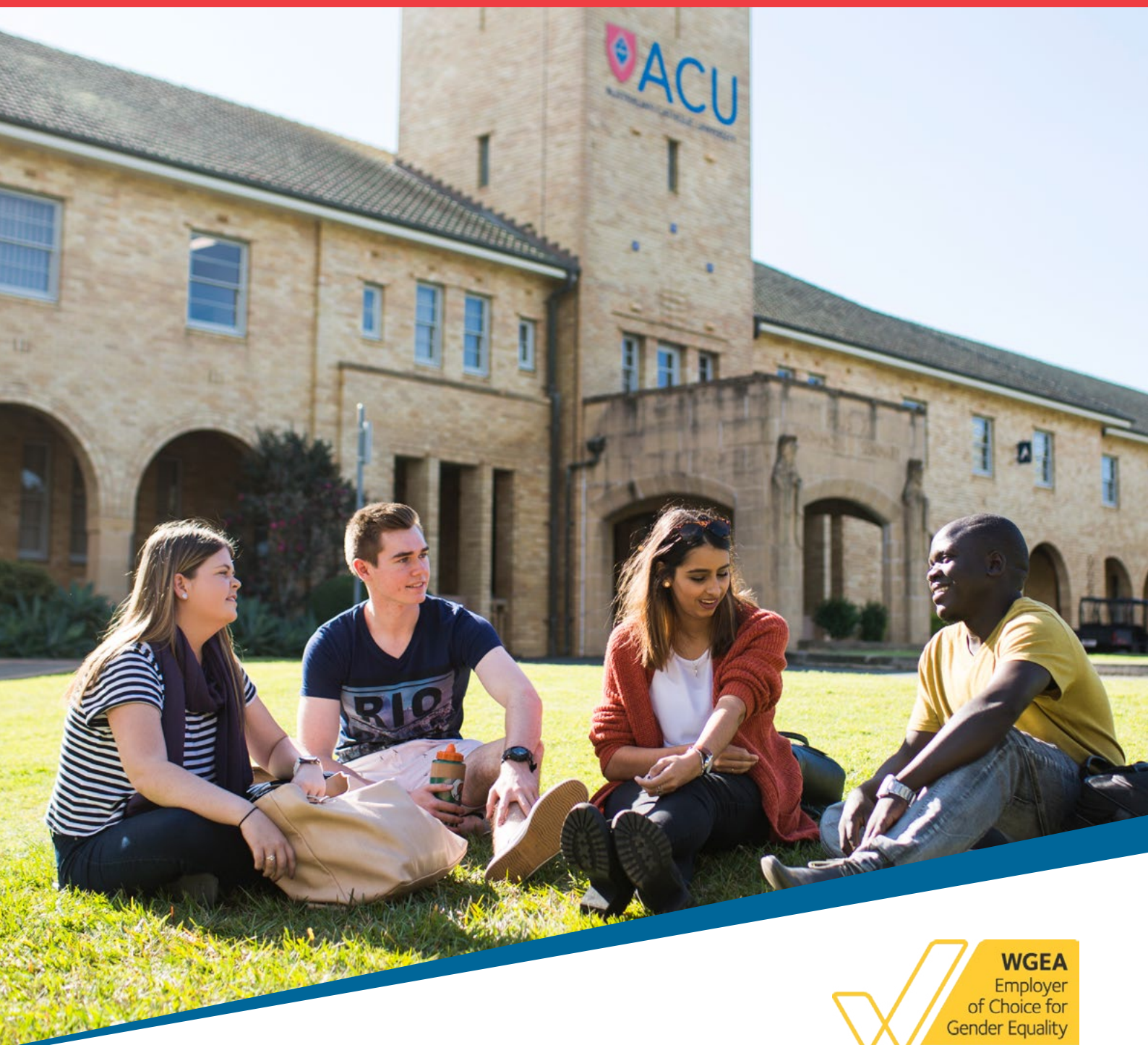


## PROFESSOR & DISCIPLINE LEAD, SOCIAL WORK FACULTY OF HEALTH SCIENCES



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## ABOUT AUSTRALIAN CATHOLIC UNIVERSITY (ACU)

A public Catholic university, funded by the Australian Government, Australian Catholic University is open to students and staff of all beliefs. Building on its origins of service to the Catholic and wider Australian communities over a period of 150 years, the University seeks to foster and promote teaching and learning, research and scholarship, and community engagement in accordance with the Catholic tradition. It is dedicated to rigorous intellectual pursuits and the individual's pursuit of truth and academic freedom. The University's ethos reflects Christian values and its core concerns are with ethics and morals in all fields of its endeavour.

Australian Catholic University is a national university with seven campuses in Australia (Brisbane, Sydney [North Sydney and Strathfield], Canberra, Adelaide, Melbourne and Ballarat), a Rome campus and off-campus activity throughout Australia, as well as overseas.

The University has four Faculties - Education and Arts, Law and Business, Health Sciences and Theology and Philosophy.

Graduates consistently give a high rating of their educational experience at Australian Catholic University and it has a reputation for quality and innovative teaching in the context of a personalised learning environment and for highly qualified

academic staff with a commitment to student-centred learning. The University has one of the highest graduate employment rates in the country and its graduates are high achievers in education, health, commerce, the humanities, science, technology and the creative arts.

The University has over 34,000 students and more than 2,500 staff.

The University pursues performance excellence and offers an environment where staff are valued and rewarded. Staff are expected to demonstrate a commitment to continuous improvement and to participate fully in resolving issues to achieve and maintain quality standards relevant to role.

## Further Information

Visit [www.acu.edu.au](http://www.acu.edu.au)



# MISSION, VISION AND VALUES

## OUR MISSION

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.

## OUR VISION

Australian Catholic University is one of the leading Catholic universities in the world and is one of the principal intellectual assets of the Church in Australia. The University exercises nationwide leadership in the key focus areas of Health, Education, Theology and Philosophy, and Social Justice. Guided by the principles of Catholic social teaching, our students, staff and graduates will be influential in bringing about changes in the communities we live in.

## CORE VALUES

ACU is founded on a long history of commitment to truth, academic excellence and service, all within the Catholic intellectual tradition. These values are the principles behind all our actions and guide us in living out our Mission and realising our Vision:

### Truth

ACU is committed to the lifelong pursuit of knowledge, freely seeking truth through research, critical inquiry and active discovery. The University shares this pursuit through teaching, scholarship and engagement, contributing to the growth and betterment of society.

### Academic Excellence

ACU, through its pursuit of excellence in teaching and research strives to produce the highest quality intellectual, educational and learning experiences through innovation and creativity.

### Service

ACU is a University of Service. It seeks to serve the wider community through research, education and engagement, especially by providing opportunities for those in need and by educating its students to be socially and morally responsible persons.

ACU pursues all its core values within the Catholic intellectual tradition. The University is committed to serving the common good and upholding the sacredness in life. We respect and welcome all faith traditions and uphold the dignity of all human persons.





## UNIVERSITY GOVERNANCE

The governing body is the Senate which consists of:

- Two persons (Chancellor and Vice-Chancellor and President) who are members ex-officio
- The Pro-Chancellor
- Eight persons elected by the members of the Company having regard (among other things) to the need for broad community involvement
- Three persons elected by and from the academic staff of the University
- One person elected by and from the general staff of the University
- One student of the University.
- The Academic Board is constituted by the Senate to administer and implement academic policies.
- The University has also established four Chapters, based in the communities it serves. These provide advice to the Senate on local needs and demands, and serve as important links to community interests.

## UNIVERSITY STRUCTURE

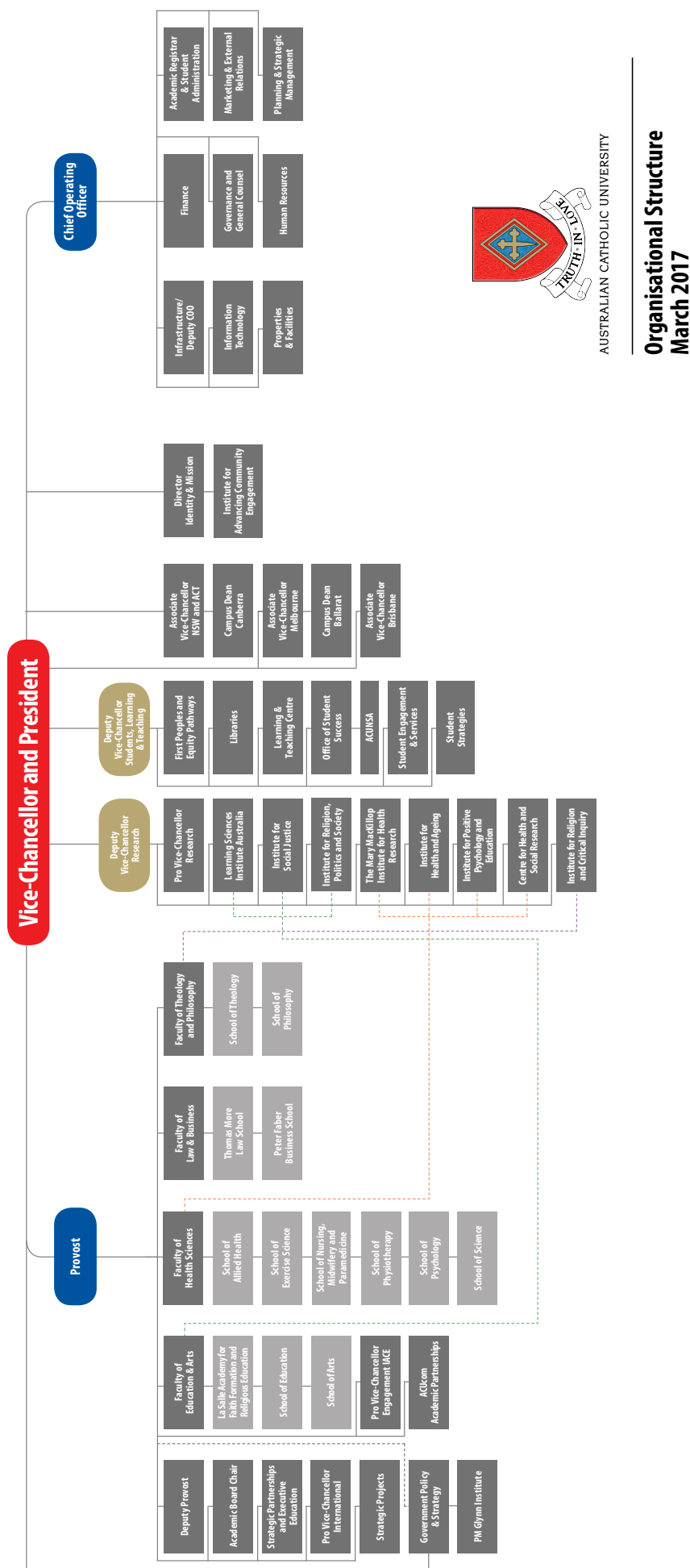
The Vice-Chancellor and President is the chief executive officer of the University. The Provost, Deputy Vice-Chancellors and the Chief Operating Officer have delegated responsibility for assigned areas of policy. Associate Vice-Chancellors in Sydney, Melbourne and Brisbane are the Vice-Chancellor and President's representative in their local region, as are the Campus Deans at Ballarat and Canberra.

The Vice-Chancellor and President is also assisted by the Faculty Executive Deans, Director, Marketing and External Relations, Executive Director, International, Director, Identity and Mission and other Directors with national portfolios.

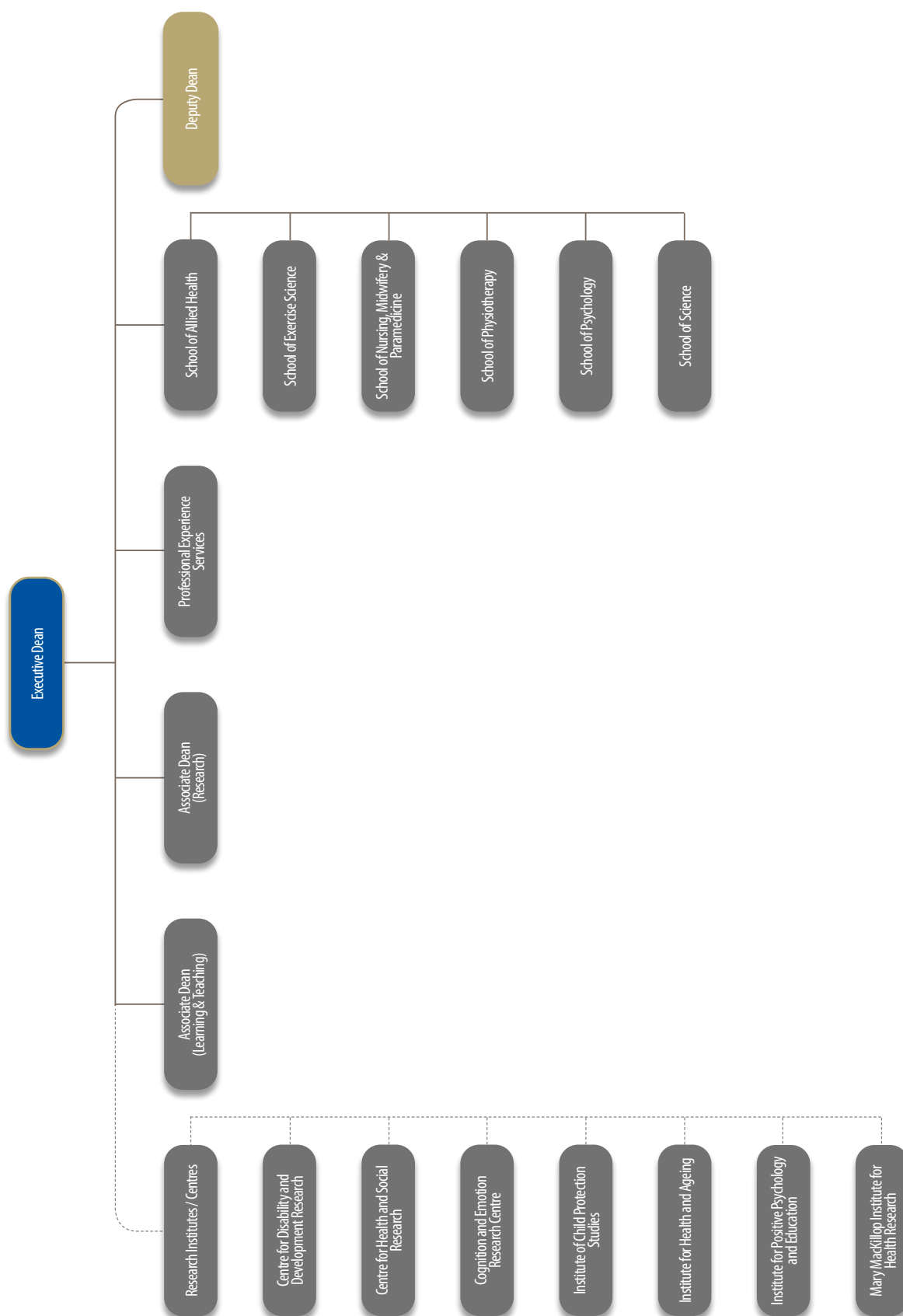
Each Faculty is headed by an Executive Dean, who is supported by Associate Deans whose portfolios encompass Learning and Teaching, and Research.

Each campus has a Student Association and there is a national student body, ACUNSA (Australian Catholic University National Students' Association).

# ACU ORGANISATIONAL CHART



# FACULTY OF HEALTH SCIENCES ORGANISATIONAL CHART





# ABOUT THE FACULTY OF HEALTH SCIENCES

The Faculty of Health Sciences comprises six schools:

- Allied Health
- Exercise Science
- Nursing, Midwifery and Paramedicine
- Physiotherapy
- Science
- Psychology

There are currently approximately 12,500 students (EFTSL) and 521.51 (FTE) staff in the faculty under the following disciplines: public health, occupational therapy, speech pathology, social work, exercise science, nursing, midwifery, paramedicine, physiotherapy, science, psychology and counselling. The Faculty is represented across all of ACU's six campuses. An expanding portfolio of postgraduate courses is also available in coursework and research.

In line with the University research priorities, the Faculty is committed to quality research that promotes the common good and social justice, cross-disciplinary research in the social and health sciences that enhances the social and cultural health and well-being of communities, and progresses the quality of health care, especially for the vulnerable.

The Faculty is home to three University Research Institutes: the Mary MacKillop Centre for Health Science Research, the Institute for Positive Psychology and Education and the Institute for Health and Ageing. In addition, there are three research centres within the Faculty: the Centre for Disability and Development Research, the Institute for Child Protection Studies and the Cognition and Emotion Research Centre.

## ABOUT THE SCHOOL OF ALLIED HEALTH

The National School of Allied Health was founded in 2012 and now comprises more than 2,500 students and approximately 100 staff. It is located on five of the University's campuses: Melbourne, Canberra, Strathfield, Sydney and Brisbane and is responsible for delivery of programs in four professional disciplines:

- Occupational Therapy
- Speech Pathology
- Public Health
- Social Work

The discipline of Social Work delivers programs on three of these campuses: Canberra, Strathfield and Brisbane.





# ABOUT THE POSITION

The Professor & Discipline Lead of Social Work will provide leadership and make outstanding and original contributions to research, scholarship and teaching in this discipline, as well as enhance the student experience and life. The incumbent will make an outstanding contribution to the governance and collegial life inside and outside the University and build relationships with external organisations and communities.

Primarily providing leadership and making significant contributions to the development, implementation and accreditation of the national curricula for Social Work, this role will be filled by an academic who has and will continue to make original and innovative contributions to the advancement of scholarship, research and teaching in the discipline of Social Work.

## POSITION RESPONSIBILITIES

### Academic Leadership and Service

- Provide academic leadership of the Discipline and within the School and Faculty, reporting to and working with the National Head of School to ensure a cohesive approach within the Discipline and School.
- Undertake Social Work-based representation and leadership through responsiveness to, and with, relevant industry, government and non-government organisations, accreditation and/or registration bodies, and relevant committees.
- Provide professional supervision of the Social Work staff of the School in conjunction with the respective campus based Deputy

Heads of School or National Head of School. This will include building leadership and performance capability and administrative and management expertise within the academic staff of the Discipline.

- Develop and implement strategies for a well-managed and sustainable Discipline through appropriate course offerings, staff profile, productivity and satisfaction, fostering a dynamic, service-oriented and enterprising culture within the Discipline, and strong local, national and international external relations.
- Administer the courses of the Faculty locally, including admission, instruction and assessment of students, and the transmission of results to administration, manage student appeals and academic honesty.
- Engender commitment to the Catholic intellectual tradition through a strong focus on social justice and the common good in the activities of the Discipline.

### Teaching, curriculum development and scholarship of teaching

- Provide leadership of the Social Work profession's courses and programs including ongoing development and review of courses, achievement and maintenance of course accreditation and quality assurance in collaboration with campus based course coordinators.
- Ensure Social Work cross campus collaboration in curriculum development, teaching, learning and assessment.

- In collaboration with the School of Allied Health leadership group and Associate Dean (Learning and Teaching) develop initiatives to continuously improve the provision of a high quality student learning experience and ensure that the Discipline's programs meet students' and employers' expectations about content and quality, and are well regarded by academic peers.
- Deliver high quality teaching and learning in appropriate areas of the curricula.

### Research

- In collaboration with the School of Allied Health leadership group and the Associate Dean (Research) develop an active research and research training environment to continuously improve in the key result areas of research focus, culture and infrastructure, productivity, research training, and intellectual engagement.
- Conduct research in Social Work which is nationally competitive and of value to the Faculty and the University.

### TYPE OF APPOINTMENT

This position will be offered on a full time, continuing basis.

### LOCATION

While Brisbane is preferable, this position could be located at the Strathfield or Canberra Campus.



# SELECTION CRITERIA

**ACU is committed to diversity and social inclusion in its employment practices. Applications from Aboriginal and Torres Strait Islander people, people with disabilities and people from culturally diverse groups are encouraged.**

## ESSENTIAL

1. A doctoral qualification in social work or equivalent. Experience in social work practice is desirable.
2. A significant academic teaching profile in a relevant area in higher education, with evidence of design and delivery of innovative and quality learning environments.
3. The ability to manage a range of educational and administrative processes including planning, marketing, and continuous quality improvement of programs and courses.
4. A significant academic research profile in a relevant area in higher education, including a strong relevant publication record and ability to deliver effective research training.
5. Demonstrated ability to provide academic leadership in teaching and learning, research, professional activities and internationalisation.
6. Evidence of ability to think and act strategically, particularly in planning and decision making.
7. Demonstrate strong relationship management experience including negotiation and liaison skills with a range of people at different levels and from different cultures.
8. 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.
9. Ability to work collaboratively internally and externally to ACU to achieve outcomes and continual improvement.
10. Ability to coach and develop self and others through setting clear expectations, managing performance and developing required capabilities to lead and motivate a culture of learning and improvement.
11. 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.
12. Evidence of ability to work with children, and contribute to and protect their safety and wellbeing. The successful applicant will be required to hold a valid working with children clearance for the State or Territory in which the position is located.
13. If based in ACT: Evidence of ability to work with vulnerable people, and contribute to and protect their safety and wellbeing. The successful applicant will be required to be registered to work with vulnerable people in the Australian Capital Territory.

# CAPABILITY DEVELOPMENT FRAMEWORK

The Capability Development Framework (CDF) describes the essential competencies that are needed in all ACU staff to achieve our strategy and support our Mission. The CDF is one of several frameworks and standards that express the University's expectations of the conduct, capability, participation and contribution of staff (such as the Code of Conduct, the Learning for Life Framework and the Academic Performance Matrices).

The CDF applies to everyone. It enables a whole-of-organisation approach to developing and strengthening capability, and it is part of the ongoing investment by the University in the professional development of our staff.

The CDF enables a clear view of the competencies that support achievement of excellence. It supports conversations between staff and supervisors in identifying

professional development opportunities, both to strengthen capability in the current role and understand expectations at the next level.

Further information is available on the [ACU Website](#).





# SALARY AND BENEFITS

**The University has a broad range of employment conditions and benefits available to staff members. These include:**

- Standard fortnightly salary payments
- Flexible Working Conditions which aim to support ACU's commitment to Work-Life Balance
- Generous employer superannuation contributions of up to 17%, with flexible employee contribution options
- Salary packaging\* including rebatable employer status
- A comprehensive range of professional development programs and opportunities
- Study support entitlements, encompassing leave and financial assistance

## GENEROUS LEAVE CONDITIONS:

- 33 Recreational leave days per annum including Annual leave (20 working days), public holidays (10 working days) and University closure at Christmas (3 working days)
- 17½% Annual leave loading
- 20 working days personal leave per annum, which incorporates a number of leave types, including sick leave, carers leave, to move house, to attend graduation, to recognise culturally significant events

- Long Service Leave - eligibility after 7 years of service
- Recognition of previous service from other Australian higher education institutions for long service leave purposes\*
- Parental leave provisions\* including maternity, paternity, adoption, foster and child rearing.

\*conditions apply

## REBATABLE EMPLOYER STATUS:

As a rebatable employer Australian Catholic University is eligible for a rebate of 48 per cent of the amount of Fringe Benefit Tax (FBT) that would otherwise be payable.

The grossed-up taxable value of benefits that can be provided to an ACU employee per FBT year, without losing the rebate concession, is capped at \$30,000.

Most ACU employees will benefit from salary packaging such items as motor vehicles, superannuation and laptop computers, however only income earners falling in the higher tax brackets are likely to benefit from salary packaging "Full FBT Items" such as mortgage payments, rent and credit card payments. This is dependent on personal circumstance and independent financial advice.

ACU employees, dependent on individual circumstance, have access to the following benefit items for salary packaging purposes:

## CATEGORY A (FBT EXEMPT) BENEFIT ITEMS

- Personal Portable Computers – Notebook/ Laptop
- Car Parking
- Superannuation (must be a complying fund)
- Financial Counselling Fees
- Salary Packaging Administration Fees

## CATEGORY B (CONCESSIONALLY TAXED) BENEFIT ITEMS

- Motor Vehicle (for private use) via Novated Leases

## CATEGORY C (FULL FBT) BENEFIT ITEMS

- Own Home Mortgage Payments
- Private Home Rental Payments
- Amounts payable on or amounts already paid off credit cards (not debit cards)



# OUR CAMPUSES



## BRISBANE CAMPUS (MCAULEY AT BANYO)

Situated in the northern suburb of Banyo, the campus is 12 kilometres from the Brisbane city centre. The campus is set on 40-hectares of beautiful natural surroundings. The campus combines state-of-the-art facilities with a history extending back to 1863.



## NORTH SYDNEY CAMPUS (MACKILLOP)

Just a five-minute train ride over the famous Sydney Harbour Bridge from the Sydney city centre, the campus is conveniently located in the North Sydney business precinct.



## STRATHFIELD CAMPUS (MOUNT SAINT MARY)

Situated in one of the older, established suburbs in Sydney, the Strathfield Campus is located 15 kilometres west of the Sydney city centre. It incorporates gracious buildings, including an Italianate Romanesque style chapel, and is set in beautifully landscaped grounds.



## MELBOURNE CAMPUS (ST PATRICK'S)

The campus is conveniently located on the fringe of Melbourne's Central Business District (CBD). It is within a short walk to the popular retail strips of Brunswick Street and Smith Street with their variety of cafés, shops and art galleries. Some of Melbourne's finest parks, gardens and recreational facilities are also within easy walking distance from the campus.



## BALLARAT CAMPUS (AQUINAS)

Ballarat is 125 kilometres west of Melbourne. The campus is located near Ballarat's commercial centre within easy reach of facilities. The beautiful old buildings of the campus reflect the history of the town.



## CANBERRA CAMPUS (SIGNADOU)

Situated about five kilometres from the Canberra city centre, the campus is small and friendly with around 40 staff and 600 students.



## ADELAIDE CAMPUS (ST FRANCIS OF ASSISI)

The campus is located in the suburb of Thebarton where it is very conveniently co-located with the Offices of the Catholic Education South Australia (CESA).



## ROME CAMPUS

Located within a short distance from the Vatican, the centre will offer living quarters for undergraduates, a wing for postgraduate students, apartments for visiting faculty, a chapel, garden and other amenities.