

## POSITION DESCRIPTION

### Academic Positions

*(In addition to the Position Classification Standards)*

Position Title:	Professor of Early Childhood Education	Level:	E
Faculty/Division:	Social Sciences	Department/Location:	School of Education

#### Primary Purpose of the Position:

The Professor of Early Childhood Education will report to the Head of the School of Education, and will play a key role as a discipline leader in the field of early childhood education and care and as a member of the Faculty professoriate. The successful candidate will be central in providing leadership in the continued development of our academic and practice-based programs in the Early Years (Birth - 5 years) within the School of Education as we expand these programs to several of our regional campuses. The Professor of Early Childhood Education will also be a lead collaborator in developing an innovative research agenda and HDR programs that include an holistic and interdisciplinary approach to enhancing the lives of young children. Through these activities, the Professor of Early Childhood Education will make a significant contribution to the achievement of the University's strategic goals and, in particular, help realise the vision of the Early Start initiative.

#### Position Environment:

UOW is a leading Australian university with a history of outstanding achievements in teaching and learning, research and community engagement. It is fundamentally committed to providing our diverse body of students with an engaging world class and internationally oriented learning experience. The success of this commitment is demonstrated by enviable results in preparing students for the challenges of future study and workplace environments. The University has also established a strong research profile and an outstanding record of achievement in research performance and intensity over the last decade.

In 2012 the University began a process of rejuvenation which resulted in the development of the new Strategic Plan 2013 - 2018. To deliver the Strategic Plan, UOW reviewed its Faculty structure to align with the new strategic goals, to harness competitive strengths and to optimise the University's resource base. An outcome of this process was the establishment of the newly formed Faculty of Social Sciences.

The Faculty of Social Sciences incorporates the existing Schools of Education and Psychology, with new schools emerging as the current school review process continues. Education represents an important discipline area within the Faculty of Social Sciences as one that will capitalise on opportunities provided by the Early Start Project, a strategic interdisciplinary teaching, research and community engagement initiative. With connections from the Centre in Wollongong to services in regional, rural and remote areas across NSW, and partners in national and international institutions, Early Start promises to create a landscape for teaching, learning and research that is markedly different to the image we traditionally associate with higher education.

## Major Accountabilities/Responsibilities:

Responsibilities		Outcome	Office Use Only
1.	Provide effective leadership in the development of strategic directions in the field of early childhood at UOW.	Ensure that advances in knowledge and skills related to the early years of life are reflected in curricula and research.	
2.	Lead the processes for developing and implementing an innovative research agenda in the field of early childhood.	Enhance UOW's profile in Early Childhood Education both nationally and internationally.	
3.	Collaborate in the development and delivery of high quality academic programs in the field of early childhood that address ACECQA's recommendations.	Ensure delivery of quality curricula providing approved qualifications in early childhood.	
4.	Development of an HDR agenda and supervision model that ensures enrolment of research students in the field of early childhood.	Successful experiences for research students in the field of early childhood and related fields with high completion rate.	
5.	Liaise with relevant professional bodies and government agencies associated with early childhood, and human and community services at state, national and international levels.	Foster relationships at a professional level that will enhance UOW's standing in the early childhood sector.	
6.	Work collaboratively with colleagues across the Faculty in developing interdisciplinary approaches to teaching, learning and research focused around the Early Start initiative.	Optimise the use of the Early Start facility and concept in developing innovative academic programs that produce graduates equipped to tackle future challenges in Psychology, Education, Social Work and applied social sciences.	
7.	Collaborate with colleagues across the Faculty in identifying and developing innovative interdisciplinary research projects with a particular focus on young children and their cognitive, social and emotional development.	Utilisation of Early Start's facilities to ensure interdisciplinary collaboration to achieve the Project's key goals.	
8.	Assume a supervisory role, as required, to support and mentor academic staff in psychology and related fields.	Effective oversight of career development and performance planning.	
9.	Observe principles and practices of Equal Employment Opportunity	Ensure fair treatment in the workplace.	Ongoing
10.	Have OH&S responsibilities, accountabilities and authorities as outlined in the <a href="http://staff.uow.edu.au/ohs/commitment/responsibilities/document">http://staff.uow.edu.au/ohs/commitment/responsibilities/document</a>	Ensure a safe working environment for self & others.	Ongoing

## Reporting Relationships:

Position Reports to:	Head of School (Education)
The position supervises the following positions:	Academic staff in Early Years program
Other Key Contacts:	Executive Dean, Faculty of Social Sciences Executive Director, Early Start Associate Director, Early Start Associate Deans, Faculty of Social Sciences Other Associate Deans Heads of Schools, Faculty of Social Sciences Other Heads of Schools Faculty Executive Manager, Faculty of Social Sciences

## Key Relationships:

Contact/Organisation:	Purpose & Frequency of contact
Australian Children's Education and Care Quality Authority (ACECQA)	Approving body
Council of Australian Governments (COAG)	Australia's peak intergovernmental forum

## Key Challenges:

1. Developing a research agenda within the context of the Early Start Project to address issues in early childhood that have the potential to contribute to the advancement of the field in terms of practice and as an academic discipline.
2. Building effective working relationships with academic leaders across the University to ensure an interdisciplinary approach within the Early Start Project to teaching and learning, research and community engagement.
3. Developing effective community engagement strategies that will further academic and practical approaches in the field of early childhood.

## SELECTION CRITERIA - Knowledge & Skills:

### Essential:

- Expert knowledge and understanding of the field of early childhood education and of contemporary approaches to early childhood education and care.
- Excellent interpersonal skills, including the ability to develop and promote effective relationships with colleagues and the ability to relate confidently and credibly to a wide range of external agencies including government, industry and local communities and constituents.
- Well developed skills in preparing grant applications and leading significant research projects.
- A well developed understanding of contemporary approaches to teaching and learning, particularly in the area of early childhood education and care.
- Evidence of innovative contributions to curriculum development and successful teaching skills using a variety of instructional strategies.
- Evidence of a strong research record and of leadership skills in pursuing research activities related to children aged 0 to 5 years.
- Demonstrated skills in HDR supervision with a strong record of completions.

- Demonstrated leadership skills including the ability to implement change.
- Demonstrated skills in planning and project management.

### **SELECTION CRITERIA - Education & Experience:**

#### Essential:

- PhD qualifications with a focus on early childhood education.
- Extensive experience and track record of scholarly activities, including publications in national / international peer reviewed journals.
- Extensive experience in preparing successful research grant applications.
- Substantial experience in leading curriculum development and teaching in a higher education environment.
- Substantial experience in developing and mentoring of academic staff.
- Evidence of successful interactions with relevant professional organisations.

### **Personal Attributes:**

- A strong personal commitment to the field of early childhood and to the education of students in the field.
- A commitment to collegiality and to developing opportunities for working within a collaborative environment.
- The ability to influence others and bring about change in a complex collegial environment.

**Special Job Requirements:**

This position has been classified as “child-related employment”. In accordance with relevant legislation, prohibited persons are not permitted to apply for positions that are classified as “child-related employment”. Accordingly, candidates will be required to undertake a Working with Children Check as part of the recruitment process.

**Organisational Chart:**

**Approval:**

Approved by Head of Unit: \_\_\_\_\_

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

Approved by Human Resources: \_\_\_\_\_

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