

## POSITION DESCRIPTION – ACADEMIC

### POSITION INFORMATION

<b>Position Title</b>	Associate Professor, Educational Studies		
<b>Faculty</b>	Faculty of Education & Arts		
<b>School</b>	School of Education		
<b>Nominated Supervisor</b>	State Head of Education	<b>Campus/Location</b>	North Sydney, Strathfield, Melbourne, Brisbane, Ballarat or Canberra
<b>Academic Level</b>	D	<b>Academic Career Pathway</b>	Teaching and Research
<b>CDF Achievement Level</b>	2 Management	<b>Work Area Position Code</b>	<i>HR to assign</i>
<b>Employment Type</b>	Full-time Continuing	<b>Date reviewed</b>	03 May 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](http://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 EDUCATION AND ARTS**

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The Faculty of Education and Arts hosts the National School of Education, the National School of Arts, the LaSalle Academy and three vibrant, multidisciplinary research institutes: the Learning Sciences Institute of Australia, the Institute for Religion, Politics and Society, and the Institute for Social Justice. The Faculty is recognised nationally and internationally as a leader in teacher education, and for its rapidly rising profile in the humanities and social sciences, especially in the disciplines of History, Politics and Sociology. Operating across seven campuses including Adelaide, Ballarat, Brisbane, Canberra, Melbourne, North Sydney, Strathfield and our Rome campus in Italy, the Faculty is home to a lively, multicultural community of more than 12,000 students and offers an engaging program of teaching and research for students and staff. Through its research collaborations, student exchange programs and community engagement initiatives, the Faculty also has strong connections with international universities and an array of government, not-for-profit and private organisations.

ACU has established these new positions in the Faculty of Education and Arts to build on existing strengths and position the Faculty at the forefront of innovation and excellence in teaching, research and engagement into the future.

## **LEARNING AND TEACHING**

The Faculty of Education and Arts offers inspiring teaching programs that enable students to reach their full professional and personal potential. Students are prepared for a diverse range of careers and are equipped with the skills to keep learning throughout their lives. The Faculty has a tradition of learning and teaching excellence with numerous award-winning university academics and teachers, innovative virtual and physical teaching spaces, and a supportive learning environment that recognizes and rewards student achievement. The Faculty is acknowledged in the sector as a leader in learning and teaching, with a reputation for producing world-ready graduates who think critically and creatively and are guided by social justice principles.

The National School of Education is the largest provider of initial teacher education in Australia with a strong reputation for its high quality, work-ready graduates. Adding to its traditional strengths in early childhood, primary and secondary initial teacher education, the National School of Education's disciplines reflect key strengths in the areas of early childhood, mathematics and literacy education, the arts, science and technology, educational studies, teacher professional practice, assessment, educational leadership, religious education, Indigenous education, and wellbeing and inclusive education. These disciplines are evidenced both in the undergraduate programs and through its extensive postgraduate coursework programs with strong enrolments. The School also has a large number of students undertaking higher degree study through its Master of Education (Research), PhD and EdD programs.

The National School of Arts offers a diverse range of degree programs and disciplinary study that allow students to pursue their passions while developing key skills for the future workforce. The School offers its

students significant opportunities for personal and professional growth through their studies in areas ranging from politics, history and sociology to drama, music, media and visual arts, all within the framework of ACU's unique commitment to social justice and the common good. With over twenty disciplinary options available within the School's degree programs, the National School of Arts is a thriving intellectual community with a track record of producing graduates of the future who are ethical, engaged and entrepreneurial in their approach to life and work.

## **RESEARCH**

The Faculty of Education and Arts has a vibrant research culture that puts a premium on high quality, socially engaged scholarship that has impact and makes a difference. In 2014 ACU implemented an ambitious university-wide research intensification strategy that has had a profound impact on the University's and Faculty's research profile. In the 2015 Excellence in Research for Australia (ERA) assessment, the Faculty was judged to be at or above world standard in Specialist Studies of Education; Curriculum and Pedagogy; Education Systems; Historical Studies; Politics and International Relations; and Sociology. Home to the Learning Sciences Institute of Australia, the Institute for Religion, Politics and Society and the Institute for Social Justice, and to world-class scholars based in the two National Schools, the Faculty is committed to an ambitious research agenda addressing some of the key challenges of the 21<sup>st</sup> century.

## **POSITION PURPOSE**

The Associate Professor will provide high level academic and research leadership in the Faculty of Education & Arts to ensure excellence in teaching and learning, research and research training, and community engagement.

The appointee will be a highly productive researcher of national/international standing who will lead the development of the Faculty's profile in the relevant discipline area, research performance and reputation through competitive grants, publications, consultancies and attraction of research higher degree students to ACU's programs. As part of the appointment the successful applicant may be required to fill a position of leadership and be responsible for the strategic development and overall management of a portfolio in the Faculty of Education & Arts.

The appointee must be able to effectively communicate and engage in the constructive conversations that motivate staff, students and external stakeholders of the University to achieve the goals of the Faculty and to respond effectively to the needs of the different education sectors. It is expected that the appointee to the position will advance the standing of the Faculty by providing a contribution to academic administration, research, curriculum development, program coordination, and working collaboratively across the Faculty, the University (for example, teaching Core Curriculum units) and with external partners.

The appointee will provide leadership in the teaching of Education Studies in both undergraduate and graduate entry initial teacher education programs, as well as postgraduate education programs, in both face to face and online modes. The appointee in Education Studies will have expertise in the psychology of learning and teaching and the application of this to learning environments and teacher practice. They will actively contribute to the leadership of the National Education Studies discipline team. The appointee will demonstrate a strong work ethic and commitment to University's Mission in leading and mentoring staff in the discipline and providing excellent student experience.

## POSITION RESPONSIBILITIES

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### 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 ( <a href="#">Capability Development Framework</a> )
<b>Teaching, curriculum development and scholarship of teaching</b>	<ul style="list-style-type: none"> <li>• Academic leadership across the Faculty in teaching and learning, including curriculum development and implementation, teaching/learning innovations, and the application of information and communication technologies to facilitate student learning;</li> <li>• Undertaking academic administration functions to support campus teaching and learning such as coordinating a subject area, units and/or a small course including professional experience supervision</li> <li>• Providing leadership nationally on program and unit development and assessment moderation</li> <li>• Integrating a range of learning technologies to teacher education programs in different modes including online, blended and face-to-face approaches to teaching and learning</li> </ul>	<ul style="list-style-type: none"> <li>• Collaborate Effectively</li> <li>• Communicate with Impact</li> <li>• Be Responsible and Accountable for Achieving Excellence</li> <li>• Know ACU Work Processes and Systems</li> <li>• Make Informed Decisions</li> </ul>
<b>Research</b>	<ul style="list-style-type: none"> <li>• Leadership and mentorship across the Faculty in research and scholarship, development of research teams, and achieving research outcomes consistent with research and publication performance indicators</li> <li>• Undertaking an active scholarship/research agenda appropriate to the nature of the position</li> <li>• Supervision of postgraduate higher degree research students</li> <li>• Development of successful research grant proposals and leadership of projects of high quality and impact in the relevant discipline area relevant to the Faculty's research program;</li> <li>• Promotion and dissemination of research activities and outputs, nationally and internationally with particular attention to key stakeholder groups in education</li> </ul>	<ul style="list-style-type: none"> <li>• Coach and Develop</li> <li>• Collaborate Effectively</li> <li>• Communicate with Impact</li> <li>• Be Responsible and Accountable for Achieving Excellence</li> <li>• Deliver Stakeholder Centric Service</li> </ul>

Broad area of academic activity	Key responsibilities specific to this position	Relevant Core Competencies ( <a href="#">Capability Development Framework</a> )
<b>Academic Leadership and Service</b>	<ul style="list-style-type: none"> <li>Contributing collegially to the work of School, Faculty and University through participation in committees and events</li> <li>Promotion of linkages and opportunities for collaboration, nationally and internationally as well as within ACU</li> <li>Contribute to the leadership of the National School and the Faculty through leadership roles that support the teaching and research of the National School.</li> </ul>	<ul style="list-style-type: none"> <li>Collaborate Effectively</li> <li>Communicate with Impact</li> <li>Deliver Stakeholder Centric Service</li> </ul>

## SELECTION CRITERIA

Qualifications and other credentials	
1.	A PhD or equivalent in a relevant disciplinary field, with demonstrated teaching experience in higher education
2.	An education qualification and experience in school settings.
Teaching, curriculum development and scholarship of teaching	
3.	Demonstrated experience in the integration of ICT and teaching and learning and the application of learning technologies to a range of teaching modes
4.	Demonstrated evidence of the nexus between teaching and research
Research	
5.	Demonstrated experience in original research/scholarship evidenced by achievements such as publications and research attracting external funding
6.	Established record of successfully supervising higher degree by research students to completion
Academic leadership/service	
7.	Demonstrated capacity to plan work activity, prioritise time and resources using established ACU processes and technology to effectively undertake academic administration and management of appropriate academic courses
Core Competencies	
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.	Demonstrate ability to keep stakeholder interests at the core of ACU business decisions and ACU service excellence as a top priority. See the <a href="#">ACU Service Principles</a> .
10.	Demonstrate ability to work collaboratively internally and externally and communicate with impact to gain support of others for actions that are mutually beneficial and aligned to the Mission and Values of ACU

11.	Ability to coach and develop self and others through setting clear expectations, managing performance and developing required capabilities to establish a culture of learning and improvement.
12.	Demonstrate ability to take personal accountability for achieving the highest quality outcomes through understanding the ACU context, self-reflection, and aspiring to and striving for excellence.
13.	Demonstrate capacity to make informed, evidence-based decisions by sourcing and interpreting University and business information.
<b>Other attributes</b>	
14.	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.