

POSITION INFORMATION

Position Title	Associate Professor / Professor, Speech Pathology		
Faculty	Faculty of Health Science		
School	School of Allied Health		
Nominated Supervisor	National Head, School of Allied Health	Campus/Location	Melbourne or North Sydney or Brisbane
Academic Level	ACL D /E	Academic Career Pathway	Leadership and Service
CDF Achievement Level	2 Management (Line)	Work Area Position Code	
Employment Type	Full time, continuing	Date reviewed	Oct 2018

ABOUT AUSTRALIAN CATHOLIC UNIVERSITY

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.*

At ACU we pride ourselves on offering a welcoming environment for everyone. At the same time, we are a university committed to standing for something clear. We stand up for people in need and causes that matter. ACU's Mission is central to the University, and informs every area – integrating the dignity of the human person, the common good, and ethical and social justice considerations into our core activities of student learning and teaching, research and service.

We are a publicly-funded university which has grown rapidly over the past few years. We're young, but we are making our mark: ranking among the top universities worldwide. We have got seven campuses around Australia, more than 200 partner universities on six continents, and a campus in Rome, Italy.

We know that our people make us a university like no other. It's your values, action and passion that makes the difference. Whatever role you may play in our organisation: it's what you do that defines who we are.

We value staff, offering excellent leave and employment conditions, and foster work environments where they have the ability grow and develop. We continue to invest in our facilities and workplaces, and actively involve staff in shaping the future direction of the organisation.

In order to be agents of change in the world, we all need to see life through the eyes of others. We believe that our role as a university is to inspire and equip people to make a difference – and that means cultivating their ability to act and think empathetically.

We hope that you might champion these values, and work with us to create a place of learning that is not only the envy of the world, but the making of it.

The structure to support the University consists of:

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

- Pro Vice-Chancellor Assisting the Vice-Chancellor and President

Each portfolio consists of a number of Faculties, Research Institutes or Directorates. The Vice President 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.

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 offers courses in biomedical science, clinical education, clinical exercise physiology, exercise and cancer, exercise science, health administration, healthcare simulation education, high performance sport, mental health, midwifery, nursing, nutrition science, occupational therapy, paramedicine, physiotherapy, psychology, public health, rehabilitation, 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 Schools are:

- School of Nursing, Midwifery and Paramedicine (National)
- School of Allied Health (National)
- School of Behavioural and Health Sciences (National)

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 ALLIED HEALTH

The National School of Allied Health is located on six of the University's campuses: Melbourne, Ballarat, Canberra, Strathfield, Sydney and Brisbane and is responsible for delivery of programs in four professional disciplines:

- Occupational Therapy
- Speech Pathology
- Physiotherapy
- Social Work / Human Services

SPEECH PATHOLOGY

The Bachelor of Speech Pathology Program at ACU is offered on the Melbourne, Nth Sydney and Brisbane campuses and is offered at undergraduate level and with embedded honours. Our National program is unique in Australia and involves a combination of five inter-professional units, fifteen speech pathology theoretical units and seven professional practice units. The full course details are on the ACU website

www.acu.edu.au/courses

The taught program involves simultaneous lecture delivery from one site to all three cohorts of students via high quality video-conferencing. Tutorials and workshops are conducted locally. The professional practice units are delivered within state but organised nationally. This means that all lecture and tutorial materials are developed as a team and highly specific expertise can be accessed across a large geographical area. We have a strong commitment to research and see academic research activity as essential.

POSITION PURPOSE

The role of Associate Professor/Professor of Speech Pathology is to provide discipline 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.

The primary role of this position is to provide leadership and to make significant contributions to the development, implementation and accreditation of the national curricula for Speech Pathology and lead the ongoing development of the team and programs. 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 Speech Pathology.

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 2018-2021
- 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 Delivery Model
- 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)
Academic Leadership and Service	<ul style="list-style-type: none"> • 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 Speech Pathology-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 Speech pathology staff of the School in conjunction with the campus based Deputy Head 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; • Oversee the administration of 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. 	<ul style="list-style-type: none"> • Adapt to and lead change • Deliver stakeholder centric service • Collaborate effectively • Know ACU work processes and systems • Make informed decisions

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"> • Provide leadership of the Speech Pathology 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 Speech Pathology cross campus collaboration in curriculum development, teaching, learning and assessment. • In collaboration with the School of Allied Health leadership group and the Head of 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; 	<ul style="list-style-type: none"> • Be responsible and accountable for achieving excellence • Coach and develop • Collaborate effectively
Research	<ul style="list-style-type: none"> • 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 Speech Pathology which is nationally competitive and of value to the Faculty and the University 	<ul style="list-style-type: none"> • Collaborate effectively • Communicate with impact • Coach and develop • Know ACU work processes and systems

SELECTION CRITERIA

This section sets out the qualifications, skills, knowledge, experience and competencies expected of the position holder, collectively referred to as 'qualifications and capability'. These are informed by the evidence and performance standards for the relevant Academic Level and Academic Career Pathway and Academic Level drawn from the [Academic Performance Matrices and Evidence Framework](#) and the Core Competencies set out in the [Capability Development Framework](#).

Opportunities to develop capability are provided through the development programs coordinated by internal providers of professional development. See the [Training and Development website](#) for more information.

Qualifications and Capability	
Qualifications and other credentials	
1.	A doctoral qualification in Speech Pathology or equivalent. It is desirable that applicants have experience in Speech Pathology practice.
2.	Maintain membership and eligibility to practice with Speech Pathology Australia
Teaching, curriculum development and scholarship of teaching	
3.	A significant academic teaching profile in a relevant area in higher education, with evidence of design and delivery of innovative and quality learning environments
4.	The ability to manage a range of educational and administrative processes including planning, marketing, and continuous quality improvement of programs and courses.
Research	
5.	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
Academic leadership/service	
6.	Evidence of ability to think and act strategically, particularly in planning and decision making
7.	Strong interpersonal ability and communication skills including: -Strong relationship management experience including negotiation and liaison skills with a range of people at different levels and from different cultures; -Ability to work with others to achieve outcomes and continual improvement, including the ability to lead and implement change, and to lead and motivate staff.
Core Competencies	
8.	Live ACU's Mission, Vision and Values: 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.	Coach and Develop: Coach and develop self and others through setting clear expectations, managing performance and developing required capabilities to establish a culture of learning and improvement.
10.	Be Responsible and Accountable for Achieving Excellence: Take personal accountability for achieving the highest quality outcomes through understanding the ACU context, self-reflection, and aspiring to and striving for excellence.
Other attributes	
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.