



# Position Description

## Associate Lecturer in Indigenous Australian Studies

School of Indigenous Australian Studies

Faculty of Arts and education

**Classification** Level A

**Special conditions** Travel may be required

**Workplace agreement** [Charles Sturt University Enterprise Agreement](#)

**Date last reviewed** August 2024



## Faculty of Arts and Education

### School of Indigenous Australian Studies

[The School of Indigenous Australian Studies](#) (SIAS) teaches two core Indigenous Australian studies foundation subjects. These subjects are compulsory in over 55 courses across the three faculties of Charles Sturt University. Each year, the school teaches over 3000 students online and on-campus.

Our academics also co-design, co-teach, and co-convene Hybrid Indigenous Australian studies subjects in:

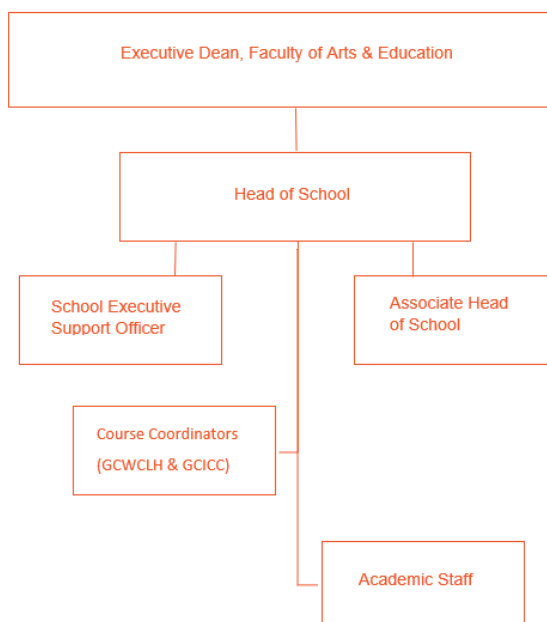
- Allied Health
- Environmental Management
- Law and Justice
- Education.

SIAS provides leadership in curriculum design and guidance in Indigenous Australian studies across multiple disciplines in undergraduate and post-graduate course work.

The Head of SIAS is the Chair of the University's Indigenous Board of Studies. This Board is the key quality assurance and approval body for all Indigenous Australian studies subjects and content at Charles Sturt.

SIAS hosts the Graduate Certificate in Wiradjuri Language, Culture, and Heritage. The intellectual, cultural, spiritual and language leadership of Dr. Uncle Stan Grant Snr governs and protects the integrity of this program.

### Organisational chart





## Reporting relationship

**This position reports to:** Head of School

**This position supervises:** Nil

## Key working relationships

- Head of School
- Associate Head of School
- Academic staff

## Position overview

Associate Lecturers will actively engage in teaching, research and curriculum development related to Indigenous Australian 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) are utilised. The appointee will participate in administration and ongoing curriculum development and progress an active research profile that aligns with both the University and School direction.

## Principal responsibilities

- **Values:** Consistently embody the University's values in behaviour and decision-making, while encouraging inclusivity and collaboration to foster a safe and respectful work environment.
- Apply Charles Sturt learning and teaching methodologies, processes, technologies, and tools to deliver high-quality student-centred learning opportunities in Indigenous Australian Studies and as required to meet the teaching needs of the University.
- Achieve excellence in teaching in a range of delivery modes, including online and face to face teaching and assessment.
- Actively contribute to collaborative processes to design, deliver and continually improve high quality courses and subjects for students including the giving and receiving of constructive feedback.
- Promote and uphold the values of academic citizenship by serving on academic committees and contributing to broader academic community through service and engagement.
- Maintain a sound and current knowledge and understanding of the relevant discipline through industry engagement and/or scholarly activities or similar.
- Conduct ethical, high-quality research and contribute to knowledge through scholarship, publication and presentation.
- Other duties appropriate to the classification as required.



## Required capabilities

This section comprises capabilities from the Charles Sturt [Capability Framework](#). Read the Framework for more detail regarding these capabilities.

Capability	Capability Definition	Level of influence
<b>Innovates</b>		
<b>Navigates Complexity</b>	Adjusts and responds effectively to new or unexpected situations, challenges, or opportunities whilst developing strategies to manage wellbeing in a challenging environment.	Influence self
<b>Creates Innovative Solutions</b>	Uses methodologies that open up creative thinking and transform ideas into actionable plans and strategies. Reflects on outcomes and drives ongoing improvement.	Influence self
<b>Optimises Digital Environment &amp; Data</b>	Builds own knowledge of new technologies, adopts appropriately, and uses data to draw insightful conclusions.	Influence self
<b>Connects</b>		
<b>Builds Relationships</b>	Implements interdisciplinary collaboration, adopts diversity and inclusion principles, and facilitates relationship building to work effectively with others.	Influence self
<b>Creates Alignment</b>	Aligns behaviours with values, recognises interconnectedness in the environment and takes effective action.	Influence self
<b>Achieves</b>		
<b>Manages Change</b>	Assumes responsibility for change. Supports change initiatives, builds knowledge to understand purpose and impact. Supports others to engage with change to deliver outcomes.	Influence self
<b>Optimises Outcomes</b>	Consistently achieves desired results as evidenced through measurement. Recognises accomplishments by praising achievements and sharing success stories to promote learning.	Influence self

## Physical capabilities

The incumbent may be required to perform the following.

- Work in other environments beyond your base campus, such as other campuses.
- On occasion drive a vehicle within the terms of the university's [Driver Safety Guidelines](#).



## Selection criteria

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

### Essential

- A. Identify as an Indigenous Australian; demonstrate a level of knowledge and understanding of Indigenous Australian cultures and societies appropriate to the position; including lived experience and understanding of the issues affecting people in contemporary Australian society and the diversity of circumstances of Aboriginal and Torres Strait Islander people.
- B. Demonstrated communication and negotiation skills to considerately and effectively work with relevant stakeholders on matters relevant to the delivery of quality higher education to both Indigenous and non-Indigenous students.
- C. An honours degree or higher; an extended professional degree; a postgraduate diploma appropriate to the discipline; or equivalent accreditation and standing.
- D. Enrolment in HDR studies in the field of Indigenous Australian Studies.
- E. Capacity and demonstrated commitment to the delivery of high-quality student-centred learning and teaching.
- F. Sound knowledge and understanding of Indigenous Australian Studies gained through industry experience and/or scholarly activities or similar.
- G. Demonstrated high level communication and interpersonal skills including influencing, negotiating, presenting, active listening and the giving and receiving of constructive feedback.