

POSITION DESCRIPTION – ACADEMIC

POSITION INFORMATION

Position Title	Research Fellow / Senior Research Fellow		
Faculty	Health Sciences		
School	Psychology		
Nominated Supervisor	Associate Professor Anne Tolan	Campus/Location	Brisbane
Academic Level	B / C	Academic Career Pathway	Research Only
CDF Achievement Level	1 All Staff	Work Area Position Code	
Employment Type	Full-time Fixed term	Date reviewed	February 2015

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 HEALTH SCIENCES

The Faculty of Health Sciences has courses in counselling, environmental science, exercise physiology, exercise science, mental health, midwifery, nursing, occupational therapy, paramedicine, physiotherapy, psychology, public health, social work and speech pathology.

Our vision is to provide caring and prepared graduates who promote health and prevent illness for Australia's health and sports industries, and provide quality healthcare for vulnerable communities such as the Indigenous, elderly and disabled.

The Faculty of Health Sciences is located across six campuses of ACU and is structured into six academic organizational units comprising:

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

The Faculty has a university priority Health Research Institute, focusing on Cardiovascular Disease and Metabolism, Health Services Research, Movement and Rehabilitation, and Psychology and Mental Health.

The Faculty's courses are developed within the Catholic intellectual tradition with the goal of preparing graduates in health with an emphasis on social justice and equity, and sustainability.

Further information about the Faculty can be found at:
http://www.acu.edu.au/about_acu/faculties_institutes_and_centres

ABOUT THE SCHOOL OF PSYCHOLOGY

The national School of Psychology, located within the Faculty of Health Sciences, offers courses on three campuses located in Melbourne, Strathfield (Sydney) and Brisbane. The programs offered include an accredited undergraduate and fourth-year psychology sequence, professional Master of Psychology programs with specialisations in clinical and in educational and developmental psychology, combined MPsych/PhD degree programs, and undergraduate and postgraduate programs in counselling. In addition, the Master of Professional Psychology ("5 plus 1") course was introduced in 2013 on the Brisbane campus and in 2014 on the Melbourne campus.

The School has a strong emphasis on quality research and research training outcomes, and is developing a key presence in the emerging Research Institutes at ACU. The research activities of staff relate to three overlapping areas of strength: (i) cognition and applied cognitive neuroscience; (ii) developmental and educational psychology, and (iii) clinical and health psychology. The School has a number of leading researchers of international profile in these areas. It boasts new laboratory facilities at its Strathfield campus, supports for early career researchers and scholars, and productive onshore and offshore collaborations including a number of joint appointments of esteemed international academics from the Netherlands, USA, and UK.

The Learning Disorders and Cognition research group is based on the Brisbane campus of ACU. The team is led by Professorial Fellow Charles Hulme who is an established and internationally revered scholar in learning disorders and includes five other teaching and research academics: Associate Professor Anne Tolan, Dr Michelle Delaney, Dr Kate Witteveen, and Dr Stephanie Malone. Each member brings a distinct, yet complementary, set of skills and relevant expertise to the team which has strong cognitive and developmental foci.

The overarching aim of the group is to investigate the cognitive processes and the proximal causal influences underlying a broad range of childhood learning disorders. The learning disorders that are of particular interest to this group include Dyslexia, Mathematics Disorder, Reading Comprehension Impairment, Developmental Coordination Disorder, and Attention Deficit Hyperactivity Disorder (ADHD). Importantly, the group will explore the nature, causes, comorbidity, and underlying cognitive mechanisms of these disorders. The successful applicant will be able to capitalise on the group's strong international collaborations and will join a growing research culture with a focus on conducting publishable research in high impact journals.

POSITION PURPOSE

The Research Fellow / Senior Research Fellow will contribute to enhancing the profile of psychological research in the School of Psychology. This role will be involved in the remaining three years of the five-year Learning Disorders and Cognition research program which aims to clarify the cognitive causes of different developmental disorders, and the mechanisms underlying their co-occurrence using two strands of work: a large-scale longitudinal study and a series of smaller-scale studies.

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)
Research	<ul style="list-style-type: none"> • Contribute significantly to the remaining three years of the five-year program of research into childhood learning disorders. Develop research proposals and conduct experimental and psychological research aligned with the Learning Disorders and Cognition Group, under the guidance of group leader Professor Charles Hulme and supervisor Associate Professor Anne Tolan. • Develop and conduct additional related research projects, utilising available expertise and resources and the extended network of Australian and international collaborators. • Produce high quality research publications, as lead and co-author, through collaborative work with the other members of the group. • Prepare and submit research grant applications and actively identify and seek funding from external bodies in consultation with Professor Charles Hulme and Associate Professor Anne Tolan. • Contribute to the research supervision of Honours, M Psych and higher degree research students either as a principal or co-supervisor with other members of the group. 	<ul style="list-style-type: none"> • Apply Commercial Acumen • Be Responsible and Accountable for Achieving Excellence • Collaborate Effectively • Communicate with Impact
Academic Leadership and Service	<ul style="list-style-type: none"> • Co-supervise Research Assistants where appropriate for specific research projects with support from Associate Professor Anne Tolan. • Participate in the intellectual life of the University through relevant ACU School and Faculty research fora. 	<ul style="list-style-type: none"> • Coach and Develop • Collaborate Effectively

SELECTION CRITERIA

Qualifications and Capability		Selection Criteria
Qualifications and other credentials		
1.	A PhD in psychology in an area relevant to the program of research conducted by the Learning Disorders and Cognition group and eligibility for full membership with the Australian Psychological Society .	Yes
Research		
2.	Outstanding track record in research publications in peer reviewed high quality psychological journals and the capacity to attract research grant income.	Yes
3.	Advanced knowledge of statistical analysis and interpretation.	Yes
4.	Demonstrated ability to supervise undergraduate and postgraduate research students	Yes
Core Competencies		
5.	Demonstrated confidence and courage to achieving ACU's Mission, Vision and Values by connecting the purpose of one's work to the organisation's Mission, Vision and Values.	Yes
6.	Demonstrated ability to work collaboratively internally and externally to to capitalise on all available expertise in pursuit of excellence.	Yes
7.	Demonstrated history of communicating with impact, gaining the support of others for beneficial actions, including negotiating outcomes that are aligned with the Mission, Vision and Values.	Yes
8.	A track record in taking personal accountability for achieving the highest quality outcomes through understanding the context, self-reflection, and aspiring to and striving for excellence.	Yes
Other attributes		
9.	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
10.	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.	Yes