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

KEY POSITION RESPONSIBILITIES

The Associate Professor in Nuclear Engineering is accountable for:

- Providing sustained leadership in teaching programs, primarily within nuclear engineering and engineering physics.
- Making an outstanding high quality personal contribution to research and community service through original and innovative contributions, obtaining competitive research grants from outside the University and sustained publications within high quality publications.
- Playing a significant leadership role in the College/University and make a significant contribution to leadership at the national and/or international level within nuclear engineering.
- Provide leadership in inspiring and innovative teaching informed by approaches that enhance the student experience.
- Undertake active leadership in ethical, high quality and innovative research through activities such as scholarship, quality publication, external grant acquisition, mentoring and developing early career researchers, supervision of students undertaking complex WIL, Honours and/or Research Higher Degrees and deliver high quality presentations that aligns with the College areas of research strength and focus.
- Provide leadership in College internal and external quality assurance and accreditation processes.
- Leading, supervising and participate in high performing multi-disciplinary teams with an education and research focus and contribute to the development of a respectful, trusting and collaborative working environment.
- Developing, establishing and maintaining strategic relationships and networks with a range of stakeholders including industry and professional associations and organisations, nationally and/or internationally.
- Providing leadership to the integration and management of aspects of the academic and administrative life of the College.
- Some out of hours work (including weekends) as well as rural SA, interstate and overseas travel, may be required.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

This position may require the successful applicant to hold (or be eligible to obtain) an NV1 (Negative Vetting Level 1) Security Clearance.

KEY POSITION CAPABILITIES

- Completion of a PhD, or equivalent qualification in nuclear engineering and/or nuclear physics.
- Demonstrated evidence of a distinguished and active track record of teaching expertise in nuclear engineering and engineering physics at tertiary level, including a leadership role in national / international delivery and /or collaboration.
- Demonstrated evidence of innovation in teaching to support students in order to maximise their learning.
- Evidence of educational leadership relevant to teaching and learning in higher education and demonstrated experience leading innovation and inspiring excellence amongst colleagues.
- Significant experience in curriculum development and teaching methodology for topics and programs of study, including reviews and internal and external accreditation activities.
- Demonstrated experience with engaging and developing flexible methods to deliver teaching programs such as through e-learning platforms and other communications technologies
- An established international reputation in research in an area aligned with the College's research strengths evidenced by sustained high quality publications and attraction of several competitive external grants.
- Demonstrated excellence in the supervision of honours and research higher degree students.

- Demonstrated contribution to the discipline and/or profession within a relevant external professional domain and within a wider community context at local, national and international level.
- A demonstrated strong track record of establishing effective research collaborations with external national and international partners.
- Demonstrated excellent oral and written communication skills and interpersonal skills, including the demonstrated evidence of the ability to develop, establish and maintain effective relationships with staff, students and industry.

Position Description – Professor in Nuclear Engineering

Updated 27 October 2025

POSITION DETAILS	
College	**College of Science and Engineering**
Organisational Unit	**Engineering & Design**
Supervisor	**Dean, People and Resources (or Delegate)**
Classification	**Academic Teaching & Research (Balanced) Level E**
Employment Type	**Continuing, full-time**

POSITION SUMMARY

The Professor in Nuclear Engineering will, under broad supervision, provide academic leadership in research, teaching and community engagement in the discipline of nuclear engineering. The position will provide outstanding leadership in the study of nuclear engineering. The incumbent will have a track record of grants, either Category 1 or others.

They will be able and willing to take a strong leadership role with Early Career Researchers and Middle Career Researchers. The Professor will advance the College in its reputation as a centre of excellence in education and research, both nationally and internationally, and advance the development of the discipline of nuclear engineering.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

KEY POSITION RESPONSIBILITIES

The Professor in Nuclear Engineering is accountable for:

- Providing outstanding teaching using contemporary pedagogy, a range of delivery methods, and innovative delivery methods including in the areas of nuclear engineering and engineering physics.
- Publishing high-quality publications in nuclear engineering and associated areas recognised as such nationally and internationally.
- Gaining external competitive research grants and contributing to growth in Flinders' research income.

- Supervising to completion Flinders research students including doctoral students in nuclear engineering and grow the PhD cohort.
- Mentoring more junior academic colleagues in the College, especially academic staff in nuclear engineering, including co-publishing, co-supervision and co-submission of external competitive grants.
- Contributing to or leading research on designated College and/or University themes.
- Providing administrative leadership as required including the Engineering & Design Teaching Program or the Research Section of Engineered Systems.
- Contributing to administrative tasks as sought by the College leadership including play an active role in maintenance of academic standards and in the development of educational policy and curriculum within nuclear engineering.
- Providing leadership and expertise to foster collaborative links across the University, with industry/community and with other institutions as appropriate.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

This position may require the successful applicant to hold (or be eligible to obtain) an NV1 (Negative Vetting Level 1) Security Clearance.

KEY POSITION CAPABILITIES

- Completion of a PhD, or equivalent qualification in nuclear engineering and/or nuclear physics.
- Demonstrated evidence of a distinguished and active track record of teaching expertise in nuclear engineering and engineering physics at tertiary level, including a leadership role in international delivery and /or collaboration
- Demonstrated evidence of innovation in teaching to support students in order to maximise their learning.
- Evidence of significant educational leadership relevant to teaching and learning in higher education and demonstrated experience leading innovation and inspiring excellence amongst colleagues.
- Significant experience in curriculum development and teaching methodology for topics and programs of study, including reviews and internal and external accreditation activities.
- Demonstrated experience with engaging and developing flexible methods to deliver teaching programs such as through e-learning platforms and other communications technologies
- A distinguished international reputation in research in an area aligned with the College's research strengths evidenced by sustained high quality publications and attraction of several competitive external grants.
- Demonstrated excellence in the supervision of honours and research higher degree students.
- Significant contribution to the discipline and/or profession within a relevant external professional domain and within a wider community context at local, national and international level.
- A demonstrated strong track record of establishing effective research collaborations with external national and international partners.
- Demonstrated excellent oral and written communication skills and interpersonal skills, including the demonstrated evidence of the ability to develop, establish and maintain effective relationships with staff, students and industry.

Position Description – Senior Lecturer in Mechanical Engineering

Updated 27 October 2025

POSITION DETAILS	
College	**College of Science and Engineering**
Organisational Unit	**Engineering & Design**
Supervisor	**Dean, People and Resources (or Delegate)**
Classification	**Academic Teaching & Research (Balanced) Level C**
Employment Type	**Continuing, full-time**

POSITION SUMMARY

The Senior Lecturer will be a key member of the academic staff in the area of mechanical engineering in the College. In addition to contributing to quality research endeavours, the incumbent will, under general supervision, provide leadership and contribute to the planning and delivery of topics, including development of teaching materials, delivery of lectures/tutorials or other innovative teaching and learning strategies, examinations and may be involved in placement education.

The incumbent may also be involved in teaching across other courses in the College or other Colleges, where appropriate.

The incumbent will be involved in strengthening existing partnerships or exploring new partnerships with external stakeholders that have potential for providing improved teaching, learning and/or research outcomes for the University. The incumbent will prioritise, coordinate, monitor workflow and provide informal day-to-day feedback to research support staff and casual academic teaching staff according to the University's policies, practices and standards.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

KEY POSITION RESPONSIBILITIES

The Senior Lecturer in Mechanical Engineering is accountable for:

- Undertaking a lead role in the planning, delivery and evaluation of lectures, tutorials, laboratory-based material, curriculum development or other teaching strategies, including placement education for topics, primarily within mechanical engineering.
- Undertaking topic coordination and course coordination.
- Making a significant contribution to ethical, high quality and innovative research in mechanical engineering through activities such as scholarship, quality publication, external grant acquisition, mentoring and developing early career researchers and presentation that aligns with the College areas of research strength and focus.
- Undertaking a lead role in inspiring and innovative teaching informed by approaches that enhance the student experience, such as e learning platforms.
- Supporting students with academic and/or other challenges impeding their academic progress.
- In a leadership capacity assisting in College internal and external quality assurance and accreditation processes.
- Actively supervising and mentoring students undertaking complex WIL, Honours and/or Research Higher Degree students.
- Leading, supervising and participating in high performing multi-disciplinary teams with an education and/or research focus and contributing to the development of a respectful, trusting and collaborative working environment.
- Building and maintaining strategic relationships and networks with a range of stakeholders including industry and professional associations and organisations, with an increasing national and/or international focus.
- Contributing at a leadership level to the integration and management of aspects of the academic and administrative life of the College.
- Some out of hours work (including weekends) as well as rural SA, interstate and overseas travel, may be required.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

KEY POSITION CAPABILITIES

- Completion of a PhD, in mechanical engineering or equivalent qualification.
- Significant track record and demonstrated evidence of successful relevant teaching experience at tertiary level, including responsibility for topic coordination, course coordination and curriculum design.
- Demonstrated experience and successful track record in supervision of honours and higher degree students to successful completion.
- Demonstrated evidence of a strong research track record (for career stage) in an area aligned with research strengths in fluids and computation including evidence of sustained high-quality publications and attraction of external competitive grants.
- Demonstrated understanding of the nexus between teaching and learning, research and scholarship.
- Demonstrated experience providing leadership in the area of curriculum reviews and internal and external accreditation activities.
- Demonstrated excellent oral and written communication skills and interpersonal skills, including the demonstrated ability to establish effective relationships with staff, students and industry nationally and/or internationally.
- Demonstrated experience and innovation using e-learning platforms for teaching purposes.

Position Description – Associate Professor in Cetacean Ecology

Updated 23 October 2025

POSITION DETAILS	
College	**College of Science and Engineering**
Organisational Unit	**Natural Sciences**
Supervisor	**Dean, People and Resources (or Delegate)**
Classification	**Academic Teaching & Research (Balanced) Level D**
Employment Type	**Continuing, full-time**

POSITION SUMMARY

The Associate Professor will be a senior member of the animal behaviour and ecology academic staff with a specific focus on cetacean ecology. In addition to leading quality research endeavours, the incumbent will, under broad supervision, provide leadership in the planning and delivery of topics within the suite of programs, including development of teaching materials, delivery of lectures/tutorials or other innovative teaching and learning strategies, examinations and may be involved in placement education.

The incumbent may also be involved in teaching across other courses in the College or other Colleges, where appropriate.

The incumbent will be required to provide leadership in strengthening existing partnerships or exploring new partnerships with external stakeholders that have potential for providing improved teaching, learning and/or research outcomes for the University.

The incumbent will be involved in leading high-quality research, including attracting competitive research grants and other sources of funding, publishing manuscripts in high impact journals, mentoring of early-career researchers and supervision of research higher degree students.

The incumbent will prioritise, coordinate, monitor workflow and provide informal day-to-day feedback to research support staff and casual academic teaching staff according to the University's policies, practices and standards.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

KEY POSITION RESPONSIBILITIES

The Associate Professor in Cetacean Ecology is accountable for:

- Providing sustained leadership in teaching programs, broadly in animal behaviour and ecology with a specific focus on cetacean ecology.
- Making an outstanding high quality personal contribution to research and community service through original and innovative contributions, obtaining competitive research grants from outside the University and sustained publications within high quality publications.
- Playing a significant leadership role in the College/University and make a significant contribution to leadership at the national and/or international.
- Provide leadership in inspiring and innovative teaching informed by approaches that enhance the student experience.
- Undertake active leadership in ethical, high quality and innovative research through activities such as scholarship, quality publication, external grant acquisition, mentoring and developing early career researchers, supervision of students undertaking complex WIL, Honours and/or Research Higher Degrees and deliver high quality presentations that aligns with the College areas of research strength and focus.
- Provide leadership in College internal and external quality assurance and accreditation processes.
- Committed to working in South Australia on local challenges, delivering solutions through strong partnerships and alignment with government and industry priorities.
- Leading, supervising and participate in high performing multi-disciplinary teams with an education and research focus and contribute to the development of a respectful, trusting and collaborative working environment.
- Developing, establishing and maintaining strategic relationships and networks with a range of stakeholders including industry and professional associations and organisations, nationally and/or internationally.
- Providing leadership to the integration and management of aspects of the academic and administrative life of the College.
- Some out of hours work (including weekends) as well as rural SA, interstate and overseas travel, may be required.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

KEY POSITION CAPABILITIES

- Completion of a PhD, or equivalent qualification in an area natural science relevant to animal behaviour and ecology.
- Demonstrated evidence of a distinguished and active track record of teaching at tertiary level in the broad area of animal behaviour and ecology with specific expertise in cetacean ecology, including a leadership role in national / international delivery and /or collaboration
- Demonstrated evidence of innovation in teaching to support students in order to maximise their learning.
- Evidence of educational leadership relevant to teaching and learning in higher education and demonstrated experience leading innovation and inspiring excellence amongst colleagues.
- Significant experience in curriculum development and teaching methodology for topics and programs of study, including reviews and internal and external accreditation activities.
- Demonstrated experience with engaging and developing flexible methods to deliver teaching programs such as through e-learning platforms and other communications technologies
- An established international reputation in research in cetacean ecology evidenced by sustained high quality publications, invitations to deliver keynote address, and the attraction of several significant competitive external grants.
- Demonstrated excellence in the supervision of honours and research higher degree students.

- Demonstrated contribution to the discipline and/or profession within a relevant external professional domain and within a wider community context at local, national and international level.
- A demonstrated strong track record of establishing effective research collaborations with external national and international partners.
- Demonstrated excellent oral and written communication skills and interpersonal skills, including the demonstrated evidence of the ability to develop, establish and maintain effective relationships with staff, students and industry.

Position Description – Lecturer in Plant Ecology

Updated 23 October 2025

POSITION DETAILS	
College	**College of Science and Engineering**
Organisational Unit	**Natural Sciences**
Supervisor	**Dean, People and Resources (or Delegate)**
Classification	**Academic Teaching & Research (Balanced) Level B**
Employment Type	**Continuing, full-time**

POSITION SUMMARY

The Lecturer will, under routine to general supervision, produce quality research and deliver undergraduate and/or postgraduate teaching in natural science with a focus on plant ecology. The incumbent will have research alignment in an area of invasive species biology, native species ecology, plant ecological genomics or an area aligned to existing Flinders University strength.

The teaching component includes the development of innovative teaching materials, multi-mode teaching delivery, including face to face and online, and other innovative and contemporary teaching and learning strategies, appropriate for the discipline.

The incumbent will make independent high-quality contributions to research and/or creative activity, through activities such as quality publications, external grant acquisition and research student supervision.

The incumbent will also contribute to strengthening existing partnerships or exploring new partnerships with external stakeholders that have potential for providing improved teaching, learning and/or research outcomes for the University.

The incumbent will prioritise, coordinate, monitor workflow and provide informal day-to-day feedback to research support staff and casual academic teaching staff according to the University's policies, practices and standards.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

KEY POSITION RESPONSIBILITIES

The Lecturer in Plant Ecology is accountable for:

- Planning and delivering ethical, high quality and innovative research in plant ecology through activities such as quality publication, external grant acquisition, scholarship and presentation that aligns with the College's areas of research strength.
- Contributing to the organisation, planning, delivery and evaluation of teaching primarily within the natural science suite of undergraduate and/or postgraduate topics/courses with specific focus on plant ecology, through topic coordination, delivery of lectures, tutorials, laboratories, placements or other contemporary teaching strategies.
- Delivering inspiring and innovative teaching informed by approaches that enhance the student experience and support students with academic and/or other challenges impeding their academic progress.
- Focusing and contributing to supervision of research student programs.
- Actively participating in College internal and external quality assurance and accreditation processes.
- Actively participating in high performing multi-disciplinary teams with an education and research focus and contribute to the development of a respectful, trusting and collaborative working environment.
- Developing and maintaining strategic relationships and networks with a range of stakeholders including industry and professional associations and organisations.
- Actively contribute to the integration and management of aspects of the academic and administrative life of the College.
- Some out of hours work (including weekends) as well as rural SA, interstate and overseas travel, may be required.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

KEY POSITION CAPABILITIES

- Completion of a PhD, or equivalent qualification in plant ecology or related area.
- Research alignment in an area of invasive species biology, native species ecology, plant ecological genomics or an area aligned to existing Flinders University strength.
- Demonstrated evidence of, or capacity to, undertake high quality teaching in a tertiary environment broadly in natural sciences with a focus on plant ecology, including involvement in topic coordination and curriculum design.
- Demonstrated evidence of a strong research track record (for career stage) in an area of plant ecology that aligns with College research strengths evidenced by quality publications and the attraction of significant external competitive grants.
- Demonstrated understanding of the nexus between teaching and learning, research and scholarship.
- Demonstrated excellent oral and written communication skills and interpersonal skills, including the demonstrated ability to establish effective relationships with staff, students and industry.
- Demonstrated experience and successful track record in supervision of honours and higher degree students (Desirable).
- Demonstrated capacity to contribute to leadership in the area of curriculum reviews and internal and external accreditation activities. (Desirable)

Position Description – Senior Lecturer in Plant Ecology

Updated 23 October 2025

POSITION DETAILS	
College	**College of Science and Engineering**
Organisational Unit	**Natural Sciences**
Supervisor	**Dean, People and Resources (or Delegate)**
Classification	**Academic Teaching & Research (Balanced) Level C**
Employment Type	**Continuing, full-time**

POSITION SUMMARY

The Senior Lecturer will be a key member of the natural science academic staff with expertise in plant ecology. The incumbent will have research alignment in an area of invasive species biology, native species ecology, plant ecological genomics or an area aligned to existing Flinders University strength.

In addition to contributing to quality research endeavours, the incumbent will, under general supervision, provide leadership and contribute to the planning and delivery of topics, including development of teaching materials, delivery of lectures/tutorials or other innovative teaching and learning strategies, examinations and may be involved in placement education.

The incumbent may also be involved in teaching across other courses in the College or other Colleges, where appropriate.

The incumbent will be involved in strengthening existing partnerships or exploring new partnerships with external stakeholders that have potential for providing improved teaching, learning and/or research outcomes for the University. The incumbent will prioritise, coordinate, monitor workflow and provide informal day-to-day feedback to research support staff and casual academic teaching staff according to the University's policies, practices and standards.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

KEY POSITION RESPONSIBILITIES

The Senior Lecturer in Plant Ecology is accountable for:

- Undertaking a lead role in the planning, delivery and evaluation of lectures, tutorials, laboratory-based material, curriculum development or other teaching strategies, including placement education for topics broadly across natural science with a particular focus on plant ecology.
- Undertaking topic coordination and course coordination.
- Making a significant contribution to ethical, high quality and innovative research in plant ecology through activities such as scholarship, quality publication, external grant acquisition, mentoring and developing early career researchers and presentation that aligns with the College areas of research strength and focus.
- Undertaking a lead role in inspiring and innovative teaching informed by approaches that enhance the student experience, such as e learning platforms.
- Supporting students with academic and/or other challenges impeding their academic progress.
- In a leadership capacity assisting in College internal and external quality assurance and accreditation processes.
- Actively supervising and mentoring students undertaking complex WIL, Honours and/or Research Higher Degree students.
- Leading, supervising and participating in high performing multi-disciplinary teams with an education and/or research focus and contributing to the development of a respectful, trusting and collaborative working environment.
- Building and maintaining strategic relationships and networks with a range of stakeholders including industry and professional associations and organisations, with an increasing national and/or international focus.
- Contributing at a leadership level to the integration and management of aspects of the academic and administrative life of the College.
- Some out of hours work (including weekends) as well as rural SA, interstate and overseas travel, may be required.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

KEY POSITION CAPABILITIES

- Completion of a PhD, or equivalent qualification in plant ecology or related area.
- Research alignment in an area of invasive species biology, native species ecology, plant ecological genomics or an area aligned to existing Flinders University strength.
- Significant track record and demonstrated evidence of successful relevant teaching experience at tertiary level, including responsibility for topic coordination, course coordination and curriculum design.
- Demonstrated ability to develop and deliver a range of topics related plant ecology at an introductory and advanced level and to contribute broadly to other introductory natural science topics.
- Demonstrated experience and successful track record in supervision of honours and higher degree students to successful completion.
- Demonstrated evidence of a strong research track record (for career stage) in plant ecology that aligns with College research strengths and that is supported by evidence of sustained high-quality publications and attraction of significant external competitive grants.
- Demonstrated understanding of the nexus between teaching and learning, research and scholarship.

- Demonstrated experience providing leadership in the area of curriculum reviews and internal and external accreditation activities.
- Demonstrated excellent oral and written communication skills and interpersonal skills, including the demonstrated ability to establish effective relationships with staff, students and industry nationally and/or internationally.
- Demonstrated experience and innovation using e-learning platforms for teaching purposes.

Position Description – Associate Lecturer in Marine Restoration Ecology

Updated 27 October 2025

POSITION DETAILS	
College	**College of Science and Engineering**
Organisational Unit	**Natural Sciences**
Supervisor	**Dean, People and Resources (or Delegate)**
Classification	**Academic Teaching & Research (Balanced) Level A**
Employment Type	**Continuing, full-time**

POSITION SUMMARY

The Associate Lecturer will be a key member of the academic staff of the natural sciences with a focus on marine restoration ecology in the College. Working under routine supervision, the Associate Lecturer will contribute to quality research and/or evaluation endeavours, as well as contribute to the planning and delivery of topics within the suite of undergraduate and/or postgraduate courses. This includes development of teaching materials, delivery of lectures/tutorials or other innovative teaching and learning strategies, examinations and placement education.

The incumbent may also be involved in teaching across other courses in the College or other Colleges, where appropriate. The incumbent will be required to contribute to strengthening existing partnerships or exploring new partnerships with external stakeholders that have the potential for providing improved teaching, learning and/or research outcomes for the University. All of these contributions will be under the guidance of an experienced member of academic staff. The incumbent will prioritise, coordinate, monitor workflow and provide informal day-to-day feedback to research support staff and casual academic teaching staff according to the University's policies, practices and standards.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

KEY POSITION RESPONSIBILITIES

The Associate Lecturer in Marine Restoration Ecology is accountable for:

- Contributing to the delivery and evaluation of lectures, tutorials, laboratory-based material or other teaching strategies, including placement education and topics, primarily within the suite of undergraduate and/or postgraduate courses with a specific focus on marine restoration ecology and marine science.
- Under direction undertaking or contributing to topic coordination.
- Engaging in inspiring and innovative teaching informed by approaches that enhance the student experience.
- Supporting students with academic and/or other challenges impeding their academic progress.
- Contributing to ethical, high quality and innovative research and evaluation in marine restoration ecology through activities such as scholarship, quality publication, external grant acquisition and presentations that aligns with the College areas of research strength and focus.
- Contributing to the supervision of student research programs, where appropriate.
- Participating in College internal and external quality assurance and accreditation processes.
- Participating in high performing multi-disciplinary teams with an education and research focus and contributing to the development of a respectful, trusting and collaborative working environment.
- Establishing and maintaining strategic relationships and networks with a range of stakeholders including industry and professional associations and organisations.
- Contributing to the integration and management of aspects of the academic and administrative life of the College.
- Some out of hours work (including weekends) as well as rural SA, interstate and overseas travel, may be required.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

KEY POSITION CAPABILITIES

- As a minimum, satisfactory completion of 4 years of tertiary study or equivalent qualifications and experience in marine restoration ecology, marine science or related areas.
- Demonstrated evidence of successful experience or capability teaching, training, mentoring or supervising students in order to maximise their learning.
- Demonstrated evidence of research and/or evaluation experience within marine restoration ecology or a related discipline.
- Demonstrated understanding of the nexus between teaching and learning, research and scholarship.
- Demonstrated understanding of curriculum reviews and internal and external accreditation activities.
- Demonstrated excellent oral and written communication skills and interpersonal skills, including the ability to establish and maintain effective relationships with staff, students and industry.
- Demonstrated experience or capability to engage with e-learning platforms for teaching purposes.

Position Description – Lecturer in Marine Restoration Ecology

Updated 27 October 2025

POSITION DETAILS	
College	**College of Science and Engineering**
Organisational Unit	**Natural Sciences**
Supervisor	**Dean, People and Resources (or Delegate)**
Classification	**Academic Teaching & Research (Balanced) Level B**
Employment Type	**Continuing, full-time**

POSITION SUMMARY

The Lecturer will, under routine to general supervision, produce quality research and deliver undergraduate and/or postgraduate teaching in natural science with a focus on marine restoration ecology

The teaching component includes the development of innovative teaching materials, multi-mode teaching delivery, including face to face and online, and other innovative and contemporary teaching and learning strategies, appropriate for the discipline.

The incumbent will make independent high-quality contributions to research and/or creative activity, through activities such as quality publications, external grant acquisition and research student supervision.

The incumbent will also contribute to strengthening existing partnerships or exploring new partnerships with external stakeholders that have potential for providing improved teaching, learning and/or research outcomes for the University.

The incumbent will prioritise, coordinate, monitor workflow and provide informal day-to-day feedback to research support staff and casual academic teaching staff according to the University's policies, practices and standards.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

KEY POSITION RESPONSIBILITIES

The Lecturer in Marine Restoration Ecology is accountable for:

- Planning and delivering ethical, high quality and innovative research in marine restoration ecology through activities such as quality publication, external grant acquisition, scholarship and presentation that aligns with the College's areas of research strength.
- Contributing to the organisation, planning, delivery and evaluation of teaching primarily within the natural science suite of undergraduate and/or postgraduate topics/courses with specific focus on marine restoration ecology and marine science, through topic coordination, delivery of lectures, tutorials, laboratories, placements or other contemporary teaching strategies.
- Delivering inspiring and innovative teaching informed by approaches that enhance the student experience and support students with academic and/or other challenges impeding their academic progress.
- Focusing and contributing to supervision of research student programs.
- Actively participating in College internal and external quality assurance and accreditation processes.
- Actively participating in high performing multi-disciplinary teams with an education and research focus and contribute to the development of a respectful, trusting and collaborative working environment.
- Developing and maintaining strategic relationships and networks with a range of stakeholders including industry and professional associations and organisations.
- Actively contribute to the integration and management of aspects of the academic and administrative life of the College.
- Some out of hours work (including weekends) as well as rural SA, interstate and overseas travel, may be required.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

KEY POSITION CAPABILITIES

- Completion of a PhD, or equivalent qualification in marine restoration ecology, marine science or related areas.
- Demonstrated evidence of, or capacity to, undertake high quality teaching in a tertiary environment broadly in natural sciences with a focus on marine restoration ecology and marine science, including involvement in topic coordination and curriculum design.
- Demonstrated evidence of a strong research track record (for career stage) in an area of marine restoration ecology that aligns with College research strengths, including evidence of quality publications and attraction of significant external competitive grants.
- Demonstrated understanding of the nexus between teaching and learning, research and scholarship.
- Demonstrated excellent oral and written communication skills and interpersonal skills, including the demonstrated ability to establish effective relationships with staff, students and industry.
- Demonstrated experience and successful track record in supervision of honours and higher degree students (Desirable).
- Demonstrated capacity to contribute to leadership in the area of curriculum reviews and internal and external accreditation activities. (Desirable)

Position Description – Associate Lecturer in Sustainable Marine Industries

Updated 27 October 2025

POSITION DETAILS	
College	**College of Science and Engineering**
Organisational Unit	**Natural Sciences**
Supervisor	**Dean, People and Resources (or Delegate)**
Classification	**Academic Teaching & Research (Balanced) Level A**
Employment Type	**Continuing, full-time**

POSITION SUMMARY

The Associate Lecturer will be a key member of the natural science academic staff with specific expertise in sustainable marine systems and industries. Working under routine supervision, the Associate Lecturer will contribute to quality research and/or evaluation endeavours, as well as contribute to the planning and delivery of topics within the suite of undergraduate and/or postgraduate courses. This includes development of teaching materials, delivery of lectures/tutorials or other innovative teaching and learning strategies, examinations and placement education.

The incumbent may also be involved in teaching across other courses in the College or other Colleges, where appropriate. The incumbent will be required to contribute to strengthening existing partnerships or exploring new partnerships with external stakeholders that have the potential for providing improved teaching, learning and/or research outcomes for the University. All of these contributions will be under the guidance of an experienced member of academic staff. The incumbent will prioritise, coordinate, monitor workflow and provide informal day-to-day feedback to research support staff and casual academic teaching staff according to the University's policies, practices and standards.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

KEY POSITION RESPONSIBILITIES

The Associate Lecturer in Sustainable Marine Industries is accountable for:

- Contributing to the delivery and evaluation of lectures, tutorials, laboratory-based material or other teaching strategies, including placement education and topics, primarily within the suite of undergraduate and/or postgraduate courses.
- Under direction undertaking or contributing to topic coordination.
- Engaging in inspiring and innovative teaching informed by approaches that enhance the student experience.
- Supporting students with academic and/or other challenges impeding their academic progress.
- Contributing to ethical, high quality and innovative research and evaluation through activities such as scholarship, quality publication, external grant acquisition and presentations that aligns with the College areas of research strength and focus.
- Contributing to the supervision of student research programs, where appropriate.
- Participating in College internal and external quality assurance and accreditation processes.
- Participating in high performing multi-disciplinary teams with an education and research focus and contributing to the development of a respectful, trusting and collaborative working environment.
- Establishing and maintaining strategic relationships and networks with a range of stakeholders including industry and professional associations and organisations.
- Contributing to the integration and management of aspects of the academic and administrative life of the College.
- Some out of hours work (including weekends) as well as rural SA, interstate and overseas travel, may be required.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

KEY POSITION CAPABILITIES

- As a minimum, satisfactory completion of 4 years of tertiary study or equivalent qualifications and experience in applied marine ecology, applied marine science, environmental sciences or related area.
- Demonstrated evidence of successful experience or capability teaching, training, mentoring or supervising students in order to maximise their learning.
- Demonstrated evidence of research and/or evaluation experience in an area of applied marine science and ecology.
- Demonstrated understanding of the nexus between teaching and learning, research and scholarship.
- Demonstrated understanding of curriculum reviews and internal and external accreditation activities.
- Demonstrated excellent oral and written communication skills and interpersonal skills, including the ability to establish and maintain effective relationships with staff, students and industry.
- Demonstrated experience or capability to engage with e-learning platforms for teaching purposes.

Position Description – Lecturer in Sustainable Marine Industries

Updated 27 October 2025

POSITION DETAILS	
College	**College of Science and Engineering**
Organisational Unit	**Natural Sciences**
Supervisor	**Dean, People and Resources (or Delegate)**
Classification	**Academic Teaching & Research (Balanced) Level B**
Employment Type	**Continuing, full-time**

POSITION SUMMARY

The Lecturer will, under routine to general supervision, produce quality research and deliver undergraduate and/or postgraduate teaching in natural science with a focus on sustainable marine systems and industries.

The teaching component includes the development of innovative teaching materials, multi-mode teaching delivery, including face to face and online, and other innovative and contemporary teaching and learning strategies, appropriate for the discipline.

The incumbent will make independent high-quality contributions to research and/or creative activity, through activities such as quality publications, external grant acquisition and research student supervision.

The incumbent will also contribute to strengthening existing partnerships or exploring new partnerships with external stakeholders that have potential for providing improved teaching, learning and/or research outcomes for the University.

The incumbent will prioritise, coordinate, monitor workflow and provide informal day-to-day feedback to research support staff and casual academic teaching staff according to the University's policies, practices and standards.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

KEY POSITION RESPONSIBILITIES

The Lecturer in Sustainable Marine Industries is accountable for:

- Planning and delivering ethical, high quality and innovative research in applied marine science and ecology, and sustainable marine industries through activities such as quality publication, external grant acquisition, scholarship and presentation that aligns with the College's areas of research strength.
- Contributing to the organisation, planning, delivery and evaluation of teaching primarily within the natural science suite of undergraduate and/or postgraduate topics/courses with specific focus on applied marine ecology, through topic coordination, delivery of lectures, tutorials, laboratories, placements or other contemporary teaching strategies.
- Delivering inspiring and innovative teaching informed by approaches that enhance the student experience and support students with academic and/or other challenges impeding their academic progress.
- Focusing and contributing to supervision of research student programs.
- Actively participating in College internal and external quality assurance and accreditation processes.
- Actively participating in high performing multi-disciplinary teams with an education and research focus and contribute to the development of a respectful, trusting and collaborative working environment.
- Developing and maintaining strategic relationships and networks with a range of stakeholders including industry and professional associations and organisations.
- Actively contribute to the integration and management of aspects of the academic and administrative life of the College.
- Some out of hours work (including weekends) as well as rural SA, interstate and overseas travel, may be required.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

KEY POSITION CAPABILITIES

- Completion of a PhD, or equivalent qualification in applied marine ecology, applied marine science, environmental sciences or related area.
- Demonstrated evidence of, or capacity to, undertake high quality teaching in a tertiary environment in natural sciences with a focus on applied marine ecology, including involvement in topic coordination and curriculum design.
- Demonstrated evidence of a strong research track record (for career stage) in an area of sustainable marine industries, applied marine ecology/science that aligns with College research strengths including evidence of quality publications and attraction of significant external competitive grants.
- Demonstrated understanding of the nexus between teaching and learning, research and scholarship.
- Demonstrated excellent oral and written communication skills and interpersonal skills, including the demonstrated ability to establish effective relationships with staff, students and industry.
- Demonstrated experience and successful track record in supervision of honours and higher degree students (Desirable).
- Demonstrated capacity to contribute to leadership in the area of curriculum reviews and internal and external accreditation activities. (Desirable)

Position Description – Lecturer in Geospatial Information Systems (Surveying)

Updated 23 October 2025

POSITION DETAILS	
College	**College of Science and Engineering**
Organisational Unit	**Natural Sciences**
Supervisor	**Dean, People and Resources (or Delegate)**
Classification	**Teaching Specialist (Academic) Level B**
Employment Type	**Continuing, full-time**

POSITION SUMMARY

This Teaching Specialist (Academic) position, with its primary focus on teaching and teaching-related activities and has an important role to play in the University's achievement of its strategic plan, Making a Difference: The 2025 Agenda.

The University is committed to a student-centred ethos and to developing creative, enterprising, career-ready graduates prepared to become lifelong contributors to society. In accordance with the strategic plan, the University seeks to:

- deliver a richly interactive and personalised approach to learning focussed on student success;
- be an international leader in educational innovation, advanced learning technologies and learning analytics; and
- develop enterprising graduates equipped with the skills required for success in the knowledge economy.

The Lecturer in Geospatial Information Systems (Surveying) will contribute to excellence in teaching and learning across the suite of geospatial information systems and surveying topics. The Lecturer in Geospatial Information Systems (Surveying) will be responsible for making an independent contribution to teaching and the scholarship of teaching using innovations in teaching practices and technologies to deliver excellence in teaching.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

KEY POSITION RESPONSIBILITIES

This position is predominantly concerned with teaching and teaching-related duties involving the creation, delivery and continuous quality improvement of university-level education. It includes (but is not limited to): direct teaching informed by approaches that enhance the student experience; curriculum design and review; delivery innovation; advancements in education technologies; and making an independent contribution to maintaining internal and external compliance and accreditation of courses. The position is also expected to make an independent contribution to high-quality university, professional and community service. The position does not include making a research contribution.

Teaching:

- Create, coordinate and conduct inspiring teaching informed by approaches that enhance the student experience, with a focus on geospatial information systems and surveying topics, across all levels and modes, of the College.
- Contribute to the planning and evaluation of these topics, undertaking the role of Topic Coordinator as required.
- Make an independent contribution to the review, renewal, development and design of curricula and courses that are attractive to existing and new cohorts of students and that nurture creativity and critical-thinking skills.
- Provide support, academic counselling and professional advice to students concerning their studies, professional development and career opportunities.
- Make effective use of innovations and technologies in teaching practice.

University, Professional and Service:

- Participate in the College's administrative activities such as membership of committees and working groups and attendance at College meetings.
- Maintain professional knowledge relevant to teaching within their discipline through scholarship and professional development.
- Engage in activities within a relevant external professional domain such as professional associations, conferences and workshops, and within a wider community context at local, national or international level.
- Provide high quality contribution to community service on behalf of the College and University.
- Undertake activities that promote the development of productive partnerships to provide opportunities for students and promote graduate employability.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

KEY POSITION CAPABILITIES

- Completion of a PhD or EdD, or equivalent qualification in geospatial information systems, surveying or related area
- Experience of significant teaching and learning experience and excellence at a tertiary level.
- Evidence of use of learning and teaching approaches which enhance student success.
- Evidence of successful and independent innovation in learning and teaching delivery or design, including use of e-learning technologies.
- Evidence of professional development of teaching including peer or supervisor reviews of teaching and/or external accreditation processes.
- Demonstrated contribution to academic quality assurance processes, such as topic or course reviews.
- Demonstrated understanding of the nexus between teaching and learning, research and scholarship.
- Experience in coordinating and/or leading the teaching activities of other staff.
- Evidence of student-centred approach.
- Good understanding of appropriate assessment techniques – including feedback.
- Demonstrated experience or capability to engage with students (and deliver teaching modules) via online learning platforms.
- Demonstrated excellent oral and written communication skills and interpersonal skills, including the demonstrated ability to establish effective relationships with staff, students and industry.
- Experience with engagement within a relevant external professional domain and within a wider community context at local, national or international level which could include working parties, committees, professional associations and conferenced workshops.
- Tertiary qualifications in Education (Desirable).

Position Description – Lecturer in Restoration Ecology

Updated 27 October 2025

POSITION DETAILS	
College	**College of Science and Engineering**
Organisational Unit	**Natural Sciences**
Supervisor	**Dean, People and Resources (or Delegate)**
Classification	**Academic Teaching & Research (Balanced) Level B**
Employment Type	**Continuing, full-time**

POSITION SUMMARY

The Lecturer will, under routine to general supervision, produce quality research and deliver undergraduate and/or postgraduate teaching in natural science with a focus on restoration ecology, and alignment to plant ecology (including native or invasive species), ecological genomics, global ecology or an area of existing strength at Flinders University.

The teaching component includes the development of innovative teaching materials, multi-mode teaching delivery, including face to face and online, and other innovative and contemporary teaching and learning strategies, appropriate for the discipline.

The incumbent will make independent high-quality contributions to research and/or creative activity, through activities such as quality publications, external grant acquisition and research student supervision.

The incumbent will also contribute to strengthening existing partnerships or exploring new partnerships with external stakeholders that have potential for providing improved teaching, learning and/or research outcomes for the University.

The incumbent will prioritise, coordinate, monitor workflow and provide informal day-to-day feedback to research support staff and casual academic teaching staff according to the University's policies, practices and standards.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

KEY POSITION RESPONSIBILITIES

The Lecturer in Restoration Ecology is accountable for:

- Planning and delivering ethical, high quality and innovative research in restoration ecology through activities such as quality publication, external grant acquisition, scholarship and presentation that aligns with the College's areas of research strength.
- Contributing to the organisation, planning, delivery and evaluation of teaching primarily within the natural science suite of undergraduate and/or postgraduate topics/courses with specific focus on restoration ecology, through topic coordination, delivery of lectures, tutorials, laboratories, placements or other contemporary teaching strategies.
- Delivering inspiring and innovative teaching informed by approaches that enhance the student experience and support students with academic and/or other challenges impeding their academic progress.
- Focusing and contributing to supervision of research student programs.
- Actively participating in College internal and external quality assurance and accreditation processes.
- Actively participating in high performing multi-disciplinary teams with an education and research focus and contribute to the development of a respectful, trusting and collaborative working environment.
- Developing and maintaining strategic relationships and networks with a range of stakeholders including industry and professional associations and organisations.
- Actively contribute to the integration and management of aspects of the academic and administrative life of the College.
- Some out of hours work (including weekends) as well as rural SA, interstate and overseas travel, may be required.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

KEY POSITION CAPABILITIES

- Completion of a PhD, or equivalent qualification in restoration ecology or related area. Capability in the areas of plant ecology (including native or invasive species), ecological genomics, global ecology or an area of existing strength at Flinders University is highly desired.
- Demonstrated evidence of, or capacity to, undertake high quality teaching in a tertiary environment broadly in natural sciences with a focus on restoration ecology, including involvement in topic coordination and curriculum design.
- Demonstrated evidence of a strong research track record (for career stage) in an area of restoration ecology that aligns with College research strengths, including evidence of quality publications and attraction of significant external competitive grants.
- Demonstrated understanding of the nexus between teaching and learning, research and scholarship.
- Demonstrated excellent oral and written communication skills and interpersonal skills, including the demonstrated ability to establish effective relationships with staff, students and industry.
- Demonstrated experience and successful track record in supervision of honours and higher degree students (Desirable).
- Demonstrated capacity to contribute to leadership in the area of curriculum reviews and internal and external accreditation activities. (Desirable)

Position Description – Senior Lecturer in Restoration Ecology

Updated 27 October 2025

POSITION DETAILS	
College	**College of Science and Engineering**
Organisational Unit	**Natural Sciences**
Supervisor	**Dean, People and Resources (or Delegate)**
Classification	**Academic Teaching & Research (Balanced) Level C**
Employment Type	**Continuing, full-time**

POSITION SUMMARY

The Senior Lecturer will be a key member of the natural science academic staff with expertise in restoration ecology and alignment to plant ecology (including native or invasive species), ecological genomics, global ecology or an area of existing strength at Flinders University.

In addition to contributing to quality research endeavours, the incumbent will, under general supervision, provide leadership and contribute to the planning and delivery of topics, including development of teaching materials, delivery of lectures/tutorials or other innovative teaching and learning strategies, examinations and may be involved in placement education.

The incumbent may also be involved in teaching across other courses in the College or other Colleges, where appropriate.

The incumbent will be involved in strengthening existing partnerships or exploring new partnerships with external stakeholders that have potential for providing improved teaching, learning and/or research outcomes for the University. The incumbent will prioritise, coordinate, monitor workflow and provide informal day-to-day feedback to research support staff and casual academic teaching staff according to the University's policies, practices and standards.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

KEY POSITION RESPONSIBILITIES

The Senior Lecturer in Restoration Ecology is accountable for:

- Undertaking a lead role in the planning, delivery and evaluation of lectures, tutorials, laboratory-based material, curriculum development or other teaching strategies, including placement education for topics, broadly across natural science with a particular focus on restoration ecology
- Undertaking topic coordination and course coordination.
- Making a significant contribution to ethical, high quality and innovative research in restoration ecology through activities such as scholarship, quality publication, external grant acquisition, mentoring and developing early career researchers and presentation that aligns with the College areas of research strength and focus.
- Undertaking a lead role in inspiring and innovative teaching informed by approaches that enhance the student experience, such as e learning platforms.
- Supporting students with academic and/or other challenges impeding their academic progress.
- In a leadership capacity assisting in College internal and external quality assurance and accreditation processes.
- Actively supervising and mentoring students undertaking complex WIL, Honours and/or Research Higher Degree students.
- Leading, supervising and participating in high performing multi-disciplinary teams with an education and/or research focus and contributing to the development of a respectful, trusting and collaborative working environment.
- Building and maintaining strategic relationships and networks with a range of stakeholders including industry and professional associations and organisations, with an increasing national and/or international focus.
- Contributing at a leadership level to the integration and management of aspects of the academic and administrative life of the College.
- Some out of hours work (including weekends) as well as rural SA, interstate and overseas travel, may be required.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

KEY POSITION CAPABILITIES

- Completion of a PhD, or equivalent qualification in restoration ecology or related area. Capability in the areas of plant ecology (including native or invasive species), ecological genomics, global ecology or an area of existing strength at Flinders University is highly desired.
- Significant track record and demonstrated evidence of successful relevant teaching experience at tertiary level, including responsibility for topic coordination, course coordination and curriculum design.
- Demonstrated ability to develop and deliver a range of topics related restoration ecology at an introductory and advanced level and to contribute broadly to other introductory natural science topics.
- Demonstrated experience and successful track record in supervision of honours and higher degree students to successful completion.
- Demonstrated evidence of a strong research track record (for career stage) in restoration ecology that aligns with College research strengths and that is supported by evidence of sustained high-quality publications and attraction of significant external competitive grants.
- Demonstrated understanding of the nexus between teaching and learning, research and scholarship.

- Demonstrated experience providing leadership in the area of curriculum reviews and internal and external accreditation activities.
- Demonstrated excellent oral and written communication skills and interpersonal skills, including the demonstrated ability to establish effective relationships with staff, students and industry nationally and/or internationally.
- Demonstrated experience and innovation using e-learning platforms for teaching purposes.

Position Description – Associate Lecturer in Natural Sciences (Identified Position)

Updated 27 October 2025

POSITION DETAILS	
College	**College of Science and Engineering**
Organisational Unit	**Natural Sciences**
Supervisor	**Dean, People and Resources (or Delegate)**
Classification	**Academic Teaching & Research (Balanced) Level A**
Employment Type	**Continuing, full-time**

POSITION SUMMARY

The Associate Lecturer will be a key member of the academic staff of the Natural Sciences in the College. Working under routine supervision, the Associate Lecturer will contribute to quality research and/or evaluation endeavours, as well as contribute to the planning and delivery of topics within the suite of undergraduate and/or postgraduate courses. This includes development of teaching materials, delivery of lectures/tutorials or other innovative teaching and learning strategies, examinations and placement education.

The incumbent may also be involved in teaching across other courses in the College or other Colleges, where appropriate. The incumbent will be required to contribute to strengthening existing partnerships or exploring new partnerships with external stakeholders that have the potential for providing improved teaching, learning and/or research outcomes for the University. All of these contributions will be under the guidance of an experienced member of academic staff. The incumbent will prioritise, coordinate, monitor workflow and provide informal day-to-day feedback to research support staff and casual academic teaching staff according to the University's policies, practices and standards.

The filling of this position is intended to constitute a special/equal opportunity measure under section 8(1) of the Racial Discrimination Act 1975 (Cth), and s65 of the Equal Opportunity Act 1984 (SA). The position is therefore only open to Aboriginal and Torres Strait Islander people.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

KEY POSITION RESPONSIBILITIES

The Associate Lecturer in Natural Sciences is accountable for:

- Contributing to the delivery and evaluation of lectures, tutorials, laboratory-based material or other teaching strategies, including placement education and topics, primarily within the suite of undergraduate and/or postgraduate courses.
- Under direction undertaking or contributing to topic coordination.
- Engaging in inspiring and innovative teaching informed by approaches that enhance the student experience.
- Supporting students with academic and/or other challenges impeding their academic progress.
- Contributing to ethical, high quality and innovative research and evaluation through activities such as scholarship, quality publication, external grant acquisition and presentations that aligns with the College areas of research strength and focus.
- Contributing to the supervision of student research programs, where appropriate.
- Participating in College internal and external quality assurance and accreditation processes.
- Participating in high performing multi-disciplinary teams with an education and research focus and contributing to the development of a respectful, trusting and collaborative working environment.
- Establishing and maintaining strategic relationships and networks with a range of stakeholders including industry and professional associations and organisations.
- Contributing to the integration and management of aspects of the academic and administrative life of the College.
- Some out of hours work (including weekends) as well as rural SA, interstate and overseas travel, may be required.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

KEY POSITION CAPABILITIES

- As a minimum, satisfactory completion of 4 years of tertiary study or equivalent qualifications and experience in Natural Sciences.
- Demonstrated evidence of successful experience or capability teaching, training, mentoring or supervising students in order to maximise their learning.
- Demonstrated evidence of research and/or evaluation experience within Ecology, Evolution and Environment or a related discipline.
- Demonstrated understanding of the nexus between teaching and learning, research and scholarship.
- Demonstrated understanding of curriculum reviews and internal and external accreditation activities.
- Demonstrated excellent oral and written communication skills and interpersonal skills, including the ability to establish and maintain effective relationships with staff, students and industry.
- Demonstrated experience or capability to engage with e-learning platforms for teaching purposes.

Position Description – Lecturer in Natural Sciences (Identified Position)

Updated 27 October 2025

POSITION DETAILS	
College	**College of Science and Engineering**
Organisational Unit	**Natural Sciences**
Supervisor	**Dean, People and Resources (or Delegate)**
Classification	**Academic Teaching & Research (Balanced) Level B**
Employment Type	**Continuing, full-time**

POSITION SUMMARY

The Lecturer will, under routine to general supervision, produce quality research and deliver undergraduate and/or postgraduate teaching in Natural Sciences.

The teaching component includes the development of innovative teaching materials, multi-mode teaching delivery, including face to face and online, and other innovative and contemporary teaching and learning strategies, appropriate for the discipline.

The incumbent will make independent high-quality contributions to research and/or creative activity, through activities such as quality publications, external grant acquisition and research student supervision.

The incumbent will also contribute to strengthening existing partnerships or exploring new partnerships with external stakeholders that have potential for providing improved teaching, learning and/or research outcomes for the University.

The incumbent will prioritise, coordinate, monitor workflow and provide informal day-to-day feedback to research support staff and casual academic teaching staff according to the University's policies, practices and standards.

The filling of this position is intended to constitute a special/equal opportunity measure under section 8(1) of the Racial Discrimination Act 1975 (Cth), and s65 of the Equal Opportunity Act 1984 (SA). The position is therefore only open to Aboriginal and Torres Strait Islander people.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

THE 2025 AGENDA

KEY POSITION RESPONSIBILITIES

The Lecturer in Natural Sciences is accountable for:

- Planning and delivering ethical, high quality and innovative research through activities such as quality publication, external grant acquisition, scholarship and presentation that aligns with the College's areas of research strength.
- Contributing to the organisation, planning, delivery and evaluation of teaching primarily within the suite of undergraduate and/or postgraduate topics/courses in Natural Sciences through topic coordination, delivery of lectures, tutorials, laboratories, placements or other contemporary teaching strategies.
- Delivering inspiring and innovative teaching informed by approaches that enhance the student experience and support students with academic and/or other challenges impeding their academic progress.
- Focusing and contributing to supervision of research student programs.
- Actively participating in College internal and external quality assurance and accreditation processes.
- Actively participating in high performing multi-disciplinary teams with an education and research focus and contribute to the development of a respectful, trusting and collaborative working environment.
- Developing and maintaining strategic relationships and networks with a range of stakeholders including industry and professional associations and organisations.
- Actively contribute to the integration and management of aspects of the academic and administrative life of the College.
- Some out of hours work (including weekends) as well as rural SA, interstate and overseas travel, may be required.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

KEY POSITION CAPABILITIES

- Completion of a PhD, or equivalent qualification in Natural Sciences.
- Demonstrated evidence of, or capacity to, undertake high quality teaching in a tertiary environment, including involvement in topic coordination and curriculum design.
- Demonstrated evidence of a strong research track record (for career stage) in an area aligned with research strengths in Ecology, Evolution and Environment including evidence of quality publications and attraction of external competitive grants.
- Demonstrated understanding of the nexus between teaching and learning, research and scholarship.
- Demonstrated excellent oral and written communication skills and interpersonal skills, including the demonstrated ability to establish effective relationships with staff, students and industry.
- Demonstrated experience and successful track record in supervision of honours and higher degree students (Desirable).
- Demonstrated capacity to contribute to leadership in the area of curriculum reviews and internal and external accreditation activities. (Desirable)

Position Description – Senior Lecturer in Natural Sciences (Identified Position)

Updated 27 October 2025

POSITION DETAILS	
College	**College of Science and Engineering**
Organisational Unit	**Natural Sciences**
Supervisor	**Dean, People and Resources (or Delegate)**
Classification	**Academic Teaching & Research (Balanced) Level C**
Employment Type	**Continuing, full-time**

POSITION SUMMARY

The Senior Lecturer will be a key member of the academic staff in the area of Natural Sciences in the College. In addition to contributing to quality research endeavours, the incumbent will, under general supervision, provide leadership and contribute to the planning and delivery of topics, including development of teaching materials, delivery of lectures/tutorials or other innovative teaching and learning strategies, examinations and may be involved in placement education.

The incumbent may also be involved in teaching across other courses in the College or other Colleges, where appropriate.

The incumbent will be involved in strengthening existing partnerships or exploring new partnerships with external stakeholders that have potential for providing improved teaching, learning and/or research outcomes for the University. The incumbent will prioritise, coordinate, monitor workflow and provide informal day-to-day feedback to research support staff and casual academic teaching staff according to the University's policies, practices and standards.

The filling of this position is intended to constitute a special/equal opportunity measure under section 8(1) of the Racial Discrimination Act 1975 (Cth), and s65 of the Equal Opportunity Act 1984 (SA). The position is therefore only open to Aboriginal and Torres Strait Islander people.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

KEY POSITION RESPONSIBILITIES

The Senior Lecturer in Natural Sciences is accountable for:

- Undertaking a lead role in the planning, delivery and evaluation of lectures, tutorials, laboratory-based material, curriculum development or other teaching strategies, including placement education for topics, primarily within Natural Sciences.
- Undertaking topic coordination and course coordination.
- Making a significant contribution to ethical, high quality and innovative research through activities such as scholarship, quality publication, external grant acquisition, mentoring and developing early career researchers and presentation that aligns with the College areas of research strength and focus.
- Undertaking a lead role in inspiring and innovative teaching informed by approaches that enhance the student experience, such as e learning platforms.
- Supporting students with academic and/or other challenges impeding their academic progress.
- In a leadership capacity assisting in College internal and external quality assurance and accreditation processes.
- Actively supervising and mentoring students undertaking complex WIL, Honours and/or Research Higher Degree students.
- Leading, supervising and participating in high performing multi-disciplinary teams with an education and/or research focus and contributing to the development of a respectful, trusting and collaborative working environment.
- Building and maintaining strategic relationships and networks with a range of stakeholders including industry and professional associations and organisations, with an increasing national and/or international focus.
- Contributing at a leadership level to the integration and management of aspects of the academic and administrative life of the College.
- Some out of hours work (including weekends) as well as rural SA, interstate and overseas travel, may be required.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

KEY POSITION CAPABILITIES

- Completion of a PhD, or equivalent qualification in Natural Sciences.
- Significant track record and demonstrated evidence of successful relevant teaching experience at tertiary level, including responsibility for topic coordination, course coordination and curriculum design.
- Demonstrated experience and successful track record in supervision of honours and higher degree students to successful completion.
- Demonstrated evidence of a strong research track record (for career stage) in an area aligned with research strengths in Ecology, Evolution and Environment including evidence of sustained high-quality publications and attraction of external competitive grants.
- Demonstrated understanding of the nexus between teaching and learning, research and scholarship.
- Demonstrated experience providing leadership in the area of curriculum reviews and internal and external accreditation activities.
- Demonstrated excellent oral and written communication skills and interpersonal skills, including the demonstrated ability to establish effective relationships with staff, students and industry nationally and/or internationally.
- Demonstrated experience and innovation using e-learning platforms for teaching purposes.

Position Description – Associate Lecturer in Applied Marine Ecology

Updated 27 October 2025

POSITION DETAILS	
College	**College of Science and Engineering**
Organisational Unit	**Natural Sciences**
Supervisor	**Dean, People and Resources (or Delegate)**
Classification	**Academic Teaching & Research (Balanced) Level A**
Employment Type	**Continuing, full-time**

POSITION SUMMARY

The Associate Lecturer will be a key member of the natural science academic staff with specific expertise in applied marine ecology. Working under routine supervision, the Associate Lecturer will contribute to quality research and/or evaluation endeavours, as well as contribute to the planning and delivery of topics within the suite of undergraduate and/or postgraduate courses. This includes development of teaching materials, delivery of lectures/tutorials or other innovative teaching and learning strategies, examinations and placement education.

The incumbent may also be involved in teaching across other courses in the College or other Colleges, where appropriate. The incumbent will be required to contribute to strengthening existing partnerships or exploring new partnerships with external stakeholders that have the potential for providing improved teaching, learning and/or research outcomes for the University. All of these contributions will be under the guidance of an experienced member of academic staff. The incumbent will prioritise, coordinate, monitor workflow and provide informal day-to-day feedback to research support staff and casual academic teaching staff according to the University's policies, practices and standards.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

KEY POSITION RESPONSIBILITIES

The Associate Lecturer in Applied Marine Ecology is accountable for:

- Contributing to the delivery and evaluation of lectures, tutorials, laboratory-based material or other teaching strategies, including placement education and topics, primarily within the suite of undergraduate and/or postgraduate courses.
- Under direction undertaking or contributing to topic coordination.
- Engaging in inspiring and innovative teaching informed by approaches that enhance the student experience.
- Supporting students with academic and/or other challenges impeding their academic progress.
- Contributing to ethical, high quality and innovative research and evaluation through activities such as scholarship, quality publication, external grant acquisition and presentations that aligns with the College areas of research strength and focus.
- Contributing to the supervision of student research programs, where appropriate.
- Participating in College internal and external quality assurance and accreditation processes.
- Participating in high performing multi-disciplinary teams with an education and research focus and contributing to the development of a respectful, trusting and collaborative working environment.
- Establishing and maintaining strategic relationships and networks with a range of stakeholders including industry and professional associations and organisations.
- Contributing to the integration and management of aspects of the academic and administrative life of the College.
- Some out of hours work (including weekends) as well as rural SA, interstate and overseas travel, may be required.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

KEY POSITION CAPABILITIES

- As a minimum, satisfactory completion of 4 years of tertiary study or equivalent qualifications and experience in applied marine ecology, marine science or trophic ecology.
- Demonstrated evidence of successful experience or capability teaching, training, mentoring or supervising students in order to maximise their learning.
- Demonstrated evidence of research and/or evaluation experience in an area of applied marine ecology.
- Demonstrated understanding of the nexus between teaching and learning, research and scholarship.
- Demonstrated understanding of curriculum reviews and internal and external accreditation activities.
- Demonstrated excellent oral and written communication skills and interpersonal skills, including the ability to establish and maintain effective relationships with staff, students and industry.
- Demonstrated experience or capability to engage with e-learning platforms for teaching purposes.

Position Description – Lecturer in Applied Marine Ecology

Updated 27 October 2025

POSITION DETAILS	
College	**College of Science and Engineering**
Organisational Unit	**Natural Sciences**
Supervisor	**Dean, People and Resources (or Delegate)**
Classification	**Academic Teaching & Research (Balanced) Level B**
Employment Type	**Continuing, full-time**

POSITION SUMMARY

The Lecturer will, under routine to general supervision, produce quality research and deliver undergraduate and/or postgraduate teaching in natural science with a focus on applied marine ecology.

The teaching component includes the development of innovative teaching materials, multi-mode teaching delivery, including face to face and online, and other innovative and contemporary teaching and learning strategies, appropriate for the discipline.

The incumbent will make independent high-quality contributions to research and/or creative activity, through activities such as quality publications, external grant acquisition and research student supervision.

The incumbent will also contribute to strengthening existing partnerships or exploring new partnerships with external stakeholders that have potential for providing improved teaching, learning and/or research outcomes for the University.

The incumbent will prioritise, coordinate, monitor workflow and provide informal day-to-day feedback to research support staff and casual academic teaching staff according to the University's policies, practices and standards.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

KEY POSITION RESPONSIBILITIES

The Lecturer in Applied Marine Ecology is accountable for:

- Planning and delivering ethical, high quality and innovative research in applied marine ecology through activities such as quality publication, external grant acquisition, scholarship and presentation that aligns with the College's areas of research strength.
- Contributing to the organisation, planning, delivery and evaluation of teaching primarily within the natural science suite of undergraduate and/or postgraduate topics/courses with specific focus on (applied) marine ecology and marine science through topic coordination, delivery of lectures, tutorials, laboratories, placements or other contemporary teaching strategies.
- Delivering inspiring and innovative teaching informed by approaches that enhance the student experience and support students with academic and/or other challenges impeding their academic progress.
- Focusing and contributing to supervision of research student programs.
- Actively participating in College internal and external quality assurance and accreditation processes.
- Actively participating in high performing multi-disciplinary teams with an education and research focus and contribute to the development of a respectful, trusting and collaborative working environment.
- Developing and maintaining strategic relationships and networks with a range of stakeholders including industry and professional associations and organisations.
- Actively contribute to the integration and management of aspects of the academic and administrative life of the College.
- Some out of hours work (including weekends) as well as rural SA, interstate and overseas travel, may be required.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

KEY POSITION CAPABILITIES

- Completion of a PhD, or equivalent qualification in applied marine ecology, marine science or trophic ecology or related area.
- Demonstrated evidence of, or capacity to, undertake high quality teaching in a tertiary environment in natural sciences with a focus on applied marine ecology, including involvement in topic coordination and curriculum design.
- Demonstrated evidence of a strong research track record (for career stage) in an area of applied marine ecology that aligns with College research strengths including evidence of quality publications and attraction of significant external competitive grants.
- Demonstrated understanding of the nexus between teaching and learning, research and scholarship.
- Demonstrated excellent oral and written communication skills and interpersonal skills, including the demonstrated ability to establish effective relationships with staff, students and industry.
- Demonstrated experience and successful track record in supervision of honours and higher degree students (Desirable).
- Demonstrated capacity to contribute to leadership in the area of curriculum reviews and internal and external accreditation activities. (Desirable)

Position Description – Lecturer in Quantitative Climate Dynamics

Updated 27 October 2025

POSITION DETAILS	
College	**College of Science and Engineering**
Organisational Unit	**Natural Sciences**
Supervisor	**Dean, People and Resources (or Delegate)**
Classification	**Academic Teaching & Research (Balanced) Level B**
Employment Type	**Continuing, full-time**

POSITION SUMMARY

The Lecturer will, under routine to general supervision, produce quality research and deliver undergraduate and/or postgraduate teaching in the broad area of quantitative climate systems dynamics, with a specific focus on future implications of climate change for ecosystems, biodiversity, sustainability, and human societies in general.

The teaching component includes the development of innovative teaching materials, multi-mode teaching delivery, including face to face and online, and other innovative and contemporary teaching and learning strategies, appropriate for climate science and its effects on the biological and socio-economics of sustainability.

The incumbent will make independent high-quality contributions to research and/or creative activity, through activities such as quality publications, external grant acquisition and research student supervision.

The incumbent will also contribute to strengthening existing partnerships or exploring new partnerships with external stakeholders that have potential for providing improved teaching, learning and/or research outcomes for the University.

The incumbent will prioritise, coordinate, monitor workflow and provide informal day-to-day feedback to research support staff and casual academic teaching staff according to the University's policies, practices and standards.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

Flinders University

KEY POSITION RESPONSIBILITIES

The Lecturer in Quantitative Climate Dynamics is accountable for:

- Planning and delivering ethical, high quality and innovative research in an area related to climate dynamics and the implications of climate change, and/or ecosystem/biodiversity change, and/or socio-economic effects, and/or health-related challenges of climate change through activities such as quality publication, external grant acquisition, scholarship and presentation that aligns with the College's areas of research strength.
- Contributing to the organisation, planning, delivery and evaluation of teaching primarily within the suite of undergraduate and/or postgraduate topics/courses in the broad area of climate dynamics, with specific focus on the underlying quantification and modelling of ecosystem/biodiversity change, sustainability, socio-economics, and/or health, through topic coordination, delivery of lectures, tutorials, laboratories, placements or other contemporary teaching strategies.
- Delivering inspiring and innovative teaching informed by approaches that enhance the student experience and support students with academic and/or other challenges impeding their academic progress.
- Focusing and contributing to supervision of research student programs.
- Actively participating in College internal and external quality assurance and accreditation processes.
- Actively participating in high performing multi-disciplinary teams with an education and research focus and contribute to the development of a respectful, trusting and collaborative working environment.
- Developing and maintaining strategic relationships and networks with a range of stakeholders including industry and professional associations and organisations.
- Actively contribute to the integration and management of aspects of the academic and administrative life of the College.
- Some out of hours work (including weekends) as well as rural SA, interstate and overseas travel, may be required.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

KEY POSITION CAPABILITIES

- Completion of a PhD, or equivalent qualification in an area of quantitative and model-focussed components related to climate dynamics of global systems.
- Demonstrated evidence of, or capacity to, undertake high quality teaching in a tertiary environment, with a focus on quantitative climate dynamics, including involvement in topic coordination and curriculum design.
- Demonstrated evidence of a strong research track record (for career stage) in an area related to climate dynamics and the implications of climate change, and/or ecosystem/biodiversity change, and/or socio-economic effects, and/or health-related challenges of climate change, including evidence of quality publications and attraction of external competitive grants.
- Demonstrated knowledge in advanced quantitative techniques, statistical methodology, modelling complex systems, databasing, and interdisciplinary analytical frameworks.
- Demonstrated knowledge of advanced computer coding to aid approaches described in previous point.
- Demonstrated understanding of the nexus between teaching and learning, research and scholarship.
- Demonstrated excellent oral and written communication skills and interpersonal skills, including the demonstrated ability to establish effective relationships with staff, students and industry.
- Demonstrated experience and successful track record in supervision of honours and higher degree students (Desirable).
- Demonstrated capacity to contribute to leadership in the area of curriculum reviews and internal and external accreditation activities. (Desirable)

Position Description – Senior Lecturer in Quantitative Climate Dynamics

Updated 27 October 2025

POSITION DETAILS	
College	**College of Science and Engineering**
Organisational Unit	**Natural Sciences**
Supervisor	**Dean, People and Resources (or Delegate)**
Classification	**Academic Teaching & Research (Balanced) Level C**
Employment Type	**Continuing, full-time**

POSITION SUMMARY

The Senior Lecturer will be a key member of the academic staff in the broad area of quantitative climate systems dynamics, with a specific focus on future implications of climate change for ecosystems, biodiversity, sustainability, and human societies in general. The incumbent will, under general supervision, provide leadership and contribute to the planning and delivery of topics, including development of teaching materials, delivery of lectures/tutorials or other innovative teaching and learning strategies, examinations and may be involved in placement education.

The incumbent may also be involved in teaching across other courses in the College or other Colleges, where appropriate.

The incumbent will be involved in strengthening existing partnerships or exploring new partnerships with external stakeholders that have potential for providing improved teaching, learning and/or research outcomes for the University. The incumbent will prioritise, coordinate, monitor workflow and provide informal day-to-day feedback to research support staff and casual academic teaching staff according to the University's policies, practices and standards.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

KEY POSITION RESPONSIBILITIES

The Senior Lecturer in Quantitative Climate Dynamics is accountable for:

- Undertaking a lead role in the planning, delivery and evaluation of lectures, tutorials, laboratory-based material, curriculum development or other teaching strategies in the broad area of climate dynamics, with specific focus on the underlying quantification and modelling of ecosystem/biodiversity change, sustainability, socio-economics, and/or health.
- Undertaking topic coordination and course coordination.
- Making a significant contribution to ethical, high quality and innovative research in an area related to climate dynamics and the implications of climate change, and/or ecosystem/biodiversity change, and/or socio-economic effects, and/or health-related challenges of climate change, through activities such as scholarship, quality publication, external grant acquisition, mentoring and developing early career researchers and presentation that aligns with the College areas of research strength and focus.
- Undertaking a lead role in inspiring and innovative teaching informed by approaches that enhance the student experience, such as e learning platforms.
- Supporting students with academic and/or other challenges impeding their academic progress.
- In a leadership capacity assisting in College internal and external quality assurance and accreditation processes.
- Actively supervising and mentoring students undertaking complex WIL, Honours and/or Research Higher Degree students.
- Leading, supervising and participating in high performing multi-disciplinary teams with an education and/or research focus and contributing to the development of a respectful, trusting and collaborative working environment.
- Building and maintaining strategic relationships and networks with a range of stakeholders including industry and professional associations and organisations, with an increasing national and/or international focus.
- Contributing at a leadership level to the integration and management of aspects of the academic and administrative life of the College.
- Some out of hours work (including weekends) as well as rural SA, interstate and overseas travel, may be required.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

KEY POSITION CAPABILITIES

- Completion of a PhD, or equivalent qualification in an area of quantitative and model-focussed components related to climate dynamics of global systems.
- Significant track record and demonstrated evidence of successful relevant teaching experience at tertiary level with a focus on quantitative climate dynamics, including responsibility for topic coordination, course coordination and curriculum design.
- Demonstrated ability to develop and deliver a range of topics related to quantitative climate dynamics at an introductory and advanced level and to contribute broadly to other introductory climate-related topics.
- Demonstrated evidence of a strong research track record (for career stage) in an area related to climate dynamics and the implications of climate change, and/or ecosystem/biodiversity change, and/or socio-economic effects, and/or health-related challenges of climate change, including evidence of sustained high quality publications and the attraction of significant external competitive grants.
- Demonstrated knowledge in advanced quantitative techniques, statistical methodology, modelling complex systems, databasing, and interdisciplinary analytical frameworks.
- Demonstrated knowledge of advanced computer coding to aid approaches described in previous point.

- Demonstrated understanding of the nexus between teaching and learning, research, and scholarship.
- Demonstrated excellent oral and written communication skills and interpersonal skills, including the demonstrated ability to establish effective relationships with staff, students and industry nationally and/or internationally.
- Demonstrated experience and successful track record in supervising Honours and higher degree students
- Demonstrated experience providing leadership in the area of curriculum reviews and internal and external accreditation activities.
- Demonstrated experience and innovation using e-learning platforms for teaching purposes

Position Description – Lecturer in Biosecurity Risk Modelling

Updated 27 October 2025

POSITION DETAILS	
College	**College of Science and Engineering**
Organisational Unit	**Natural Sciences**
Supervisor	**Dean, People and Resources (or Delegate)**
Classification	**Academic Teaching & Research (Balanced) Level B**
Employment Type	**Continuing, full-time**

POSITION SUMMARY

The Lecturer will, under routine to general supervision, produce quality research and deliver undergraduate and/or postgraduate teaching in the broad area of biosecurity risk modelling with a specific focus on predicting various biosecurity risks under different future climate and socio-economic scenarios.

The teaching component includes the development of innovative teaching materials, multi-mode teaching delivery, including face to face and online, and other innovative and contemporary teaching and learning strategies, appropriate for the discipline.

The incumbent will make independent high-quality contributions to research and/or creative activity, through activities such as quality publications, external grant acquisition and research student supervision.

The incumbent will also contribute to strengthening existing partnerships or exploring new partnerships with external stakeholders that have potential for providing improved teaching, learning and/or research outcomes for the University.

The incumbent will prioritise, coordinate, monitor workflow and provide informal day-to-day feedback to research support staff and casual academic teaching staff according to the University's policies, practices and standards.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

KEY POSITION RESPONSIBILITIES

The Lecturer in Biosecurity Risk Modelling is accountable for:

- Planning and delivering ethical, high-quality and innovative research in an area related to biosecurity risk modelling, including climate-related projections, spatial prioritisation, optimal intervention scenarios, and socio-economic feedback, through activities such as quality publication, external grant acquisition, scholarship and presentation that aligns with the College's areas of research strength.
- Contributing to the organisation, planning, delivery and evaluation of teaching primarily within the suite of undergraduate and/or postgraduate topics/courses in in the broad area of biosecurity risk, with specific focus on the underlying quantification and modelling of invasive species distributions, expansions, economic impacts, intervention scenarios, quantitative damage assessments, health implications, and/or sustainability futures, through topic coordination, delivery of lectures, tutorials, laboratories, placements or other contemporary teaching strategies.
- Delivering inspiring and innovative teaching informed by approaches that enhance the student experience and support students with academic and/or other challenges impeding their academic progress.
- Focusing and contributing to supervision of research student programs.
- Actively participating in College internal and external quality assurance and accreditation processes.
- Actively participating in high performing multi-disciplinary teams with an education and research focus and contribute to the development of a respectful, trusting and collaborative working environment.
- Developing and maintaining strategic relationships and networks with a range of stakeholders including industry and professional associations and organisations.
- Actively contribute to the integration and management of aspects of the academic and administrative life of the College.
- Some out of hours work (including weekends) as well as rural SA, interstate and overseas travel, may be required.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

KEY POSITION CAPABILITIES

- Completion of a PhD, or equivalent qualification in an area of quantitative and model-focussed components related to biosecurity risk analysis and optimal interventions or related areas.
- Demonstrated evidence of, or capacity to, undertake high quality teaching in a tertiary environment, with a focus on quantitative biosecurity risk analyses, including involvement in topic coordination and curriculum design.
- Demonstrated ability to develop and deliver a range of topics related to biosecurity risk modelling at an introductory and advanced level and to contribute broadly to other introductory biosecurity and risk-related topics.
- Demonstrated evidence of a strong research track record (for career stage) in an area related to biosecurity risk analysis and its implications as a function of climate change, non-native species invasions, and socio-economic and policy change, including evidence of quality publications and attraction of external competitive grants.
- Demonstrated knowledge in advanced quantitative techniques, statistical methodology, modelling complex systems, databasing, and interdisciplinary analytical frameworks.
- Demonstrated knowledge of advanced computer coding to aid approaches described in previous point.
- Demonstrated understanding of the nexus between teaching and learning, research and scholarship.
- Demonstrated excellent oral and written communication skills and interpersonal skills, including the demonstrated ability to establish effective relationships with staff, students and industry.

- Demonstrated experience and successful track record in supervision of honours and higher degree students (Desirable).
- Demonstrated capacity to contribute to leadership in the area of curriculum reviews and internal and external accreditation activities. (Desirable)

Position Description – Senior Lecturer in Biosecurity Risk Modelling

Updated 27 October 2025

POSITION DETAILS	
College	**College of Science and Engineering**
Organisational Unit	**Natural Sciences**
Supervisor	**Dean, People and Resources (or Delegate)**
Classification	**Academic Teaching & Research (Balanced) Level C**
Employment Type	**Continuing, full-time**

POSITION SUMMARY

The Senior Lecturer will be a key member of the academic staff in the broad area of biosecurity risk modelling with a specific focus on predicting various biosecurity risks under different future climate and socio-economic scenarios. In addition to contributing to quality research endeavours, the incumbent will, under general supervision, provide leadership and contribute to the planning and delivery of topics, including development of teaching materials, delivery of lectures/tutorials or other innovative teaching and learning strategies, examinations and may be involved in placement education.

The incumbent may also be involved in teaching across other courses in the College or other Colleges, where appropriate.

The incumbent will be involved in strengthening existing partnerships or exploring new partnerships with external stakeholders that have potential for providing improved teaching, learning and/or research outcomes for the University. The incumbent will prioritise, coordinate, monitor workflow and provide informal day-to-day feedback to research support staff and casual academic teaching staff according to the University's policies, practices and standards.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

KEY POSITION RESPONSIBILITIES

The Senior Lecturer in Biosecurity Risk Modelling is accountable for:

- Undertaking a lead role in the planning, delivery and evaluation of lectures, tutorials, laboratory-based material, curriculum development or other teaching strategies, in the broad area of biosecurity risk with specific focus on the underlying quantification and modelling of invasive species distributions, expansions, economic impacts, intervention scenarios, quantitative damage assessments, health implications, and/or sustainability futures.
- Undertaking topic coordination and course coordination.
- Making a significant contribution to ethical, high quality and innovative research in an area related to biosecurity risk modelling, including climate-related projections, spatial prioritisation, optimal intervention scenarios, and socio-economic feedbacks through activities such as scholarship, quality publication, external grant acquisition, mentoring and developing early career researchers and presentation that aligns with the College areas of research strength and focus.
- Undertaking a lead role in inspiring and innovative teaching informed by approaches that enhance the student experience, such as e learning platforms.
- Supporting students with academic and/or other challenges impeding their academic progress.
- In a leadership capacity assisting in College internal and external quality assurance and accreditation processes.
- Actively supervising and mentoring students undertaking complex WIL, Honours and/or Research Higher Degree students.
- Leading, supervising and participating in high performing multi-disciplinary teams with an education and/or research focus and contributing to the development of a respectful, trusting and collaborative working environment.
- Building and maintaining strategic relationships and networks with a range of stakeholders including industry and professional associations and organisations, with an increasing national and/or international focus.
- Contributing at a leadership level to the integration and management of aspects of the academic and administrative life of the College.
- Some out of hours work (including weekends) as well as rural SA, interstate and overseas travel, may be required.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

KEY POSITION CAPABILITIES

- Completion of a PhD, or equivalent qualification in an area of quantitative and model-focussed components related to biosecurity risk analysis and optimal interventions, or related areas.
- Significant track record and demonstrated evidence of successful relevant teaching experience at tertiary level with a focus on quantitative biosecurity risk analyses, including responsibility for topic coordination, course coordination and curriculum design.
- Demonstrated ability to develop and deliver a range of topics related to biosecurity and risk modelling at an introductory and advanced level and to contribute broadly to other introductory biosecurity and environmental related topics.
- Demonstrated evidence of a strong research track record (for career stage) in an area in an area related to biosecurity risk analysis and its implications as a function of climate change, non-native species invasions, and socio-economic and policy change, including evidence of sustained high quality publications and the attraction of significant external competitive grants.

- Demonstrated knowledge in advanced quantitative techniques, statistical methodology, modelling complex systems, databasing, and interdisciplinary analytical frameworks.
- Demonstrated knowledge of advanced computer coding to aid approaches described in previous point.
- Demonstrated understanding of the nexus between teaching and learning, research, and scholarship.
- Demonstrated excellent oral and written communication skills and interpersonal skills, including the demonstrated ability to establish effective relationships with staff, students and industry nationally and/or internationally.
- Demonstrated experience and successful track record in supervising Honours and higher degree students
- Demonstrated experience providing leadership in the area of curriculum reviews and internal and external accreditation activities.
- Demonstrated experience and innovation using e-learning platforms for teaching purposes

Position Description – Associate Lecturer in Sustainable Agriculture

Updated 27 October 2025

POSITION DETAILS	
College	**College of Science and Engineering**
Organisational Unit	**Physics & Molecular Sciences**
Supervisor	**Dean, People and Resources (or Delegate)**
Classification	**Academic Teaching & Research (Balanced) Level A**
Employment Type	**Continuing, full-time**

POSITION SUMMARY

The Associate Lecturer will be a key member of the College academic staff with specific expertise in sustainable agriculture. The incumbent may have a focus on soil science, crop improvement, vertical farming, integrated farming systems, agrivoltaics, precision agriculture, biosecurity, agroecology or demonstrated alignment to existing Flinders University research strength.

Working under routine supervision, the Associate Lecturer will contribute to quality research and/or evaluation endeavours, as well as contribute to the planning and delivery of topics within the suite of undergraduate and/or postgraduate courses. This includes development of teaching materials, delivery of lectures/tutorials or other innovative teaching and learning strategies, examinations and placement education.

The incumbent may also be involved in teaching across other courses in the College or other Colleges, where appropriate. The incumbent will be required to contribute to strengthening existing partnerships or exploring new partnerships with external stakeholders that have the potential for providing improved teaching, learning and/or research outcomes for the University. All of these contributions will be under the guidance of an experienced member of academic staff. The incumbent will prioritise, coordinate, monitor workflow and provide informal day-to-day feedback to research support staff and casual academic teaching staff according to the University's policies, practices and standards.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

KEY POSITION RESPONSIBILITIES

The Associate Lecturer in Sustainable Agriculture is accountable for:

- Contributing to the delivery and evaluation of lectures, tutorials, laboratory-based material or other teaching strategies, including placement education and topics, primarily within the suite of undergraduate and/or postgraduate courses.
- Under direction undertaking or contributing to topic coordination.
- Engaging in inspiring and innovative teaching informed by approaches that enhance the student experience.
- Supporting students with academic and/or other challenges impeding their academic progress.
- Contributing to ethical, high quality and innovative research and evaluation through activities such as scholarship, quality publication, external grant acquisition and presentations that aligns with the College areas of research strength and focus.
- Contributing to the supervision of student research programs, where appropriate.
- Participating in College internal and external quality assurance and accreditation processes.
- Participating in high performing multi-disciplinary teams with an education and research focus and contributing to the development of a respectful, trusting and collaborative working environment.
- Establishing and maintaining strategic relationships and networks with a range of stakeholders including industry and professional associations and organisations.
- Contributing to the integration and management of aspects of the academic and administrative life of the College.
- Some out of hours work (including weekends) as well as rural SA, interstate and overseas travel, may be required.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

KEY POSITION CAPABILITIES

- As a minimum, satisfactory completion of 4 years of tertiary study or equivalent qualifications and experience in an area relevant to sustainable agriculture.
- Demonstrated evidence of successful experience or capability teaching, training, mentoring or supervising students in order to maximise their learning.
- Demonstrated evidence of research and/or evaluation experience in an area related to sustainable agriculture.
- Demonstrated understanding of the nexus between teaching and learning, research and scholarship.
- Demonstrated understanding of curriculum reviews and internal and external accreditation activities.
- Demonstrated excellent oral and written communication skills and interpersonal skills, including the ability to establish and maintain effective relationships with staff, students and industry.
- Demonstrated experience or capability to engage with e-learning platforms for teaching purposes.

Position Description – Lecturer in Sustainable Agriculture

Updated 23 October 2025

POSITION DETAILS	
College	**College of Science and Engineering**
Organisational Unit	**Physics & Molecular Sciences**
Supervisor	**Dean, People and Resources (or Delegate)**
Classification	**Academic Teaching & Research (Balanced) Level B**
Employment Type	**Continuing, full-time**

POSITION SUMMARY

The Lecturer will, under routine to general supervision, produce quality research and deliver undergraduate and/or postgraduate teaching in the broad area of sustainable agriculture. The incumbent should have a focus on soil science, crop improvement, vertical farming, integrated farming systems, agrivoltaics, precision agriculture, biosecurity, agroecology or demonstrated alignment to existing Flinders University research strength.

The teaching component includes the development of innovative teaching materials, multi-mode teaching delivery, including face to face and online, and other innovative and contemporary teaching and learning strategies, appropriate for the discipline.

The incumbent will make independent high-quality contributions to research and/or creative activity, through activities such as quality publications, external grant acquisition and research student supervision.

The incumbent will also contribute to strengthening existing partnerships or exploring new partnerships with external stakeholders that have potential for providing improved teaching, learning and/or research outcomes for the University.

The incumbent will prioritise, coordinate, monitor workflow and provide informal day-to-day feedback to research support staff and casual academic teaching staff according to the University's policies, practices and standards.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

KEY POSITION RESPONSIBILITIES

The Lecturer in Sustainable Agriculture is accountable for:

- Planning and delivering ethical, high quality and innovative research in areas relevant to sustainable agriculture through activities such as quality publication, external grant acquisition, scholarship and presentation that aligns with the College's areas of research strength.
- Contributing to the organisation, planning, delivery and evaluation of teaching primarily within the suite of undergraduate and/or postgraduate topics/courses with particular focus on topics related to sustainable agriculture, through topic coordination, delivery of lectures, tutorials, laboratories, placements or other contemporary teaching strategies.
- Delivering inspiring and innovative teaching informed by approaches that enhance the student experience and support students with academic and/or other challenges impeding their academic progress.
- Focusing and contributing to supervision of research student programs.
- Actively participating in College internal and external quality assurance and accreditation processes.
- Actively participating in high performing multi-disciplinary teams with an education and research focus and contribute to the development of a respectful, trusting and collaborative working environment.
- Developing and maintaining strategic relationships and networks with a range of stakeholders including industry and professional associations and organisations.
- Actively contribute to the integration and management of aspects of the academic and administrative life of the College.
- Some out of hours work (including weekends) as well as rural SA, interstate and overseas travel, may be required.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

KEY POSITION CAPABILITIES

- Completion of a PhD, or equivalent qualification in sustainable agriculture or closely related area.
- Demonstrated evidence of, or capacity to, undertake high quality teaching in a tertiary environment with specific emphasis on topics relevant to sustainable agriculture, including involvement in topic coordination and curriculum design.
- Demonstrated evidence of a strong research track record (for career stage) in an area of sustainable agriculture that aligns with College research strengths including evidence of quality publications and the attraction of significant external competitive grants.
- Demonstrated understanding of the nexus between teaching and learning, research and scholarship.
- Demonstrated excellent oral and written communication skills and interpersonal skills, including the demonstrated ability to establish effective relationships with staff, students and industry.
- Demonstrated experience and successful track record in supervision of honours and higher degree students (Desirable).
- Demonstrated capacity to contribute to leadership in the area of curriculum reviews and internal and external accreditation activities. (Desirable)

Position Description – Associate Professor in Sustainable Agriculture

Updated 23 October 2025

POSITION DETAILS	
College	**College of Science and Engineering**
Organisational Unit	**Physics & Molecular Sciences**
Supervisor	**Dean, People and Resources (or Delegate)**
Classification	**Academic Teaching & Research (Balanced) Level D**
Employment Type	**Continuing, full-time**

POSITION SUMMARY

The Associate Professor will be a senior member academic staff in the College with a specific focus on sustainable agriculture. The incumbent should have a focus on soil science, crop improvement, vertical farming, integrated farming systems, agrivoltaics, precision agriculture, biosecurity, agroecology or another area with demonstrated alignment to existing Flinders University research strengths.

In addition to leading quality research endeavours, the incumbent will, under broad supervision, provide leadership in the planning and delivery of topics within the suite of programs, including development of teaching materials, delivery of lectures/tutorials or other innovative teaching and learning strategies, examinations and may be involved in placement education.

The incumbent may also be involved in teaching across other courses in the College or other Colleges, where appropriate.

The incumbent will be required to provide leadership in strengthening existing partnerships or exploring new partnerships with external stakeholders that have potential for providing improved teaching, learning and/or research outcomes for the University.

The incumbent will be involved in leading high-quality research, including attracting competitive research grants and other sources of funding, publishing manuscripts in high impact journals, mentoring of early-career researchers and supervision of research higher degree students.

The incumbent will prioritise, coordinate, monitor workflow and provide informal day-to-day feedback to research support staff and casual academic teaching staff according to the University's policies, practices and standards.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and

- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

KEY POSITION RESPONSIBILITIES

The Associate Professor in Sustainable Agriculture is accountable for:

- Providing sustained leadership in teaching programs, with a specific focus on sustainability, agriculture and other related areas.
- Making an outstanding high quality personal contribution to research and community service through original and innovative contributions, obtaining competitive research grants from outside the University and sustained publications within high quality publications.
- Playing a significant leadership role in the College/University and make a significant contribution to leadership at the national and/or international level within sustainable agriculture.
- Provide leadership in inspiring and innovative teaching informed by approaches that enhance the student experience.
- Undertake active leadership in ethical, high quality and innovative research through activities such as scholarship, quality publication, external grant acquisition, mentoring and developing early career researchers, supervision of students undertaking complex WIL, Honours and/or Research Higher Degrees and deliver high quality presentations that aligns with the College areas of research strength and focus.
- Provide leadership in College internal and external quality assurance and accreditation processes.
- Leading, supervising and participate in high performing multi-disciplinary teams with an education and research focus and contribute to the development of a respectful, trusting and collaborative working environment.
- Developing, establishing and maintaining strategic relationships and networks with a range of stakeholders including industry and professional associations and organisations, nationally and/or internationally.
- Providing leadership to the integration and management of aspects of the academic and administrative life of the College.
- Some out of hours work (including weekends) as well as rural SA, interstate and overseas travel, may be required.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

KEY POSITION CAPABILITIES

- Completion of a PhD, or equivalent qualification in an area relevant to sustainable agriculture.
- Demonstrated evidence of a distinguished and active track record of teaching expertise at tertiary level with specific focus on sustainable agriculture, including a leadership role in national / international delivery and /or collaboration
- Demonstrated evidence of innovation in teaching to support students in order to maximise their learning.
- Evidence of educational leadership relevant to teaching and learning in higher education and demonstrated experience leading innovation and inspiring excellence amongst colleagues.
- Significant experience in curriculum development and teaching methodology for topics and programs of study, including reviews and internal and external accreditation activities.
- Demonstrated experience with engaging and developing flexible methods to deliver teaching programs such as through e-learning platforms and other communications technologies

- An established international reputation in research in sustainable agriculture that aligns with the College's research strengths evidenced by sustained high quality publications, invitations to deliver keynote addresses, and the attraction of several competitive external grants.
- Demonstrated excellence in the supervision of honours and research higher degree students.
- Demonstrated contribution to the discipline and/or profession within a relevant external professional domain and within a wider community context at local, national and international level.
- A demonstrated strong track record of establishing effective research collaborations with external national and international partners.
- Demonstrated excellent oral and written communication skills and interpersonal skills, including the demonstrated evidence of the ability to develop, establish and maintain effective relationships with staff, students and industry.

Position Description – Professor in Sustainable Agriculture

Updated 23 October 2025

POSITION DETAILS	
College	**College of Science and Engineering**
Organisational Unit	**Physics & Molecular Sciences**
Supervisor	**Dean, People and Resources (or Delegate)**
Classification	**Academic Teaching & Research (Balanced) Level E**
Employment Type	**Continuing, full-time**

POSITION SUMMARY

The Professor will, under broad supervision, provide academic leadership in research, teaching and community engagement in the broad area of sustainable agriculture. The incumbent should have a focus on soil science, crop improvement, vertical farming, integrated farming systems, agrivoltaics, precision agriculture, biosecurity, agroecology or another area of demonstrated alignment to existing Flinders University research strengths.

The position will provide outstanding leadership in the study of sustainability and agriculture. The incumbent will have a track record of grants, either Category 1 or others.

They will be able and willing to take a strong leadership role with Early Career Researchers and Middle Career Researchers. The Professor will advance the College in its reputation as a centre of excellence in education and research, both nationally and internationally, and advance the development of sustainable agriculture.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

KEY POSITION RESPONSIBILITIES

The Professor in Sustainable Agriculture is accountable for:

- Providing outstanding teaching using contemporary pedagogy, a range of delivery methods, and innovative delivery methods across a range of areas related to sustainable agriculture.

- Publishing high quality articles in sustainable agriculture and associated areas recognised as such nationally and internationally.
- Gaining external competitive research grants and contributing to growth in Flinders' research income.
- Supervising to completion Flinders research students including doctoral students in sustainable agriculture and growing the PhD cohort.
- Mentoring more junior academic colleagues in the College, especially academic staff in sustainable agriculture, including co-publishing, co-supervision and co-submission of external competitive grants.
- Contributing to or leading research on designated College and/or University themes.
- Providing administrative leadership as required including in the Physics and Molecular Science Teaching Program and its companion Research Section
- Contributing to administrative tasks as sought by the College leadership including playing an active role in the maintenance of academic standards and in the development of educational policy and curriculum within the sustainable agriculture domains.
- Providing leadership and expertise to foster collaborative links across the University, with industry/community and with other institutions as appropriate.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

KEY POSITION CAPABILITIES

- Completion of a PhD, or equivalent qualification in an area relevant to sustainable agriculture.
- Demonstrated evidence of a distinguished and active track record of teaching expertise at tertiary level in sustainability and agriculture, including a leadership role in international delivery and /or collaboration
- Demonstrated evidence of innovation in teaching to support students in order to maximise their learning.
- Evidence of significant educational leadership relevant to teaching and learning in higher education and demonstrated experience leading innovation and inspiring excellence amongst colleagues.
- Significant experience in curriculum development and teaching methodology for topics and programs of study, including reviews and internal and external accreditation activities.
- Demonstrated experience with engaging and developing flexible methods to deliver teaching programs such as through e-learning platforms and other communications technologies
- A distinguished international reputation in research in an area of sustainable agriculture that aligns with the College's research strengths as evidenced by sustained high quality publications, invitations to deliver keynote addresses, and the attraction of several competitive external grants.
- Demonstrated excellence in the supervision of honours and research higher degree students.
- Significant contribution to the discipline and/or profession within a relevant external professional domain and within a wider community context at local, national and international level.
- A demonstrated strong track record of establishing effective research collaborations with external national and international partners.
- Demonstrated excellent oral and written communication skills and interpersonal skills, including the demonstrated evidence of the ability to develop, establish and maintain effective relationships with staff, students and industry.

Position Description – Professor in Microbiology

Updated 27 October 2025

POSITION DETAILS	
College	**College of Science and Engineering**
Organisational Unit	**Physics & Molecular Sciences**
Supervisor	**Dean, People and Resources (or Delegate)**
Classification	**Academic Teaching & Research (Balanced) Level E**
Employment Type	**Continuing, full-time**

POSITION SUMMARY

The Professor will, under broad supervision, provide academic leadership in research, teaching and community engagement in the microbiology area. The position will provide outstanding leadership in the study of microbiology. The incumbent will have a track record of grants, either Category 1 or others.

They will be able and willing to take a strong leadership role with Early Career Researchers and Middle Career Researchers. The Professor will advance the College in its reputation as a centre of excellence in education and research, both nationally and internationally, and advance the development of the microbiology area.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

KEY POSITION RESPONSIBILITIES

The Professor in Microbiology is accountable for:

- Providing outstanding teaching using contemporary pedagogy, a range of delivery methods, and innovative delivery methods in the broad area of microbiology.
- Publishing high quality articles in microbiology and associated areas recognised as such nationally and internationally.
- Gaining external competitive research grants and contributing to growth in Flinders' research income.
- Supervising to completion Flinders research students including doctoral students in microbiology and growing the PhD cohort.

- Mentoring more junior academic colleagues in the College, especially academic staff in microbiology including co-publishing, co-supervision and co-submission of external competitive grants.
- Contributing to or leading research on designated College and/or University themes.
- Providing administrative leadership as required including the Physics and Molecular Sciences Teaching Program or it companion Research Section.
- Contributing to administrative tasks as sought by the College leadership including playing an active role in the maintenance of academic standards and in the development of educational policy and curriculum within the microbiology domain.
- Providing leadership and expertise to foster collaborative links across the University, with industry/community and with other institutions as appropriate.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

KEY POSITION CAPABILITIES

- Completion of a PhD, or equivalent qualification in an area of microbiology.
- Demonstrated evidence of a distinguished and active track record of teaching expertise in microbiology at tertiary level, including a leadership role in international delivery and /or collaboration
- Demonstrated evidence of innovation in teaching to support students in order to maximise their learning.
- Evidence of significant educational leadership relevant to teaching and learning in higher education and demonstrated experience leading innovation and inspiring excellence amongst colleagues.
- Significant experience in curriculum development and teaching methodology for topics and programs of study, including reviews and internal and external accreditation activities.
- Demonstrated experience with engaging and developing flexible methods to deliver teaching programs such as through e-learning platforms and other communications technologies
- A distinguished international reputation in research in microbiology and anti-microbial resistance that aligns with the College's research strengths as evidenced by sustained high quality well cited publications, invitations to give keynote addresses, and the attraction of several competitive external grants.
- Demonstrated excellence in the supervision of honours and research higher degree students.
- Significant contribution to the discipline and/or profession within a relevant external professional domain and within a wider community context at local, national and international level.
- A demonstrated strong track record of establishing effective research collaborations with external national and international partners.
- Demonstrated excellent oral and written communication skills and interpersonal skills, including the demonstrated evidence of the ability to develop, establish and maintain effective relationships with staff, students and industry.

Position Description – Lecturer in Molecular Biology and Biochemistry

Updated 23 October 2023

POSITION DETAILS	
College	**College of Science and Engineering**
Organisational Unit	**Physics & Molecular Sciences**
Supervisor	**Dean, People and Resources (or Delegate)**
Classification	**Teaching Specialist (Academic) Level B**
Employment Type	**Continuing, full-time**

POSITION SUMMARY

This Teaching Specialist (Academic) position, with its primary focus on teaching and teaching-related activities and has an important role to play in the University's achievement of its strategic plan, Making a Difference: The 2025 Agenda.

The University is committed to a student-centred ethos and to developing creative, enterprising, career-ready graduates prepared to become lifelong contributors to society. In accordance with the strategic plan, the University seeks to:

- deliver a richly interactive and personalised approach to learning focussed on student success;
- be an international leader in educational innovation, advanced learning technologies and learning analytics; and
- develop enterprising graduates equipped with the skills required for success in the knowledge economy.

The Lecturer in Molecular Biology and Biochemistry will contribute to excellence in teaching and learning across the suite of topics in the Teaching Program. The Lecturer in Molecular Biology and Biochemistry will be responsible for making an independent contribution to teaching and the scholarship of teaching using innovations in teaching practices and technologies to deliver excellence in teaching.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

KEY POSITION RESPONSIBILITIES

This position is predominantly concerned with teaching and teaching-related duties involving the creation, delivery and continuous quality improvement of university-level education. It includes (but is not limited to): direct teaching informed by approaches that enhance the student experience; curriculum design and review; delivery innovation; advancements in education technologies; and making an independent contribution to maintaining internal and external compliance and accreditation of courses. The position is also expected to make an independent contribution to high-quality university, professional and community service. The position does not include making a research contribution.

Teaching:

- Create, coordinate and conduct inspiring teaching informed by approaches that enhance the student experience, with a focus on molecular biology and biochemistry topics, across all levels and modes, of the College.
- Contribute to the planning and evaluation of these topics, undertaking the role of Topic Coordinator as required.
- Make an independent contribution to the review, renewal, development and design of curricula and courses that are attractive to existing and new cohorts of students and that nurture creativity and critical-thinking skills.
- Provide support, academic counselling and professional advice to students concerning their studies, professional development and career opportunities.
- Make effective use of innovations and technologies in teaching practice.

University, Professional and Service:

- Participate in the College's administrative activities such as membership of committees and working groups and attendance at College meetings.
- Maintain professional knowledge relevant to teaching within their discipline through scholarship and professional development.
- Engage in activities within a relevant external professional domain such as professional associations, conferences and workshops, and within a wider community context at local, national or international level.
- Provide high quality contribution to community service on behalf of the College and University.
- Undertake activities that promote the development of productive partnerships to provide opportunities for students and promote graduate employability.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

Flinders University

KEY POSITION CAPABILITIES

- Completion of a PhD or EdD, in an area of molecular biology or biochemistry or equivalent qualification.
- Significant teaching and learning experience and excellence at a tertiary level.
- Ability to deliver a broad range of molecular sciences topics from introductory to advanced levels and to a variety of audiences including service teaching.
- Evidence of use of learning and teaching approaches which enhance student success.
- Evidence of successful and independent innovation in learning and teaching delivery or design, including use of e-learning technologies.
- Evidence of professional development of teaching including peer or supervisor reviews of teaching and/or external accreditation processes.
- Demonstrated contribution to academic quality assurance processes, such as topic or course reviews.
- Demonstrated understanding of the nexus between teaching and learning, research and scholarship.
- Experience in coordinating and/or leading the teaching activities of other staff.
- Evidence of student-centred approach.
- Good understanding of appropriate assessment techniques – including feedback.
- Demonstrated experience or capability to engage with students (and deliver teaching modules) via online learning platforms.
- Demonstrated excellent oral and written communication skills and interpersonal skills, including the demonstrated ability to establish effective relationships with staff, students and industry.
- Experience with engagement within a relevant external professional domain and within a wider community context at local, national or international level which could include working parties, committees, professional associations and conferenced workshops.
- Tertiary qualifications in Education (Desirable).

Position Description – Senior Lecturer in Molecular Biology and Biochemistry

Updated 27 October 2025

POSITION DETAILS	
College	**College of Science and Engineering**
Organisational Unit	**Physics & Molecular Sciences**
Supervisor	**Dean, People and Resources (or Delegate)**
Classification	**Teaching Specialist (Academic) Level C**
Employment Type	**Continuing, full-time**

POSITION SUMMARY

This Teaching Specialist (Academic) position, with its primary focus on teaching and teaching-related activities and has an important role to play in the University's achievement of its strategic plan, Making a Difference: The 2025 Agenda.

The University is committed to a student-centred ethos and to developing creative, enterprising, career-ready graduates prepared to become lifelong contributors to society. In accordance with the strategic plan, the University seeks to:

- deliver a richly interactive and personalised approach to learning focussed on student success;
- be an international leader in educational innovation, advanced learning technologies and learning analytics; and
- develop enterprising graduates equipped with the skills required for success in the knowledge economy.

The Senior Lecturer will provide leadership in delivering excellence in teaching and learning across the suite of molecular science topics and courses, including but not limited to molecular biology and biochemistry. The Senior Lecturer will be responsible for making a significant and wide-ranging contribution to leadership in teaching and scholarship of teaching using innovations in teaching practices and technologies to deliver excellence in teaching. The Senior Lecturer will also have a key leadership role in service to the College and/or University.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

KEY POSITION RESPONSIBILITIES

This position is predominantly concerned with providing leadership and direction related to teaching and teaching-related duties involving the creation, delivery and continuous quality improvement of university-level education. It includes (but is not limited to): direct teaching informed by approaches that enhance the student experience; educational leadership; curriculum design and review; delivery innovation; advancements in education technologies; and leadership in ensuring internal and external compliance and accreditation of courses. The position is also expected to make a leadership contribution to high-quality university, professional and community service, which may extend from the local level to national or international. The position does not include making a research contribution.

Teaching:

- Create, coordinate and conduct inspiring teaching informed by approaches that enhance the student experience, with a focus on molecular biology and biochemistry topics, across all levels and modes of the College.
- Contribute to the planning and evaluation of these topics, undertaking the roles of Topic Coordinator and Couse Coordinator as required.
- Play a lead role in the review, renewal, development and design of curricula and courses that are attractive to existing and new cohorts of students and that nurture creativity and critical-thinking skills.
- Provide support, academic counselling and professional advice to students concerning their studies, professional development and career opportunities.
- Make effective use of innovations and technologies in teaching practice.
- Provide educational leadership and dissemination of best practice, ensuring awareness and utilisation of contemporary education principles.
- Engage in coaching, mentoring, supervising student projects; research higher degree supervision as an Adjunct Supervisor.

University, Professional and Service:

- Contribute at a significant level in the College's administrative activities such as leadership on committees and working groups and attendance at and/or coordination of College meetings.
- Significant involvement in and/or leading activities relating to internal and external compliance and professional accreditation of courses.
- Maintain professional knowledge relevant to teaching within their discipline through scholarship and professional development.
- Engage in activities within a relevant external professional domain such as professional associations, conferences and workshops, and within a wider community context at local, national or international level.
- Provide leadership in, coordination of, development of and/or leading international activities including student mobility programs, internationalisation of curricula and ensuring the relevance of curricula to international students or that enhance intercultural skills development in students.
- Provide high quality contribution to community service on behalf of the College and University.
- Undertake activities that promote the development of productive partnerships to provide opportunities for students and promote graduate employability.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

KEY POSITION CAPABILITIES

- Completion of a PhD, or EdD, in an area of molecular biology or biochemistry or equivalent qualification.

- Evidence of application of pedagogical theory and contemporary educational practice relevant to the discipline.
- Evidence of sustained use of learning and teaching approaches which enhance student success.
- Experience of significant and sustained relevant teaching and learning experience at a tertiary level.
- Evidence of significant and sustained excellence in teaching performance at a tertiary level.
- Evidence of successful and sustained topic and/or course coordination.
- Evidence of significant and independent innovation in learning and teaching delivery or design.
- Demonstrated capacity for successful leadership of teaching teams at course and/or the program level.
- Evidence of scholarship of teaching and of professional development in higher education teaching.
- Demonstrated strong understanding of the nexus between teaching and learning, research and scholarship.
- Capacity to develop programs for international off-shore delivery independently or in collaboration with external partners.
- Demonstrated experience and innovation using online learning platforms for teaching purposes.
- Development of teaching materials to be used by others
- Demonstrated excellent oral and written communication skills and interpersonal skills, including the demonstrated ability to establish effective relationships with staff, students and industry nationally and/or internationally.
- Has provided leadership to professional activities within a relevant external professional domain and within a wider community context at local, national or international level which could include topic/course coordinator, major award programs, leadership in quality assurance processes and relationship building with external parties including consultancy work and conferences.
- Tertiary qualifications in Education (Desirable).

Position Description – Associate Lecturer in Chemistry (Energetic Materials)

Updated 27 October 2025

POSITION DETAILS	
College	**College of Science and Engineering**
Organisational Unit	**Physics & Molecular Sciences**
Supervisor	**Dean, People and Resources (or Delegate)**
Classification	**Academic Teaching & Research (Balanced) Level A**
Employment Type	**Continuing, full-time**

POSITION SUMMARY

The Associate Lecturer will be a key member of the College academic staff with specific expertise in chemistry of energetic materials. Working under routine supervision, the Associate Lecturer will contribute to quality research and/or evaluation endeavours, as well as contribute to the planning and delivery of topics within the suite of undergraduate and/or postgraduate courses. This includes development of teaching materials, delivery of lectures/tutorials or other innovative teaching and learning strategies, examinations and placement education.

The incumbent may also be involved in teaching across other courses in the College or other Colleges, where appropriate. The incumbent will be required to contribute to strengthening existing partnerships or exploring new partnerships with external stakeholders that have the potential for providing improved teaching, learning and/or research outcomes for the University. All of these contributions will be under the guidance of an experienced member of academic staff. The incumbent will prioritise, coordinate, monitor workflow and provide informal day-to-day feedback to research support staff and casual academic teaching staff according to the University's policies, practices and standards.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

KEY POSITION RESPONSIBILITIES

The Associate Lecturer in Chemistry (Energetic Materials) is accountable for:

- Contributing to the delivery and evaluation of lectures, tutorials, laboratory-based material or other teaching strategies, including placement education and topics, primarily within the suite of undergraduate and/or postgraduate courses.
- Under direction undertaking or contributing to topic coordination.
- Engaging in inspiring and innovative teaching informed by approaches that enhance the student experience.
- Supporting students with academic and/or other challenges impeding their academic progress.
- Contributing to ethical, high quality and innovative research and evaluation through activities such as scholarship, quality publication, external grant acquisition and presentations that aligns with the College areas of research strength and focus.
- Contributing to the supervision of student research programs, where appropriate.
- Participating in College internal and external quality assurance and accreditation processes.
- Participating in high performing multi-disciplinary teams with an education and research focus and contributing to the development of a respectful, trusting and collaborative working environment.
- Establishing and maintaining strategic relationships and networks with a range of stakeholders including industry and professional associations and organisations.
- Contributing to the integration and management of aspects of the academic and administrative life of the College.
- Some out of hours work (including weekends) as well as rural SA, interstate and overseas travel, may be required.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

This position requires the successful applicant to hold (or be eligible to obtain) an NV1 (Negative Vetting Level 1) Security Clearance.

KEY POSITION CAPABILITIES

- As a minimum, satisfactory completion of 4 years of tertiary study or equivalent qualifications and experience in an area of chemistry that is relevant to energetic materials.
- Demonstrated evidence of successful experience or capability teaching, training, mentoring or supervising students in order to maximise their learning.
- Demonstrated evidence of research and/or evaluation experience in an area related to chemistry and energetic materials or a related discipline.
- Demonstrated understanding of the nexus between teaching and learning, research and scholarship.
- Demonstrated understanding of curriculum reviews and internal and external accreditation activities.
- Demonstrated excellent oral and written communication skills and interpersonal skills, including the ability to establish and maintain effective relationships with staff, students and industry.
- Demonstrated experience or capability to engage with e-learning platforms for teaching purposes.

Position Description – Lecturer in Chemistry (Energetic Materials)

Updated 27 October 2025

POSITION DETAILS	
College	**College of Science and Engineering**
Organisational Unit	**Physics & Molecular Sciences**
Supervisor	**Dean, People and Resources (or Delegate)**
Classification	**Academic Teaching & Research (Balanced) Level B**
Employment Type	**Continuing, full-time**

POSITION SUMMARY

The Lecturer will, under routine to general supervision, produce quality research and deliver undergraduate and/or postgraduate teaching in the broad area of chemistry with specific focus on energetic materials.

The teaching component includes the development of innovative teaching materials, multi-mode teaching delivery, including face to face and online, and other innovative and contemporary teaching and learning strategies, appropriate for the discipline.

The incumbent will make independent high-quality contributions to research and/or creative activity, through activities such as quality publications, external grant acquisition and research student supervision.

The incumbent will also contribute to strengthening existing partnerships or exploring new partnerships with external stakeholders that have potential for providing improved teaching, learning and/or research outcomes for the University.

The incumbent will prioritise, coordinate, monitor workflow and provide informal day-to-day feedback to research support staff and casual academic teaching staff according to the University's policies, practices and standards.

UNIVERSITY EXPECTATIONS AND VALUES

All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:

- demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence and the underlying ethos of being Student Centred;
- contribute to the efficient and effective functioning of the team or work unit in order to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members if required and undertaking other key responsibilities or activities as directed by one's supervisor;
- promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;
- perform their responsibilities in a manner which reflects and responds to continuous improvement; and
- familiarise themselves and comply with the University's Work Health and Safety, Injury Management and Equal Opportunity policies.

KEY POSITION RESPONSIBILITIES

The Lecturer in Chemistry (Energetic Materials) is accountable for:

- Planning and delivering ethical, high quality and innovative research in areas relevant to chemistry of energetic materials through activities such as quality publication, external grant acquisition, scholarship and presentation that aligns with the College's areas of research strength.
- Contributing to the organisation, planning, delivery and evaluation of teaching primarily within the suite of chemistry and physics related undergraduate and/or postgraduate topics/courses with particular focus on topics associated with energetic materials, through topic coordination, delivery of lectures, tutorials, laboratories, placements or other contemporary teaching strategies.
- Delivering inspiring and innovative teaching informed by approaches that enhance the student experience and support students with academic and/or other challenges impeding their academic progress.
- Focusing and contributing to supervision of research student programs.
- Actively participating in College internal and external quality assurance and accreditation processes.
- Actively participating in high performing multi-disciplinary teams with an education and research focus and contribute to the development of a respectful, trusting and collaborative working environment.
- Developing and maintaining strategic relationships and networks with a range of stakeholders including industry and professional associations and organisations.
- Actively contribute to the integration and management of aspects of the academic and administrative life of the College.
- Some out of hours work (including weekends) as well as rural SA, interstate and overseas travel, may be required.
- Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

A Nationally Coordinated Criminal History Check (NCCHC) which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.

This position requires the successful applicant to hold (or be eligible to obtain) an NV1 (Negative Vetting Level 1) Security Clearance.

KEY POSITION CAPABILITIES

- Completion of a PhD in an area of chemistry, physics or material science that is relevant to energetic materials, or equivalent qualification.
- Demonstrated evidence of, or capacity to, undertake high quality teaching in a tertiary environment broadly in chemistry and physics with specific focus on topics relevant to energetic materials, including involvement in topic coordination and curriculum design.
- Demonstrated evidence of a strong research track record (for career stage) in an area relevant to energetic materials that aligns with College research strengths including evidence of quality publications and the attraction of significant external competitive grants.
- Demonstrated understanding of the nexus between teaching and learning, research and scholarship.
- Demonstrated excellent oral and written communication skills and interpersonal skills, including the demonstrated ability to establish effective relationships with staff, students and industry.
- Demonstrated experience and successful track record in supervision of honours and higher degree students (Desirable).
- Demonstrated capacity to contribute to leadership in the area of curriculum reviews and internal and external accreditation activities. (Desirable)