

# Position Description



<b>Position title</b>	Lecturer or Senior Lecturer or Associate Professor or Professor of Law
<b>Department/School</b>	LAW
<b>Faculty/Division</b>	Faculty of Law
<b>Reports to (Title)</b>	Dean of Law
<b>Direct Reports</b>	N/A
<b>Functional Relationships with</b>	Faculty of Law academic and administrative staff

## ABOUT THE FACULTY or DIVISION

The Auckland Law School is ranked as one of the best law schools in the world in the QS World University Rankings. It is the largest law school in New Zealand and has an international reputation for research and teaching excellence.

The Law School's undergraduate and graduate programmes offer the largest range of courses of any law faculty in New Zealand. The Faculty attracts high calibre students, maintaining high entry standards for its LLB and LLB (Honours) degrees and an outstanding postgraduate programme (10 per cent of the Faculty's students are enrolled for Master's degrees and PhDs).

The Faculty takes pride in its researchers, many of whom have international reputations in their field, and maintains an active programme of research workshops and seminars. It enjoys excellent international links and a strong relationship nationally with the legal profession and judiciary. It is supported by the staff and resources of the Davis Law Library, New Zealand's leading legal research library.

Leading scholars from top overseas universities often visit the Law School to share their research and to teach courses for the LLM programme. The Faculty hosts the New Zealand Centre for Environmental Law, the New Zealand Centre for Human Rights Law, Policy and Practice; the New Zealand Centre for ICT Law, and the New Zealand Centre for Law and Business. It also enjoys a close relationship with the Legal Research Foundation, whose journal, the New Zealand Law Review, is produced within the Law School.

## MAIN PURPOSE OF POSITION

Successful applicants will be committed to undertaking high quality research and research-informed teaching. If hired, they will be expected to contribute to the compulsory core courses, and to develop and teach specialist elective courses.

The Faculty of Law is particularly seeking applicants with interests and strengths in one or more of the following compulsory core courses: Criminal Law, the Law of Torts, Public Law, the Law of Contract, Land Law, Jurisprudence and Legal Ethics. The Faculty also welcomes applications with strengths in one or more of the following areas: Law and Society, Legal Method, Company and Commercial Law, International Commercial Law, Maori Legal Issues and the Treaty of Waitangi, Pacific Law, Family Law, Local Government Law, Resource Management Law, Insolvency, Finance and Securities Law, Banking Law, Employment Law, and Law and Economics.

KEY ACCOUNTABILITIES	RESULTS/STANDARDS EXPECTED
Teaching and Supervision	<ul style="list-style-type: none"> <li>• Undertake undergraduate and postgraduate teaching for the Faculty of Law</li> <li>• Develop and teach major curriculum components of courses</li> <li>• Coordinate and administer the teaching of subjects</li> <li>• Supervise the research activities of graduate and undergraduate students</li> </ul>
Research	<ul style="list-style-type: none"> <li>• Undertake an active, appropriate and viable personal research programme</li> <li>• Participate in research conferences and symposia</li> <li>• Publish papers or other scholarly works in academic journals and books</li> <li>• Seek external funding support for research where possible</li> <li>• Contribute to excellence in research in the Faculty of Law</li> <li>• Contribute to and inform debate in the profession and the community on legal matters</li> </ul>
Administration and Leadership	<ul style="list-style-type: none"> <li>• Carry out administrative and leadership responsibilities appropriate to the position</li> <li>• Participate in departmental and faculty meetings and decision-making and serve on departmental committees as appropriate</li> <li>• Participate in community service activities that complement the position and benefit the Faculty of Law</li> </ul>
University Responsibilities	<ul style="list-style-type: none"> <li>• Undertake other responsibilities and duties expected of academic staff in the University</li> <li>• Serve on University committees as appropriate</li> <li>• Ensure adherence to University policy and codes of practice in all teaching, research and administrative practices, including with respect to health and safety and financial responsibility</li> <li>• Contribute to the University's obligations under the Treaty of Waitangi</li> <li>• Develop and maintain the necessary knowledge and skills for competent performance of the roles required</li> <li>• Contribute to a departmental working environment of teamwork and cooperation</li> <li>• Any other duties as required by the Head of Department/Dean of Law</li> </ul>

### KNOWLEDGE, SKILLS, EXPERIENCE AND CAPABILITIES

<b>Qualifications</b>	Essential: A postgraduate degree in Law Preferred: a PhD or equivalent research record
<b>Experience</b>	Essential: Academic and/or practical experience of relevant areas of law Preferred: Preference may be given to candidates with experience of teaching and/or research supervision
<b>Technical Skills and Knowledge</b>	Essential: <ul style="list-style-type: none"> <li>▪ Being capable of successfully teaching undergraduate and graduate students</li> <li>▪ Being capable of researching and scholarly writing at a very high level</li> </ul>
<b>Leadership Capabilities</b>	Essential: <i>Refer to the Leadership Framework Table One or Table Two (at the back of this document) depending on the role</i>

The five leadership dimensions and associated capabilities (5D Leadership) reflect and encourage a culture of distributed leadership for all staff. The Leadership Framework is an important part of how we attract, select, develop and enable staff achievement.

## **DELEGATED AUTHORITY**

### **Human Resources:**

No formal responsibility for staff

## **HEALTH AND SAFETY**

**All staff have a responsibility for their own health and safety, and that of others who may be affected by their work and their acts or omissions.**

Staff will:

- Ask for assistance if they are unsure what to do
- Make themselves aware of and follow the contents of the University's Health and Safety Policy, standards and guidelines
- Undertake all health and safety training and induction, as required
- Report any unsafe or unhealthy working conditions or any faults in equipment to the Academic Heads or Directors of Service (or their delegated nominee)
- Ensure that all appropriate personal protective equipment is worn or used as required
- Familiarise themselves with and adhere to local emergency procedures and how to provide appropriate assistance to others

## **SUSTAINABILITY AND ENVIRONMENT**

**Staff must accept responsibility for, and contribute towards implementing the University's commitment to sustainability as defined in our Sustainability Policy and the on-going improvement of our environmental performance, as identified in our policy and Strategic Plan 2013 – 2020.**

This includes:

- Undertaking professional activities in ways that serve to reduce the consumption of energy, water and material resources, and to minimise our wastes and emissions
- Considering and applying the Principles in the University's Sustainability Policy within the context of this position description and encouraging others to do the same
- Building on existing activities and applying a continuous improvement approach to identify, initiate and participate in new ones

## **FINANCIAL RESPONSIBILITY**






### **Budget Expenditure**

No authority to commit to expenditure.






**TABLE ONE: 5D LEADERSHIP CAPABILITIES**

**These capabilities are for Professional Staff (except Senior Leaders) and**

**Academic Staff:** Lecturer, Research Fellow, Senior Research Fellow, Professional Teaching Fellow and Senior Tutor

Dimension	Capabilities
 <p><b>Exhibiting Personal Leadership</b> Rangatiratanga</p> <p>Role modelling leadership behaviours to engage others and support the University's values and aspirations.</p>	<p><b>Personal Attributes:</b> Displays integrity, professionalism, adaptability and courage, accurately perceiving and interpreting own and others' emotions and behaviours in the context of the situation to effectively manage own responses, reactions and relationships.</p> <p><b>Interpersonal Effectiveness:</b> Communicates with clarity, using constructive interpersonal behaviours and interactions to influence others, resolves conflict and inspires cooperation and achievement.</p>
 <p><b>Setting Direction</b> Mana Tohu</p> <p>Establishing and committing to plans and activities that will deliver the University's strategy.</p>	<p><b>University Awareness:</b> Displays an understanding of the international and commercial context in which the University operates and how the University works to successfully achieve results.</p> <p><b>Planning &amp; Organising:</b> Establishes courses of action for self/and others to ensure that work is completed efficiently, while building/contributing to a successful work/project/research team.</p> <p><b>Stakeholder Service:</b> Ensures that the service provided to stakeholders is a driving force behind decisions and activities; crafts and/or implements service practices that meet the needs of stakeholders (including students and staff) and the University, including a safe and healthy environment.</p>
 <p><b>Innovating and Engaging</b> Whakamatāra</p> <p>Identifying, creating and responding to relationships and opportunities to improve and progress the University.</p>	<p><b>Relationship Building:</b> Establishes and maintains effective working relationships with stakeholders inside and outside the University, using an appropriate interpersonal style to advance the University's objectives.</p> <p><b>Facilitating Change &amp; Innovation:</b> Facilitates and supports University changes needed to adapt to changing external/market demands, technology, and internal initiatives; initiates new approaches to improve results by transforming University/community culture, systems, or programmes/services.</p>
 <p><b>Enabling People</b> Hāpai</p> <p>Developing self, others and teams so they can realise the University's strategy and values.</p>	<p><b>Scholarship / Professional Development:</b> Engages in discovering, integrating, applying and disseminating the knowledge and professional skills necessary to be successful in current and future roles; promotes collegiality and actively pursues development experiences to improve personal impact and that of the University.</p> <p><b>Valuing Equity:</b> Works effectively to support the University's commitment to Māori, Te Tiriti o Waitangi and equity, and values the capabilities and insights of individuals (both inside &amp; outside the organisation) with diverse backgrounds, styles, abilities, and motivation.</p> <p><b>Coaching and Developing Others:</b> Provides feedback, instruction, and development guidance to help others (individuals and teams) excel in their current or future responsibilities; plans and supports the development of individual/team skills and abilities.</p> <p style="text-align: center;">OR</p> <p><b>Leading Teams:</b> Uses appropriate methods and interpersonal styles to develop, coach, motivate, and guide the work/project/research team to attain successful outcomes and objectives.</p>
 <p><b>Achieving Results</b> Whai hua</p> <p>Accepting accountability for making decisions and taking action to deliver the University's strategy and deliver excellent results.</p>	<p><b>Decision Making:</b> Identifies and understands issues, problems, and opportunities; compares data from different sources to draw conclusions and uses effective approaches for choosing a course of action or developing appropriate solutions; takes action that is consistent with available facts, constraints, and probable consequences.</p> <p><b>Delivering Results:</b> Sets high objectives for personal/group accomplishment; uses measurement methods to monitor progress toward goals; tenaciously works to meet or exceed goals managing resources responsibly; seeks continuous improvements.</p>

**TABLE TWO: 5D LEADERSHIP CAPABILITIES**  
**These capabilities are for Professional Staff Senior Leaders and Academic Staff: Associate Professor, Professor and Academic Heads**

Dimension	Capabilities
 <p><b>Exhibiting Personal Leadership</b> Rangatiratanga</p> <p>Role modelling leadership behaviours to engage others and support the University's values and aspirations.</p>	<p><b>Personal Attributes:</b> Displays integrity, professionalism, adaptability and courage, accurately perceiving and interpreting own and others' emotions and behaviours in the context of the situation to effectively manage own responses, reactions and relationships.</p> <p><b>Interpersonal Effectiveness:</b> Communicates with clarity, using constructive interpersonal behaviours and interactions to influence others, resolves conflict and inspires cooperation and achievement.</p>
 <p><b>Setting Direction</b> Mana Tohu</p> <p>Establishing and committing to plans and activities that will deliver the University's strategy.</p>	<p><b>Global &amp; Commercial Acumen:</b> Demonstrates an understanding of the competitive global environment and key market drivers, as well as an awareness of economic, social and political trends that impact the University's strategy, and uses this understanding to create and seize opportunities, expand into new markets and deliver programmes, teaching and learning, research and service.</p> <p><b>Establishing Strategic Direction:</b> Establishes and commits to a strategic direction for the Faculty/Service and University based on an analysis of information, internal/external drivers, consideration of resources, and organisational values to clearly communicate a compelling view of the future.</p> <p><b>Stakeholder Service:</b> Ensures that the service provided to stakeholders is a driving force behind decisions and activities; crafts and/or implements service practices that meet the needs of stakeholders (including students and staff) and the University, including a safe and healthy environment.</p>
 <p><b>Innovating and Engaging</b> Whakamatāra</p> <p>Identifying, creating and responding to relationships and opportunities to improve and progress the University.</p>	<p><b>Building Strategic Partnerships:</b> Identifies opportunities and takes action to build strategic relationships with stakeholders inside and outside the University to help achieve strategic aspirations and objectives.</p> <p><b>Facilitating Change &amp; Innovation:</b> Facilitates and supports University changes needed to adapt to changing external/market demands, technology, and internal initiatives; initiates new approaches to improve results by transforming University/community culture, systems, or programmes/services.</p>
 <p><b>Enabling People</b> Hāpai</p> <p>Developing self, others and teams so they can realise the University's strategy and values.</p>	<p><b>Scholarship / Professional Development:</b> Engages in discovering, integrating, applying and disseminating the knowledge and professional skills necessary to be successful in current and future roles; promotes collegiality and actively pursues development experiences to improve personal impact and that of the University.</p> <p><b>Championing Equity:</b> Leads strategic decision making and implementation for Te Tiriti o Waitangi and equity objectives, and values the capabilities and insights of those with diverse backgrounds, styles, abilities, and motivation.</p> <p><b>Building Talent and Engagement:</b> Establishes systems and processes to attract, select, develop, engage, and retain talented individuals; creates a work environment where people can realise their full potential, thus allowing the University to meet current and future challenges; coaches and develops others to excel in their current or future position; drives a culture of collaboration and engagement.</p>
 <p><b>Achieving Results</b> Whai hua</p> <p>Accepting accountability for making decisions and taking action to deliver the University's strategy and deliver excellent results.</p>	<p><b>Decision Making:</b> Identifies and understands issues, problems, and opportunities; compares data from different sources to draw conclusions and uses effective approaches for choosing a course of action or developing appropriate solutions; takes action that is consistent with available facts, constraints, and probable consequences.</p> <p><b>Implementing Strategy:</b> Translates strategic priorities into operational reality and drives high standards for own and others' accomplishment; creates alignment to ensure activities produce measurable and sustainable results; tenaciously works to meet or exceed challenging objectives; maintains fiscal responsibilities and seeks continuous improvement for all levels.</p>