

## Lecturer in Social Work

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### Kaupapa | Purpose

**Scope:** To fulfil the role of lecturer in the Bachelor of Social Work and Bachelor of Social Work (Honours), and other School of Education and Social Sciences programmes and courses as required. To engage in research.

**Reports to:** Head of School, Te Kura Kaupapa, Mātauranga, Pāpori me te Whare Tiaki Kararehe

**Team:** EIT | Te Pūkenga team

**Location:** Hawke's Bay/ Tairāwhiti Campus and off-campus venues

**Remuneration:** \$80,000 – \$85,000

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### Ngā Hononga Mahi | Working relationships

- Dean, Te Manga Kaupapa Mātauranga, Ahurea, Hauora
- Faculty Administration Manager
- Programme Co-ordinator
- Other programme, School staff, Te Kura Kaupapa, Mātauranga, Pāpori me te Whare Tiaki Kararehe
- Marketing and Student Support Staff
- Māori Student Success Team
- Other Faculty Staff, Te Manga Kaupapa Mātauranga, Ahurea, Hauora
- Research Mentor
- Students
- Other EIT staff

**Resource delegations and responsibilities:**

**Financial:** Not applicable

**People:** Not applicable

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### Ngā mahi | Do

**Curriculum Development**

- Prepare and update course curricula in line with Academic Board requirements.
- Develop and revise course materials.

### **Student Learning**

- Define and communicate learning objectives and outcomes.
- Regularly update teaching content and methods to reflect changing environments.
- Facilitate diverse learning experiences and encourage student responsibility.
- Provide practical learning opportunities and maintain professional standards.
- Utilize 21st-century teaching strategies, including blended and flexible delivery modes.

### **Student Well-being**

- Assist and support students, liaising with student support services as needed.

### **Assessment and Evaluation**

- Conduct valid and reliable student and course evaluations.
- Provide feedback on student performance and maintain accurate records.
- Oversee internal and external moderation of assessments.

### **Research**

- Plan and achieve annual and three-year research output targets.
- Engage in relevant research and scholarly activities.
- Collaborate with local industry and community for research projects.

### **Professional Development**

- Stay updated with relevant social, professional, and educational developments.
- Participate in professional groups and annual performance appraisals.
- Develop and follow a personal training and development plan.

### **Communication and Team Building**

- Regularly meet with teaching teams and programme coordinators.
- Attend relevant meetings and maintain professional networks.
- Foster positive relationships with colleagues across campuses.

### **Staff Achievement**

- Assist with the orientation and support of new and less experienced staff.

### **Planning**

- Prepare and monitor annual, weekly, and daily teaching plans.
- Continuously improve teaching strategies and student care.

### **School Service Standards and Support**

- Manage course delivery and ensure compliance with faculty policies.
- Assist the Head of School in meeting Academic Board requirements.

## Marketing

- Promote faculty courses and programmes.
- Identify new course developments and markets in consultation with relevant stakeholders.

## Resource Management

- Assist in preparing and managing the annual budget.
- Ensure efficient use of resources within budget constraints

## General

- Comply with EIT | Te Pūkenga policies and procedures.
- Contribute to a healthy workplace by implementing safe work practices and strategies to effectively manage personal wellbeing.
- Undertake additional responsibilities and tasks relevant to this position as requested by the position manager.

## Demonstrate commitment to:

**Te Tiriti o Waitangi.** Through our developing understanding of our obligations and our connection with Te Tiriti o Waitangi as both individuals and as an organisation.

**Ākonga at the Centre.** Through prioritising the experience, wellbeing, and success of our ākonga in our decision-making process.

**Equity.** Through recognition, empowerment, and inclusion we can give greater acknowledgement of the unmet needs of Māori, Pacific and disabled ākonga and their whānau.

**Vocational Education and Training Excellence.** Through quality provision for all ākonga, meeting the regional needs of employers and communities.

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## Pūkenga | Have

### Knowledge and Experience

- **Essential:** Recent social work practice experience, theoretical and practical knowledge of current social work modalities, and registration as a Social Worker (or potential to work toward registration).
- **Highly Desirable:** Experience in various professional social work settings, current membership of ANZASW, tertiary-level teaching experience, curriculum development knowledge, and experience with educational technologies (e.g., Moodle, Adobe Connect).
- **Desirable:** Research experience and experience in developing/delivering learning across multiple modes (face-to-face and online).

### Skills Required

- **Essential:** Well-developed oral, written, interpersonal, and leadership skills; proven ability to plan, meet deadlines, and coordinate academic activities; good organizational and administrative skills; ability to design and implement curricula; ability to teach both online and face-to-face.

### Special Aptitudes

- Ability to work effectively as a team member within the BSW programme.

- Understanding and commitment to improving student learning.
- Commitment to designing and delivering quality programmes.
- Appreciation of cultural issues and commitment to a culturally sensitive environment.
- Empathy with and appreciation of Māori language and culture.
- Innovation and strong self-motivation.
- Commitment to integrating applied research into teaching.

#### **Personal Attributes**

- High degree of professional judgment and integrity.
- Friendly and approachable manner.
- Flexibility and responsiveness.

#### **Qualifications**

- **Essential:** Master's level qualification or a social work bachelor's degree with relevant professional experience.
- **Advantageous:** Teaching qualification and experience.

## **Waiaro | Be**

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**Authentic and Inclusive:** Promote an environment of inclusion and authenticity, where all contributions are valued. Be courageous disrupt inequities for all, including Māori, Pacific and disabled peoples. Hold the conviction that meaningful partnerships with Māori/iwi will contribute to progress for all.

**Connected:** Integrate waiora-sustainable thinking into your everyday mahi, meeting the needs of the present, without compromising our ability to meet our needs for the future.

**Collective:** Maintain a focus on results and delivery to build a sustainable, world class, vocational education and training network. Lean into transformation, challenge the status quo and choose courage over comfort to create better results for EIT Te Pūkenga, employers, ākonga and their whānau.

**Self-Awareness:** Accept change with confidence, understanding how to create the conditions you and others need to thrive. Demonstrate humility, be reflective and self-aware, always seeking to grow personally.

**Ako:** Hold lifelong learning as vital in connection, hauora, and continuous improvement both personally and professionally. No matter your role, recognise your mahi contributes to making a positive difference for our ākonga and their whānau, and their ability to create thriving communities. Recognise Te Tiriti o Waitangi as a powerful mechanism for taking positive action in Aotearoa, and a pathway to achieve equity for all.

**Mana tāngata:** Contribute to a connected, creative, compassionate workplace, where teams are committed to growth, learning and achieving our shared purpose. Contribute to maintaining a safe environment for learning and development, in all you do, including Te Tiriti, equity, academic and professional excellence. Recognise kaimahi and whānau wellbeing are interconnected, when we support personal and professional growth we contribute to Te Oranga/participation in society.