

Lecturer in Teacher Education

School of Teacher Education
Faculty of Arts and Education

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| Campus | Bathurst |
| Classification | Level B |
| Nature of Employment | Continuing |
| Work Function | Teaching and Research |
| Employee Contribution to Superannuation | 7% (flexible contribution options available) |
| Employer Contribution to Superannuation | 17% |
| Workplace Agreement | Charles Sturt University Enterprise Agreement 2013 - 2016 |
| Date Last Reviewed | February 2019 |

Our University Values



Our Core Competencies

Charles Sturt University (CSU) staff are expected to demonstrate the following competencies:

Set Direction and Deliver Results

- Creating and innovating.
- Delivering results and meeting customer expectations.
- Entrepreneurial and commercial thinking.

Collaborate with Impact

- Relating and networking.
- Working with people.
- Persuading and influencing.

Lead Self and Others

- Adhering to principles and values.
- Deciding and initiating action.
- Adapting and responding to change.

Faculty of Arts and Education– Organisational Environment

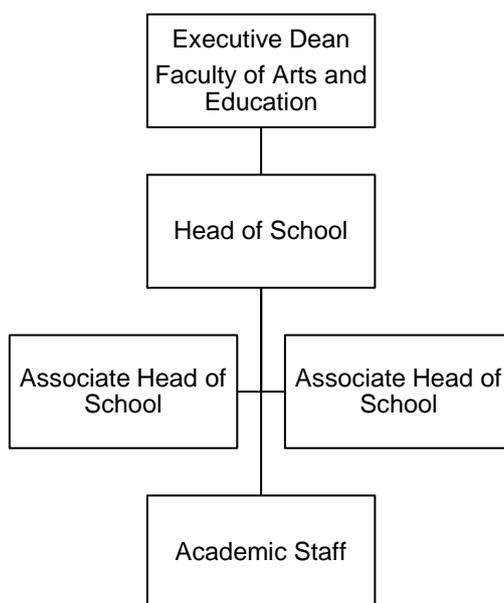
The [Faculty of Arts and Education](#) is one of three Faculties within the University. Eight Schools and Centres offer a diversity of courses in education, communication, creative industries, social work and human services, library and information studies, theology, humanities, Indigenous Australian studies and Islamic studies.

With approximately 9,000 online students and 3,000 on campus students, the Faculty is an innovator in online and blended learning modes. Over 200 academic staff deliver distinctive courses, and are supported by a skilled team of professional staff. On campus courses are delivered at the University's Wagga Wagga, Albury-Wodonga, Bathurst, Dubbo, and Port Macquarie campuses, and at other locations including Sydney and Canberra.

Academic staff within the Faculty undertake high quality, impactful research that engages with governments and professional organisations, nationally, internationally and in regional communities, ensuring excellent supervision for Higher Degree Research students.

The School of Teacher Education (located on the Bathurst and Dubbo campuses) provides undergraduate teacher education programs in early childhood and primary, kindergarten to Year 12, health and physical education, as well as postgraduate degrees in inclusive education and teaching English to speakers of other languages. The School's goal is to enable dynamic, imaginative, creative and rigorous education to create the best future for students, parents, employers and communities.

Organisational Chart



Reporting Relationships

This position reports to: Head of School
This position supervises: Nil

Position Overview

The successful candidate will join a team teaching into a range of degree programs that prepare students to become teachers. This variety will mean that the appointee has the opportunity to teach on-campus and online students at undergraduate or postgraduate levels. The appointee is also expected to demonstrate excellence in both student engagement and community relations, as appropriate to the position.

It is expected that appointees will advance the standing of the Faculty in education studies by providing a contribution to academic administration, curriculum development, program coordination, and working collaboratively across the Faculty and with external partners.

The School requires expertise across the following areas: Early Childhood Education; Child Development; Educational Leadership; Educational Psychology; Inclusive Education; PDHPE; and Classroom Management; Primary Science Curriculum; and Diversity and Difference in education.

Principal Responsibilities

1. Apply CSU learning and teaching methodologies, processes, technologies and tools to deliver high quality student centred learning opportunities in the relevant discipline and as required to meet the teaching needs of the University. Achieve excellence in teaching in a range of delivery modes, which may include face to face and online teaching and assessment.
2. Supervise Research Higher Degree students, if appropriate.
3. Build professional relationships with students and provide timely and appropriate consultation and feedback.
4. Actively contribute to collaborative processes to design, deliver and continually improve high quality subjects and courses and learning experiences for students including the giving and receiving of constructive feedback.
5. Manage, as appropriate, in the convening, coordination and delivery of subjects and/or courses.
6. Actively contribute to high performing multi-disciplinary teams with an outcome focus and the development of a respectful, trusting and collaborative working environment.
7. Maintain a sound and current knowledge and understanding of the relevant discipline through industry engagement and/or scholarly activities or similar.
8. Conduct ethical, high quality research and contribute to knowledge through scholarship, publication and presentation and execute a research plan that aligns with CSU's Research Plan and objectives including pursuing funding opportunities.
9. Identify opportunities for collaborative research projects.
10. Maintain partnerships with the professions that bring direct benefit to the strategic work of the University, in terms of teaching, workplace learning, course profile and/or areas of research strength.
11. Develop and execute a research plan which aligns with CSU's Research Plan and objectives including pursuing funding opportunities and maintaining up-to-date research records within CSU's research database.
12. Contribute to the development and improvement of policy and practice through involvement in professional/industry associations, accreditation authorities, conference organisations, advisory bodies, and national or international delegations, consistent with the University's Outside Professional Activities Policy.
13. Actively participate in larger projects that enhance curricula and that are of particular benefit to the School or discipline, or projects that investigate practice and university teaching/curricula.
14. Actively contribute to the governance, marketing and promotion, and administrative activities to facilitate the work of the Faculty/School.
15. Other duties appropriate to the classification as required.

Capabilities

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| Get Results | Service Focused: <i>Strive to meet needs and exceed expectations of our students, communities and colleagues (performance focus, quality outcomes, Student welfare, equity & conduct)</i> |
| | Business Savvy: <i>Continually look to add commercial value in our roles, processes and ways of working</i> |
| | Innovative: <i>With creativity at our core, be open to new ideas and seek to find better ways</i> |
| Take Ownership | Live our Values: <i>Uphold the CSU values daily in our own behaviours and interactions with others</i> |
| | Take Action: <i>Weigh up risks and make prompt decisions, backing ourselves and each other (delivery of strategies, projects)</i> |
| | Adapt to Change: <i>Explore the reasons for change and be willing to accept new ideas and initiatives</i> |
| Collaborate with Others | Network: <i>Bring people together and build relationships that deliver desired benefits and outcomes</i> |
| | Listen Closely: <i>Dig deep to understand others, using self-insight to build team spirit and recognise efforts</i> |
| | Influence: <i>Create compelling arguments to persuade others and promote ideas that add strategic value</i> |

Physical Capabilities

- Physically able to stand for long periods of time to deliver lectures/tutorials and sit or stand for extended periods of time to perform reading, writing and computing related activities including keyboard and mouse operations;
- This position may involve working in other environments and campuses. It will include work with a diverse range of staff, students and community members;
- On occasion drive a university vehicle distances up to 500kms per day within the terms of the University's Driving Hours Guidelines and Policy available at <https://policy.csu.edu.au/document/view-current.php?id=184>.

Selection Criteria

Essential Criteria for Appointment at Level B

- A. A doctoral or master qualification, relevant to the discipline or equivalent accreditation and standing AND a record of research relevant to the discipline, which demonstrates a capacity to make an autonomous contribution;
- B. Sound knowledge and understanding of the discipline gained through industry experience and/or scholarly activities or similar;
- C. Evidence of the delivery of high quality student centred learning and teaching;
- D. Demonstrated ability to build and maintain networks and relationships AND work both collaboratively and independently.

Information for Prospective Staff

Your Application

E-recruitment is the method by which CSU manages its recruitment processes and it is preferred that all applications be lodged using this method. Please refer to www.csu.edu.au/jobs/.

If intending applicants are unable to access this website, please contact the HR Recruitment Team on 02 6338 4884.

Staff Benefits

CSU is committed to providing an employment environment that fosters teamwork, innovation, reflective practice, continual learning, knowledge sharing and opportunities for staff to achieve their full potential. CSU is committed to providing a flexible working environment that encourages employees to live a balanced lifestyle, combining work and family responsibilities.

To find out more: <http://www.csu.edu.au/jobs/working-with-us/benefits-and-rewards>.

Essential Information for Staff

- All employees have an obligation to comply with all the University's workplace health & safety policies, procedures and instructions and not place at risk the health and safety of any other person in the workplace;
- All employees are required to be aware of and demonstrate a commitment to the principles of equal opportunity in the workplace;
- All employees are to ensure the creation and maintenance of full and accurate records of official University business adheres to the University's Records Management Policies; and
- All employees are expected to undertake an induction program on commencement.

Further information regarding the policy and procedures applicable to Occupational Health and Safety and Equal Opportunity can be found on the CSU website <http://www.csu.edu.au/division/hr/>.

Further information regarding the policies and procedures of CSU can be found in the CSU Policy Library at: <https://www.csu.edu.au/about/policy>.

The following links are listed from [CSU Policy Library](#) on relevant specific policies:

- [Code of Conduct](#)
- [Staff Generic Responsibilities Policy](#)
- [Delegations and Authorisations Policy](#)
- [Outside Professional Activities Policy](#)
- [Intellectual Property Policy](#)