

Lecturer in Social Work

School of Humanities and Social Sciences

Faculty of Arts and Education

Classification	Level B
Delegation Band	Delegations and Authorisations Policy (see Section 3)
Nature of Employment	Fixed term or Continuing
Workplace Agreement	Charles Sturt University Enterprise Agreement
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

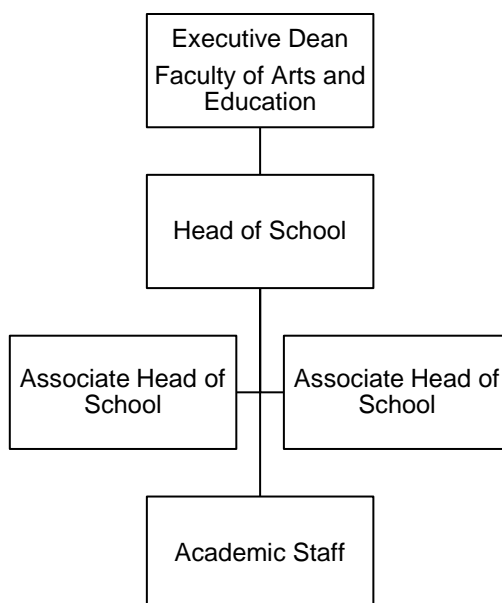
The Faculty of Arts and Education is one of three Faculties within the University. Eight Schools and Centres offer a diversity of courses in education, communication, creative industries, social work and human services, library and information studies, theology, humanities, Indigenous Australian studies 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 Humanities and Social Sciences promotes critical thinking and positive community change in the study areas of Social Work and Human Services, Social Sciences as well as Humanities. The School supports community engagement activities including projects in regional health, disability services, community development and gerontology.

Organisational Chart



Reporting Relationships

This position reports to: Head of School
This position supervises: Nil

Position Overview

The successful candidates will join a team engaged in teaching in a range of degree programs that prepare students for careers in social work and human services in areas such as mental health, ageing, child and family practice and Australian Indigenous welfare. This variety means that the appointees have the opportunity to teach accredited subjects to social work students as well as related subjects to students in degrees within the human services and to both on-campus and online students at undergraduate and postgraduate levels. The appointees are also expected to demonstrate excellence in both student engagement, community and industry relations, and research as appropriate to the position.

The Lecturer in Social Work/Human Services will provide academic leadership in the Faculty of Arts and Education to ensure excellence in teaching and learning and research at both undergraduate and postgraduate levels. It is expected that appointees will advance the standing of the Faculty by providing a contribution to academic administration, curriculum development, program coordination and working collaboratively across the Faculty and with external partners where appropriate.

Principal Responsibilities

- Apply CSU learning and teaching methodologies, processes, technologies and tools, to deliver and lead high quality student centred 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;
- Teach social work and human service subjects across a range of specialisations such as working with individuals, couples and families, group work and community development, child, youth and family practice, domestic violence, social work with Aboriginal and Torres Strait Islanders, migration and population displacement, mental health, disability, healthy ageing, workplace learning (field education), social advocacy and government policy;
- Support and liaise with the relevant course director for any course related matters;
- Build strong professional relationships with students, providing timely and appropriate consultation and giving and receiving constructive feedback;
- Engage collaboratively with university colleagues and other stakeholders to explore and implement ways of positively enhancing the learning experiences for our students;
- Actively contribute to high performing multi-disciplinary teams with an outcomes focus, through participation and development of a respectful, trusting and collaborative working environment;
- Provide leadership and management, as appropriate in the convening, coordination and delivery of subjects and/or courses, as required. This may include coordinating and/or leading other staff including sessional academic staff;
- Maintain sound and cutting edge knowledge, and understanding of the relevant discipline through original contributions to industry engagement or similar activities and/or research;
- 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.
- Identify and create opportunities for collaborative research projects with internal and external researchers and stakeholders.
- 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.

- Provide leadership and foster partnerships with the professions and industry bodies that bring direct benefit to the strategic work of the university, in terms of teaching, workplace learning, course profile, policy and practice;
- Actively contribute to the governance, marketing and promotion, and administrative activities to facilitate the work of the Faculty/School;
- Undertake other duties appropriate to the classification, and as required.

Capabilities

- Demonstrated ability to be adaptive and accepting of new ideas, and a willingness to approach new challenges and adjust plans to meet new priorities.
- The ability to work harmoniously and constructively with other members of the university
- Ability to coordinate, lead and motivate others in the achievement of project goals or professional activities as appropriate to the discipline.
- Ability to carry out duties according to the university's values and Code of Conduct
- Possess the enthusiasm and energy to set and meet challenging objectives, and to organise resources in order to achieve outcomes in a timely manner

Physical Capabilities

- Physically able to perform sustained reading, writing and computing related activities including keyboard and mouse operations;
- This position may involve working in other environments and campuses. It will include work with a diverse range of staff, students and community members;
- Ability to, on occasions, travel in or drive a university vehicle to distances within the terms of the University's Driving Hours Guidelines and Policy.

Selection Criteria

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

Essential

- A. A doctoral or masters qualification relevant to the discipline or demonstrated equivalent accreditation, and standing and eligibility for membership of the Australian Association of Social Workers (AASW).
- B. A record of achievement relevant to the discipline area in the scholarship of teaching, and/or research, and/or professional activity;
- C. Evidence of, and a demonstrated commitment to the delivery of high quality student centred learning and teaching;
- D. Significant knowledge and understanding of the discipline gained through industry experience and/or scholarly activities, or similar;
- E. Demonstrated capacity to utilise and embrace current and emerging technologies to achieve work 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/.

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 on commencement.

Further information regarding the policy and procedures applicable to Occupational 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 [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](#)