

POSITION DESCRIPTION (ACADEMIC)

POSITION INFORMATION

Position Title	Senior Lecturer in Law		
Faculty	Faculty of Law and Business		
School	Thomas More Law School		
Nominated Supervisor	Dean of Law	Campus/Location	Brisbane
Academic Level	Level C	Academic Career Pathway	Teaching and Research
CDF Achievement Level	2 Management (Line)	Work Area Position Code	
Employment Type	Full-time continuing	Date reviewed	June 2020

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 OF 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 and 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.

Further information on the Faculty can be found at <https://www.acu.edu.au/about-acu/faculties-directorates-and-staff/faculty-of-law-and-business>

ABOUT THE THOMAS MORE LAW SCHOOL

The Thomas More Law School is one of Australia's most dynamic Law Schools, with campuses in North Sydney and Melbourne, expanding to Brisbane and Blacktown in 2021. Our aspiration is to be a national Law School with strong international links facilitated by an existing international network of Catholic law schools and an active presence at ACU's Rome campus.

The School's Law programs are global, ethical and practical in focus, built on our commitment to the rule of law, personal dignity, thriving communities and the common good. We have a strong practice program which includes mooting, negotiations, dispute resolution, and pro bono placements. Through pro bono work our students make a real contribution to the realisation of a just society whilst also developing essential legal and community engagement skills.

Through our undergraduate programs we aim to develop Law graduates with the knowledge, skills and confidence to make a valuable contribution to the legal profession today and into the future. We are actively growing our post graduate program to build on these strengths.

Our research strengths are in Human Rights, Commercial Law, and Law Reform, with a particular emphasis on the Asia Pacific. We are committed to developing strong collaborative research networks which will contribute to research excellence and impact.

POSITION PURPOSE

The Senior Lecturer will be the discipline lead at our Brisbane campus within the Thomas More Law School. The Senior Lecturer will support the launch of our law degree in Brisbane commencing 2021 and represent the Thomas More Law School in the university, the community and the profession.

The Senior Lecturer in Law, working closely with the Dean of Law and Deputy:

- represents the School and builds effective partnerships with internal and external stakeholders including the profession, pro bono partners, and accrediting bodies;
- supports student engagement and experience in Brisbane;
- supports and mentors academic staff in Brisbane;
- contributes to innovative blended learning and teaching;
- facilitates and contributes to excellence in research, research impact and engagement, and research training;
- promotes ACU and the Thomas More Law School to potential students.

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"> Developing innovation in the enhancement of engaging learning environments in the discipline of Law using various delivery methods. Developing effective practices in others (as a role model and through mentoring or coaching) to create supportive, inclusive learning environments. Sustaining a record of high quality, innovative teaching informed by reflective practice. 	<ul style="list-style-type: none"> Work with others to build the conditions for team effectiveness.
Research	<ul style="list-style-type: none"> Maintaining and developing coherent program of quality research including a sustained record of high-quality outputs of research aligned to the national and/or ACU research priorities. 	<ul style="list-style-type: none"> Be Responsible and Accountable for Achieving Excellence.
Academic Leadership and Service	<ul style="list-style-type: none"> Maintaining sustained and effective performance and demonstrated capacity for leadership in relation to strategically aligned external service and engagement activities, including with Pro Bono Partners and the legal profession. Making a significant contribution to and demonstrated ability to lead academic staff in line with strategic goals. Maintaining sustained and effective performance in relation to academic administration, research administration, quality improvement, risk management and/or governance which benefits the University. 	<ul style="list-style-type: none"> Plan and direct team activities on a daily basis with stakeholder impact in mind, community focus at the core and achievement of strategic objectives as the outcome. Manage and organise processes and systems to maximise work efficiencies and work effectiveness.

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 Level and 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 credentials		
1.	A PhD or equivalent	Yes
Teaching, curriculum development and scholarship of teaching		
2.	Sustained record of high quality, innovative teaching informed by reflective practice.	Yes
3.	Capacity for leadership and innovation in the enhancement of engaging learning environments at a course and discipline level using various delivery method	Yes
4.	Capacity to develop effective practices in others (as a role model and through mentoring or coaching) to create supportive, inclusive learning environments.	Yes
Research		
5.	Established coherent program of quality research including a sustained record of high-quality outputs of research aligned to the national and/or ACU research priorities.	Yes
Academic leadership/service		
6.	Significant contribution to and demonstrated ability to lead academic staff in line with strategic goals.	Yes
Core Competencies		
7.	Live ACU's Mission, Vision and Values: 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
8.	Adapt to and Lead Change: 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.	Yes
9.	Coach and Develop: Coach and develop self and others through setting clear expectations, managing performance and developing required capabilities to establish a culture of learning and improvement.	Yes
Other attributes		
10.	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