

POSITION INFORMATION

Position Title	Associate Professor and Deputy Head, Thomas More Law School		
Faculty	Faculty of Law and Business		
School	Thomas More Law School		
Nominated Supervisor	Dean of Law	Campus/Location	North Sydney
Academic Level	Academic Level D	Academic Career Pathway	Teaching and Research
CDF Achievement Level	2 Management (Senior)	Work Area Position Code	
Employment Type	Full-time Continuing	Date reviewed	13 November 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 got 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 and Deputy Vice-Chancellor (Academic)
- Chief Operating Officer & Deputy Vice-Chancellor (Administration)
- Deputy Vice-Chancellor (Research)
- Deputy Vice-Chancellor (Education and Innovation)
- Deputy Vice-Chancellor (Coordination)
- Vice 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 LAW AND BUSINESS

The Faculty of Law and Business was established on 1 January 2014 following the merger of the former Faculty of Business and Thomas More Law Academy.

Consisting of two key schools, the Thomas More Law School and the Peter Faber Business School, the Faculty provides both undergraduate and postgraduate degree programs across Law and Business.

The Faculty is staffed by a dedicated, nationally and internationally recognised team of academics whose teaching and research is supported by their active involvement in their professions and their international research collaborations.

Students are valued as individuals and academics are directly involved with students' academic development. The Faculty aims to equip our graduates with the necessary skills to become leaders in their chosen profession, and in the community. We emphasise the ethical, social and environmental duties of the modern lawyer and business leader, and all our undergraduates undertake community engagement activities such as pro bono placements.

ABOUT THE THOMAS MORE LAW SCHOOL

The Thomas More Law School's teaching and research is rigorous, global, practical, and ethical. Our graduates, working in legal practice, in business, in government, and in the community play an essential role in promoting and upholding the rule of law in Australia and across the world.

Our research supports the core values of the university and has a focus on Human Rights and Commercial Law.

The School operates over two campuses in Melbourne and North Sydney and offers a range of undergraduate and postgraduate programs, including the Graduate Diploma in Migration Law and Practice.

POSITION PURPOSE

The Thomas More Law School is seeking to appoint an exceptional Associate Professor and Deputy Head with demonstrated capacity to provide dynamic leadership. As a key leadership role within the Faculty, the Deputy Head will work collaboratively with the Dean, Thomas More Law School to ensure overall coherence of state-based operations and national University priorities.

Assisting the Dean, Thomas More Law School, the Deputy Head will support the development and implementation of strategies for learning and teaching, research and research training, partnerships and collaborations to support the future viability of the School. The position represents the School within a campus-based setting through strategic partnerships and collaborations with other agencies, educational institutions, external communities and stakeholders.

The position of Associate Professor is classified as Teaching and Research Academic Career Pathway. In addition to the academic role of Associate Professor, the successful candidate will hold the position of Deputy Head for an initial period of 24 Months. The position of Deputy Head may be renewed on completion.

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.

- 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"> • Contribute to the development, implementation, accreditation and promotion of the School's courses and programs. • Undertake supervision, mentoring and workload allocation for academic staff, including sessional and casual staff. • Facilitate excellence, quality assurance, and innovation in learning and teaching. 	<ul style="list-style-type: none"> • Be Responsible and Accountable for Achieving Excellence • Make Informed Decisions
Research	<ul style="list-style-type: none"> • Facilitate and contribute to excellence in research, research impact and engagement, and research training. 	<ul style="list-style-type: none"> • Collaborate Effectively • Adapt to and Lead Change • Coach and Develop

Broad area of academic activity	Key responsibilities specific to this position	Relevant Core Competencies (<u>Capability Development Framework</u>)
Academic Leadership and Service	<ul style="list-style-type: none"> Represent the School and build effective partnerships with internal and external stakeholders including links between the School and industry partners. Contribute to the financial management of the School through relevant financial delegations. Contribute to the performance of the School in relation to Learning and Teaching, Teaching and Research and Research Training, and Community Engagement in the context of organisational strategies. Engender commitment to the Catholic intellectual tradition through a strong focus on social justice and the common good in the activities of the Thomas More Law School. 	<ul style="list-style-type: none"> Adapt to and Lead Change Coach and Develop

SELECTION CRITERIA

Qualifications and Capability	
Qualifications and other credentials	
1.	A PhD and LLB or equivalent
Teaching, curriculum development and scholarship of teaching	
2.	Outstanding leadership in learning and teaching, including curriculum development and implementation, quality assurance, accreditation, and innovation.
Research	
3.	Outstanding track record in legal research with recognition at a national or international level.
4.	Demonstrated capacity to lead ERA and Impact and Engagement Agendas in research.
Academic leadership/service	
5.	Strong interpersonal and communication skills, including the ability to work with others to achieve outcomes and continual improvement, together with the ability to lead and implement change and motivate staff in a supportive and inclusive environment.
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.

Qualifications and Capability	
7.	Demonstrated capacity to display openness and resilience, inspire others to change and act to make change happen with ACU's interests, strategic goals and Mission at the heart of all outcomes.
8.	Demonstrated ability to coach and develop self and others through setting clear expectations, managing performance and developing required capabilities to establish a culture of learning and improvement.
Other attributes	
9.	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.