

POSITION DESCRIPTION – ACADEMIC

POSITION INFORMATION

Position Title	Research Fellow or Senior Research Fellow (Philosophy)		
Faculty	Faculty of Theology and Philosophy		
Institute	Institute for Philosophy		
Nominated Supervisor	Institute Director, Institute for Philosophy	Campus/Location	St Patrick's, Melbourne
Academic Level	B or C	Academic Career Pathway	Research focused
CDF Achievement Level	# HR to assign 1 All Staff]2 Management (Line)]2 Management (Middle)]2 Management (Senior)]3 Executive Leadership#	Work Area Position Code	# HR to assign
Employment Type	Continuing	Date reviewed	5 April 2019

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 offer a welcoming environment for everyone. At the same time, we are 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: we seek to integrate 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 that has grown rapidly over the past few years. We're young, but we are making our mark: ranking among the top universities worldwide in selected areas of research priority. We have 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 organization, 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 to 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 is headed by the Vice-Chancellor and President, who is supported by a Senior Executive Group comprised of

- 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 and President

In 2013 ACU developed a research intensification strategy designed to achieve excellence in a selected number of areas of strategic priority. These areas include theology and philosophy. The outcome has been a remarkable transformation in the research standing of the University. In the 2019 THE World University Rankings, ACU has risen to the 401-500 band for research and specifically to the 201-300 band in the Arts and Humanities subject rankings which includes Philosophy. Our investment in philosophy is also designed to achieve a top rating of 5 in the assessment of research quality conducted by the Australian Research Council and known in Australia as the ERA (Excellence in Research for Australia). In 2019, of the Universities who were assessed in philosophy, only five institutions achieved the top rating of 5. Six Universities, including ACU were awarded a rating of 4 and the rest were rated 3 or below.

ABOUT THE INSTITUTE FOR PHILOSOPHY

Under the Directorship of Professor Stephen Finlay, the recently-established Institute for Philosophy will develop ACU's expertise in epistemology, ethics, metaphysics, political philosophy, social and political philosophy, philosophy of science, logic, aesthetics, history of philosophy, and philosophy of religion, thereby establishing a strong philosophy program in the Anglo-American tradition.

There are seven full-time research-focussed analytic philosophers at ACU in Melbourne: Nevin Climenhaga, Stephanie Collins, Stephen Finlay, David Killoren, Ole Koksvik, Tyler Paytas, Richard Rowland. An eight full-time philosopher, Samuel Baron, will join in late 2019. We also have several professorial fellows, who visit Melbourne for between several week and three months every year: Mark Alfano (Delft), Robert Audi (Notre Dame), Roger Crisp (Oxford), Stephen Evans (Baylor), and Eleanor Stump (St Louis). Professor Tony Coady is also an honorary member of staff at ACU Melbourne and participates regularly in research activity at the Melbourne campus. The research-focused philosophy program in Melbourne is tied to the broader philosophy program at the ACU which runs across all ACU's Australian campuses.

The Institute is in an exciting growth stage: all its appointments have been made in the previous three years and the institute is seeking to appoint 4 more full-time continuing research fellows. We seek to develop large-scale collaborative projects focused on philosophical problems in the near term. In addition, the Institute has developed and is developing strong international partnerships with the Philosophy faculties at leading Universities in Europe and North American such as the University of Oxford and the University of Southern California.

The Institute has an international outlook, seeks a diverse staffing profile, and welcomes applications from all suitably-qualified scholars. The area of specialization for this position is open.

Philosophy at ACU runs many events every year. Each year philosophers from the Melbourne campus run a workshop at ACU's campus in Rome, Italy. Robert Audi also runs a global issues in ethics conference at ACU's Rome campus every year. Many events are run in Melbourne too. In 2017 the program ran workshops on normativity, animal ethics, trust, and egoism and altruism. In 2018 the program ran a three-day international conference on moral epistemology as well as a workshop on acts and omissions and co-ran a weekly applied philosophy seminar with the University of Melbourne. In 2019 the program is already set to run a weekly work in

progress seminar as well as a two-day workshop on probability and a joint three-day conference on Utilitarian Approaches to Animal Ethics with the University of Oxford.

For further information, please see <https://www.acu.edu.au/research/our-research-institutes/institute-for-philosophy>

POSITION PURPOSE

The primary purpose of the position is to produce high-quality research that strengthens ACU's research profile in Philosophy and enables us to achieve a top rating of 5 in Australia's ERA.

The area of specialization for this position is open.

Applicants will work collegially and collaboratively both to build their own research profiles and to contribute to team projects within their area of specialisation and within the broader philosophy program.

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 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.

The position of Research Fellow or Senior Research Fellow (Philosophy) will undertake academic activity in line with the research academic career pathway and academic level.

Key responsibilities

Broad area of academic activity	Key responsibilities specific to this position	Relevant Core Competencies (Capability Development Framework)
Research	<ul style="list-style-type: none"> 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 appropriate; Contribute collaboratively to the intellectual and collegial life of the Institute for Philosophy, including through interdisciplinary research and team projects, and by fostering and sustaining conversations across the different areas of the Institute as appropriate. 	<ul style="list-style-type: none"> Be responsible and accountable for achieving excellence. Communicate with impact. Collaborate effectively. Adapt to and lead change.

QUALIFICATIONS AND CAPABILITY OF THE POSITION HOLDER

Qualifications and Capability		Selection Criteria?
Qualifications and other credentials		
1.	A PhD in Philosophy.	Yes
Research		
2.	A track record of excellent peer-reviewed publications in highly regarded scholarly outlets relevant to the field.	Yes
3.	Ability to supervise research students.	Yes
4.	Ability to work effectively both individually and collegially as part of a collaborative research team.	Yes
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.	Yes
Other attributes		
6.	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