Department of Social Work  
School of Health Sciences  
Faculty of Medicine, Dentistry and Health Sciences

Only Indigenous Australians are eligible to apply as this position is exempt under the Special Measure Provision, Section 12 (1) of the Equal Opportunity Act 2011 (Vic)

**Coordinator of Indigenous Social Work Education**

**POSITION NO** 0060024

**CLASSIFICATION** Lecturer, Level B, Teaching Specialist

**SALARY** $114,645 - $136,136 p.a. (pro rata for part-time)

**SUPERANNUATION** Employer contribution of 17%

**WORKING HOURS** Part-time (0.5 FTE)

**BASIS OF EMPLOYMENT** Continuing

**OTHER BENEFITS** [https://about.unimelb.edu.au/careers/staff-benefits](https://about.unimelb.edu.au/careers/staff-benefits)

**HOW TO APPLY** Online applications are preferred. Go to [http://about.unimelb.edu.au/careers](http://about.unimelb.edu.au/careers), select the relevant option ('Current Opportunities' or 'Jobs available to current staff'), then find the position by title or number.

**CONTACT FOR ENQUIRIES ONLY**  
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*Please do not send your application to these contacts*

For information about working for the University of Melbourne, visit our website: [about.unimelb.edu.au/careers](http://about.unimelb.edu.au/careers)
Acknowledgement of Country

The University of Melbourne acknowledges the Traditional Owners of the unceded land on which we work, learn and live: the Wurundjeri Woi Wurrung and Bunurong peoples (Burnley, Fishermans Bend, Parkville, Southbank and Werribee campuses), the Yorta Yorta Nation (Dookie and Shepparton campuses), and the Dja Dja Wurrung people (Creswick campus).

The University also acknowledges and is grateful to the Traditional Owners, Elders and Knowledge Holders of all Indigenous nations and clans who have been instrumental in our reconciliation journey.

We recognise the unique place held by Aboriginal and Torres Strait Islander peoples as the original owners and custodians of the lands and waterways across the Australian continent, with histories of continuous connection dating back more than 60,000 years. We also acknowledge their enduring cultural practices of caring for Country.

We pay respect to Elders past, present and future, and acknowledge the importance of Indigenous knowledge in the Academy. As a community of researchers, teachers, professional staff and students we are privileged to work and learn every day with Indigenous colleagues and partners.

Position Summary

This is an exciting opportunity to join an innovative academic team working in the Department of Social Work, School of Health Sciences, within the Faculty of Medicine, Dentistry and Health Sciences. The Department of Social Work is one of the leading schools of social work in Australia, with the following active research programs: Child and Family Welfare (particularly focused on domestic and family violence, and child protection systems); Health, Mental Health and Wellbeing; and Criminal Justice. Across all these themes, a focus on Indigenous knowledges and strengths is interwoven. The Department has a large postgraduate entry-to-practice and a rapidly growing post-qualifying (online) teaching program.

The Department is working towards a number of Indigenous initiatives including Indigenous Curriculum Framework implementation, a specialist Indigenous student Master of Social Work (MSW) pathway and an Indigenous Social Work research program. The Coordinator of Indigenous Social Work Education will oversee the two teaching initiatives: Firstly, the Department of Social Work is committed to implementing the School of Health Sciences’ Many Ways Learning Indigenous Curriculum Framework. This position aims to develop a fully integrated Indigenous curriculum of content, assessment and instruction for the two-year Master of Social Work course. Working collaboratively with the Director of Teaching and Learning, the Course Co-ordinator and Subject Co-ordinators, the incumbent will develop and implement the curriculum. They will also consider the ‘hidden curriculum’ that includes cultural recognition, community involvement, cultural safety and student interests. Secondly, working with the Director of Teaching and Learning, and the MSW Coordinator, the incumbent will also coordinate the development of a specialist Indigenous student pathway that will offer a culturally-supported cohort-based experience through the MSW. The specialist pathway will see a biennial intake of Indigenous students into the MSW who will receive several supplemented subjects and an array of additional supports. The position, structure and content of these will be developed by the Coordinator of Indigenous Social Work Education for delivery in 2025.

The appointee will be actively involved in curriculum development, assessment development and Indigenous student enrichment activities, and there will also be opportunities to engage with the research clusters as appropriate. They will be required to provide some lectures and
articulate an Indigenous specialist pathway that supports recruitment, student belonging and course completion. These will also be linked to the broader Faculty and University strategies that support Indigenous student engagement.

1. **Key Responsibilities**

1.1 **TEACHING AND LEARNING**

- Lead and co-ordinate the development of the MSW specialist Indigenous student pathway for a 2025 delivery.
- Working collaboratively with the Director of Teaching and Learning, Course co-ordinator and Subject Co-ordinators, implement a coherent horizontal Indigenous curriculum for the MSW that includes both content and assessment.
- Teach into the subject, SCWK90063 Social Work Practice: Indigenous Peoples, within the MSW program.
- Participate in and support Subject Co-ordinators in the development of new course/subject material and review of existing courses/subjects in consultation with the Director of Teaching and Learning and the MSW Course Coordinator.
- Contribute to the Department of Social Work through participating in and managing relevant projects, staff and other committee meetings, strategic planning and policy development.
- Understand and engage with the Faculty and University Strategic Plans.

1.2 **ENGAGEMENT**

- Facilitate appropriate engagement of Aboriginal people/communities/organisations within the MSW. Working with Subject Co-ordinators will be necessary.
- Undertake an appropriate ‘audit’ of social work pathways for Indigenous students.
- Oversee appropriate community engagement and voice in the development of the specialist Indigenous student MSW pathway.
- Oversee appropriate community engagement regarding recruitment into the specialist Indigenous student MSW pathway.

1.3 **SERVICE AND LEADERSHIP**

- Be an advocate and voice for Indigenous Knowledges within the Department.
- Participating in relevant academic committees
- Contributing to the Department of Social Work through participating in staff and other committee meetings, strategic planning and policy development.
- Involvement in relevant professional organisations as appropriate.
- Other duties commensurate with the position as directed by the Supervisor.
- Occupational Health and Safety (OH&S) and Environmental Health and Safety (EH&S) responsibilities as outlined in section 5.
2. Selection Criteria

2.1 ESSENTIAL

- Eligibility for membership of the Australian Association of Social Workers
- PhD or substantial progress towards completion, or relevant graduate qualification in social work or education, with experience in curriculum design.
- Evidence of teaching experience and demonstrated understanding of influencing factors supporting Indigenous graduate pathways.
- Sound understanding of Indigenous ways of knowing, being and doing and their application in teaching and learning.
- Demonstrable ability to show initiative and innovation in the development of graduate curricula that support culturally safe clinical practice application.
- Good understanding of Indigenous community engagement protocols and the nature of community engagement in curriculum and pathway development.
- Sound written and verbal communication skills.
- Good organisational, planning and project management skills.
- Demonstrated ability to work independently and collaboratively in a team to achieve project goals and meet agreed deadlines.

2.2 DESIRABLE

- A completed or near-to-completed PhD in a discipline relevant to Social Work
- Previous experience with general academic administration such as assisting with subject coordination, course advice and examination or equivalent, and development of curriculum resources.
- Experience in developing higher education Indigenous study pathways.
- A developing profile in scholarly activity and research as it relates to teaching and learning.

2.3 OTHER JOB RELATED INFORMATION

- This position requires the incumbent to hold a current and valid Working with Children Check.
- Occasional work out of ordinary hours, travel, etc.

3. Equal Opportunity, Diversity and Inclusion

The University is an equal opportunity employer and is committed to providing a workplace free from all forms of unlawful discrimination, harassment, bullying, vilification and victimisation. The University makes decisions on employment, promotion, and reward on the basis of merit.

The University is committed to all aspects of equal opportunity, diversity and inclusion in the workplace and to providing all staff, students, contractors, honorary appointees,
volunteers and visitors with a safe, respectful and rewarding environment free from all forms of unlawful discrimination, harassment, vilification and victimisation. This commitment is set out in the Advancing Melbourne strategy that addresses diversity and inclusion, equal employment opportunity, discrimination, sexual harassment, bullying and appropriate workplace behaviour. All staff are required to comply with all University policies.

The University values diversity because we recognise that the differences in our people’s age, race, ethnicity, culture, gender, nationality, sexual orientation, physical ability and background bring richness to our work environment. Consequently, the People Strategy sets out the strategic aim to drive diversity and inclusion across the University to create an environment where the compounding benefits of a diverse workforce are recognised as vital in our continuous desire to strive for excellence and reach the targets of Advancing Melbourne.

4. Occupational Health and Safety (OHS)

All staff are required to take reasonable care for their own health and safety and that of other personnel who may be affected by their conduct.

OHS responsibilities applicable to positions are published at:

https://safety.unimelb.edu.au/people/community/responsibilities-of-personnel

These include general staff responsibilities and those additional responsibilities that apply for Managers and Supervisors and other Personnel.

5. Other Information

5.1 DEPARTMENT OF SOCIAL WORK

In July 2009, Social Work became a Department of the School of Health Sciences, in the Faculty of Medicine, Dentistry and Health Sciences. Social Work was established at The University of Melbourne in 1940 and continues to be one of the leading departments in the Asia-Pacific region.

Social Work has a significant research profile and close local and national links with key human service agencies in the government and non-government sectors, social work professional bodies and other major social work schools internationally.

Since 2008 the Social Work has been offering a qualifying Master of Social Work Degree as well as several specialist Masters post-qualifying courses. In 2014, the Department has been jointly delivering the Master of Narrative Therapy and Community Work program with the Dulwich Centre, Adelaide. Then in 2016, in a new development for the Department, it began offering online post-qualifying courses – a Master of Advanced Social Work/Health and Human Services. Social Work also has a long standing, strong and vibrant PhD program focused on training future leaders in the profession and academia.

5.2 FACULTY OF MEDICINE, DENTISTRY AND HEALTH SCIENCES
The Faculty of Medicine, Dentistry and Health Sciences (MDHS) plays a vital role in the delivery of the University of Melbourne’s Strategic Plan 2015-2020: Growing Esteem by providing current and future generations with education and research equal to the best in the world. It is Australia’s largest and leading biomedical research faculty. It employs more than 1,700 members of staff, has more than 8,000 students, and total revenue of $607 million for 2015. Reflecting the complexity of today’s global health landscape, the Faculty is made up of six different Schools and four Strategic Research Initiatives, and draws together all areas of human health, ranging from the most basic to the most applied areas of research. The Faculty contributes close to 50 per cent of research conducted at the University.

The Faculty has appointed Australia’s first Associate Dean (Indigenous Development) to lead the development and implementation of the Faculty’s Reconciliation Action Plan (RAP), which will be aligned with the broader University-wide plan. To enable the Faculty to improve its Indigenous expertise knowledge base, the Faculty’s RAP will address Indigenous employment, Indigenous student recruitment and retention, Indigenous cultural recognition and building partnerships with the Indigenous community as key areas of development.

5.3 THE UNIVERSITY OF MELBOURNE

Established in 1853, the University of Melbourne is a leading international university with a tradition of excellence in teaching and research. The main campus in Parkville is recognised as the hub of Australia’s premier knowledge precinct comprising eight hospitals, many leading research institutes and a wide-range of knowledge-based industries. With outstanding performance in international rankings, the University is at the forefront of higher education in the Asia-Pacific region and the world.

The University employs people of outstanding calibre and offers a unique environment where staff are valued and rewarded.

Further information about working at The University of Melbourne is available at http://about.unimelb.edu.au/careers

5.4 ADVANCING MELBOURNE

The University’s strategic direction is grounded in its purpose. While its expression may change, our purpose is enduring: to benefit society through the transformative impact of education and research. Together, the vision and purpose inform the focus and scale of our aspirations for the coming decade.

Advancing Melbourne reflects the University’s commitment to its people, its place, and its partners. Our aspiration for 2030 is to be known as a world-leading and globally connected Australian university, with our students at the heart of everything we do.

- We will offer students a distinctive and outstanding education and experience, preparing them for success as leaders, change agents and global citizens.
- We will be recognised locally and globally for our leadership on matters of national and global importance, through outstanding research and scholarship and a commitment to collaboration.
We will be empowered by our sense of place and connections with communities. We will take opportunities to advance both the University and the City of Melbourne in close collaboration and synergy.

We will deliver this through building a brilliant, diverse and vibrant University community, with strong connections to those we serve.

The means for achieving these goals include the development of the University of Melbourne’s academic and professional staff and the capabilities needed to support a modern, world-class university. Those means require a commitment to ongoing financial sustainability and an ambitious infrastructure program which will reshape the campus and our contribution to the communities we engage with. This strategy, and the priorities proposed, is centred around five intersecting themes; place, community, education, discovery and global.

5.5 GOVERNANCE

The Vice Chancellor is the Chief Executive Officer of the University and responsible to Council for the good management of the University.

Comprehensive information about the University of Melbourne and its governance structure is available at https://about.unimelb.edu.au/strategy/governance