POSITION DESCRIPTION – Academic Staff

Position title	Senior Lecturer
Academic Level	Level C
School / Unit	School of Law and Justice
College / Division	College of Human and Social Futures
Reports to	Head of School and Dean, School of Law and Justice
Direct reports	N/A
Indirect reports	N/A
Contract type	1.0 FTE, ongoing

ROLE DESCRIPTION

A Senior Lecturer in Criminology (Level C) will make significant contributions to the academic development of the School of Law and Justice through excellence in teaching, research, and professional activities. This role involves developing and delivering high-quality courses for undergraduate and postgraduate students, engaging with students to support their success, and training the next generation of legal professionals. Teaching responsibilities include lectures and tutorials, delivered both in-person and online, with a focus on practice-based learning and technologically advanced delivery models. The role also includes delivering compulsory curriculum courses and continuously updating knowledge in relevant and emerging subject areas.

In research, the Senior Lecturer will lead and contribute to projects that align with the University's strategic research goals. This includes securing external funding, publishing in high-quality refereed journals, and presenting at conferences. The role also involves supervising postgraduate research students, fostering a collaborative and innovative research environment, and establishing partnerships with industry, government, and other stakeholders to support research opportunities and extend measures of impact and engagement.

The Senior Lecturer will actively engage in professional and academic communities, participating in relevant activities and networks to enhance the reputation of the School and support learning and career outcomes for students. Additionally, they will play a major role in departmental administration, including committee work, curriculum development, policy implementation, and governance. The role also requires adherence to workplace policies and procedures in the areas of work health, safety, equity, diversity, and promoting a respectful workplace culture.

OVERVIEW OF THE UNIVERSITY AND SCHOOL, AND POSITION CONTEXT

The University of Newcastle stands as a global leader distinguished by a commitment to equity and excellence. Our vision is to be a world-leading University for our regions and creating a better future for our regions and the globe. Underpinned by this vision and our values of excellence, equity, engagement and sustainability, the University of Newcastle's Strategic Plan Looking Ahead 2030 outlines the University's commitment to delivering an exceptional student experience and serving our communities.

The School of Law and Justice is Australia's leading clinical law school. Our academic staff are world-class professionals, who are researching across various fields of legal endeavour, including environmental law, family and child law, health law, criminal law and evidence, international law, commercial and corporate law, environmental law, torts, dispute resolution, workplace health and safety law, and legal education. Our School includes the discipline of Criminology with the academic staff in this discipline researching across gendered crime, miscarriages of justice and true crime, forensic evidence evaluation, digital surveillance and institutional accountability, policing and vulnerable populations.

Our research aims to develop legal and regulatory solutions and policy responses to some of the most pressing challenges facing our community, region and world. Our commitment to high quality teaching and learning is an important part of our overall educational philosophy in producing consummate legal professionals and criminologists who have sound disciplinary knowledge, excellent analytical and research skills, and a clear understanding of ethical and professional standards.

The School of Law and Justice is focussed on meeting the challenges of the lawyers and criminologists of the future by considering changing roles for lawyers and criminologists, and through our commitment to high impact relevant research, a focus on innovation, internationalisation, high quality postgraduate and undergraduate education, as well as strong engagement with our community.

ORGANISATION CHART



ROLE RESPONSIBILITIES AND TYPICAL ACTIVITIES

Areas of accountability	**Core responsibilities and typical activities**	**Measures of performance**
Research and Innovation	With the support of mentors and/or supervisors, establish a coherent research program within a relevant field aligned with the School's research themes and cluster areas. Generate a record of outputs/creative works in high quality refereed journals/outlets consistent with the School's research themes and cluster areas. Be an active participant in research collaborations, networks and/or partnerships, delivering outputs in alignment with the School's research themes and cluster areas. Establish/maintain partnerships/networks with industry, government and stakeholders to support research opportunities, funding and extend measures of impact and engagement. Supervise higher degree research (HDR) students and manage timely completions.	Meet the core requirements for a Level C academic
Teaching and Learning Performance	Deliver educational leadership in Teaching and Learning at the course level and contribute to the program level by: - Actively developing, updating and delivering courses in various formats and locations (including online delivery and support) to enhance the student experience; - Actively engage with technologically advanced delivery models; - Reviewing and coordinating undergraduate and postgraduate course work and coordinating interdisciplinary development of course materials; - Demonstrating the application of continuous improvement methodologies to inform a positive student experience.	Meet the core requirements for a Level C academic
Engagement and Impact	Actively contribute to the School through a range of administrative functions including committee roles and proactive involvement in University activities/initiatives as appropriate. Maintain membership of professional associations/industry networks and build partnerships with academic, industry and professional communities.	Meet the core requirements for a Level C academic

Wellbeing, Health & Safety and Equity, Diversity & Inclusion	Adhere to workplace policies and procedures in the areas of work health, safety, equity, diversity and promoting a respectful workplace culture.	Policies and procedures are adhered to.

POSITION CHARACTERISTICS

Organisational knowledge	Be aware of the University's strategic goals and the key priorities relevant to this position.
Professional / industry knowledge	Ensure currency of skills and up-to-date knowledge of developments in relevant sectors. Understand the external pressures faced by the University. Demonstrate experience in the application of Law in business/industry contexts.
Level of supervision / independence	Accountable for personal and team goals and performance targets. Supervise/support students where appropriate. Be highly inclusive, embracing diversity in the workplace and setting a positive example for others.
Problem solving and judgement	Sound judgement is required in establishing industry and external networks and relationships.
Key relationships (internal and external) and immediate team	Maintain positive and constructive relationships with students, academic and professional staff, external stakeholders and a developing national network.
Challenges	The role is required to provide support and practical expertise in assisting students in understanding the Newcastle Law School. This will require navigating the challenges of applying learning to real world issues in order to create a difference and deliver benefits to the School, industry and broader society. The role requires flexibility and responsiveness to change in order to stay abreast of developments in a rapidly changing world. It is likely that the role will involve some teaching at both the Gosford and Newcastle City campus.
WWC check required	Yes
Criminal record check required	Yes
Entrusted role check required	No
Delegated authority required	No

EXPECTED BEHAVIOURS

The role is expected to display personal qualities and behaviours consistent with an Individual Contributors Level as outlined in the Leadership Framework.

The University of Newcastle Leadership Framework describes six leadership capabilities for both academic and professional staff. At the University of Newcastle leaders; shape the future, engage

beyond the University, work collaboratively, strive for excellence, drive performance and show courage and respect.

At the University of Newcastle, we recognise that while leaders exist at all levels, people face different challenges and demands depending on their leadership level. For each Leadership Capability the behaviours reflect how each capability can be observed at different leadership levels in the University.

INHERENT REQUIREMENTS

This Position Description outlines the major accountabilities/responsibilities and the essential criteria against which you will be assessed as suitable for the position. As such there will be specific job requirements that we refer to as Inherent Requirements. Inherent Requirements refer to your ability to:

- Perform the essential duties and functional requirements of the job;
- Meet the productivity and quality requirements of the position;
- Work effectively in the team or other type of work organisation concerned; and
- Do the job without undue risk to your own or others health, safety and welfare at work.

If you have any injuries, illness, disorder, impairment, condition or incapacity that may affect your ability to perform the inherent requirements of the position, we encourage you to discuss this with the University to assist in the process of identifying reasonable adjustments to enable you to perform the duties of the position.

ESSENTIAL CRITERIA

- **Expertise:** Completed a doctoral qualification or equivalent in Law or a related discipline area.

- **High-Quality Research:** Demonstrated record of publications or non-traditional research outputs in high-quality outlets including evidence of international and national research collaborations and/or partnerships and where relevant, by the impact of their research on policy, practice and/or commercialisation.

- **Funding Success:** Demonstrated recent capacity for independent research funding success; contributing as a chief investigator including collaborations which create new insights and opportunities for more junior researchers.

- **Supervision:** Skills in active and effective record of supervision honours and Masters research projects and primary supervision of Higher Degree by Research students with timely completions.

- **Quality Teaching:** Demonstrate recent ability to achieve teaching quality as indicated by internal and external surveys and outcomes for students that will improve or innovate in response to feedback.

- **Leadership in Learning and Teaching:** Demonstrated recent leadership in learning and teaching activities, including undertake program convening and course coordination, having a central role in course and curriculum development, and peer mentoring at undergraduate, honours and postgraduate levels.

- **Engagement:** Demonstrated outstanding performance in a range of higher-level internal duties, providing a strong contribution to external activities, and developing international collaborations.

DESIRABLE CRITERIA

- **Subject Areas:** Expertise in a range of Criminology areas.

- **Industry and Professional Engagement:** Demonstrated ability to build and maintain strong partnerships with the legal profession, industry, and government to enhance research impact, integrate industry insights into teaching, and expand work-integrated learning (WIL) and career opportunities for students.

Date PD last reviewed:	May 2026