POSITION DESCRIPTION – ACADEMIC

POSITION INFORMATION

Position Title	Research Fellow or Senior Research Fellow (Theology)		
Institute	Institute for Religion and Critical Inquiry		
Nominated Supervisor	Director, IRCI	Campus/Location	Melbourne
Academic Level	B or C	Academic Career Pathway	Research Only
CDF Achievement Level	1 All Staff	Work Area Position Code	HR to assign
Employment Type	5-year, fixed term or ongoing	Date reviewed	September 2017

ABOUT AUSTRALIAN CATHOLIC UNIVERSITY

Mission Statement: Within the Catholic intellectual tradition and acting in Truth and Love, Australian Catholic University is committed to the pursuit of knowledge, the dignity of the human person and the common good.

Australian Catholic University (ACU) is both a Catholic University and a public institution within the Australian higher education sector. ACU is an inclusive community that welcomes students and staff of all faiths and no faith. The University is committed to a strong Catholic ethos and seeks to foster and promote teaching and learning, research and scholarship, and community engagement in the Christian tradition. As valued members of our community, all staff members are expected to understand ACU's Mission and values and to demonstrate a contribution to them.

The University shares with universities worldwide a commitment to quality in teaching, research and service. It aspires to be a community characterised by free enquiry and academic integrity.

The University chooses to focus on areas of teaching and research that are closely connected with its particular character as a University that is Catholic, public and national. The focus areas are Theology and Philosophy, Health, Education, and the Common Good and Social Justice.

ACU enrols more than 35,000 students across seven campuses – Adelaide, Ballarat, Brisbane, Canberra, Melbourne, North Sydney and Strathfield (Sydney).

The structure to support this complex and national University consists of:

Vice-Chancellor and President

- Provost

- Chief Operating Officer & Deputy Vice-Chancellor

- Deputy Vice-Chancellor, Research

- Deputy Vice-Chancellor, Students, Learning and Teaching

- Vice President

- Pro Vice-Chancellor Assisting the Vice-Chancellor

Each portfolio consists of a number of Faculties, Research Institutes or Directorates. The Directorate of Identity and Mission drives both the Identity and the Mission of the University. In addition, five Associate Vice-Chancellors and Campus Deans focus on the University's local presence and development of the University at the local 'campus' level.

The University pursues performance excellence and offers an environment where staff are valued and rewarded. Staff are expected to demonstrate a commitment to continuous improvement and to participate fully in resolving issues to achieve and maintain quality standards relevant to role. Further information about a career with ACU is available at www.acu.edu.au.

ACU is committed to diversity and social inclusion in its employment practices. Applications from Aboriginal and Torres Strait Islander people, people with disabilities, and people from culturally diverse groups are encouraged.

ABOUT THE FACULTY OF THEOLOGY AND PHILOSOPHY

The Faculty of Theology and Philosophy is the largest Faculty of its kind in Australia. It is comprised of two national schools, the School of Theology and the School of Philosophy, as well as the Institute for Religion and Critical Inquiry. In the recent ERA 2015 assessment, the University was ranked at above world standard (ERA score of 4) in the Religion and Religious Studies and the Philosophy Fields of Research, and at world standard (ERA score of 3) in the Applied Ethics Field of Research, placing it among the very best universities in Australia in these fields. The 2017 QS Subject Rankings placed ACU 36th in the world in Theology, Divinity, and Religious Studies. The Faculty offers undergraduate and postgraduate courses and higher degree research studies across six campuses.

ABOUT THE INSTITUTE FOR RELIGION AND CRITICAL INQUIRY

The IRCI promotes collaborative research on religion and critical thought from multiple disciplinary perspectives, including philosophy, theology, history, and literature. Focusing on Christian thought and practice from antiquity to today, we explore inter-relationships between religion and its cultural contexts, and contribute to contemporary theological, philosophical, ethical, and political debates. In this way, the IRCI aims to advance understanding of our world and imagine ways to improve it.

Established in 2014 to contribute to the University's strategic goal of making ACU one of Australia's leading institutions for religious and philosophical studies, the IRCI currently comprises four research centres: the Centre for Biblical and Early Christian Studies; the Centre for Catholic Thought and Practice; the Centre for Religion, Philosophy and Culture; and, the Centre for Moral Philosophy and Applied Ethics. As the Institute develops, we expect the configuration of these Centres to evolve. We look for new appointees to the Institute who have demonstrated the ability to think across traditional disciplinary boundaries in the study of New Testament and Early Christianity, Philosophy, Theology, Religion, History, and Literature.

The Institute is in an exciting growth stage. In the last two years, a number of appointments have been made in the area of Biblical and Early Christian Studies, Theology, Philosophy and Religion, and Moral Philosophy. Including current expertise and planned appointments in theological studies, by the end of 2018 we expect to have built teams in New Testament, Early Christianity, and Historical and Constructive Theology, supported also by scholars with expertise in Epistemology, Ethics, Metaphysics, Philosophy of Religion, Continental Thought, and the constructive study of Religion, including Religious Ethics. Alongside other projects in New Testament and Early Christianity, the Institute houses a 5-year research programme on 'Atheism and

Christianity: Moving Past Polemic', which recently held an ACU Rome Seminar on Negative Political Theology. We also expect to develop a further large-scale research programme in theology in the near future, and would expect the successful candidate to play a role in such a project. In addition, the Institute has developed strong international partnerships with leading Universities in Europe, the UK and North America and has also established a series of research seminars each year at ACU's Rome Campus. For further information, please see https://irci.acu.edu.au.

The Institute has an international outlook, seeks a diverse staffing profile, and welcomes applications from all suitably-qualified scholars.

POSITION PURPOSE

To produce high-quality research in historically-informed constructive theology to contribute to and strengthen the University's research profile, and more specifically the research profile of the Institute.

We seek applicants with expertise in theology broadly conceived. The ability to put historical sources in creative dialogue with contemporary problems is highly desirable, as is awareness of, and engagement with, contemporary methods in the study of religion, and with modern philosophical traditions.

Applicants will work collegially and collaboratively to build their own research profiles and contribute to team projects within their areas of specialization and across traditional disciplinary boundaries as appropriate. The Institute includes scholars of Christian Theology, Early Christianity, History, Literature, New Testament, Philosophy, and Religion, and we expect that applicants will be motivated to join a community of scholars interested in fostering and sustaining conversations between these different disciplines.

POSITION RESPONSIBILITIES

Introduction

A number of frameworks and standards express the University's expectations of the conduct, capability, participation and contribution of staff. These are listed below:

- ACU Strategic Plan 2015-2020
- Catholic Identity and Mission
- Learning For Life Framework 2014-2017
- ACU Teaching Criteria and Standards Framework
- Research Quality Standards
- Academic Performance Matrices and Evidence Framework
- ACU Capability Development Framework
- Minimum Standards for Academic Levels (MSALs)
- Higher Education Standards Framework
- ACU Service Principles
- ACU Staff Enterprise Agreement including provisions in relation to Performance Excellence and Academic Career Pathways.

The following two frameworks in particular are important in understanding the expectations of an academic position and the required qualifications and capability of a position holder:

- The Academic Performance Matrices and Evidence Framework which describes the performance standards in areas of academic activity.
- The Capability Development Framework which describes the core competencies needed in all ACU staff to achieve the University's strategy and supports its mission.

All academic staff are allocated workload comprising a range of academic duties/activities that fall within the following three broad areas of academic activity in line with the relevant Academic Career Pathway and Academic Level.

- Teaching, Curriculum Development and Scholarship of Teaching
- Research
- Academic leadership/service.

Key responsibilities

Broad area of academic activity	Key responsibilities specific to this position	Relevant Core Competencies (Capability Development Framework)
Research	- Conduct high-quality research of an excellent international standard through peer-reviewed publications, including, where appropriate, jointly-authored publications; - Consult on and as appropriate submit grant applications; - Supervise research students as required; - Contribute collaboratively to the intellectual and collegial life of the Institute for Religion and Critical Inquiry, including through interdisciplinary research and team projects, and by fostering and sustaining conversations across the different areas of the Institute as appropriate.	- Be Responsible and Accountable for Achieving Excellence - Communicate with Impact - Collaborate Effectively - Adapt to and Lead Change

QUALIFICATIONS AND CAPABILITY OF THE POSITION HOLDER

This section sets out the qualifications, skills, knowledge, experience and competencies expected of the position holder, collectively referred to as 'qualifications and capability'. These are informed by the evidence and performance standards for the relevant Academic Level and Academic Career Pathway and Academic Level drawn from the Academic Performance Matrices and Evidence Framework and the Core Competencies set out in the Capability Development Framework.

Opportunities to develop capability are provided through the development programs coordinated by internal providers of professional development. See the Training and Development website for more information.

In recruiting and selecting a candidate for the position, a subset of the qualifications and capability will form the Selection Criteria, **to a maximum of 10**.

Qualifications and Capability	
Qualifications and other credentials	
1. A PhD in Christian Theology.	
Research	
2. A track record of excellent peer-reviewed publications in the field.	

Qualifications and Capability		
3.	Ability to work effectively both individually and collegially as part of a collaborative and interdisciplinary research team.	
4.	Ability to supervise research students.	
Core Competencies		
5.	Demonstrate confidence and courage in achieving ACU's Mission, Vision and Values by connecting the purpose of one's work to ACU's Mission, Vision and Values.	
Other attributes		
6.	Experience of successful undergraduate teaching is desirable.	
7.	Demonstrated commitment to cultural diversity and ethical practice principles and demonstrated knowledge of equal employment opportunity and workplace health and safety, appropriate to the level of the appointment.	