



Position Description

Lecturer in Engineering

School of Computing, Mathematics and Engineering

Faculty of Business, Justice and Behavioural Sciences

Classification	Level B
Delegation band	Delegations and Authorisations Policy (see Section 3)
Special conditions	Travel and overnight stays are a necessary component of this role
Workplace agreement	Charles Sturt University Enterprise Agreement
Date last reviewed	September 2021



About Charles Sturt University

Purpose

The Wiradjuri phrase *yindyamarra winhanganha* means the wisdom of respectfully knowing how to live well in a world worth living in. This phrase represents who we are at Charles Sturt University – our ethos. It comes from traditional Indigenous Australian knowledge, but it also speaks to the vision of the university – to develop and spread wisdom to make the world a better place.

Vision

Charles Sturt University is set to undergo a decade of great reform that will see the university characterised by these key elements:

- An uncompromising drive towards excellence in every aspect of its operations
- A far-reaching strategic re-positioning of teaching, learning, research, and innovation
- A cementing of our position as Australia's pre-eminent rural and regional university

The overarching aim is to consolidate our institution so that it is demonstrably more resilient and sustainable by the end of the decade.

Goals

To deliver on our purpose and vision, the university has three key goals:

1. Maintain the university's position in the top five Australian universities for graduate outcomes based on employment and salary
2. Embed a culture of excellence across all aspects of the university's operations
3. Exponential growth in research, development, and innovation income in our chosen areas, delivering high impact outcomes for regional Australia

Our values

Charles Sturt has a proud history and is fortunate to have an outstanding group of diverse, passionate, and engaged people working with us. Our values of insightful, inclusive, impactful, and inspiring guide our behaviours and ways of working to help us achieve our ethos of creating a world worth living in.

Performance measures

In addition to the principal responsibilities all staff are required to contribute to the success of the university strategy including meeting university's eight key performance indicators:

Our Students	<ul style="list-style-type: none">• Commencing progress rate• Student experience
Our Research	<ul style="list-style-type: none">• Research income• Research quality and impact
Our People	<ul style="list-style-type: none">• All injury frequency rate• Engagement
Our Social Responsibility	<ul style="list-style-type: none">• Underlying operating result• Community and partner sentiment



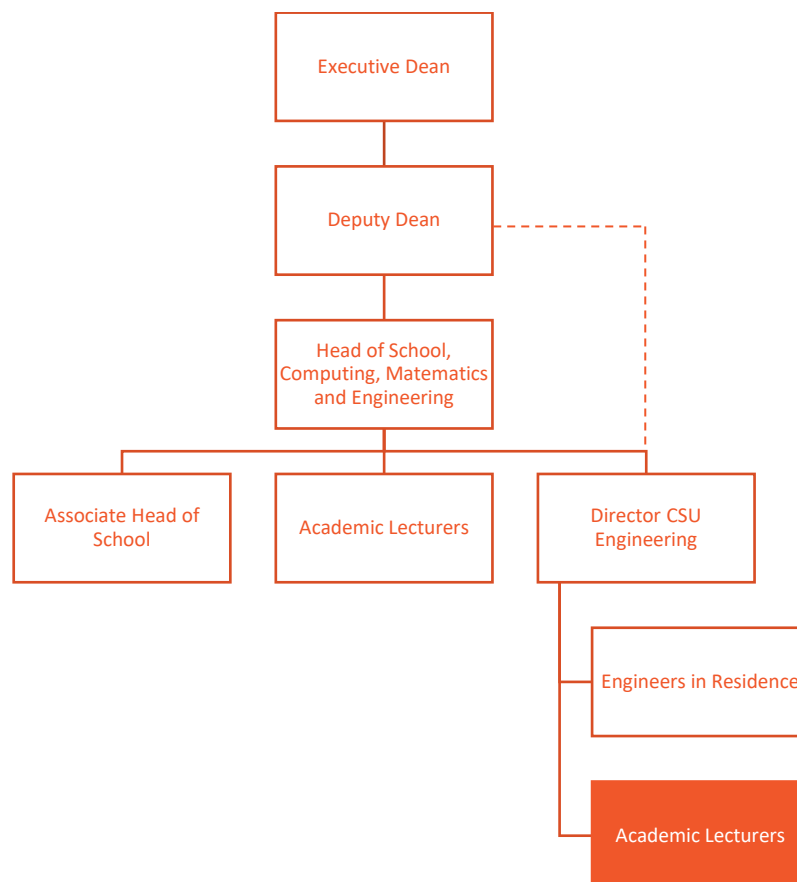
Faculty of Business, Justice and Behavioural Sciences

The Faculty of Business, Justice and Behavioural Sciences brings together a range of courses and Schools that focus on real-world challenges.

Charles Sturt enjoys a global reputation as a leading provider of undergraduate, postgraduate and specialist professional programs. In the Faculty of Business, Justice and Behavioural Sciences our specialties are in policing, law, criminology, security, emergency management, customs and excise studies, border management, accounting, engineering, human resources, marketing, business management, computing, and information technology. We possess excellent relationships with our industry, government, and community partners. Our research is high impact, practical and at world standard.

The Faculty commenced offering Engineering degrees in 2016, with Civil Engineering as the first discipline. The course consists of three semesters' face-to-face teaching on campus, followed by a series of four year-long placements in industry as Cadet Engineers. Delivery of the program is driven by online learning approaches. Our goal is to educate entrepreneurial engineers able to excel in both regional and metropolitan environments. To do this we are seeking passionate and capable academics to serve as teachers, mentors, and role models to our student cohort.

Organisational chart





Reporting relationship

This position reports to: Director, CSU Engineering

This position supervises: Nil

Key working relationships

- Director, CSU Engineering
- Course Director
- Faculty and School Staff
- Students
- External Industry Partners

Position overview

The Lecturer in Engineering will use a range of approaches to develop and deliver effective online and face-to-face teaching in the Engineering program. They will serve as a role model to students through a range of research, professional and scholarly activities that contribute to the Engineering discipline and profession. They will support their colleagues in the development and delivery of the innovative new Engineering discipline at Charles Sturt University.

Principal responsibilities

- Apply CSU learning and teaching methodologies, processes, technologies and tools to deliver high quality student-centred learning opportunities in the relevant discipline and as required to meet the teaching needs of the University. Achieve excellence in teaching in a range of delivery modes, which may include face to face and online teaching and assessment.
- Build strong professional relationships with students and provide timely and appropriate consultation and feedback.
- Actively contribute to collaborative processes to design, deliver and continually improve high quality courses and learning experiences for students including the giving and receiving of constructive feedback.
- Actively contribute to high performing multi-disciplinary teams with an outcome focus and the development of a respectful, trusting and collaborative working environment.
- Provide leadership and management, as appropriate, in the convening, coordination and delivery of subjects and/or courses. This may include coordinating and/or leading other staff including casual academic staff.
- Proactively develop and foster relationships with a range of stakeholders including community, government departments, and professional bodies.
- Maintain a sound and current knowledge and understanding of the relevant discipline through industry engagement and/or scholarly activities or similar.
- Conduct ethical, high quality research and contribute to knowledge through scholarship, publication and presentation and execute a research plan that aligns with CSU's Research Plan and objectives including pursuing funding opportunities.



- Identify and create opportunities for collaborative research projects with internal and external researchers and stakeholders.
- Continue to build a record of research/creative work which contributes to the development of the discipline whilst maintaining up-to-date research records within CSU's research database.
- Provide leadership and foster partnerships with the professions that bring direct benefit to the strategic work of the University, in terms of teaching, workplace learning, course profile and/or areas of research strength.
- Actively contribute to the governance, marketing and promotion, and administrative activities to facilitate the work of the Faculty/School.
- Other duties appropriate to the classification as required

Role-specific capabilities

Service Focused	Strive to meet needs and exceed expectations of our students, communities and colleagues (performance focus, quality outcomes, Student welfare, equity & conduct)
Innovative	With creativity at our core, be open to new ideas and seek to find better ways
Network	Bring people together and build relationships that deliver desired benefits and outcomes
Presenting and Communicating Information	Speaking clearly and fluently, expressing opinions, making presentations, responding to an audience, showing credibility
Learning and Researching	Learning rapidly, gathering information, understanding rapidly, managing knowledge, ensuring organisational learning approach
Achieving Personal Work Goals and Objectives	Accepting and tackling demanding goals, working hard, making the most of development opportunities, seeks progression

Physical capabilities

The incumbent may be required to perform the following.

- Work in other environments beyond your base campus, such as other campuses.
- On occasion drive a vehicle distances up to 500km per day within the terms of the university's [Driver Safety Guidelines](#)



Selection criteria

Applicants are expected to address the selection criteria when applying for this position.

Essential

- A. A doctoral qualification appropriate to the relevant discipline or equivalent accreditation and standing.
- B. A record of research/creative works or professional activity relevant to the discipline, which demonstrate a capacity to make an autonomous contribution.
- C. Evidence of the delivery of high-quality student-centred learning and teaching.
- D. Sound knowledge and understanding of the discipline gained through industry experience and/or scholarly activities or similar.
- E. Demonstrated high level written and oral communication and interpersonal skills including negotiating, presenting, active listening and the giving and receiving of constructive feedback.
- F. Demonstrated commitment to applying culturally respectful, inclusive and safe practices in the workplace.

Desirable

- G. Chartered Professional Engineer (CPEng) status, or equivalent.
- H. Ability to support topics and research supervision in geotechnical engineering.

