

POSITION DESCRIPTION – ACADEMIC

POSITION INFORMATION

Position Title	Associate Professor		
Faculty	Law and Business		
School	Peter Faber Business School		
Nominated Supervisor	A/Prof Nasir Butrous	Campus/Location	North Sydney
Academic Level	D	Academic Career Pathway	Teaching and Research
CDF Achievement Level	2 Management Line	Work Area Position Code	
Employment Type	Full-time Continuing	Date reviewed	6 March 2017

ABOUT AUSTRALIAN CATHOLIC UNIVERSITY

Mission Statement: 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.

Australian Catholic University (ACU) is both a Catholic University and a public institution within the Australian higher education sector. ACU is an inclusive community which welcomes students and staff of all beliefs. The University is committed to a strong Catholic ethos and seeks to foster and promote teaching and learning, research and scholarship, and community engagement in the Christian tradition. As valued members of our community, all staff members are expected to have an understanding of ACU's [Mission](#) and values and to demonstrate an active contribution to them.

The University shares with universities worldwide a commitment to quality in teaching, research and service. It aspires to be a community characterised by free enquiry and academic integrity.

The University chooses to focus on areas of teaching and research that are closely connected with its particular character as a University that is Catholic, public and national. The focus areas are Theology and Philosophy, Health, Education, and the Common Good and Social Justice.

ACU has over 2,500 staff supporting more than 34,000 students across seven campuses – Adelaide, Ballarat, Brisbane, Canberra, Melbourne, North Sydney and Strathfield.

The structure to support this complex and national University consists of:

- Provost
- Chief Operating Officer & Deputy Vice-Chancellor
- Deputy Vice-Chancellor, Research
- Deputy Vice-Chancellor, Students, Learning and Teaching

Each portfolio consists of a number of Faculties, Research Institutes or Directorates. The Directorate of Identity and Mission drives both the Identity and the [Mission](#) of the University. In addition, five Associate Vice-Chancellors and Campus Deans focus on the University's local presence and development of the University at the local 'campus' level.

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 about a career with ACU is available at www.acu.edu.au.

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.

ABOUT THE FACULTY OF LAW AND BUSINESS

The Faculty of Law and Business was established on 1 January 2014 following the merger of the former Faculty of Business and Thomas More Law Academy.

Consisting of two key schools, the Peter Faber Business School and the Thomas More Law School, the Faculty provides both undergraduate and postgraduate degree programs across a range of business disciplines and law.

The Faculty is staffed by a dedicated, nationally and internationally recognised team of academics whose teaching is supported by their active involvement in relevant industries, professional associations or links to eminent international business and law schools. Teaching staff have an established research record with a commitment to conducting research in innovative and demand-driven areas.

Students are valued as individuals and teaching staff are directly involved with students' academic development. The Faculty aims to equip our graduates with the necessary skills to become leaders, not only in their chosen profession, but in the community. We emphasise the ethical, social and environmental duties of the modern business leader and lawyer, with all our courses having a strong practical component through community engagement, pro bono work and internships

ABOUT THE PETER FABER BUSINESS SCHOOL

Named after St Peter Faber SJ, the School's mission is to develop reflective business leaders and independent learners who are global in their outlook, ethical in their actions and practical in the application of their professional skills.

The School operates over four campuses (Brisbane, Melbourne, North Sydney and Strathfield) and offers a range of undergraduate and postgraduate programs. All programs are underpinned by the principles of Catholic Social Teaching and the UN Principles of Responsible Management Education. All undergraduate students are required to undertake a unit in community engagement which involves them working directly with not for profit and community organisations.

The School's major undergraduate degree is the Bachelor of Commerce which offers majors in accounting, finance, human resource management, management and marketing. Students may also undertake a variety of minors from within the business disciplines or across faculties.

Other undergraduate degrees offered are the Bachelor of Business Administration, Bachelor of IT and Bachelor of Accounting and Finance. The School also offers a range of dual degrees which combine business with other fields of study such as nursing, exercise science and global studies.

At the postgraduate level the School offers a Master of Business Administration (Executive) across all campuses as well as the Master of Professional Accounting, Master of IT, Master of Commerce and Master of Business Administration across selected campuses.

The Peter Faber Business School also benefits from an emerging research reputation in the Management arena (FoR 1503), which attracted a 'world leading' quality assessment in the 2015 Excellence in Research for Australia (ERA) exercise. Sustainable Human Resource Management and Employee Well-being serve as thematic research foci, further supported by the recent launch of the Centre for Sustainable HRM & Well-being. Closely aligned with ACU's mission in the pursuit of knowledge, the dignity of the human person and the common good, members of the Centre explore

scholarly themes in the Human Resource Management and Organisational Behaviour domains through the lens of cultural, social, psychological and ethical enquiry. Consistent with ACU's research intensification strategy, Centre members publish their works in some of the world's leading Management journals, including Human Resource Management (US), Journal of Management, Journal of Vocational Behavior, Human Relations, and the British Journal of Management.

POSITION PURPOSE

The purpose of this position is to contribute to the effective teaching and delivery of undergraduate and postgraduate courses in informatics. The position is classified as teaching and research and the successful candidate is expected to actively contribute to the research agenda of the School and Faculty.

In addition, the Associate Professor is expected to collaborate with colleagues across campuses taking on, where appropriate, the role of Discipline Chair of Informatics to ensure quality learning and teaching outcomes as well as undertake administration and leadership duties appropriate to the role. Specifically the Associate Professor is expected to lead the future accreditation of the programs with the Australian Computer Society.

This position is located on the North Sydney (McKillop) campus and reports directly to the Deputy Head of School (Business).

POSITION RESPONSIBILITIES

Introduction

A number of frameworks and standards express the University's expectations of the conduct, capability, participation and contribution of staff. These are listed below:

- ACU Strategic Plan 2015-2020
- Catholic Identity and Mission
- Learning For Life Framework 2014-2017
- ACU Teaching Criteria and Standards Framework
- Research Quality Standards
- Academic Performance Matrices and Evidence Framework
- ACU Capability Development Framework
- Minimum Standards for Academic Levels (MSALs)
- Higher Education Standards Framework
- ACU Service Principles
- ACU Staff Enterprise Agreement including provisions in relation to Performance Excellence and Academic Career Pathways.

The following two frameworks in particular are important in understanding the expectations of an academic position and the required qualifications and capability of a position holder:

- The [Academic Performance Matrices and Evidence Framework](#) which describes the performance standards in areas of academic activity.
- The [Capability Development Framework](#) which describes the core competencies needed in all ACU staff to achieve the University's strategy and supports its mission.

All academic staff are allocated workload comprising a range of academic duties/activities that fall within the following three broad areas of academic activity in line with the relevant Academic Career Pathway and Academic Level.

- Teaching, Curriculum Development and Scholarship of Teaching
- Research
- Academic leadership/service.

Key responsibilities

Broad area of academic activity	Key responsibilities specific to this position	Relevant Core Competencies (Capability Development Framework)
Teaching, curriculum development and scholarship of teaching	<ul style="list-style-type: none"> • Teach undergraduate and postgraduate units online, face to face and in mixed mode delivery • Lead curriculum development and review of informatics • Engage staff in innovative learning and teaching practices 	<ul style="list-style-type: none"> • Deliver stakeholder centric service • Communicate with impact • Coach and develop
Research	<ul style="list-style-type: none"> • Contribute to the research intensification strategy of the University through publications in high quality research outlets and attraction of research and/or industry funding • Supervise postgraduate and RHD students 	<ul style="list-style-type: none"> • Collaborate effectively • Be responsible and accountable for achieving excellence
Academic Leadership and Service	<ul style="list-style-type: none"> • Provide course coordination and leadership in the Informatics area • Maintain engagement with the Australian Computer Society (ACS) including ongoing quality assurance to ensure ACS accreditation • Represent the School internally and externally as requested 	<ul style="list-style-type: none"> • Adapt and lead change • Deliver stakeholder centric service

SELECTION CRITERIA

Qualifications and Capability		Selection Criteria?
Qualifications and other credentials		
1.	PhD in Information Technology or Information Systems	Yes
2.	Membership of the Australian Computer Society or equivalent	Yes
Teaching, curriculum development and scholarship of teaching		
3.	Leadership in effective curriculum design and development demonstrated by significant and strategically relevant contributions acknowledged at a national level and/or externally to the University	Yes
4.	Demonstrated leadership in activities that enhance engaging learning environments using a variety of delivery methods.	Yes

Qualifications and Capability		Selection Criteria?
Research		
5.	Established coherent program of quality research including a sustained and significant record of high quality outputs of research	Yes
6.	Active participation in research collaborations, networks and/or partnerships recognized at a national or international level	Yes
Academic leadership/service		
7.	Significant and sustained contributions or leadership in relation to academic administration, research administration, quality improvement, risk management and/or governance which benefit the University	Yes
Core Competencies		
8.	Demonstrate confidence and courage to achieve ACU's Mission, Vision and Values by connecting the purpose of one's work to ACU's Mission, Vision and Values.	Yes
9.	Demonstrated ability to display openness and resilience to inspire others to embrace change and make change happen in line with organisational interests and objectives.	Yes
Other attributes		
10.	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.	Yes