



Position Description

Lecturer in Language and Literacy

School of Education

Faculty of Arts and Education

Classification Level B

Delegation band [Delegations and Authorisations Policy \(see Section 3\)](#)

Special conditions Nil

Workplace agreement [Charles Sturt University Enterprise Agreement](#)

Date last reviewed September 2024



About Charles Sturt University

Purpose

The Wiradjuri phrase *yindyamarra winhanganha* means the wisdom of respectfully knowing how to live well in a world worth living in. This phrase represents who we are at Charles Sturt University – our ethos. It comes from traditional Indigenous Australian knowledge, but it also speaks to the vision of the university – to develop and spread wisdom to make the world a better place.

Vision

Charles Sturt University is set to undergo a decade of great reform that will see the university characterised by these key elements:

- An uncompromising drive towards excellence in every aspect of its operations
- A far-reaching strategic re-positioning of teaching, learning, research, and innovation
- A cementing of our position as Australia’s pre-eminent rural and regional university

The overarching aim is to consolidate our institution so that it is demonstrably more resilient and sustainable by the end of the decade.

Goals

To deliver on our purpose and vision, the university has three key goals:

1. Maintain the university’s position in the top five Australian universities for graduate outcomes based on employment and salary
2. Embed a culture of excellence across all aspects of the university’s operations
3. Exponential growth in research, development, and innovation income in our chosen areas, delivering high impact outcomes for regional Australia

Our values

Charles Sturt has a proud history and is fortunate to have an outstanding group of diverse, passionate, and engaged people working with us. Our values of insightful, inclusive, impactful, and inspiring guide our behaviours and ways of working to help us achieve our ethos of creating a world worth living in.

Performance measures

In addition to the principal responsibilities all staff are required to contribute to the success of the university strategy including meeting university’s eight key performance indicators:

Our Students	<ul style="list-style-type: none">• Commencing progress rate• Student experience
Our Research	<ul style="list-style-type: none">• Research income• Research quality and impact
Our People	<ul style="list-style-type: none">• Engagement• All injury frequency rate
Our Social Responsibility	<ul style="list-style-type: none">• Underlying operating result• Community and partner sentiment



Faculty of Arts and Education

School of Education

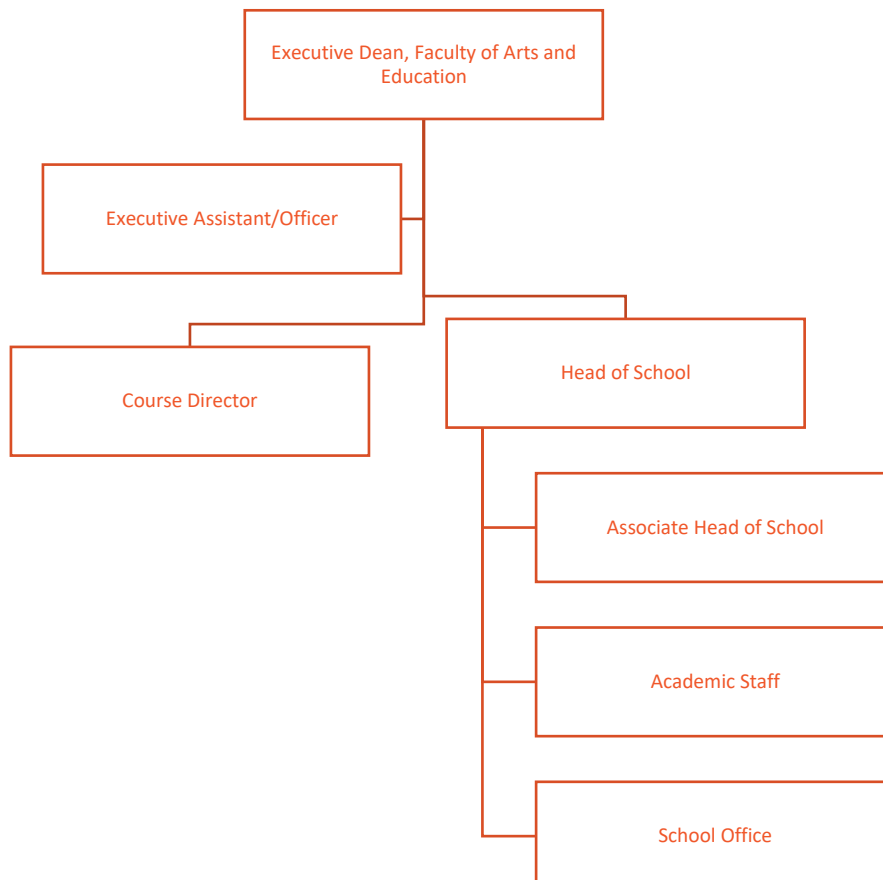
The Faculty of Arts and Education is one of three faculties within the University. The faculty offers a diversity of undergraduate and postgraduate courses in teacher education, communication, social work and human services, library and information studies, theology, humanities and arts, Indigenous Australian studies and Islamic studies.

With approximately 9,000 online students and 1,800 on campus students, the faculty is an innovator in online and blended learning modes. Over 160 FTE 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 government and professional organisations, nationally, internationally and in regional communities. The Faculty of Arts and Education has a vibrant and diverse community of doctoral candidates, both on and off campus, in Australia and around the world.

The School of Education provides undergraduate teacher education programs in early childhood and primary, kindergarten to Year 12, primary and secondary, and adult and vocational education, as well as postgraduate degrees in primary and secondary teaching, inclusive education, educational leadership and adult and vocational education. The School delivers dynamic, imaginative, creative and rigorous education to create a community of best practice for the future of education. The School of Education also has a strong reputation for research in many fields relating to early childhood education, teacher education, curriculum and pedagogy and professional learning.

Organisational chart





Reporting relationship

This position reports to: Associate Head of School, School of Education

This position supervises: Nil

Key working relationships

- Associate Heads of School
- Academic Staff
- Administrative Staff

Position overview

Teach 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.

Lecturers will help provide academic leadership in the Faculty of Arts and Education to ensure excellence in teaching and learning and research at both undergraduate and postgraduate levels. 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. Our School's priority Field of Research codes are 3901 Curriculum and Pedagogy and 3903 Education Systems.

The School requires expertise in Language and Literacy, manifest through engaging, high quality learning and teaching, impactful research, especially in the above-mentioned fields of research, and robust community engagement.

Principal responsibilities

- Apply Charles Sturt University 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.
- Supervise Research Higher Degree students.
- Build strong professional relationships with students and provide timely and appropriate consultation and feedback.
- Actively contribute to collaborative processes to design, deliver and continually improve high quality courses and learning experiences for students including the giving and receiving of constructive feedback.
- Actively contribute to high performing multi-disciplinary teams with an outcome focus and the development of a respectful, trusting and collaborative working environment.
- Provide leadership and management, as appropriate, in the convening, coordination and delivery of subjects and/or courses. This may include coordinating and/or leading other staff including casual academic staff.



- Proactively develop and foster relationships with a range of stakeholders including community, government departments, and professional bodies.
- Maintain a sound and current knowledge and understanding of the relevant discipline through industry engagement and/or scholarly activities or similar.
- Conduct ethical, high-quality research and contribute to knowledge through scholarship, publication and presentation and execute a research plan that aligns with Charles Sturt University's Research Plan and objectives including pursuing funding opportunities.
- Identify and create opportunities for collaborative research projects with internal and external researchers and stakeholders.
- Continue to build a record of research/creative work which contributes to the development of the discipline whilst maintaining up-to-date research records within Charles Sturt University's research database.
- Actively contribute to the governance, marketing and promotion, and administrative activities to facilitate the work of the Faculty/School.
- Other duties appropriate to the classification as required.



Role-specific capabilities

This section comprises capabilities from the [Charles Sturt Capability Framework](#).

Service Focused	Strive to meet needs and exceed expectations of our students, communities and colleagues (performance focus, quality outcomes, Student welfare, equity & conduct)
Innovative	With creativity at our core, be open to new ideas and seek to find better ways
Live our Values	Uphold the Charles Sturt values daily in our own behaviours and interactions with others
Listen Closely	Dig deep to understand others, using self-insight to build team spirit and recognise efforts
Presenting and Communicating Information	Speaking clearly and fluently, expressing opinions, making presentations, responding to an audience, showing credibility
Learning and Researching	Learning rapidly, gathering information, understanding rapidly, managing knowledge, ensuring organisational learning approach

Physical capabilities

The incumbent may be required to perform the following.

- Work in other environments beyond your base campus, such as other campuses.
- On occasion drive a vehicle distances up to 500km per day within the terms of the university's [Driver Safety Guidelines](#)



Selection criteria

Applicants are expected to address the selection criteria when applying for this position.

Essential

- A. A doctoral qualification appropriate to the relevant discipline.
- B. A record of research/creative works relevant to the discipline, which demonstrate a capacity to make an autonomous contribution.
- C. Evidence of the delivery of high-quality student-centred learning and teaching.
- D. Sound knowledge and understanding of the discipline gained through industry experience and/or scholarly activities or similar.
- E. Demonstrated capacity to work both collaboratively and independently in a large complex academic setting with an outcome focus.
- F. Demonstrated commitment to applying culturally respectful, inclusive and safe practices in the workplace.
- G. Strong verbal, written and interpersonal communication skills.

Desirable

- H. An early childhood, primary or secondary teaching qualification.
- I. Previous experience working in the tertiary sector.



● - Capital city ● - Campus location

