

POSITION DESCRIPTION – ACADEMIC

POSITION INFORMATION

Position Title	Senior Lecturer in Social Work		
Faculty	Faculty of Health Sciences		
School	School of Allied Health		
Nominated Supervisor	Assistant Deputy Head of School	Campus/Location	Brisbane, Canberra or Strathfield
Academic Level	Level C	Academic Career Pathway	Teaching and Research
CDF Achievement Level	2 Management (Line)	Work Area Position Code	
Employment Type	Full-time, Continuing	Date reviewed	13/08/2019

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.*

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 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 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
- 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.

ABOUT THE FACULTY OF HEALTH SCIENCES

The Faculty of Health Sciences is located across six campuses of Australian Catholic University and is one of the largest faculties of Health Sciences in Australia. The Faculty is structured into three Schools and there are three University priority research centres based in the Faculty:

The Schools are:

School of Nursing, Midwifery and Paramedicine (National)

School of Allied Health (National)

School of Behavioural and Health Sciences (National)

The University is committed to quality research in the following areas:

- **common good and social justice** – cross-disciplinary research in the liberal arts and social sciences that enhances the social and cultural well-being of communities
- **health** – research that progresses the quality of health care, especially for the vulnerable
- **education** – research concerned with quality, equity and diversity in education with emphases on leadership, numeracy, literacy, Indigenous and religious education
- **theology and philosophy** – research concerned with the elucidation, development and expression of Catholic intellectual thought.

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.

ABOUT THE SCHOOL OF ALLIED HEALTH

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

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

POSITION PURPOSE

The Social Work Discipline at ACU offers a Bachelor of Social Work (pass and honours) and a Master of Social Work (qualifying) on each of three campuses (Brisbane, Canberra, Sydney). These programs were fully re-accredited by the Australian Association of Social Workers in 2018. Full course details are on the ACU website www.acu.edu.au/courses

The Senior Lecturer provides academic leadership in teaching through the development, coordination, implementation and evaluation of the social work programs and curriculum. As a senior member of the Social Work team, the incumbent will play a key role in achieving excellence in social work education at ACU and ensuring the integration of theory, research and practice in the

preparation of students for professional social work practice. The Senior Lecturer also contributes to the development of social work knowledge through research and publication.

Aboriginal and Torres Strait Islander applicants are encouraged to apply.

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 a 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"> • Develop, teach and coordinate units at undergraduate and postgraduate levels as appropriate; • Assess students enrolled in social work degree programs; • Contribute to academic planning and development, rationalisation of courses and coordination of programs; • Actively contribute in the accreditation and review of existing programs, and curriculum development; • Build relationships within the professional community to support student professional practice experiences and provide, when needed, supervision to social work students undertaking field placements; • Participate in School, Faculty and University committees and related activities as appropriate; • Be actively involved in professional proceedings within the Faculty and the University; and; • Maintain professional competency in social work. 	<ul style="list-style-type: none"> • Collaborate Effectively • Communicate with Impact. • Coach and Develop. • Deliver Stakeholder Centric Service • Be Responsible and Accountable for Achieving Excellence.
Research	<ul style="list-style-type: none"> • Engage in a program of research, achieving outputs and impact in line with standards for the appointment level and discipline; • Provide academic leadership in Social Work research and scholarship; and; • Supervise research students 	<ul style="list-style-type: none"> • Coach and develop • Collaborate effectively
Academic Leadership and Service'	<ul style="list-style-type: none"> • Academic leadership in course coordination and review; • Convening national teams engaged in the development, delivery and review of units, employing a range of teaching modes; • Provide leadership in learning, teaching and field education initiatives to enhance the student experience and practice readiness; • Develop and maintain relationships with external organisations and community engagement partnerships. 	<ul style="list-style-type: none"> • Collaborate Effectively • Be Responsible and Accountable for Achieving Excellence • Know ACU Work Processes and Systems • Deliver Stakeholder Centric Service

SELECTION CRITERIA

Qualifications and Capability		Selection Criteria
Qualifications and other credentials		
1.	A social work professional qualification and a post-qualification higher degree (Doctor of Philosophy or Clinical Doctorate) in Social Work or closely related field.	Yes
2.	Full membership or eligibility for full membership of the Australian Association of Social Work.	Yes
3.	Substantial social work professional practice experience in human service organisations.	Yes
Teaching, curriculum development and scholarship of teaching		
4.	Demonstrated capacity to implement effective teaching and learning at the higher education level. Evidence of initiative or innovation in practice which contributes to supporting students and creating inclusive learning environments.	Yes
5.	Demonstrated understanding of the nexus between teaching, research and scholarship in approaches to teaching and learning.	Yes
Research		
6.	Demonstrated excellence in research and a strong research profile.	Yes
7.	Ability to supervise research students.	Yes
Academic leadership/service		
8.	Demonstrated ability to lead teams and projects by working collaboratively with internal and external stakeholders, effectively utilizing available expertise and pursuing excellent outcomes.	Yes
9.	An ability to take personal responsibility for achieving high quality outcomes in a team environment, utilizing self-reflection, understanding of organisational context and an aspiration for excellence.	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
11.	Demonstrated high level of skills in written and oral communication and information literacy;	Yes
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 or obtain a valid working with children clearance for the State or Territory in which the position is located.	Yes