

## Position Description – Associate Professor

Updated 20 February 2026

POSITION DETAILS	
College/Portfolio	College of Nursing and Health Sciences
Organisational Unit	Optometry
Supervisor (Title)	Dean, People and Resources (or Delegate)
Classification	Academic Teaching & Research (Balanced) Level D
Employment Type	Continuing, Full-Time

POSITION SUMMARY
<p>The Associate Professor will be a senior member of the academic staff in the area of Optometry in the College. In addition to leading quality research endeavours, the Associate Professor 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.</p> <p>The Caring Futures Institute was established in 2019 and is Australia's first fully dedicated research centre for the study of self-care and caring solutions leading to better lives, better communities, better care and better systems. The Caring Futures Institute is closely connected with community, consumers and carers, working closely with not for profit and private care sectors, government, and health and community services. Adopting a knowledge translation approach, the institute brings together researchers, consumers, and users of health and community systems to co-design solutions, using innovative methodologies, technology, health and social care economics, and disruptive solutions to have impact. The Associate Professor 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.</p> <p>The Associate Professor 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.</p> <p>The Associate Professor 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 Associate Professor may also be involved in teaching across other courses in the College or other Colleges, where appropriate.</p>

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## 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 and Excellence
- demonstrate consistent alignment with the University's strategic priorities through daily decisions, teamwork and behaviours that reinforce the strategic intent.
- contribute to the efficient and effective functioning of the team or work unit 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 which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.*

*In addition, it is a requirement of this position that the incumbent maintain a current Working With Children Check which is satisfactory to the University in accordance with the Child Safety (Prohibited Persons) Act 2016 (SA).*

*Staff working in a health care setting are strongly recommended to be fully vaccinated against COVID-19 in line with the SA Health policy.*

## KEY POSITION RESPONSIBILITIES

The Associate Professor is accountable for:

- Providing sustained leadership in teaching programs, primarily within Optometry.
- 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 Optometry.
- 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.

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- 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.
- Currently registered or eligible for registration with Optometry Board Of Australia and Australian Health Practitioner Regulation Agency (AHPRA).
- Hold and maintain a current membership with a relevant professional association.
- Demonstrated evidence of a distinguished and active track record of teaching expertise in Optometry 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.

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