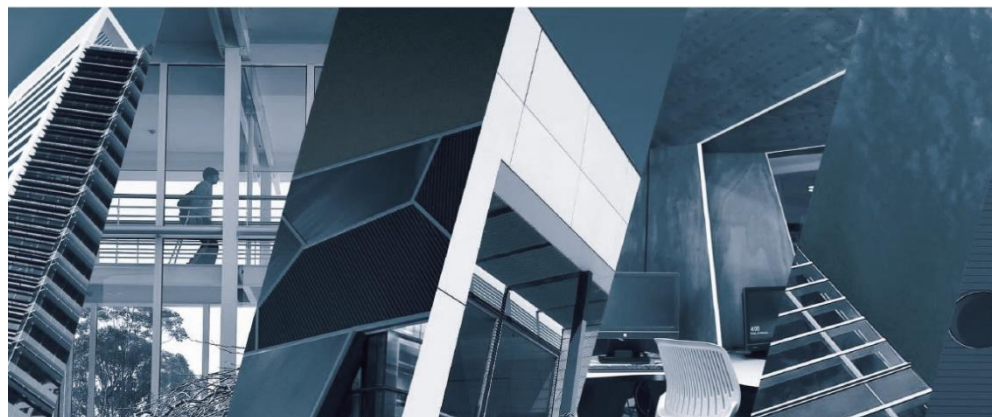


Position Description



Position title:	Professor, Social Work and Human Services
School/Directorate/VCO:	School of Arts
Campus:	Berwick Campus. Travel between campuses may be required.
Classification:	Academic Level E
Time fraction:	Full-time
Employment mode:	Continuing employment
Probationary period:	This appointment is offered subject to the successful completion of a probationary period.
Further information from:	Professor Andrew Hope, Dean, School of Arts Telephone: (03) 5327 6768 E-mail: a.hope@federation.edu.au
Recruitment number:	849541

Background

At Federation University, we are driven to make a real difference to the lives of every student, and to the communities we serve.

We are one of Australia's oldest universities, known today for our modern approach to teaching and learning. For 150 years, we have been reaching out to new communities, steadily building a generation of independent thinkers united in the knowledge that they are greater together.

Across our university and TAFE campuses in Ballarat, Berwick, Brisbane, Gippsland, and the Wimmera, we deliver world-class education and facilities. With the largest network of campuses across Victoria, as well as a growing Brisbane base, we are uniquely positioned to provide pathways from vocational education and skills training at Federation TAFE through to higher education.

Portfolio

School of Arts offers qualifications from certificate and diploma through to degree and postgraduate levels in the liberal arts (humanities and social sciences), community services and rural social welfare, and visual and performing arts. Our programs operate across our Victorian campuses and in partnership with TAFE institutes, community education providers and schools across Victoria and interstate.

School of Arts are a vibrant learning community with outstanding lecturers and researchers. The contemporary curriculum is delivered through a blended approach, combining online learning, with face-to-face seminars, workshops and studio practice. We pride ourselves on our high-quality teaching in a personalised learning environment. We provide opportunities for work placement, internships, major projects, professional experience and excursions.

Our graduates enjoy among the best employment outcomes in Australia.

Position summary

The Professor, Social Work and Human Services and Human Services will take an active leadership role in the School of Arts, in addition to strengthening academic excellence in teaching and research programs within the Social Work and Human Services disciplines.

The Professor, Social Work and Human Services will have experience in management and leadership and an outstanding record in a relevant research area. This position is a strategic appointment, which forms part of the University's priorities to further develop its key research strengths.

Key responsibilities

1. Provide academic leadership in the discipline (Social Work, Human Services, and Criminal Justice) and undertake formal leadership roles in the school and serve on committees of the University as required.
2. Provide strategic advice on program, policy, and planning, regarding academic and research activities to the Dean, Deputy Dean, and other colleagues within the University as appropriate.
3. Provide leadership for the development, implementation and monitoring of student retention and success strategies.
4. Make a distinguished personal contribution to teaching at all levels, including conducting lectures, tutorials and workshops as required.
5. Undertake research of an international calibre and contribute to the growth of the School through its research and teaching, and its international and income generation activities.
6. Supervise research students at Doctoral and Masters level.
7. Foster and maintain relationships with industry, government, and community groups.
8. Develop collaborative opportunities for undergraduate teaching, postgraduate coursework and supervision of research higher degree students.
9. Interact with relevant disciplines in the School and other Schools of the University, both higher education and TAFE, in developing research opportunities and teaching programs which are attractive to domestic and international students.
10. Reflect and embed the University's strategic purpose, priorities and goals when exercising the responsibilities of this position. For a more complete understanding and further information please access the Strategic Plan at: <https://federation.edu.au/about-us/our-university/strategic-plan>.
11. Undertake the responsibilities of the position adhering to:
 - The Staff and Child Safe Codes of Conduct and Conflict of Interest Policy and Procedure;
 - Equal Opportunity and anti-discrimination legislation and requirements;
 - the requirements for the inclusion of people with disabilities in work and study;
 - Occupational Health and Safety (OH&S) legislation and requirements; and
 - Public Records Office of Victoria (PROV) legislation.

Level of responsibility

The Professor, Social Work and Human Services demands excellent management, analytical, conceptual and research skills, together with substantial, sustained and proven educational, research and professional experience.

The Professor, Social Work and Human Services must be able to develop and implement long and short-term research strategies for the School within the strategic framework of the University and in accordance with its mission, and possess significant problem solving abilities, creativity and initiative to resolve complex issues in a multi-sectoral regional university environment.

The Professor of Social Work and Human Services will be expected to work independently in the conduct of teaching and research activities, assume a management/leadership role within the School and the University in one or more of the areas of teaching, research and administration.

Training and qualifications

Doctorate or equivalent in a cognate discipline of Social Work and Human Services.

The Professor, Social Work and Human Services will also have completed the Graduate Certificate in Education (Tertiary Teaching) or equivalent. If the Professor does not hold this qualification, they will be required to complete the qualification through the University's Centre for Learning Innovation and Professional Practice upon commencement of their employment. For further information, visit our [website](#).

Position/Organisational relationships

The Professor, Social Work and Human Services will work under the general direction of the Dean, School of Arts, and collaboratively with relevant Program Coordinators and Discipline Leads.

The Professor, Social Work and Human Services will work as part of the School's team of academic and administrative staff, in addition to cross functionally with other Schools and disciplines as required.

Key selection criteria

Applicants must demonstrate they are able to undertake the inherent responsibilities of the position as contained in the position description and are able to meet the following Key Selection Criteria.

Educational and training qualifications, licenses and professional registration or accreditation required for the position.

1. Doctorate or equivalent in a cognate discipline of Social Work and Human Services, and industry experience in a relevant area including involvement in inter-disciplinary projects.
2. Possession of, or eligibility for, membership of the Australian Association of Social Workers (AASW).
3. Graduate Certificate in Education (Tertiary Teaching) or equivalent or willingness and commitment to complete this qualification upon commencement of employment.

Experience, knowledge and attributes required by the incumbent to successfully perform the key responsibilities of the position.

1. Demonstrated record of substantial management/leadership experience that includes oversight of Social Work and Human Services programs and ensuring teaching, field education and staffing are compliant with appropriate and Australian Social Work Education and Accreditation Standards (ASWEAS) and Australian Qualifications Framework (AQF).
2. Demonstrated excellence in communication and leadership that fosters a collegial environment, contributing to the University and the wider community. In addition to proficiency in change management, with a strong desire for continuous improvement and growth.
3. Demonstrated record in management/leadership that includes serving on committees at the School/Faculty or University level.
4. Strong record of supervision of Doctoral and Masters students to completion.
5. Demonstrated experience of leading, managing and developing innovative programs, high-quality teaching, and increasing student demand and profile of programs in cognate areas and contributing to the School and University's overall strategic goals.
6. Demonstrated leadership experience in managing, developing and implementing student-centered approaches with a focus on student success, including the ability to provide leadership in the development, implementation and monitoring of student-centered approaches and student success initiatives.
7. International scholarly reputation including an outstanding record of research publications in refereed international journals in the area of the discipline of Social Work and Human Services, and criminal justice (preferred).
8. Demonstrated experience developing research programs and establishing, leading and managing research groups, in addition to the ability to attract funds for research and/or consultancies from a variety of sources including significant success with national and/or international competitive research grants.

9. Knowledge and understanding of the needs, including learning needs, of a diverse range of students, including those with disabilities.
10. Demonstrated alignment with the University's commitment to child safety.

The University reserves the right to invite applications and to make no appointment.

It is not the intention of the position description to limit the scope or accountabilities of the position but to highlight the most important aspects of the position. The aspects mentioned above may be altered in accordance with the changing requirements of the role.

Key Minimum Standards for Academic Levels (MSALs)

Teaching and research academic staff

Level E

A Level E academic will provide leadership and foster excellence in research, teaching and policy development in the academic discipline within the institution and within the community, professional, commercial and industrial sectors.

A Level E research academic will have attained recognition as an eminent authority in his or her discipline, will have achieved distinction at the national level and may be required to have achieved distinction at the international level. A Level E academic will make original, innovative and distinguished contributions to scholarship, researching and teaching in his or her discipline. He or she will make a commensurate contribution to the work of the institution.

The standards are not exhaustive of all tasks in academic employment, which is by its nature multi-skilled and involves an overlap of duties between levels.

Federation University Australia
Union Enterprise Agreement
2019–2021
Academic and General Staff Employees