

POSITION INFORMATION

Position Title	Senior Research Fellow		
Faculty	Faculty of Health Sciences		
School	Institute for Positive Psychology and Education (IPPE)		
Nominated Supervisor	Professor Herb Marsh	Campus/Location	North Sydney
Academic Level	C	Academic Career Pathway	Research only
CDF Achievement Level	1 All Staff	Work Area Position Code	
Employment Type	Full-time, continuing	Date reviewed	October 2018

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 which welcomes students and staff of all beliefs. 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 have an understanding of ACU's [Mission](#) and values and to demonstrate an active 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 has over 2,500 staff supporting more than 34,000 students across seven campuses – Adelaide, Ballarat, Brisbane, Canberra, Melbourne, North Sydney and Strathfield.

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

- Provost
- Chief Operating Officer & Deputy Vice-Chancellor
- Deputy Vice-Chancellor, Research
- Deputy Vice-Chancellor, Students, Learning and Teaching

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 INSTITUTE FOR POSITIVE PSYCHOLOGY AND EDUCATION

The [Institute for Positive Psychology and Education \(IPPE\)](#) is led by its Director, Professor Rhonda Craven. IPPE conducts multi-disciplinary research to address educational and psychosocial issues, translate theory and research into effective policy and practice, and demonstrate how individuals, communities and organisations cannot just succeed but flourish and thrive. The Institute conducts research in three program areas: The Australian Centre for Indigenous Thriving; Positive Psychology; and Human Motivation and Behaviour.

IPPE is internationally recognised for theoretical, measurement and applied research; a strong track record of external grants and awards; publications in high quality journals; collaborative links with leading international researchers; established relations with community organisations, including high-profile Australian industry partners as well as international partners; and a PhD program encompassing Positive Psychology, Sport and Health Psychology, Education, Educational Psychology, and Indigenous Education research.

ABOUT THE POSITIVE PSYCHOLOGY RESEARCH PROGRAM

The Positive Psychology Research Program is led by Associate Professor, Phil Parker. The team use a positive psychology framework to develop and implement strengths-based, research derived approaches to education and well-being. The program combines leading Australian and international researchers, government, industry partners and communities with a commitment to addressing critical issues of our time. Our program includes leading international scholars in self-concept, emotions, expectancy-value theory, and acceptance and commitment therapy. Our program also includes experts in structural equation modelling, multilevel modelling, and complex sample design.

POSITION PURPOSE

The Senior Research Fellow will provide research leadership within the Institute which will include research training and supervision of higher degree students. The incumbent will make independent and original contributions to research which have a significant impact on his or her own field of expertise. The work of the researcher will be acknowledged at a national or international level as being influential in expanding the knowledge of his/her own discipline. This standing will normally be demonstrated by a strong record of published work and other demonstrated scholarly activities.

The Senior Research Fellow will also conduct research as part of a team including the production of publications and the preparation of research proposals to external stakeholders and contribute to and enhance the overall research profile of IPPE.

In addition the position is designed to support the research of Professor Herb Marsh in conjunction with the incumbent's own program of research.

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.

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"> • Contribute to high quality research publication output through lead and co-authorship on peer-reviewed publications. • Contribute to funding applications in areas of research (including, where appropriate, with ACU academic staff) including Discovery Early Career Research Award (DECRA's) ARC Grants, Fellowship or equivalent scheme. Fellows are required to actively seek external research funding to support their research program. • Prepare research grants and proposal to external bodies. • Lead the planning of research projects. • Undertake data analysis and preparation of reports of analysis. • Increase ACU's research profile in the discipline area. • Conduct research independently or as part of a team and publish research in academic journals and other publications. • Contribute actively to the strategic direction of the institute through the development of relevant and meaningful research programs and initiatives. 	<ul style="list-style-type: none"> • Collaborate effectively • Coach and develop • Be responsible and accountable for achieving excellence • Know ACU work processes and systems • Make informed decisions
Academic Leadership and Service	<ul style="list-style-type: none"> • Lead and manage successful research grants. • Supervise higher degree research candidates. • Lead, mentor and supervise peers including fellows and research assistants. • Foster a harmonious and creative research environment and culture within the Institute. 	<ul style="list-style-type: none"> • Collaborate effectively • Coach and develop • Be responsible and accountable for achieving excellence • Know ACU work processes and systems • Make informed decisions

SELECTION CRITERIA

Qualifications and Capability	
1.	A PhD in a relevant discipline
Research	
2.	Evidence of outstanding research achievement relative to level, including demonstrated capacity to attract external research funding, including funding from competitive grant schemes.
3.	Experience in the conduct of research community engagement.
4.	Make independent and original contributions to research, which have a significant impact on their field of expertise. The work of the Research Fellow will be acknowledged at a national and normally international level as being influential in expanding the knowledge of their discipline.
Core Competencies	
5.	Demonstrated track record of taking personal accountability for achieving the highest quality outcomes through understanding the context, self-reflection, and aspiring to and striving for excellence.
6.	Demonstrated capacity in planning work activity, prioritising time and resources using established processes and technology to achieve optimum efficiency and effectiveness.
7.	Demonstrated history of communicating with impact, gaining the support of others for beneficial actions, including negotiating outcomes that are aligned with the Mission, Vision and Values.
8.	Will be self managed and make a significant contribution to the academic unit and/or University in research and consistent with the University's Strategic Plan.
9.	Will exemplify high standard of confidence, courage and professional behavior to achieve ACU's Mission, Vision and Values by connecting the purpose of one's work to ACU's Mission, Vision and Values.
Other attributes	
10.	A sustained contribution to activities that align with the university's Catholic Identity and mission. This is demonstrated engagement with University's mission in all areas of academic activity relevant to the academic career pathway.
11.	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.