

Lecturer in Terrorism Studies

Australian Graduate School of Policing and Security
Faculty of Business, Justice and Behavioural Sciences

Classification	Level B
Delegation Band	Delegations and Authorisations Policy (see Section 3)
Nature of Employment	Continuing
Workplace Agreement	Charles Sturt University Enterprise Agreement
Date Last Reviewed	19 March 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 Business, Justice and Behavioural Sciences

The Faculty of Business, Justice and Behavioural Sciences covers a diverse range of disciplines and is comprised of 6 Schools, 1 Centre and CSU Engineering – the School of Management and Marketing, School of Accounting and Finance, School of Computing and Mathematics, School of Policing Studies, Australian Graduate School of Policing and Security, School of Psychology, Centre for Customs and Excise Studies and CSU Engineering.

Our Faculty are leaders in their fields of teaching and research and combine significant professional experience with academic expertise. Our schools continue to grow through close collaboration and consultation with private industry, regulators, professional bodies, community engagement, partnerships and global networks.

Australian Graduate School of Policing and Security – Organisational Environment

The Australian Graduate School of Policing and Security (AGSPS) is the largest provider of postgraduate tertiary law enforcement education in Australia. The School delivers high quality courses, including Executive Education, Undergraduate Degrees, Graduate Certificate, Diploma, Masters, coursework Doctorates and PhDs.

The School is co-located with the Australian Institute of Police Management at Manly, Sydney, New South Wales, and at CSU premises in Canberra, but also has staff located at CSU campuses in Bathurst and other staff located away from CSU campuses.

From human acts related to international terrorism, fraud, and cyber-crime, to natural disasters such as tsunamis, bushfires, and floods, policing and emergency management, professionals are confronted with a growing number of significant challenges. To meet such challenges, the police and emergency services require professionals with the intellectual capacity, knowledge and skills necessary to manage people and issues in a fast changing world. The mission of the AGSPS is to deliver high quality, professional courses designed to provide members of the law enforcement and emergency management services with the latest developments and practice in their professional field.

Launched in 1993, the AGSPS has developed a reputation as Australia's leading provider of postgraduate courses for individuals in policing and emergency management who are seeking to further enhance their knowledge and leadership skills in order to make an impact in the job, and further their career ambitions. Our courses attract people from all over Australia and we have also offered programs overseas, including Abu Dhabi, China, India, Indonesia, Singapore and the United Kingdom.

The philosophy of the AGSPS is that busy professionals should have access to high quality courses, and that courses should fit in with your work and lifestyle commitments. Our courses are designed and taught by staff who are leading experts in their field, and have a wealth of practical experience in law enforcement and emergency management. To ensure that our courses remain relevant to modern policing and emergency professionals, the AGSPS has a Management Board, which includes senior officers from Australian Policing jurisdictions. The Management Board approves the courses and subjects offered by the AGSPS before they are accredited by Charles Sturt University.

Organisational Chart

(<http://www.csu.edu.au/faculty/arts/agsp/>).

Key Working Relationships

- Head of School
- Course Director
- Faculty and School Staff

Position Overview

Staff at the Australian Graduate School of Policing and Security will be required to teach and undertake subject development in post graduate terrorism studies programs for internal and distance education students. In addition, Lecturers will also be required to undertake research or professional activity in related discipline areas. Developing and maintaining sound relationships with industry and government partners, both domestically and internationally is an integral component of the responsibilities of this position.

Principal Responsibilities

- 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;
- 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 provision and receiving of constructive feedback;
- Actively contribute to high performing multi disciplinary teams with an outcomes 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 CSU'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 CSU's research database;
- Provide leadership and foster 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;
- 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;
- Develop, lead and/or evaluate continuing professional education and maintain professional accreditation;
- Participate in external professional reviews;
- Engage in professional practice in a discipline or field for the purposes of improving/transforming professional practice and feeding back into teaching and/or practice across the professions OR which demonstrates the maintenance or development of significant advanced practice skills or improves/transforms practices within the profession and which informs teaching. These activities could be achieved through scholarship, publication or presentation;
- Engage in professional activities linked to knowledge development and problem solving such as research with, for and about the profession and about professional practice; projects related to critical evaluation and enhancement of practice; collaborations with research colleagues and professions/industries/businesses; authorship/editorship;

- Undertake 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;
- Actively contribute to the governance, marketing and promotion, and administrative activities to facilitate the work of the Faculty/School.
- Specific to this post is the requirement to design and write lectures at postgraduate level in terrorism studies and to teach terrorism studies face to face in Canberra.
- Specific to this post is the requirement to coordinate a face to face Master program in terrorism studies in Canberra.
- Specific to this post is a requirement to investigate and develop new markets, geographic or professional, that provides additional opportunities for student recruitment and/or industry and government partnerships, and/or research collaboration/funding
- Other duties appropriate to the classification as required.

Physical Requirements

- Physically able to sit for extended periods of time to perform reading, writing and computing related activities including keyboard and mouse operations;
- On occasion travel in/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/view.current.php?id=00176> and <https://policy.csu.edu.au/view.current.php?id=00184>

Selection Criteria

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

Essential Criteria for Appointment at Level B

- A. A doctoral or masters qualification appropriate to the relevant discipline (terrorism studies) or equivalent accreditation and standing;
- B. A record of research/creative works or professional activity 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 with demonstrated commitment to applying culturally respectful, inclusive and safe practices in the workplace;
- D. Sound knowledge and understanding of the discipline gained through industry experience and/or scholarly activities or similar;
- E. Highly developed communication, interpersonal and influencing skills including demonstrated ability to establish professional relationships both internally and externally to the organisation
- F. Demonstrated capacity to utilise and embrace current and emerging technologies to achieve work objectives.

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 Service Centre 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 Workplace, 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](#)