

## POSITION INFORMATION

<b>Position Title</b>	Research Fellow or Senior Research Fellow (Philosophy)		
<b>Faculty</b>	Faculty of Theology and Philosophy		
<b>Institute</b>	Dianoia Institute of Philosophy		
<b>Nominated Supervisor</b>	Institute Director, Dianoia Institute of Philosophy	<b>Campus/Location</b>	St Patrick's, Melbourne
<b>Academic Level</b>	B or C	<b>Academic Career Pathway</b>	Research Focussed
<b>CDF Achievement Level</b>	1 All Staff	<b>Work Area Position Code</b>	TBC
<b>Employment Type</b>	Continuing or 5-year Fixed-Term	<b>Date reviewed</b>	1 August 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 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

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 ranking 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.

## **ABOUT THE DIANOIA INSTITUTE OF PHILOSOPHY**

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

The Dianoia Institute for Philosophy has an international outlook and seeks a diverse staffing profile. We are in an exciting growth stage and are currently recruiting Research Fellows and Senior Research Fellows to continuing positions\* (see explanation note). These positions have a primary focus on research, but some teaching of graduate students may be part of the role. Fellows may elect to teach undergraduate courses subject to agreement of the Institute Director. Fellows may also be expected to supervise HDR candidates, as appropriate. Applications are welcome from outstanding scholars of potential and demonstrated achievement working in any central area of contemporary philosophical research.

Philosophy at ACU runs many events.. Each year philosophers from the Melbourne campus run research seminars at ACU's campus in Rome, Italy, as well as in Melbourne.

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

\*Explanation note: These positions are not fixed-term but continuing, which, in the Australian context, means there is no end date and would normally continue until such time as the staff member resigns or retires.

## **POSITION PURPOSE**

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The successful applicants will be outstanding scholars of potential and demonstrated achievement working in any central area of contemporary philosophical research, including ethics, epistemology, history of philosophy, philosophy of mind, language, and science, social, political and legal philosophy, and aesthetics. The successful applicants will produce high-quality research that strengthen ACU's research profile in Philosophy and enable us to achieve a top rating of 5 in Australia's ERA.

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 ( <a href="#">Capability Development Framework</a> )
<b>Research</b>	<ul style="list-style-type: none"> <li>Conduct high-quality research of an excellent international standard through peer-reviewed publications, including, where appropriate, jointly-authored publications;</li> <li>Consult on, and as appropriate submit grant applications;</li> <li>supervise research students as appropriate;</li> <li>Contribute collaboratively to the intellectual and collegial life of the Dianoia Institute of Philosophy, including through interdisciplinary research and team projects, and by fostering and sustaining conversations across the different areas of the Institute as appropriate.</li> <li>Other duties as required appropriate to the level of appointment.</li> </ul>	<ul style="list-style-type: none"> <li>Be responsible and accountable for achieving excellence.</li> <li>Communicate with impact.</li> <li>Collaborate effectively.</li> <li>Adapt to and lead change.</li> </ul>

## SELECTION CRITERIA

### Qualifications and other Research credentials

1.	Completion of, or near completion of a PhD in Philosophy
2.	Ability to achieve a track record of excellent peer-reviewed publications in highly regarded scholarly outlets relevant to the field.
3.	Ability to supervise research students
4.	Ability to work effectively both individually and collegially as part of a collaborative research team.

### 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.
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### 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.
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