

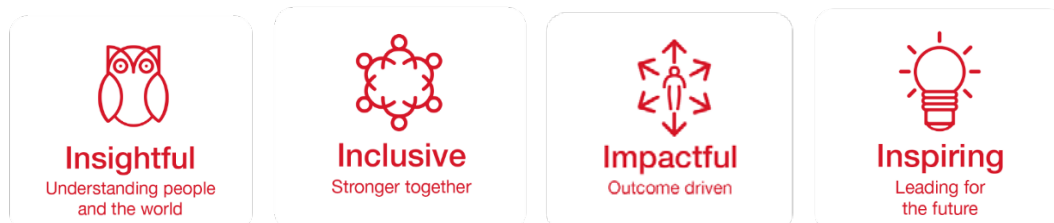
## Scholarly Teaching Fellow/ Associate Lecturer/ Lecturer in Indigenous Australian Studies

School of Indigenous Australian Studies  
Faculty of Arts and Education

This is an identified position and applications are sought from Indigenous Australians pursuant to Section 14 of the Anti-Discrimination Act 1977 (NSW).

Classification	Level A/B
Delegation Band	<a href="#">Delegations and Authorisations Policy (see Section 3)</a>
Special Conditions	Travel and weekend work may be required
Nature of Employment	Continuing
Workplace Agreement	<a href="#">Charles Sturt University Enterprise Agreement</a>
Date Last Reviewed	October 2019

### Our University Values



### Our Core Competencies

Charles Sturt University (CSU) staff are expected to demonstrate the following competencies:

#### **Set Direction and Deliver Results**

- Creating and innovating.
- Delivering results and meeting customer expectations.
- Entrepreneurial and commercial thinking.

#### **Collaborate with Impact**

- Relating and networking.
- Working with people.
- Persuading and influencing.

#### **Lead Self and Others**

- Adhering to principles and values.
- Deciding and initiating action.
- Adapting and responding to change.

## Faculty of Arts and Education

The Faculty of Arts and Education is one of three Faculties within the University. Eight Schools and Centres offer a diversity of courses in education, communication, creative industries, social work and human services, library and information studies, theology, humanities, Indigenous Australian studies, and Islamic studies.

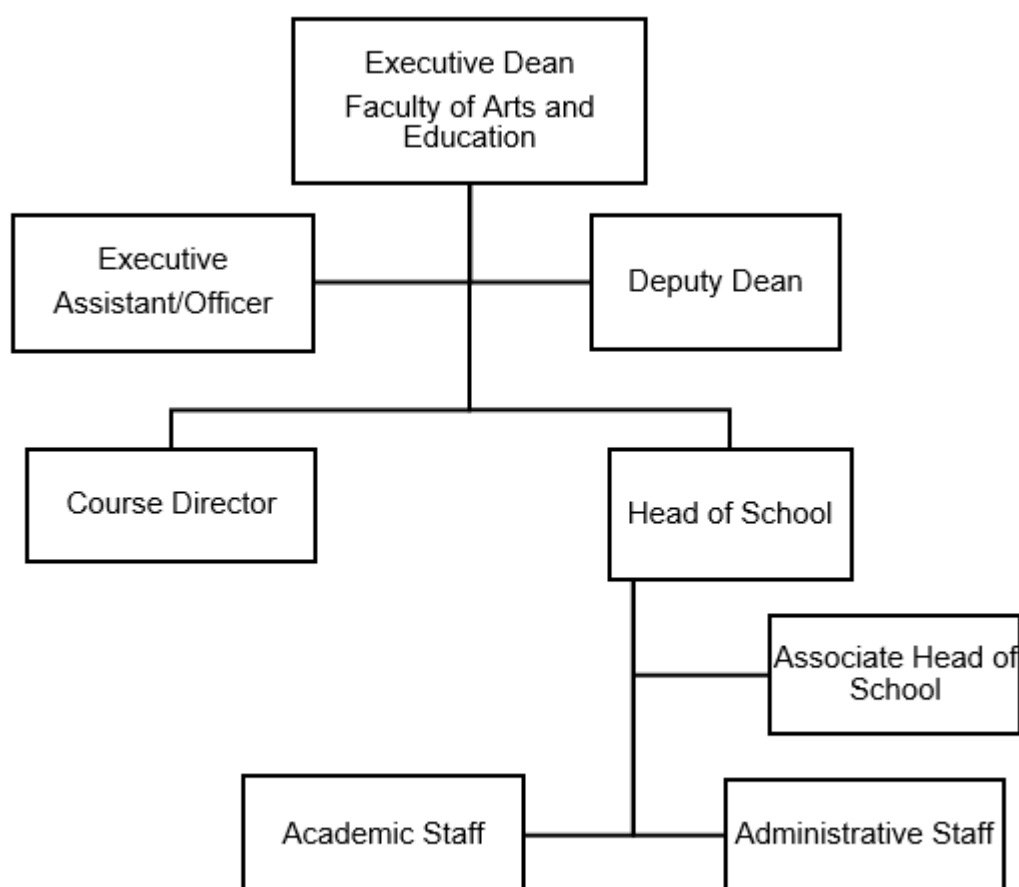
With approximately 9,000 online students and 3,000 on-campus students, the Faculty is an innovator in online and blended learning modes. Over 200 academic staff deliver distinctive courses and are supported by a skilled team of professional staff. On-campus courses are delivered at the University's Wagga Wagga, Albury-Wodonga, Bathurst, Dubbo, and Port Macquarie campuses, and at other locations including Sydney and Canberra.

Academic staff within the Faculty undertake high quality, impactful research that engages with governments and professional organisations, nationally, internationally and in regional communities, ensuring excellent supervision for Higher Degree Research students.

The School of Indigenous and Australian Studies is located on the Dubbo campus and develops, delivers and promotes Indigenous Australian Studies to all students studying at CSU. The School develops research and consultancy links with local communities, institutions, services, and agencies, together with national and international scholarly communities.

The School's website can be viewed at <https://arts-ed.csu.edu.au/schools/indigenous-aust-studies>

## Organisational Chart



## Reporting Relationships

This position reports to: Head, School of Indigenous Australian Studies

This position supervises: Nil

## Key Working Relationships

- Head of School
- Associate Head of School
- Academics

## Position Overview

The position will be required to actively engage in teaching, research, and curriculum development related to Indigenous Studies. The appointee will be responsible for teaching a range of Indigenous-related subjects, and it will be expected that multiple teaching methods (face to face and online delivery) methods are utilised. The appointee will participate in the administration and ongoing curriculum development and progress an active research profile that aligns with both the University and Schools direction.

## Principal Responsibilities at Level A

1. Apply CSU learning and teaching methodologies, processes, technologies and tools to deliver high-quality student-centered learning opportunities in the relevant discipline and as required to meet the teaching needs of the University. Achieve excellence in teaching in a range of delivery modes, which may include face to face and online teaching and assessment;
2. Build professional relationships with students and provide timely and appropriate consultation and feedback;
3. Actively contribute to high performing multi-disciplinary teams with an outcome focus and the development of a respectful, trusting and collaborative working environment;
4. Provide discipline expertise, as appropriate, in the convening, coordination, and delivery of subjects and/or courses.
5. Develop and maintain a sound and current knowledge and understanding of discipline area through industry engagement and/or scholarly activities or similar;
6. Conduct, under supervision, ethical, high-quality research and contribute to knowledge through scholarship, publication, and presentation.
7. Build networks and form relationships with internal and external researchers and stakeholders, as appropriate.
8. Build a record of research/creative work which contributes to the development of the discipline whilst maintaining up-to-date research records within CSU's research database;
9. Undertake larger projects that enhance curricula and that is a particular benefit to the School or discipline or projects that investigate practice in university teaching/curricula;
10. Actively contribute to the governance, marketing and promotion, and administrative activities to facilitate the work of the Faculty/School;
11. Other duties appropriate to the classification as required.

## Principal Responsibilities at Level B

1. Apply CSU learning and teaching methodologies, processes, technologies and tools to deliver high-quality student-centered learning opportunities in the relevant discipline and as required to meet the teaching needs of the University. Achieve excellence in teaching in a range of delivery modes, which may include face to face and online teaching and assessment.
2. Build strong professional relationships with students and provide timely and appropriate consultation and feedback.
3. Actively contribute to collaborative processes to design, deliver and continually improve high-quality courses and learning experiences for students including the giving and receiving of constructive feedback.
4. Actively contribute to high performing multidisciplinary teams with an outcome focus and the development of a respectful, trusting and collaborative working environment.
5. Provide leadership and management, as appropriate, in the convening, coordination, and delivery of subjects and/or courses. This may include coordinating and/or leading other staff including casual academic staff.
6. Proactively develop and foster relationships with a range of stakeholders including community, government departments, and professional bodies.
7. Maintain a sound and current knowledge and understanding of the relevant discipline through industry engagement and/or scholarly activities or similar.
8. Conduct ethical, high-quality research and contribute to knowledge through scholarship, publication, and presentation and execute a research plan that aligns with CSU's Research Plan and objectives including pursuing funding opportunities.
9. Identify and create opportunities for collaborative research projects with internal and external researchers and stakeholders.
10. Continue to build a record of research/creative work which contributes to the development of the discipline whilst maintaining up-to-date research records within CSU's research database.
11. Provide leadership and foster partnerships with the professions that bring direct benefit to the strategic work of the University, in terms of teaching, workplace learning, course profile and/or areas of research strength.
12. Undertake larger projects that enhance curricula and that are of particular benefit to the School or discipline or projects that investigate practice and university teaching/curricula.
13. Actively contribute to the governance, marketing and promotion, and administrative activities to facilitate the work of the Faculty/School.
14. Other duties appropriate to the classification as required

## Physical Capabilities

- The incumbent may be required to:
- Work in other environments beyond the school such as other campuses as well as possible car and air travel. It will include work with a diverse range of staff, students and community members.
- On occasion drive a university vehicle distances up to 500kms per day within the terms of the University's Driving Hours Guidelines and Policy available at:  
<https://policy.csu.edu.au/document/view-current.php?id=184>.
- Sit for long periods at a computer desk.
- Stand for long periods giving lectures/teaching.

## **Selection Criteria**

Applicants are expected to address the selection criteria when applying for this position.

### **Essential Criteria for Appointment at Level A**

- A. Must be an Indigenous Australian.
- B. Demonstrates a level of knowledge and understanding of Indigenous Australian cultures and societies appropriate to the position and the ability to communicate sensitively and effectively with Indigenous Australian people, including the requirement for genuine consultation and negotiation.
- C. An honours degree or higher; an extended professional degree; a postgraduate diploma appropriate to the relevant discipline area; or equivalent accreditation and standing.
- D. Capacity to undertake, under supervision, teaching and/or research or professional activity;
- E. Capacity and demonstrated commitment to the delivery of high-quality student-centered learning and teaching.
- F. Sound knowledge and understanding of the discipline area gained through industry experience and/or scholarly activities or similar;
- G. Demonstrated capacity to utilise and embrace current and emerging technologies to achieve work objectives.

### **Desirable Criteria for Appointment at Level A**

- H. Masters or Doctoral qualification appropriate to the discipline of Indigenous Australian studies.
- I. Commitment to undertake professional development, including where appropriate, higher degree study, to enhance skills in teaching and/or research/creative works or professional activity.
- J. Demonstrated ability to build strong partnerships, networks, and relationships to achieve work objectives.

### **Essential Criteria for Appointment at Level B**

- A. Must be an Indigenous Australian.
- B. Demonstrates a level of knowledge and understanding of Indigenous Australian cultures and societies appropriate to the position and the ability to communicate sensitively and effectively with Indigenous Australian people, including the requirement for genuine consultation and negotiation.
- C. A doctoral or masters qualification appropriate to the relevant discipline or equivalent accreditation and standing.
- D. A record of research/creative works or professional activity relevant to the discipline, which demonstrates the capacity to make an autonomous contribution.
- E. Evidence of the delivery of high-quality student-centered learning and teaching.
- F. Sound knowledge and understanding of the discipline gained through industry experience and/or scholarly activities or similar.
- G. Demonstrated capacity to work both collaboratively and independently in a large complex academic setting with an outcome focus.
- H. Demonstrated capacity to utilise and embrace current and emerging technologies to achieve work objectives.

### **Desirable Criteria for Appointment at Level B**

- I. Demonstrated ability to build strong partnerships, networks, and relationships to achieve professional and team objectives.

## **Information for Prospective Staff**

### **Your Application**

E-recruitment is the method by which CSU manages its recruitment processes and it is preferred that all applications be lodged using this method. Please refer to [www.csu.edu.au/jobs/](http://www.csu.edu.au/jobs/).

If intending applicants are unable to access this website, please contact the HR Service Centre on 02 6338 4884.

### **Staff Benefits**

CSU is committed to providing an employment environment that fosters teamwork, innovation, reflective practice, continual learning, knowledge sharing and opportunities for staff to achieve their full potential. CSU

is committed to providing a flexible working environment that encourages employees to live a balanced lifestyle, combining work and family responsibilities.

To find out more: <http://www.csu.edu.au/jobs/working-with-us/benefits-and-rewards>.

### **Essential Information for Staff**

- All employees have an obligation to comply with all the University's workplace health & safety policies, procedures and instructions and not place at risk the health and safety of any other person in the workplace;
- All employees are required to be aware of and demonstrate a commitment to the principles of equal opportunity in the workplace;
- All employees are to ensure the creation and maintenance of full and accurate records of official University business adheres to the University's Records Management Policies; and
- All employees are expected to undertake an induction program at commencement.

Further information regarding the policy and procedures applicable to Workplace, Health and Safety and Equal Opportunity can be found on the CSU website <http://www.csu.edu.au/division/hr/>.

Further information regarding the policies and procedures of CSU can be found in the CSU Policy Library at <https://www.csu.edu.au/about/policy>.

The following links are listed from the [CSU Policy Library](#) on relevant specific policies:

- [Code of Conduct](#)
- [Staff Generic Responsibilities Policy](#)
- [Delegations and Authorisations Policy](#)
- [Outside Professional Activities Policy](#)
- [Intellectual Property Policy](#)