FORM 5.5.05A

POSITION DESCRIPTION

THE UNIVERSITY OF THE SOUTH PACIFIC

IDENTIFICATION

Position Title: Senior Lecturer **Position Number:** LBD025

Section: Development Studies **Department:** SoLaSS

Location: Laucala **Category: Academic** **Level**: Senior Lecturer

Current Incumbent: Anara Tuitoga (Who is going to retire)

Date of substantive appointment: As soon as possible

Reports To & Supervised by: Head of School

ORGANIZATION CONTEXT

The School of Law and Social Sciences at the University of the South Pacific is a dynamic, multidisciplinary academic community committed to excellence in teaching, research, and engagement across the Pacific region. With a strong regional presence and a commitment to producing graduates who can respond to complex political, social, legal, and development challenges, the School plays an important role in advancing knowledge and strengthening professional capacity across USP's member countries.

The School of Law and Social Sciences is resourced to pursue excellence in teaching and research. The School offers several undergraduate programs, including the Bachelor of Laws (LLB) and Bachelor of Arts in Social Work, which are internationally accredited and designed to provide students with rigorous academic foundations alongside professionally relevant knowledge and skills. The School also offers targeted postgraduate and professional qualifications, including the Postgraduate Diploma in Border Security, Professional Diploma in Legal Practice, and qualifications in Gender Studies, responding to emerging regional needs and the evolving demands of professional practice.

A distinctive strength of the School is its ability to provide flexible and accessible education to students across the Pacific. All undergraduate programmes are available online as well as face-to-face, enabling students from diverse geographical and professional contexts to access high-quality university education. This blended and flexible approach reflects USP's unique regional mandate and its commitment to widening participation in higher education across Pacific Island countries.

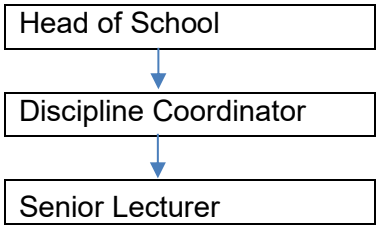
The School is further strengthened by its geographically distributed academic presence. With the Discipline of Law based at the Emalus Campus in Vanuatu and Social Sciences based at the Laucala Campus in Fiji, staff and students are connected through a dynamic regional network that extends across the Pacific. This distinctive structure creates opportunities for interdisciplinary collaboration, cross-campus teaching and research, regional engagement, and the exchange of ideas and expertise across different Pacific contexts.

The School is particularly well positioned to strengthen Development Studies as an important area of postgraduate education, research, and policy engagement. Development challenges in the Pacific require approaches that move beyond conventional models and recognise the region's diverse histories, cultures, institutions, economies, and environmental realities.

Joining the School of Law and Social Sciences offers more than an opportunity to contribute to a conventional academic programme. It provides an opportunity to become part of a distinctive Pacific-wide academic community that values intellectual excellence, regional relevance, interdisciplinary scholarship, and meaningful social impact. Whether teaching in person or online, conducting research across national and disciplinary boundaries, supervising postgraduate students, or engaging with regional stakeholders, members of the School contribute to a shared mission of strengthening knowledge, professional capacity, and positive social transformation across the Pacific.

With its internationally accredited programmes, flexible modes of delivery, geographically connected campuses, multidisciplinary expertise, and strong commitment to teaching and research, the School of Law and Social Sciences is well positioned to play a leading role in shaping the next generation of Pacific scholars, professionals, practitioners, and leaders.

Organizational Structure



PURPOSE

The Senior Lectureship in Development Studies at the School of Law and Social Sciences, the University of the South Pacific, is a key academic position that will contribute to the University's commitment to excellence in teaching, research, postgraduate education, and community engagement across the Pacific region. The position will strengthen the School's academic leadership and research capacity in Development Studies, while contributing to the development of professionals, researchers, policymakers, and practitioners equipped to respond critically and constructively to the complex and evolving development challenges facing Pacific Island countries and the wider Global South.

The Senior Lecturer will provide academic leadership in the teaching and coordination of postgraduate courses in Development Studies and contribute to the continued development of a broad, interdisciplinary curriculum examining contemporary development theories, approaches, policies, practices, and challenges. The appointee will be expected to contribute expertise across areas such as Advanced Research Methodology; Conflict and Justice; NGOs, Civil Society and Development; Environmental Change and Green Development; Development Change in the Contemporary Pacific; and Development Theories and Alternatives. Through high-quality,

research-informed teaching and postgraduate supervision, the Senior Lecturer will foster students' capacity to critically analyse development processes and their relationships with policy, institutions, communities, social and environmental change, and broader processes of transformation.

In addition to teaching and supervision, the Senior Lecturer will contribute to curriculum development, research leadership, academic mentoring, and the strategic development of the Development Studies programme. The appointee will be expected to maintain an active research profile, develop collaborative research and external partnerships, and contribute to knowledge production that is relevant to development challenges in the Pacific and beyond. The position will also contribute to academic and professional service within the School and University, and to engagement with governments, regional organisations, civil society, communities, and other stakeholders where appropriate.

The successful applicant will demonstrate the ability to provide academic leadership within an interdisciplinary and culturally diverse environment, while bringing strong expertise in Development Studies and an understanding of the development priorities and contexts of Pacific Island countries. The position offers an opportunity to play a significant role in strengthening Development Studies at USP and in advancing the University's contribution to critical, contextually grounded, and transformative development scholarship and education across the Pacific region.

NATURE AND SCOPE

The Senior Lecturer in Development Studies will operate within this dynamic regional setting, contributing to the academic leadership, teaching, research, curriculum development, and postgraduate supervision of the Development Studies programme. The position requires collaboration with academic colleagues, students, University departments, and external stakeholders, including government agencies, regional organisations, civil society, and community partners, to strengthen the relevance and impact of development education and research across the Pacific.

The incumbent will be expected to maintain high academic standards, develop research-informed curricula, supervise postgraduate research, and contribute to research initiatives and partnerships addressing contemporary development challenges in the Pacific and the wider Global South. The role requires a strong understanding of development theories, policies, and practices, alongside the ability to critically examine social, political, economic, environmental, and institutional issues affecting the region.

The position operates within a demanding academic environment requiring effective management of teaching, research, supervision, and administrative responsibilities, as well as responsiveness to evolving regional development priorities. The successful incumbent must demonstrate academic leadership, strong research and analytical capabilities, effective communication and interpersonal skills, cultural sensitivity, and the ability to work collaboratively across disciplines, campuses, and diverse stakeholder groups. Through these responsibilities, the Senior Lecturer will contribute to strengthening Development Studies at USP and advancing contextually relevant, inclusive, and transformative development scholarship across the Pacific.

POSITION DIMENSIONS

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:

Internal	Purpose of Contact
• Head of School, SoLaSS • Discipline Coordinator • Academic staff within the Discipline of Government, Development and International Affairs and SoLaSS • Postgraduate Programme Coordinators and Academic Supervisors • Postgraduate and undergraduate students • Research Centre, institutes and research networks within USP • University committees and quality assurance bodies • Professional and administrative staff • Library, ICT, Learning and Teaching, and other support services • Academic colleagues across USP campuses and member countries	• To contribute to the strategic development and delivery of the School's teaching, research, and engagement priorities. • To provide academic leadership and advice within the area of Development Studies and contribute to School-level planning and development. • To contribute to the academic leadership, planning and development of the Discipline's teaching, research, and engagement activities. • To collaborate on workload planning, curriculum development, academic staffing, quality assurance, and strategic initiatives. • To provide academic leadership and mentoring, and to collaborate on teaching, research, postgraduate supervision, curriculum development, and interdisciplinary initiatives. • To collaborate on postgraduate programme development, supervision, research training, student progression, and quality of assurance. • To contribute to strengthening postgraduate research capacity and supervisory practices. • To provide high-quality research-informed teaching, academic guidance, supervision, mentoring, and support for student learning and research. • To foster critical thinking, independent research, and engagement with contemporary development challenges in the Pacific. • To develop and lead collaborative research initiatives, research projects, publications, grant applications, research events, and knowledge exchange. • To contribute to academic governance, programme review, accreditation, quality assurance, policy development, and continuous improvement.

	• To support the effective administration and delivery of teaching, research, student services, events, and School activities • To support high-quality online and face-to-face teaching, digital learning, research, access to academic resources, and innovation in teaching and learning. • To strengthen regional collaboration, cross-campus teaching and research, and the sharing of Pacific-focused knowledge and expertise.
External • Government ministries, departments and agencies • Pacific regional organisations and intergovernmental bodies • NGO's and civil society organisations • Universities, research institutions, and academic networks • Professional associations • Development practitioners and policy makers • International scholars and research collaborators	**Purpose of contact** • To provide academic expertise and leadership on development policy and practice, contribute to policy dialogue, and develop applied and policy-relevant research addressing national and regional development priorities. • To strengthen links between academic research, postgraduate education, and government policy and practice. • To provide academic expertise and contribute to regional policy dialogue on contemporary development challenges affecting Pacific Island countries. • To develop strategic research, knowledge exchange, and postgraduate education partnerships that strengthen USP's contribution to regional development priorities. • To develop and lead research and engagement initiatives that connect academic scholarship with community and development practice. • To facilitate knowledge exchange, student learning opportunities, and collaborative responses to development challenges at local, national, and regional levels. • To establish and lead research collaborations, scholarly partnerships, joint publications, conferences, research projects, postgraduate opportunities, and knowledge exchange. • To enhance the visibility and impact of Development Studies at USP. • To maintain and develop professional and disciplinary networks, contribute to scholarly and professional activities, and engage with emerging developments in Development Studies. • To facilitate knowledge exchange between academic research, policy, and development practice. • To ensure postgraduate teaching and research remain relevant to contemporary development challenges and contribute to evidence-informed policy and practice.

	• To develop and lead collaborative research, publications, research projects, grant applications, conferences, and other scholarly initiatives addressing development issues in the Pacific. • To strengthen the international research profile, networks, and impact of the School and USP.

THE ROLE

KEY RESULT AREAS / KEY ACHIEVEMENT AREAS

Key Result Areas *Jobholder is responsible for*	**Performance Measures** *Jobholder is successful when*
1. Postgraduate Teaching and Course Delivery 2. Curriculum Development and Review 3. Student Learning and Engagement 4. Postgraduate Supervision 5. Research and Scholarly Activity 6. Research Funding and Collaboration 7. Pacific-Focused Development Scholarship 8. Academic Leadership and Contribution to the Discipline 9. External Engagement and Knowledge Exchange 10. Student Recruitment, Retention and Academic Support 11. Quality Assurance and Academic Governance 12. Online and Flexible Learning	• Postgraduate Development Studies courses are delivered effectively, with clear learning outcomes, appropriate teaching strategies, relevant learning materials, and high standards of academic quality. • Courses and programmes are regularly reviewed and enhanced to reflect contemporary Development Studies scholarship, Pacific development priorities, emerging global issues, and relevant disciplinary developments. • Students demonstrate achievement of course learning outcomes, engage actively in learning, and receive timely, constructive, and meaningful feedback on their academic work • Postgraduate students receive effective academic supervision and mentoring, make satisfactory progress, and are supported to develop high-quality research proposals, dissertations, and other scholarly outputs. • The jobholder maintains an active research profile through peer-reviewed publications, conference participation, research projects, collaborative scholarship, and other appropriate scholarly outputs, particularly in areas relevant to Pacific development. • The jobholder contributes to successful research grant applications, collaborative research initiatives, and partnerships with national, regional, and international institutions • Teaching and research meaningfully incorporate Pacific perspectives, Indigenous and local knowledge, regional development priorities, and the diverse social, cultural, environmental, and economic contexts of Pacific Island countries.

13. Interdisciplinary and Cross-Campus Collaboration 14. Community and Professional Engagement 15. School and University Service 16. Continuous Professional Development	• The jobholder makes an active contribution to the development of Development Studies within the School through curriculum leadership, programme development, scholarly initiatives, and disciplinary engagement. • Effective relationships are developed with governments, NGOs, civil society organisations, development agencies, regional organisations, communities, and other stakeholders, resulting in meaningful opportunities for research, teaching, policy engagement, and knowledge exchange • The jobholder contributes to attracting and retaining postgraduate students and provides appropriate academic advising, mentoring, and support to promote student success and progression. • Teaching, assessment, supervision, and programme activities comply with University policies, academic regulations, quality assurance requirements, and relevant accreditation standards. • Online, face-to-face and blended teaching is delivered effectively, with appropriate use of digital technologies and learning platforms to support students across USP's regional campuses and member countries. • The jobholder actively contributes to interdisciplinary and cross-campus initiatives, strengthening collaboration between Development Studies and related areas within the School and University. • The jobholder contributes to professional, community, and public engagement activities that enhance the visibility and relevance of Development Studies and the University's contribution to Pacific development • The jobholder makes an effective and collegial contribution to School and University committees, working groups, academic administration, events, and other institutional responsibilities. • The jobholder maintains and enhances disciplinary, pedagogical, digital, and professional expertise through relevant professional development, scholarly networks, and engagement with current developments in higher education and Development Studies.

TERMS & CONDITIONS

Salary: Senior Lecturer Level - $122,768.26 to $141,655.85

Length of Contract: 5 years

Gratuity and Allowances: NA

Other Benefits: As per University Policy and Procedures and any applicable agreements.

POSITION SPECIFICATION

Qualifications (or equivalent level of learning)

Essential	*Desirable*
• a PhD in the relevant discipline with relevant tertiary teaching experience and/or research experience; • Teaching at higher education institution along with experience and capacity to design and develop courses and curriculum; • in addition, a Senior Lecturer will normally require a record of demonstrable scholarly and professional achievement in the relevant discipline. • Other Minimum Qualification Requirements may be stipulated according to particular disciplinary 5 requirements, following international standards.	

Knowledge / Experience

Essential	*Desirable*
• Demonstrated knowledge of development issues relevant to the Pacific, including the social, economic, political, environmental, and institutional contexts shaping development across Pacific Island countries. • Demonstrated expertise in, or substantial teaching experience across, relevant areas such as development theories and alternatives, advanced research methodology, conflict and justice, NGOs and civil society, environmental change and green development, and contemporary Pacific development. • Evidence of research and scholarly publication appropriate to the level of appointment. • Demonstrated ability to teach and supervise at postgraduate level, including research methods and dissertation/research projects. • Demonstrated ability to develop and deliver high-quality, research-informed teaching in face-to-face and online environments. • Demonstrated capacity to work effectively in a multidisciplinary and multicultural academic environment.	

Key Skills/ Attributes/ Job Specific Competencies

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

Expert Level	Organisational skills; Research skills; Interpersonal and communication skills; Analytical and writing skills; Computer skills.
Advanced Level	As above
Working Level	
Awareness Level	

APPROVAL

Supervisor name: Professor Afshin Akhtar-Khavari

Supervisor's Signature:  Date: 26/10/2026

Staff Name:

Staff Signature: