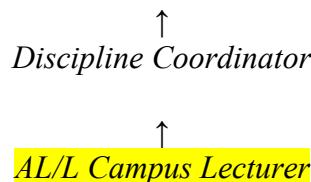


FORM 5.5.05A
POSITION DESCRIPTION

IDENTIFICATION
Position Title: Lecturer **Position Number:** LLE014
Section : SPACE
Department: Education Discipline
Location: Kiribati
Category: Academic Staff
Level: AL/L
Current Incumbent: _____

Date of substantive appointment: _____

Reports To: HOS SPACE
Supervised by: HOS SPACE
ORGANIZATION CONTEXT
Organization chart to identify the job's reporting relationships
Insert organization:
Head of School

PURPOSE

This section describes the overall purpose of the job and the overall significance of the job from the organization's point of view. Answers the following questions:

- **what part of the organization's purpose is accomplished by this job?**

The appointee is expected to contribute to teaching of undergraduate and postgraduate education courses and programs at the discipline of education and university-wide. The AL/L will provide students with the best teaching and learning support, direction and support for research and thesis projects.

- **what would not get done if this job did not exist?**

The Education Discipline is the leading pre-service and in-service teacher education institution of excellence within the Pacific region. It upholds quality learning and teaching, and provides quality educational services as well as professional development programs. Education discipline is entering a new and exciting phase of development and is seeking experienced and dynamic individuals to join us.

- **why do we need this job at all?**

A Assistant Lecturer/ Lecturer is expected to teach courses at undergraduate and postgraduate level, supervise research students, conduct consultancies on Educational issues in the Pacific region and contribute to outreach and marketing activities for the discipline and school at Kiribati campus.

NATURE AND SCOPE

The appointee is expected to work closely with the Course Coordinators from the discipline of education and contribute to teaching of education courses at USP. He /She will also supervise student's projects, work with stakeholder groups, conduct research and consultancies in the relevant areas, organize staff development workshops and provide academic leadership at the Kiribati campus.

POSITION DIMENSIONS

Give details of staff and total level of costs within the organization under the position's overall control.

Staff Responsible for:

Directly: N/A Indirectly: N/A Total Level of Costs: N/A

Limits of Authority:

Financial: \$ N/A

Non Financial: N/A

Key Relationships /Internal and External Contacts:

Lists the key inter-relationships that is necessary for effective performance in the job. Also describe the nature of contact most typically expected with those key working relationships

External <ul style="list-style-type: none"> • <i>Ministry of Education</i> • <i>Other Educational Institutions</i> • <i>Regional Campuses & Institute Directors</i> 	Purpose of contact <ul style="list-style-type: none"> • <i>Facilitate meetings, provide collaborations between the School and Ministry</i> • <i>Facilitate research and curriculum workshops and Specialized Areas of Activities</i> • <i>Marketing of the Education discipline's programs and Awareness</i>
Internal <ul style="list-style-type: none"> • <i>Deputy Head of School, Learning & Teaching / Research & Postgraduate</i> • <i>Head of School and Deputy Head of School</i> • <i>Research Office</i> • <i>Regional Campuses</i> • <i>Discipline Coordinators</i> • <i>Student Learning Support</i> 	Purpose of contact <ul style="list-style-type: none"> • <i>Ensure that all Learning & Teaching matters regarding Education is well updated and implementation of meetings outcome</i> • <i>Internal matters regarding Education/Campus Activities</i> • <i>Facilitate student support for Specialized programme</i> • <i>Assist with cohort learning and Flexi Schools.</i>

FORM 5.5.05A
POSITION DESCRIPTION
KEY RESULT AREAS / KEY ACHIEVEMENT AREAS

Aim: KRAs to have a logical heading. KRAs: 4 – 6.in total Key tasks : 4-5 tasks per KRA. Performance

Measures: Identify the performance standards for someone doing the job at the 100% level. Use both quantitative and qualitative measures, Measures the KRA as a whole, not every task. Maximum 3 measures for each KRA Include KRA for Corporate Responsibilities which is generic to all positions

Key Result Areas <i>Jobholder is responsible for</i>	Performance Measures <i>Jobholder is successful when</i>
1. Key task Learning & Teaching <ul style="list-style-type: none"> • <i>Lecturing</i> • <i>Tutoring</i> • <i>Online Marking</i> • <i>Responding to student email</i> • <i>Video Conferencing</i> 	<ul style="list-style-type: none"> • <i>Good Student pass rate</i> • <i>Graduate employment rate increase</i> • <i>Marketability of graduates into the workforce</i> • <i>Satisfactory Employer Feedback Report</i>
2. Key task Student Support <ul style="list-style-type: none"> • <i>Consultation</i> • <i>Extra Tutorials – face to face</i> • <i>Online Forum</i> 	<ul style="list-style-type: none"> • <i>Increase individual student engagement</i> • <i>More support for more understanding of subject area</i> • <i>Student score good grades, improved student retention and completion rates</i>
3. Key task Research <ul style="list-style-type: none"> • <i>Conference papers</i> • <i>Presentations</i> • <i>Publications</i> • <i>Thesis Supervision</i> 	<ul style="list-style-type: none"> • <i>Research on new good teaching techniques</i> • <i>Best teaching methods and it suitable</i>
4. Key task Regionalisation and Internationalisation <ul style="list-style-type: none"> • <i>Presenting at Conferences</i> • <i>Students enrolled in the program - specialized areas from the region.</i> 	<ul style="list-style-type: none"> • <i>Student enrolled from USP regional countries</i> • <i>The need to promote and market specialized program/area in the region</i> • <i>Increase student enrollments</i>

TERMS & CONDITIONS

Salary: _ Assistant Lecturer – AUD\$48,308.83 – AUD\$57,970.60 /Lecturer _ AUD\$61,389.43
 - AUD\$61,389.43

Length of Contract: ___ 5 years _____

Gratuity and Allowances: _____

Other Benefits: _____

POSITION SPECIFICATION

Qualifications (or equivalent level of learning)

Essential	Desirable
<p>To be considered at the Assistant Lecturer level, the applicant must have:</p> <ul style="list-style-type: none"> ○ A Masters or PhD in Education with significant tertiary teaching experience; ○ An established record of successful teaching and course development at tertiary and or secondary levels; and ○ Citizenship of a USP member country. <p>To be considered at the Lecturer level, the applicant must have:</p> <ul style="list-style-type: none"> ➤ A PhD in Education with significant tertiary teaching experience and at least one ranked publication; ➤ An established record of successful teaching, course development and postgraduate research supervision; and ➤ Research interest in Education relevant to the South Pacific. 	<ul style="list-style-type: none"> • Applicant with a formal tertiary teaching qualification is an advantage. • Five or more years of teaching experience at tertiary or secondary level in the Pacific region. • Research experience in Education and potential supervision of thesis students (Masters and PhD). • In exceptional cases a good post graduate or professional qualification with either a formal tertiary teaching qualification or extensive tertiary teaching experience or a combination of extensive tertiary teaching and relevant industry experience, may be considered.

Knowledge / Experience

Essential	Desirable
<ul style="list-style-type: none"> • Proven record of successful teaching and course development at school and tertiary levels • Relevant teaching experience in Education and supervision of thesis students 	<ul style="list-style-type: none"> • Knowledge and experience in teacher education, distance education, IT integration and good research and publication record. It is essential that you are self-motivated, a team player, are committed to the organization and have working knowledge of the South Pacific region.

Key Skills / Attributes / Job Specific Competencies

The following levels would typically be expected for the 100% fully effective level:

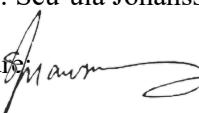
FORM 5.5.05A

POSITION DESCRIPTION

<i>Expert level</i>	Excellent teaching and research in area of specialization, lead research projects, publish in international journals and successful in attracting competitive research grants.
<i>Advanced level</i>	Tertiary teaching experience, demonstrated ability to develop course materials, apply for research grants and supervise thesis students
<i>Working level</i>	Tertiary or secondary teaching experience, demonstrated ability to carry out independent research and potential to supervise thesis students
<i>Awareness level</i>	Secondary teaching experience or similar, some research experience and has potential for further studies towards PhD.

APPROVAL

Supervisor name: Dr. Seu'ula Johansson-Fua

Supervisor's Signature:  Date: 18/11/2025

Staff Name: Staff ID:

Staff Signature: Date: