



Position Description

Lecturer in Law or Criminology or Policing

Centre for Law and Justice

Faculty of Business, Justice and Behavioural Sciences

This position is an identified position pursuant to Section 14 of the Anti-Discrimination Act 1977 (NSW) and applications are sought from Indigenous Australians to fulfill the requirements of the role.

Classification	Level B
Delegation band	Delegations and Authorisations Policy (see Section 3)
Special conditions	First Nations identified position
Workplace agreement	Charles Sturt University Enterprise Agreement
Date last reviewed	October 2021



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"> • All injury frequency rate • Engagement
Our Social Responsibility	<ul style="list-style-type: none"> • Underlying operating result • Community and partner sentiment



Faculty of Business, Justice and Behavioural Sciences

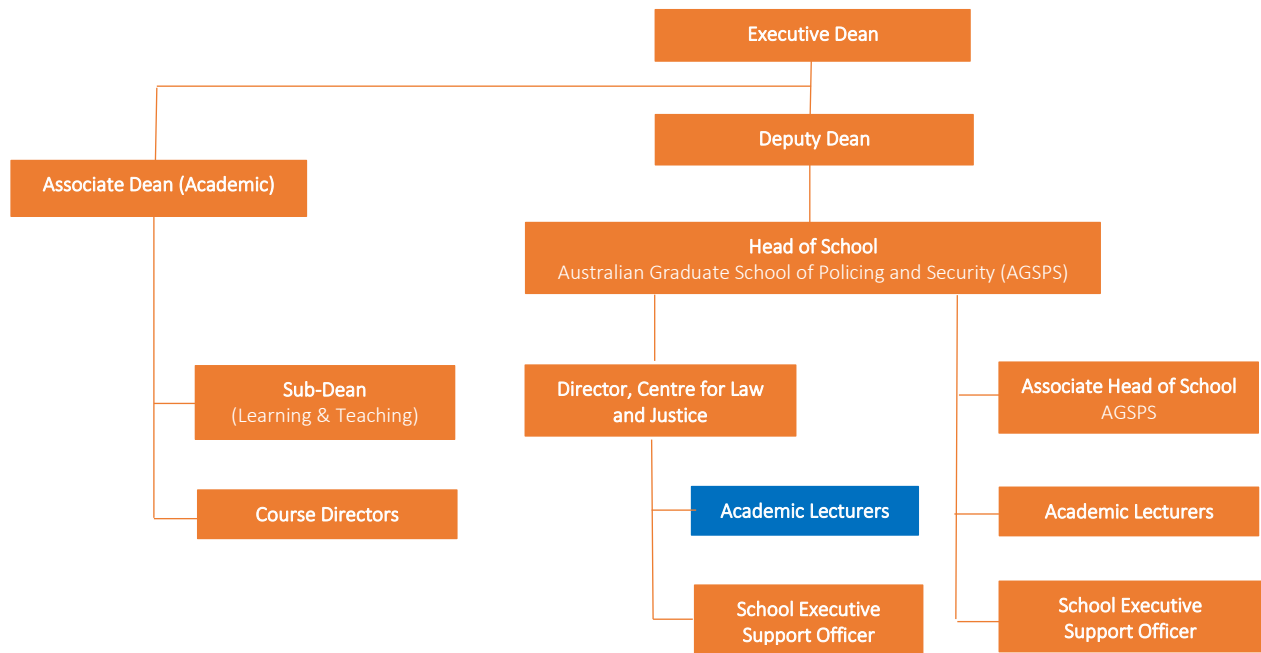
The Faculty of Business, Justice and Behavioural Sciences brings together a range of courses and Schools that focus on real-world challenges.

Charles Sturt enjoys a global reputation as a leading provider of undergraduate, postgraduate and specialist professional programs. In the Faculty of Business, Justice and Behavioural Sciences our specialties are in policing, law, criminology, security, emergency management, customs and excise studies, border management, accounting, engineering, human resources, marketing, business management, computing, and information technology. We possess excellent relationships with our industry, government, and community partners. Our research is high impact, practical and at world standard.

The Centre for Law and Justice comprises a team of highly qualified and experienced legal practitioners, researchers, and criminal justice professionals. We offer internationally unique and innovative undergraduate courses in law criminal justice, plus policing and public safety; all with embedded Indigenous cultural competence elements. These courses are delivered by an interdisciplinary group of dynamic academics comprising criminologists, lawyers, sociologists, psychologists, philosophers, and policing scholars. Honours and doctoral-level thesis supervision is also provided in the disciplines of law and criminal justice.



Organisational chart



Reporting relationship

This position reports to: Director, Centre for Law and Justice

This position supervises: This position provides a collegiate mentoring role via a Community of Practice, and in other ways, to the permanent and sessional staff working to embed Indigenous Cultural Competence elements. Those elements exist in the following degrees aimed at achieving a graduate learning outcome in Indigenous cultural competency and with content approved by the Charles Sturt Indigenous Board of Studies: Bachelor of Laws, Bachelor of Laws/Bachelor of Criminal Justice, Bachelor of Criminal Justice, and Bachelor of Policing and Public Safety.

Key working relationships

- Course Directors - Law and Criminal Justice
- Discipline Leads - Law and Criminal Justice
- First Nations Elders within Communities
- First Nations Educational Designers team at Gulaay – Indigenous Australian Curriculum and Resources Team
- The School of Indigenous Australian Studies
- Charles Sturt Indigenous Board of Studies
- Fellow First Nations academics and professional staff at Charles Sturt



Position overview

The position of Lecturer in Law or Criminology or Policing Studies is a teaching and research position with additional administrative and leadership duties as needed to maintain the reputation built by the Charles Sturt Centre for Law and Justice since its inception for being a national and international leader in embedding Indigenous Cultural Competence elements into its law, criminal justice plus policing and public safety degrees. The position will undertake curriculum mapping, subject and course design work (for relevant Faculty and University committees), professional and First Nations content accreditation work (for the Legal Profession Admissions Board (LPAB) NSW and the Charles Sturt Indigenous Board of Studies), designing and teaching Indigenous content and design of assessment. Liaising with fellow First Nations academics and educational designers, First Nations community representatives and other professional groups, especially First Nations lawyers, criminal justice, and related professionals who contribute to our programs and who can be consulted for co-design of research programs.

Principal responsibilities

- Design, deliver, and monitor the quality of embedded Indigenous Cultural Competence elements in law and criminal justice degrees consistent with stated graduate attributes for those degrees, university policy, and approvals from the Indigenous Board of Studies; all consistent with nationally and internationally recognised best practice in this area.
- Teach undergraduate content and facilitate panel sessions and yarning circles as required into on-campus or online subjects for criminal justice and law residential schools, with some teaching during evenings and on some weekends (for law residential schools once a session in each of three sessions).
- Actively contribute to collaborative processes to design, deliver and continually improve this work via Community of Practice meetings focused on how to embed Indigenous Cultural Competence and other Indigenous content into law and criminal justice degrees.
- Foster student-centred learning opportunities, including in Indigenous cultural competence, with a focus on strategies for ensuring cultural safety and student success for all students.
- Supervise honours and doctoral students, especially First Nations graduates as researchers using Indigenous research methodologies as appropriate.
- Supervise First Nations cadets attached to the Centre who may be developing teaching and educational design skills.
- Build strong professional relationships with academic professional associations and peak bodies (e.g., the First Nations Relationship Working Group of the Council of Australian Law Deans), First Nations Community members, and First Nations law and criminal justice professionals.
- Maintain a sound and current knowledge and understanding of the relevant disciplines.
- Conduct ethical, high quality research, including collaborative research funded by internal and external competitive grants, and contribute to knowledge through scholarship (including the scholarship of teaching and learning), publication and presentation, and execute a research plan that aligns with Charles Sturt University's Research Plan and objectives.
- Assist in maintaining professional accreditation of the Bachelor of Laws (LLB) degree.
- Actively contribute to the governance, marketing and promotion, and administrative activities to facilitate the work of the Centre.



Role-specific capabilities

Live our values	Uphold the Charles Sturt University values daily in our own behaviours and interactions with others.
Network	Bring people together and build relationships that deliver desired benefits and outcomes.
Influence	Create compelling arguments to persuade others and promote ideas that add strategic value.
Lead and supervise	Set directions and standards, delegate, motivate, empower, develop others, recruit talent.
Learn and research	Learn rapidly, gather information, understand rapidly, manage knowledge, foster organisational learning
Formulate strategies and concepts	Work strategically, set strategies, have vision, think broadly about the organisation.

Physical capabilities

- Work in other environments beyond your base campus, such as other campuses.
- On occasion drive a vehicle over 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. Identify as a First Nations Australian with a demonstrated knowledge and understanding of Indigenous Australian cultures and societies appropriate to the position and have the ability to communicate sensitively and undertake genuine consultation with Indigenous Australian Communities.
- B. A doctoral or masters (with research thesis) qualification in one of the target areas or equivalent cultural knowledge or professional experience (applications welcome from those with masters or doctoral qualifications in progress).
- C. Discipline expertise in Indigenous Australian studies, or education, or law, or criminology, or policing or criminal justice related disciplines (the “target disciplines”).
- D. A record of or ability to produce research/creative works or professional activity relevant to those disciplines.
- E. Evidence of the delivery of high-quality, online and on campus, student-centred learning and teaching especially with Indigenous content.
- F. Demonstrated ability to build strong partnerships, networks, and relationships to achieve professional and team objectives, especially with First Nations academics, professional groups, educational designers and with Indigenous communities.

Desirable

- G. Knowledge and use of Indigenous research methodologies.
- H. Experience embedding Indigenous Cultural Competence elements and/or Indigenous Australian content into curriculum.

