

POSITION INFORMATION

Position Title	Associate Professor / Professor in Occupational Therapy		
Faculty	Health Sciences		
School	Allied Health		
Nominated Supervisor	Professor Suzanne Kuys	Campus/Location	Melbourne/North Sydney or Brisbane
Academic Level	Level D or E	Academic Career Pathway	#Teaching and Research Research-focussed
CDF Achievement Level	2 Management (Line)	Work Area Position Code	#HR to assign
Employment Type	Full-time, Continuing	Date reviewed	May 2020

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.*

At ACU we pride ourselves on offering a welcoming environment for everyone. At the same time, we are a university committed to standing for something clear. We stand up for people in need and causes that matter. ACU's Mission is central to the University, and informs every area – integrating the dignity of the human person, the common good, and ethical and social justice considerations into our core activities of student learning and teaching, research and service.

We are a publicly-funded university which has grown rapidly over the past few years. We're young, but we are making our mark: ranking among the top universities worldwide. We have got seven campuses around Australia, more than 200 partner universities on six continents, and a campus in Rome, Italy.

We know that our people make us a university like no other. It's your values, action and passion that makes the difference. Whatever role you may play in our organisation: it's what you do that defines who we are.

We value staff, offering excellent leave and employment conditions, and foster work environments where they have the ability grow and develop. We continue to invest in our facilities and workplaces, and actively involve staff in shaping the future direction of the organisation.

In order to be agents of change in the world, we all need to see life through the eyes of others. We believe that our role as a university is to inspire and equip people to make a difference – and that means cultivating their ability to act and think empathetically.

We hope that you might champion these values, and work with us to create a place of learning that is not only the envy of the world, but the making of it.

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

- Provost and Deputy Vice-Chancellor (Academic)
- Chief Operating Officer & Deputy Vice-Chancellor (Administration)
- Deputy Vice-Chancellor (Research)
- Deputy Vice-Chancellor (Education and Innovation)
- Deputy Vice-Chancellor (Coordination)
- Vice President

Each portfolio consists of a number of Faculties, Research Institutes or Directorates. The Vice President 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.

ABOUT THE FACULTY OF HEALTH SCIENCES

The Faculty of Health Sciences offers courses in biomedical science, clinical education, clinical exercise physiology, exercise and cancer, exercise science, health administration, healthcare simulation education, high performance sport, mental health, midwifery, nursing, nutrition science, occupational therapy, paramedicine, physiotherapy, psychology, public health, rehabilitation, social work and speech pathology.

Our vision is to provide caring and prepared graduates who promote health and prevent illness for Australia's health and sports industries and provide quality healthcare for vulnerable communities such as the Indigenous, elderly and disabled.

The Schools are:

School of Nursing, Midwifery and Paramedicine (National)

School of Allied Health (National)

School of Behavioural and Health Sciences (National)

The Faculty's courses are developed within the Catholic intellectual tradition with the goal of preparing graduates in health with an emphasis on social justice and equity, and sustainability.

Further information about the Faculty can be found at:

http://www.acu.edu.au/about_acu/faculties_institutes_and_centres

ABOUT THE SCHOOL OF ALLIED HEALTH

The National School of Allied Health is responsible for delivery of programs in four disciplines, on six of the University's campuses: Ballarat, Brisbane, Canberra, Melbourne, North Sydney and Strathfield:

- Occupational Therapy
- Physiotherapy / Rehabilitation
- Social Work / Human Services
- Speech Pathology

POSITION PURPOSE

This position provides leadership and makes outstanding and original contributions to research, scholarship and teaching within the discipline. The incumbent will have an established and continuing international-expert status and be recognised as an eminent authority in Occupational Therapy. They will have substantial involvement in the development of the Occupational Therapy Discipline nationally and internationally, having made a clear and formative impact that is recognised and acknowledged as significant by national and international leaders in the discipline.

Applicants should demonstrate a strong, systematic and sustained track record in research and/or scholarship of learning and teaching. They will have had consistent success applying for external competitive grants, managing

significant research and/or learning and teaching projects and leading and mentoring other academic staff and researchers. The quality and impact of their research can be demonstrated by, for example: with the expectation that publications are in high quality leading journals relevant to the discipline; commercialisation or the uptake of intellectual property; citation rates; and the value of their research for social, environmental, cultural and commercial benefit. They can demonstrate sustained and consistent quality supervision of candidates for higher degrees by research (HDR) and mentor other HDR supervisors.

As a leader in learning and teaching, the incumbent will have extensive experience as a senior academic and provide strategic leadership in key aspects of supporting research and teaching and learning, as well as a consistent and substantial track record that is nationally and internationally recognised and has demonstrable impact on the discipline.

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 2020-2023
- Catholic Identity and Mission
- 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 Delivery Model
- 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 (<u>Capability Development Framework</u>)
Academic Leadership and Service	<ul style="list-style-type: none"> • Provide academic leadership within the Discipline and within the School and Faculty, reporting to and working with the National Head of School and the Head of Discipline (OT) to ensure a cohesive approach within the Discipline and School; • Engender commitment to the Catholic intellectual tradition through a strong focus on social justice and the common good in the activities of the Discipline; 	<ul style="list-style-type: none"> • Adapt to and lead change • Deliver stakeholder centric service • Collaborate effectively • Know ACU work processes and systems • Make informed decisions
Teaching, curriculum development and scholarship of teaching	<ul style="list-style-type: none"> • Provide leadership within the Occupational Therapy profession's courses and programs including ongoing development and review of courses, achievement and maintenance of course accreditation and quality assurance in collaboration with campus-based course coordinators and the Head of Discipline (OT); • In collaboration with the Head of Discipline (OT), School of Allied Health leadership group and Associate Dean (Learning and Teaching) develop initiatives to continuously improve the provision of a high quality student learning experience and ensure that the Discipline's programs meet students' and employers' expectations about content and quality, and are well regarded by academic peers; 	<ul style="list-style-type: none"> • Be responsible and accountable for achieving excellence • Coach and develop • Collaborate effectively

Broad area of academic activity	Key responsibilities specific to this position	Relevant Core Competencies (<u>Capability Development Framework</u>)
Research	<ul style="list-style-type: none"> • In collaboration with the School of Allied Health leadership group including the Head of Discipline and the Associate Dean (Research), develop an active research and research training environment to continuously improve in the key result areas of research focus, culture and infrastructure, productivity, research training, and intellectual engagement; • Lead and manage research in Occupational Therapy that is nationally and internationally competitive and of value to the Discipline, School, Faculty and the University; • Mentor other researchers, including Mid- and Early-Career Researchers; • Develop a clear research agenda and leading research teams, and develop and exploit intellectual property; • Consistently and successfully apply for significant research grants, particularly external competitive grants, and develop and maintain strategic research partnerships. 	<ul style="list-style-type: none"> • Collaborate effectively • Communicate with impact • Coach and develop • Know ACU work processes and systems

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		Selection Criteria
Qualifications and other credentials		
1.	A doctoral qualification in Occupational Therapy or equivalent and registered as an Occupational Therapist within Australia. It is desirable that applicants have experience in Occupational Therapy practice.	Yes
Teaching, curriculum development and scholarship of teaching		
2.	<p>(Level E) A significant academic teaching profile in a relevant area in Occupational Therapy, with evidence of design, delivery and evaluation of innovative and quality learning environments.</p> <p>(Level D) A substantial academic teaching profile in a relevant area in Occupational Therapy, with evidence of design, delivery and evaluation of innovative and quality learning environments.</p>	Yes
3.	Demonstrated leadership in research-led approaches to learning and teaching in the design and implementation of curricula.	Yes
Research		
4.	An established national and international research profile in Occupational Therapy with: a strong track record of active, sustained and productive engagement in high-quality research; including success in competitive grants, dissemination in high impact journals and evidence of impact relevant to the discipline.	Yes
5.	<p>(Level E) Demonstrated quality research leadership, including through: quality supervision of candidates for Higher Degrees by Research; effective mentoring to develop the research capability and capacity of individual and teams of Mid- and Early-Career Researchers; substantial leadership contributions that strengthen the University's research capacity, capability and culture; and a consistent record of service on nationally recognised grant assessment panels.</p> <p>(Level D) Demonstrated research leadership, including through supervision of candidates for Higher Degrees by Research; effective mentoring to develop the research capability and capacity of individuals and research teams; contributions that strengthen the University's research capacity, capability and culture; and a record of service on nationally recognised grant assessment panels.</p>	Yes
Academic leadership/service		
6.	Demonstrated ability to provide professional and/or academic leadership including ability to think and act strategically, particularly in planning and decision making.	Yes

Qualifications and Capability		Selection Criteria
7.	<p>(Level E) Strong interpersonal ability and communication skills to achieve mutually beneficial outcomes that are aligned with the Mission, Vision and Values of the University including:</p> <ul style="list-style-type: none"> -Strong relationship management experience including negotiation and liaison skills with a range of people at different levels; -Ability to work with others to achieve outcomes and continual improvement, including the ability to lead and implement change, and to lead and motivate staff. <p>(Level D) Relevant interpersonal ability and communication skills to achieve mutually beneficial outcomes that are aligned with the Mission, Vision and Values of the University including:</p> <ul style="list-style-type: none"> -negotiation and liaison skills with a range of people at different levels; -demonstrated ability to work with others to achieve outcomes and continual improvement. 	Yes
Core Competencies		
8.	Live ACU's Mission, Vision and Values: 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.	Yes
9.	Adapt to and Lead Change: Display openness and resilience, inspire others to change and act to make change happen with ACU's interests, strategic goals and Mission at the heart of all outcomes.	Yes
Other attributes		
10.	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.	Yes