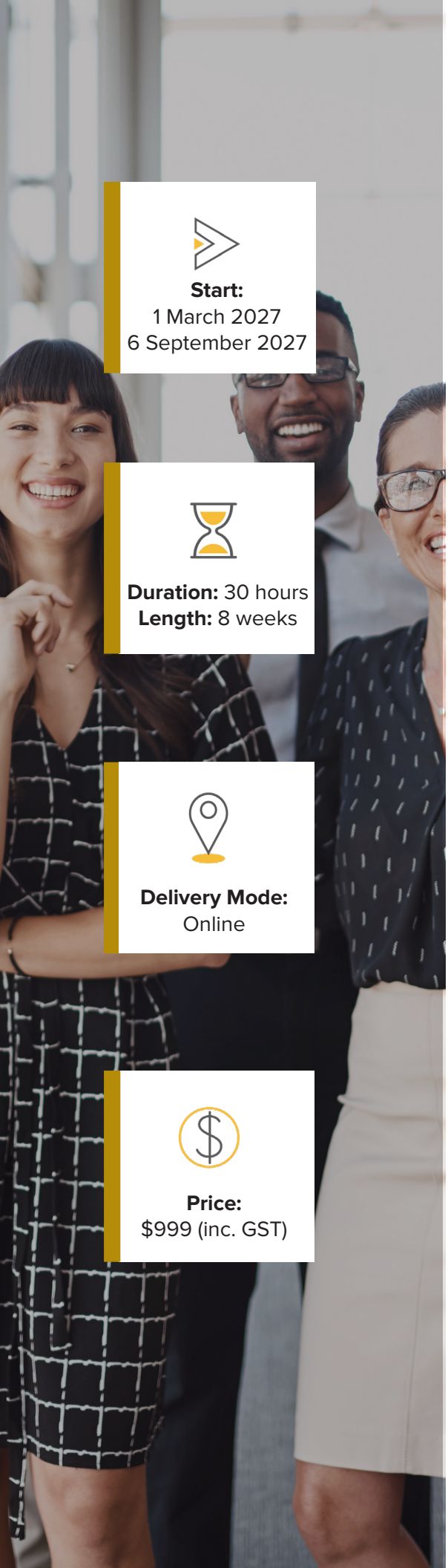

CENTRE FOR
TRANSFORMATIVE
WORK DESIGN
Curtin University
Curtin Credentials
SMART Work Design
Make tomorrow better.
creds.curtin.edu.au
CRICOS Provider Code 00301J



Start:
1 March 2027
6 September 2027

Duration: 30 hours
Length: 8 weeks

Delivery Mode:
Online

Price:
$999 (inc. GST)

What if rethinking the way we design work could unlock greater job satisfaction, healthier employees, and improved productivity?

Delivered by work design experts, this course provides a structured and practical pathway to understanding and applying SMART Work Design. Through expert-led sessions, real-world case studies and applied exercises, you'll develop the knowledge, tools and job design strategies needed to enhance employee wellbeing and drive stronger organisational performance.

You will gain hands-on insight into:

- Work design concepts and their impact on employee health, wellbeing, and performance.
- The SMART framework - Stimulating, Mastery, Agency, Relational and Tolerable Demands - and its role in workplace transformation.
- Bottom-Up approaches to redesigning your own role using job crafting and SMART principles.
- Top-down, manager-led strategies for designing work across teams, including formal and informal approaches.
- Practical techniques to reduce stress, increase engagement and improve organisational outcomes.

With a strong focus on employee satisfaction, wellbeing and productivity, this course equips you with the knowledge and skills to engage employees and managers effectively and improve the way work is designed.

Who is this credential for?

This credential is suitable for:

- Professionals and managers with an interest in designing healthy work.
- Businesses or Government departments wanting to provide a professional development program for employees and managers around performance and productivity.

Learning outcomes

SMART Work Design

Build a foundational understanding of what work design is, why it matters, and the meaning of SMART work design principles.

Bottom-Up Job Redesign

Explore what a bottom-up approach to work redesign means, the different types of bottom-up redesign within SMART work, and job creating as a specific form of this approach.

Top-Down Job Redesign

Examine manager-led approaches to work redesign, including formal and informal strategies, team-focused methods (face-to-face and virtual), and socio-technical systems thinking within the context of SMART work design.

Assessment

To successfully complete this credential you are required to pass a final assessment. You will be asked to apply your skills and knowledge to assess your current job (or a previous job) by using a SMART Work Design Survey tool, and then create a work re-design for this job.

> *I have nothing but good things to say about this course. I thoroughly enjoyed reading every module - a very well-designed and engaging course indeed. I am glad that I took this course. I am putting the knowledge into practice with my current team. I am definitely recommending this course to the managers in my department.*

Discover more

Curtin Credentials focus on five themes, which have been carefully curated based on what's most relevant and valuable to professionals today, and in the future.

This credential fits within the following theme:



Future of Work

Thrive and adapt in the changing world of work by developing and broadening your skillset in a range of areas including work design

Earn a badge

Once you successfully complete and pass the final assessment, you'll earn a digital badge that is instantly shareable to your social networks (including LinkedIn) which sho cases your new skills and knowledge mastery.



Essentials

This credential provides foundation knowledge in a discipline and doesn't require previous knowledge.

You will also earn 5 credit points which are in line with Australian Qualification Fram work Level 8 criteria (https://www.aqf.edu.au/framework/aqf-levels), ensuring comprehensive thoretical and/or technica knowledge of the credential. 100 credit points are required to earn a Graduate Certificate at Curtin.

Register now

Upcoming intakes available | AU $999 inc. GST | Online | 8 weeks

Scan the QR code or head to creds.curtin.edu.au to register for Curtin Credentials: SMART Work Design

Meet your Program Director



Professor Sharon K Parker

Professor Sharon K. Parker is an ARC Laureate Fellow, Director of the Centre for Transformative Work Design at Curtin University's Future of Work Institute, and a John Curtin Distinguished Professor in Organisational Behaviour. A globally recognised expert in work design, proactivity, mental health and performance, her research has been cited more than 26,000 times, with over $40 million in competitive research funding secured throughout her career.

Meet your facilitators



Dr Lucinda Iles

Dr Lucinda Iles is an Organisational Psychologist Registrar, and a postdoctoral research fellow at the Centre for Transformative Work Design (CTWD) at Curtin University. She conducts research on work-related mental health and well-being, work design, and the ageing workforce. Currently, Lucinda is the lead postdoctoral researcher on the Design for Care project, a research project that aims to understand how work redesign interventions can be leveraged in the healthcare and social assistance industry to support employee mental health and well-being.



Dr Belinda Cham

Dr Belinda Cham is a Research Fellow at the Future of Work Institute (FOWI) at Curtin University, and a Registered Psychologist. Her applied research sits at the intersection of organisational behaviour and human factors, applying behavioural science to the design of work systems to support human performance and wellbeing in safety-critical environments. Belinda leads research projects in collaboration with the Australian Defence sector, which aim to understand how future maritime platforms can be designed around the people who will operate them, supporting them on long, demanding missions.



Jie Yi Tang

Jie Yi is an Applied Organisational Research Analyst at the Centre for Transformative Work Design. She is a Registered Psychologist and holds a Master of Industrial and Organisational Psychology from the University of Western Australia. Her work spans multiple projects aimed at enhancing work design to improve employee wellbeing. She contributes to the Design for Care project, which investigates how to leverage work redesign to improve mental health and wellbeing in the healthcare and social assistance industry, and collaborates with ChemCentre on initiatives to improve staff experiences through work design strategies.

Disclaimer and copyright

This publication is correct as at July 2026 but may be amended. Curtin University reserves the right to vary course content, delivery methods, assessment requirements and tuition fees; withdraw courses or limit enrolments; and make changes to other arrangements, including the academic area in which courses are offered. For the most current information, please visit study.curtin.edu.au. This publication contains general information only. Readers should consider how the information applies to their personal circumstances and seek independent advice where appropriate. Subject to applicable law, Curtin University accepts no liability for any loss or damage arising from reliance on the information contained in this publication.

© Curtin University 2026

Curtin Credentials

Postal Address
GPO Box U1987
Perth Western Australia 6845

Tel: +61 8 1300 222 888
Email: fowi-creds@curtin.edu.au
Web: Creds.curtin.edu.au