

## POSITION DESCRIPTION – ACADEMIC

### POSITION INFORMATION

<b>Position Title</b>	Lecturer in Social Work		
<b>Organisational Unit</b>	Faculty of Health Sciences		
<b>Functional Unit</b>	School of Allied Health		
<b>Nominated Supervisor</b>	Deputy Head of School, QLD	<b>Campus/Location</b>	McAuley, Brisbane
<b>Academic Level</b>	Level B	<b>Academic Career Pathway</b>	Teaching and Research
<b>CDF Achievement Level</b>	1 All Staff	<b>Work Area Position Code</b>	
<b>Employment Type</b>	Full-time, Continuing	<b>Date reviewed</b>	Oct 2018

### 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
- Chief Operating Officer & Deputy Vice-Chancellor
- Deputy Vice-Chancellor, Research
- Deputy Vice-Chancellor, Students, Learning and Teaching
- Vice President
- Pro Vice-Chancellor Assisting the Vice-Chancellor and 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 HEALTH SCIENCES**

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The Faculty of Health Sciences offers courses in biomedical science, clinical education, clinical exercise physiology, exercise and cancer, exercise science, health administration, healthcare simulation education, high performance sport, mental health, midwifery, nursing, nutrition science, occupational therapy, paramedicine, physiotherapy, psychology, public health, rehabilitation, social work and speech pathology.

Our vision is to provide caring and prepared graduates who promote health and prevent illness for Australia's health and sports industries, and provide quality healthcare for vulnerable communities such as the Indigenous, elderly and disabled.

The Schools are:

- School of Nursing, Midwifery and Paramedicine (National)
- School of Allied Health (National)
- School of Behavioural and Health Sciences (National)

The Faculty's courses are developed within the Catholic intellectual tradition with the goal of preparing graduates in health with an emphasis on social justice and equity, and sustainability.

Further information about the Faculty can be found at:

[http://www.acu.edu.au/about\\_acu/faculties\\_institutes\\_and\\_centres](http://www.acu.edu.au/about_acu/faculties_institutes_and_centres)

## **ABOUT THE SCHOOL OF ALLIED HEALTH**

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The National School of Allied Health is responsible for delivery of programs in four disciplines, on six of the University's campuses: Ballarat, Brisbane, Canberra, Melbourne, North Sydney and Strathfield:

- Occupational Therapy
- Physiotherapy / Rehabilitation
- Social Work / Human Services
- Speech Pathology

## SOCIAL WORK

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The Social Work Discipline at ACU offers a Bachelor of Social Work (pass and honours) and a Master of Social Work (qualifying) on each of three campuses (Brisbane, Canberra, Strathfield). These programs were fully re-accredited by the Australian Association of Social Workers in 2018. Full course details are on the ACU website [www.acu.edu.au/courses](http://www.acu.edu.au/courses).

### POSITION PURPOSE

Contributes to excellence in teaching and curriculum development in both the undergraduate and postgraduate Social Work courses. Undertake research that contributes to high quality, high impact publication outputs.

### POSITION RESPONSIBILITIES

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#### 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 Principles
- 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 ( <a href="#">Capability Development Framework</a> )
<b>Teaching, curriculum development and scholarship of teaching</b>	<ul style="list-style-type: none"> <li>• Teach at undergraduate and postgraduate levels as appropriate;</li> <li>• Assess students enrolled in social work degree programs;</li> <li>• Contribute to the management and administration of units and courses;</li> <li>• Actively contribute in the accreditation and review of existing programs, and curriculum development;</li> <li>• Provide, as needed, supervision to social work students undertaking field placements</li> <li>• Participate in School, Faculty and University committees and related activities as appropriate;</li> <li>• Be actively involved in professional proceedings within the Faculty and the University; and;</li> <li>• Maintain professional competency in social work</li> </ul>	<ul style="list-style-type: none"> <li>• Collaborate Effectively</li> <li>• Communicate with Impact.</li> <li>• Coach and Develop.</li> <li>• Deliver Stakeholder Centric Service</li> <li>• Be Responsible and Accountable for Achieving Excellence.</li> </ul>

Broad area of academic activity	Key responsibilities specific to this position	Relevant Core Competencies ( <a href="#">Capability Development Framework</a> )
<b>Research</b>	<ul style="list-style-type: none"> <li>• Undertake Social Work research and scholarship through collaborative partnerships with colleagues and the professional community;</li> <li>• Contribute to high quality, high impact research outputs;</li> <li>• Supervise research students</li> </ul>	<ul style="list-style-type: none"> <li>• Be Responsible and Accountable for Achieving Excellence.</li> <li>• Coach and develop</li> <li>• Collaborate effectively</li> </ul>
<b>‘Academic Leadership and Service’</b>	<ul style="list-style-type: none"> <li>• Academic leadership in unit review and development, utilising a range of teaching modes</li> <li>• Contribute collegially to the work of School, Faculty and University through active participation in academic activities including meetings, participation in committees and active involvement in events including open day and graduation;</li> <li>• Develop and maintain relationships with external organisations and community engagement partnerships.</li> </ul>	<ul style="list-style-type: none"> <li>• Collaborate Effectively</li> <li>• Be Responsible and Accountable for Achieving Excellence</li> <li>• Know ACU Work Processes and Systems</li> <li>• Deliver Stakeholder Centric Service</li> </ul>

## SELECTION CRITERIA

<b>Qualifications and Capability</b>	
<b>Qualifications and other credentials</b>	
1.	A PhD qualification in Social Work; or a Social Work degree with evidence of enrolment in and substantial progress toward completion of a higher degree and extensive experience in Social Work practice, or evidence which shows equivalence with appropriate qualifications.
2.	Full membership or eligibility for full membership of the Australian Association of Social Work.
3.	Demonstrated professional experience (at least 5 years) of social work practice in human service organizations.
<b>Teaching, curriculum development and scholarship of teaching</b>	
4.	Demonstrated high standard of interpersonal skills required to build and maintain positive relationships in a local campus and national social work academic team, within the School and University community.
5.	Demonstrated capacity to implement effective teaching and learning at the higher education level. Evidence of initiative or innovation in practice which contributes to supporting students and creating supportive, inclusive learning environments.
6.	Demonstrated understanding of the nexus between teaching and research in approaches to teaching and learning, and to research and scholarship.
<b>Core Competencies</b>	
7.	Demonstrated confidence and courage to achieve ACU's Mission, Vision and Values by connecting the purpose of one's work to the Mission, Vision and Values.
8.	Collaborate Effectively: Work collaboratively internally and externally to ACU to capitalise on all available expertise in pursuit of excellence.
9.	Communicate with Impact: Communicate with purpose. Gain the support of others for actions that benefit ACU. Negotiate for mutually beneficial outcomes that are aligned with the Mission, Vision and Values of the University.
10.	Be Responsible and Accountable for Achieving Excellence: Take personal accountability for achieving the highest quality outcomes through understanding the ACU context, self-reflection, and aspiring to and striving for excellence.
11.	Make Informed Decisions: Make informed, evidence-based decisions by sourcing and interpreting University and business information.
<b>Other attributes</b>	
12.	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.