

**POSITION DESCRIPTION**

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**IDENTIFICATION**

**Position Title: Lecturer**

**Position Number: LSO012**

**Section : Geography, Earth Science and Environment**

**Department: School of Agriculture, Geography, Environment, Ocean, and Natural Sciences (SAGEONS)**

**Location: Laucala Campus**

**Category: Academic**

**Current Incumbent:**

**Date of substantive appointment:**

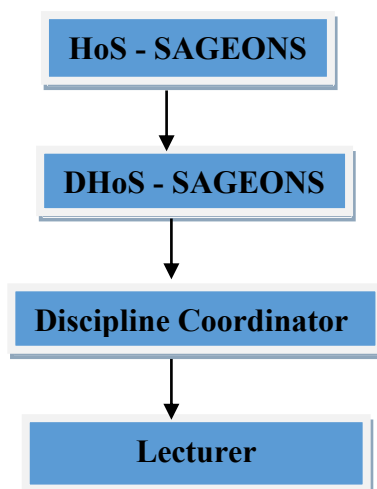
**Reports To: HoS - SAGEONS**

**Supervised by: HoS - SAGEONS**

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**ORGANIZATION CONTEXT**

Organization chart given below is the reporting line of Lecturer.



**PURPOSE**

The position is of importance for the university’s teaching and research activities relating to Geospatial Science courses and programs. The School of Agriculture, Geography, Environment, Ocean and Natural Sciences (SAGEONS) offers Bachelor of Geospatial Science as a prescribed program (two pathways) at USP. Geospatial Science (GS) is also offered as a major under Bachelor of Science program at SAGEONS, USP. This position will focus on remote sensing, field surveying and environmental sampling, and geospatial data analysis. The recruit will coordinate courses offered at undergraduate and postgraduate levels at USP. Without this position the Geospatial Science program could not be offered at USP,

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and DGESE’s administrative obligations with regards to the GS courses and programs cannot be covered in the future.

**NATURE AND SCOPE**

The appointee at Lecturer level will contribute to teaching undergraduate courses in remote sensing, field surveying and environmental sampling, and geospatial data analysis. Teaching abilities and expertise should include satellite and aerial remote sensing, image processing and classification, image interpretation using aerial photography, UAVs (drones), and satellite imagery, and field survey design and sampling strategies for environmental monitoring.

Teaching may include undergraduate and postgraduate level courses across the Geospatial Science curriculum offered by SAGEONS in face to face, online, and blended modes, including laboratory demonstrations, field activity, and tutorials. The appointee will also contribute to GS course development and revisions and will be expected to successfully secure some research grants (including external grants) in the thematic area of research while also supporting the University mission and goals as set out in the University Strategic Plan. The role includes assisting in administrative and outreach tasks as and when assigned by the Head of School (HOS), SAGEONS.

**POSITION DIMENSIONS**

Details of staff and total level of costs within the organization under the position’s overall control.

**Staff Responsible for:**

Directly: Not Applicable (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:**

<p><b>External</b></p> <ul style="list-style-type: none"> <li>• Donor agencies e.g., ACIAR, FAO, DFAT, MFAT, UN agencies, USAID, etc.</li> <li>• Government Ministries</li> <li>• Researchers from other institutions</li> <li>• Secondary School Students</li> <li>• GIS sections in other government and non-government organizations</li> </ul>	<p><b>Purpose of contact</b></p> <ul style="list-style-type: none"> <li>• Secure research funds</li> <li>• Assist relevant ministries on Geospatial related policy and planning and collaborate in their research</li> <li>• Establish research network and collaboration</li> <li>• Marketing Geospatial Science courses</li> <li>• Advise public and organizations on Geospatial related issues and collaborate for outreach activities</li> </ul>
<p><b>Internal</b></p> <ul style="list-style-type: none"> <li>• All SAGEONS Staff</li> <li>• USP staff</li> </ul>	<p><b>Purpose of contact</b></p> <ul style="list-style-type: none"> <li>• Receive supervision and coordination advise</li> </ul>

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<ul style="list-style-type: none"> <li>• USP Students</li> </ul>	<ul style="list-style-type: none"> <li>• Establish research network and collaboration for multidisciplinary research</li> <li>• Provide support in learning and research</li> </ul>
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**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*

<b>Key Result Areas</b> <i>Jobholder is responsible for</i>	<b>Performance Measures</b> <i>Jobholder is successful when</i>
<ul style="list-style-type: none"> <li>• Conduct lectures, tutorials, laboratories and field activities (included residential field trip).</li> <li>• Teaching associated administrative duties.</li> <li>• Preparation and marking of laboratory and field activity reports and other assignments, provide feedback within two weeks of handing in the assignment.</li> <li>• Preparing marksheet, conducting and marking of Topic Tests and student’s projects presentation with feedback to students.</li> <li>• Release of CA marks on Moodle.</li> <li>• Provide necessary support to the students during study week (week 15) including completion of their assignments and allocated projects on time.</li> <li>• Prepare final exam and marking rubric, perform exam moderation, supervise final exam and marking Final Exam Answer scripts</li> <li>• Preparation and presentation of final results to the School results assessment meetings under the supervision of HOS.</li> </ul>	<ul style="list-style-type: none"> <li>• Effective teaching of courses which involves lectures, tutorials, laboratories classes, and field activities</li> <li>• Very good support provided to students and other assigned duties carried out with diligence and in timely manner</li> </ul>
<p>KRA – Research</p> <ul style="list-style-type: none"> <li>• Supervision of MSc and PhD students research</li> <li>• Publish research papers in high quality USP ranked journals</li> <li>• Attract research grants (including externally) in the thematic area of research and support the School and University mission and goals as set out in the University Strategic Plan</li> <li>• Collaborate and engage with a range of key policy and scientific partners active in the Pacific region</li> </ul>	<ul style="list-style-type: none"> <li>• Successfully supervise MSc and PhD students to completion.</li> <li>• Publish research papers in ranked journals, the number of which is determined by the level of the appointment</li> <li>• Attract internal and external research funds</li> <li>• Strong and active engagement with a range of key policy and scientific partners in the Pacific region. Demonstrable examples where science has been impactful on policy reform and/or development in one of the</li> </ul>

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<p>KRA – Administration</p> <ul style="list-style-type: none"> <li>• Record keeping of student’s exam marks, courses offered, printing of exam papers, setting up the exam,</li> <li>• Attendance at Discipline/School meetings and/or membership of number of committees.</li> <li>• Other duties assigned by the HOS-SAGEONS.</li> <li>• Work with supporting tutor assigned to the course.</li> </ul>	<p>region’s countries.</p> <ul style="list-style-type: none"> <li>• School Review</li> </ul>
<p>1. KRA – Community and External Stakeholder Engagement</p> <ul style="list-style-type: none"> <li>• Attendance at Programme Advisory Committee meetings</li> <li>• Participate in community events and collaborations.</li> </ul>	<ul style="list-style-type: none"> <li>• School Review</li> </ul>

**TERMS & CONDITIONS**

**Salary:** Lecturer:

**Length of Contract:** 5 Years

**Gratuity and Allowances:** Salary is inclusive of 15% Gratuity

**Other Benefits:** The University contributes 10% of basic salary to an approved superannuation scheme, provides airfare and relocation costs where appropriate.

**POSITION SPECIFICATION**

**Qualifications (or equivalent level of learning)**

Essential	Desirable
<p>Applicants must Lecturer:</p> <ul style="list-style-type: none"> <li>• a PhD in the relevant discipline with relevant tertiary teaching and research; or</li> <li>• in exceptional cases, a Master’s degree or professional qualification with 3-5 years of teaching experience or relevant industry/professional experience or a significant research profile.</li> <li>• Demonstrated specialization in one or more of the following areas: remote sensing,</li> </ul>	<ul style="list-style-type: none"> <li>• Experience with GIS and remote sensing software (e.g., ArcGIS, QGIS, ERDAS)</li> <li>• Field-based geospatial data collection techniques</li> </ul>

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photogrammetry, UAV-based mapping, geospatial data acquisition, GIS, spatial data analysis, or environmental monitoring; and <ul style="list-style-type: none"> <li>• Evidence of scholarly research and publication in peer-reviewed journals.</li> </ul>	
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**Knowledge / Experience**

<b>Essential</b>	<b>Desirable</b>
<ul style="list-style-type: none"> <li>• The ability and willingness to teach at all levels (undergraduate and postgraduate) and a range of standard topics in the respective streams;</li> <li>• Experience in postgraduate supervision;</li> <li>• Demonstrated ability and competence in research;</li> <li>• Demonstrated ability to form and lead a research team;</li> <li>• Demonstrated ability to work collaboratively with colleagues, and</li> <li>• Excellent English written and oral communication skills.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience in distance and flexible education as the School and the University emphasize distance and flexible learning.</li> <li>• Evidence of excellence in teaching in a multi-cultural environment.</li> <li>• Experience in admiration and leadership in tertiary education sectors.</li> <li>• Outstanding record of research and high quality publications</li> </ul>

**Key Skills / Attributes / Job Specific Competencies**

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

Expert level	<ul style="list-style-type: none"> <li>• Excellent analytical and numeracy skills</li> <li>• Excellent communication skills</li> <li>• Excellent organizational skills</li> <li>• Full IT competent and IT skills</li> <li>• Excellent judgement skills</li> <li>• Self-starter and Problem solver</li> <li>• Excellent research skills</li> <li>• Team player</li> </ul>
Advanced level	N/A
Working level	N/A
Awareness level	N/A

**APPROVAL**

Supervisor name: \_\_\_\_\_

Supervisor's Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Staff Name: \_\_\_\_\_

Staff ID: \_\_\_\_\_

Staff Signature: \_\_\_\_\_

Date: \_\_\_\_\_