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| **College/Division:** | College of Arts & Social Sciences |
| **Faculty/School/Centre:**  | School of Philosophy  |
| **Position Title:**  | Lecturer / Senior Lecturer / Associate Professor / Professor |
| **Classification:** | **Academic Level B, C, D or E** |

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| **PURPOSE STATEMENT:**A **Level B, C, D or E Academic** (**Research and Teaching)**.The School of Philosophy is seeking to further develop its world-class research profile and to help build and maintain its excellent teaching program by making two appointments. The appointees will be expected to make significant contributions to the research activities of the School and to teach one undergraduate course per year.KEY ACCOUNTABILITY AREAS:Position Dimension & Relationships: The appointees will be expected to undertake a significant role in conducting research of international standing; to actively contribute to teaching (by teaching one undergraduate course per year); to assist in the supervision of research students; to work collegially with other members of the School of Philosophy, both professional and academic staff, and within the ANU community; and to contribute generally to the intellectual life of the School through seminar and conference participation and involvement.**Role Statement:**Specific duties required of a **Level B** **Academic** may include:* undertaking research with a view to publishing original and innovative results through international refereed journals, to presenting research at academic seminars and national and international conferences, and collaboration with other academic staff both within and outside of the University;
* involvement in professional activities including attendance at conferences and seminars in the field of expertise;
* seeking external funding including the preparation of research proposal submissions to external funding bodies;
* contributing to teaching including the preparation and delivery of tutorials, lectures, practical classes, demonstrations, workshops, seminars, student field excursions, clinical sessions and/or studio sessions, acting as subject coordinators, marking and assessment; consultation with students, and the initiation and development of course/subject material with appropriate advice from and support of more senior staff.
* co-supervision, or where appropriate supervision, of major honours or postgraduate research projects within the field of the staff member's area of research;
* attendance at meetings associated with research or the work of the organisational unit to which the research is connected and/or departmental and/or faculty meetings and/or membership of a limited number of committees;
* a range of administrative functions;
* outreach to the community including prospective students, research institutes, government, the media and the public; and
* other duties as allocated by the supervisor or the Vice-Chancellor consistent with the classification of the position.

**Skill Base**A **Level B Academic** shall have qualifications and/or experience recognised by the institution as appropriate for the relevant discipline area.In many cases a position at this level will require a doctoral or masters qualification or equivalent accreditation and standing.In determining experience relative to qualifications, regard is had to experience in research, teaching experience, experience outside tertiary education, creative achievement, professional contributions and/or technical achievement. A Level B academic will be one with a demonstrated capacity for excellence in research.Specific duties required of a **Level C Academic** may include:* undertaking research with a view to publishing original and innovative results through international refereed journals, to presenting research at academic seminars and national and international conferences, and collaboration with other academic staff both within and outside of the University;
* significant involvement in professional activities nationally and internationally;
* seeking external funding including the preparation of research proposal submissions to external funding bodies;
* contributing to teaching including the preparation and delivery of tutorials, lectures, practical classes, demonstrations, workshops, seminars, student field excursions, clinical sessions and/or studio sessions, acting as subject coordinators, marking and assessment; consultation with students, and the initiation and development of course/subject material.
* supervision of major honours or postgraduate research projects including the supervision of the program of study of honours students and of postgraduate students engaged in course work;
* collaborating with other academic staff both within and outside of the University;
* undertaking a broad range of administrative tasks and professional practice within the School, the College and the wider ANU community at the direction of the Head of School. These contributions include, but are not limited to, attendance and participation in academic staff meetings, participation in curriculum and accreditation reviews and participation in committees in the wider university community;
* outreach to the community including prospective students, research institutes, government, the media and the public;
* other duties as allocated by the supervisor or the Vice-Chancellor consistent with the classification of the position.

**Skill Base**A **Level C Academic** will normally have advanced qualifications and/or recognised significant experience in the relevant discipline area. A position at this level will normally require a doctoral qualification or equivalent accreditation and standing.In determining experience relative to qualifications, regard shall be had to experience in research, teaching experience, experience outside tertiary education, creative achievement, professional contributions and/or to technical achievement.A Level C academic will be recognized as having made a significant contribution to research.Specific duties required of a **Level D Academic** may include:* undertaking research with a view to publishing original and innovative results through international refereed journals, to presenting research at academic seminars and national and international conferences, and collaboration with other academic staff both within and outside of the University;
* significant involvement in professional activities nationally and internationally;
* outstanding contribution to the profession, and/or discipline;
* seeking external funding including the preparation of research proposal submissions to external funding bodies;
* contributing to teaching including the preparation and delivery of tutorials, lectures, practical classes, demonstrations, workshops, seminars, student field excursions, clinical sessions and/or studio sessions, acting as subject coordinators, marking and assessment; consultation with students, and course coordination including the development of and responsibility for curriculum/programs of study.
* supervision of major honours or postgraduate research projects including the supervision of the program of study of honours students and of postgraduate students engaged in course work;
* collaborating with other academic staff both within and outside of the University;
* high level administrative functions;
* providing leadership through team development, mentoring and career development of academic staff and the performance management process;
* undertaking management responsibilities for an academic area; and
* other duties as allocated by the supervisor or the Vice-Chancellor consistent with the classification of the position.

**Skill Base**A **Level D Academic** will normally have advanced qualifications and/or recognised significant experience in the relevant discipline area. A position at this level will normally require a doctoral qualification or equivalent accreditation and standing.In determining experience relative to qualifications, regard shall be had to experience in research, teaching experience, experience outside tertiary education, creative achievement, professional contributions and/or to technical achievement.A Level D academic will be recognized as having made an outstanding contribution to research and to enjoy a significant international reputation.The specific duties required of a **Level E Academic** may include:* The conduct of research in Philosophy at the highest international level;
* fostering the research of other groups and individuals within the organisational unit and more broadly within the institution;
* preparation of research proposal submissions to external bodies both nationally and internationally including responsibility for the oversight of financial management of grants;
* management and leadership of large research projects of teams including supervision of research and administrative staff and other academic staff responsible to the Level E research-only academic;
* developing policy and being involved in administrative matters within the department or other comparable organisational unit and within the institution;
* significant participation and leadership in community and professional activities related to his/her disciplinary area, including involvement in commercial and industrial sectors where appropriate;
* considerable involvement in professional activities including attendance at conferences and seminars in the field of expertise;
* contribution to the teaching program in the field of the staff member’s research including the supervision of major honours or postgraduate research projects;
* attendance at meetings associated with research or the work of the organisational unit to which the research is connected and/or departmental and/or faculty meetings and a major role in planning;
* providing leadership through team development, mentoring and career development of academic staff and the performance management process;
* undertaking management responsibilities for an academic area; and
* other duties as allocated by the supervisor or the Vice-Chancellor consistent with the classification of the position.

**Skill Base**A **Level E Academic** will normally have a relevant doctoral qualification or equivalent accreditation and standing together with subsequent research experience. In determining experience relative to qualifications, regard shall be had to experience in research, teaching experience, experience outside tertiary education, creative achievement, professional contributions and/or to technical achievement.A Level E academic will be recognised as a leading authority in his or her area of research. |

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| **SELECTION CRITERIA:****Academic Level B** 1. PhD in Philosophy or a relevant cognate discipline.
2. Demonstrated track record to undertake research and evidence of a well-developed research agenda.
3. Evidence of high quality teaching.
4. Ability to supervise student research projects at the Honours and postgraduate levels.
5. Capacity to undertake effective administration and leadership at the School and College level.
6. Demonstrated ability to communicate and interact effectively with a variety of staff and students and the proven ability to promote, develop and maintain strong collaborative relationships both nationally and internationally.
7. Demonstrated ability to foster inclusive, respectful and productive working relationships with staff, students and colleagues at all levels.
8. A demonstrated high-level of understanding of equal opportunity principles and a commitment to the application of EO policies in a University context.

**Academic Level C**1. PhD in Philosophy or a relevant cognate discipline.
2. Demonstrated track record to undertake research and evidence of an active research agenda.
3. Demonstrated ability to teach effectively at all levels and evidence of the capacity to supervise undergraduate projects and doctoral and masters research students.
4. Willingness to apply for external funding to support the applicant's individual and collaborative research activities.
5. Capacity to undertake effective administration and leadership at the School and College level.
6. Demonstrated ability to communicate and interact effectively with a variety of staff and students and the proven ability to promote, develop and maintain strong collaborative relationships both nationally and internationally.
7. Demonstrated ability to foster inclusive, respectful and productive working relationships with staff, students and colleagues at all levels.
8. A demonstrated high-level of understanding of equal opportunity principles and a commitment to the application of EO policies in a University context.

**Academic Level D**1. PhD in Philosophy or a relevant cognate discipline, supported by an established international reputation.
2. Demonstrated track record to undertake internationally recognized research.
3. Demonstrated ability to teach effectively at all levels and evidence of the capacity to supervise undergraduate projects and doctoral and masters research students.
4. Willingness to apply for external funding to support the applicant's individual and collaborative research activities.
5. Demonstrated capacity for effective administration and leadership at the School and College level.
6. Demonstrated ability to communicate and interact effectively with a variety of staff and students and the proven ability to promote, develop and maintain strong collaborative relationships both nationally and internationally.
7. Demonstrated ability to foster inclusive, respectful and productive working relationships with staff, students and colleagues at all levels.
8. A demonstrated high-level of understanding of equal opportunity principles and a commitment to the application of EO policies in a University context.

**Academic Level E**1. PhD in Philosophy or a relevant cognate discipline, supported by an outstanding international reputation.
2. Demonstrated track record of undertaking research at the highest international level.
3. Demonstrated ability to teach effectively at all levels and evidence of the capacity to supervise undergraduate projects and doctoral and masters research students.
4. Willingness to apply for external funding to support the applicant's individual and collaborative research activities.
5. Evidence of disciplinary leadership, especially in areas of research innovation and public outreach.
6. A capacity to engage broadly across the discipline and with interdisciplinary colleagues.
7. Demonstrated ability to communicate and interact effectively with a variety of staff and students and the proven ability to promote, develop and maintain strong collaborative relationships both nationally and internationally.
8. Demonstrated ability to foster inclusive, respectful and productive working relationships with staff, students and colleagues at all levels.
9. A demonstrated high-level of understanding of equal opportunity principles and a commitment to the application of EO policies in a University context.
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| **References:** |
| [Academic Minimum Standards](https://services.anu.edu.au/human-resources/enterprise-agreement/schedule-4-minimum-standards-for-academic-levels-msal) |