

POSITION DESCRIPTION – ACADEMIC

POSITION INFORMATION

Position Title	Associate Professor of Politics		
Faculty	Faculty of Education and Arts		
Institute	Institute of Humanities and Social Sciences		
Nominated Supervisor	Director, Institute for Humanities and Social Sciences	Campus/Location	St Patrick's, Melbourne
Academic Level	D	Academic Career Pathway	Research only
CDF Achievement Level	# <i>HR to assign</i> 1 All Staff 2 Management (Line) 2 Management (Middle) 2 Management (Senior) 3 Executive Leadership#	Work Area Position Code	# <i>HR to assign</i>
Employment Type	Continuing	Date reviewed	

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.*

ACU offers a welcoming environment for everyone. At the same time, we are 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: we seek to integrate 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 that has grown rapidly in recent years. We're young, but we are making our mark: ranking among the top universities worldwide in selected areas of research

priority. We have seven campuses in 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 organization, it's what you do that defines who we are.

We value staff, offering excellent leave and employment conditions, and we foster work environments where staff have the ability to grow and develop. We continue to invest in our facilities and workplaces, and 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 is headed by the Vice-Chancellor and President, who is supported by a Senior Executive Group comprised of

- Provost
- Chief Operating Officer & Deputy Vice-Chancellor
- Deputy Vice-Chancellor, Research
- Deputy Vice-Chancellor, Education and Innovation
- Vice-President
- Deputy Vice-Chancellor Coordination

In 2013 ACU developed a research intensification strategy designed to achieve excellence in a selected number of areas of strategic priority. Research excellence is measured through external assessments such as the Excellence in Research for Australia (ERA) outcomes and world university rankings (Shanghai ARWU; Times Higher Education; CWTS Leiden), particularly subject rankings where available. The outcome of the research intensification strategy has been a remarkable transformation in the research standing of the University. In the 2020 Times Higher Education World University Rankings, ACU has risen to the 351-400 band and sits in the 201-250 band for Arts and Humanities. In 2020, ACU also appeared in the CWTS Leiden Ranking for the first time and was the

leading Australian university in the Humanities and Social Sciences when ranked both by the proportion of papers in the top 5% most frequently cited (a scientific quality measure) and by the proportion of papers demonstrating interinstitutional collaborative publication.

ABOUT THE INSTITUTE OF HUMANITIES AND SOCIAL SCIENCES

Under Director Professor Joy Damousi, the recently-established Institute for Humanities and Social Sciences will support ACU's continued growth and success in the humanities and the social sciences. The Institute will consist of a number of research centres across the disciplines of History, Political Science, Sociology and Literature.

The Institute is currently recruiting Associate Professors in Political Science to continuing, research-only positions. * see explanation note.

Applications are welcome from outstanding scholars across subfields in Political Science with special preference for those whose research interests include comparative political economy, historical political economy, political development, and political behavior. Candidates who use quantitative methods are especially encouraged to apply. The position is open as to regional specialisation, including America.

Applicants should hold a Ph.D. in political science, economics, or a closely related discipline. Successful candidates will have a demonstrated record of conducting outstanding research appropriate to the level of Associate Professor in Political Science.

*Explanation note: These positions are not fixed-term but continuing, which, in the Australian context, means there is no end date and would normally continue until such time as the staff member resigns or retires.

POSITION PURPOSE

The successful applicants will be outstanding scholars of significant international standing in Political Science. They will publish high-quality research in leading international outlets that strengthens ACU's research reputation and positions the University as a sector leader in the discipline. In addition, the successful applicants will contribute to the research life of the Centre and Institute through leading collaborative grant applications, enhancing research partnerships, participating in research seminars, and attending conferences to disseminate the outcomes of their research. The successful applicants will attract and supervise Higher Degree Research students, advise on the development of research-related teaching initiatives and contribute to the

collegial culture of the University, consistent with the expectations of the duties of an Associate Professor.

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 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.

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| • Teaching, Curriculum Development and Scholarship of Teaching | • Research |
| | • Academic leadership/service. |

The position of Associate Professor will undertake academic activity in line with the research academic career pathway and academic level.

Key responsibilities

Broad area of academic activity	Key responsibilities specific to this position	Relevant Core Competencies (Capability Development Framework)
Research	<ul style="list-style-type: none"> • Conduct high-quality research of an outstanding standard through peer-reviewed publications in leading international outlets, including, where appropriate, jointly-authored publications; • Consult on, prepare and, as appropriate, submit research grant applications; • Provide high-quality supervision of Higher Degree Research students ; • Contribute to the intellectual and collegial life of the Research Centre for Social and Political Change and the broader Institute of Humanities and Social Sciences, including through interdisciplinary research and team projects, and by fostering and sustaining conversations across the different areas of the Institute . • Other duties as required appropriate to the level of appointment. 	<ul style="list-style-type: none"> • Be responsible and accountable for achieving excellence. • Communicate with impact. • Collaborate effectively. • Adapt to and lead change.

QUALIFICATIONS AND CAPABILITY OF THE POSITION HOLDER

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 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.

In recruiting and selecting a candidate for the position, a subset of the qualifications and capability will form the Selection Criteria, **to a maximum of 10**.

Qualifications and Capability		Selection Criteria?
Qualifications and other Research credentials		
1.	An outstanding and sustained track record of research achievement as evidenced by a consistent profile of excellent peer-reviewed publications in leading international outlets in Political Science.	Yes
2.	A successful track record of supervision of Higher Degree Research students and the ability to contribute to best practice in research training.	Yes
3.	Demonstrated ability to provide effective and collegial leadership of a collaborative research team, including through international partnerships	Yes
4.	Demonstrated capacity to attract external research grant funding	Yes
5.	Demonstrated ability to engage a wide public audience and promote the University's strength in political science.	Yes
Core Competencies		
6.	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.	Yes
Other attributes		
7.	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