POSITION DESCRIPTION

Position Title	Associate Professor		
Organisational Unit	Faculty of Law and Business		
Functional Unit	Thomas More Law School Nsw		
Nominated Supervisor	Dean, Thomas More Law School		
Career Pathway	Teaching and Research		
Classification	Academic Level D		
CDF Level	CDF1	**Position Number**	10602356
Attendance Type	Full Time	**Date reviewed**	22-OCT-2026

ABOUT AUSTRALIAN CATHOLIC UNIVERSITY

ACU has a bold vision for its future. Our Vision 2033 is our landmark statement of strategic direction for ACU's mission as a Catholic university to constitute a 'Christian presence in the university world confronting the great problems of society and culture'. Our mission is to help shape the coming generations in Australia and beyond, by enabling flourishing lives, fostering thriving communities, and building a more ethical future.

Our Catholic mission informs everything we do – challenging us to respect the dignity of the human person, serve the common good, and embed ethical and social justice considerations throughout our teaching and research. We strive to live our core values of truth, excellence, and service.

We are a publicly funded university, and while we are young, we have grown significantly and we and we are making our mark: we are one of the largest university contributors to the care economy in Australia and rank among the top universities worldwide. We have seven campuses around Australia, more than 200 partner universities on six continents, and a campus in Rome, Italy.

We prioritise our staff, supporting their growth with a positive culture, generous leave, and flexible work arrangements. We invite all staff to engage with our mission in whatever way is most meaningful to them – whether as Catholics, as members of other churches and faiths, or as people with no religious affiliation but who are willing to embrace our vision, mission and strategic direction. We continue to invest in our facilities and workplaces and actively involve staff in shaping the future direction of the organisation.

For further information about the university please refer to ACU's organisational structure.

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 Peter Faber Business School and the Thomas More Law School, the Faculty provides both undergraduate and postgraduate degree programs across a range of business disciplines and law.

The Faculty is staffed by a dedicated, nationally and internationally recognised team of academics whose teaching is

supported by their active involvement in relevant industries, professional industries, professional associations or links to eminent international business and law schools, as well as their research. Teaching staff have an established research record with a commitment to conducting research in areas aligned with the broad values of the University mission as well as innovative industry led projects.

Students are valued as individuals and teaching staff are directly involved with students' learning journey from prospective student to alumni. The Faculty aims to equip graduates with the necessary skills to become leaders, not only in their chosen profession, but in the community. We emphasise the ethical, social and environmental responsibilities of the modern business leader and lawyer, with all our courses having a strong practical component through community engagement, pro bono work and internships.

ABOUT THOMAS MORE LAW SCHOOL

The Thomas More Law School has campuses in North Sydney, Melbourne, Brisbane and Blacktown. We are a national Law School with strong international links.

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 practical program which includes mooting, negotiations, dispute resolution and pro bono placements. Through our pro bono program, students make a real contribution to the achievement of a just society whilst also developing essential legal and community engagement skills. For example, recently, 70 of our students reviewed modern slavery statements for 1500 businesses with an annual revenue of $100M. This work has been pivotal in helping these businesses improve their operations and supply chains to ensure they are free from slavery. Other students have been involved in drafting communications to the United Nations Human Rights Committee or assisting our adjunct professors, many of whom are experienced judicial officers and senior counsel, with research assistance in their pro bono cases.

Our undergraduate programs 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, Criminal Law, and Law Reform, with a particular emphasis on the Indo Pacific. We are committed to developing strong collaboration research networks which will contribute to research excellence and impact.

POSITION PURPOSE

The Associate Professor will make outstanding and original contributions to learning and teaching, scholarship and research within the school. The role will contribute to the strategic direction of the school, lead new curriculum and pedagogical developments including online teaching as well as higher degree student supervision. The incumbent will have the opportunity to undertake significant leadership roles in the school and contribute to the wider university. The incumbent will also make an outstanding contribution to the governance of academic programs in law. They will also build relationships with external organisations and communities.

As well as providing disciplinary leadership, the Associate Professor will make significant contributions to quality improvement of

programs including ensuring the implementation of assurance of learning activities, mentorship of staff in the learning, teaching and research activity of the school and in the development, implementation and accreditation of the curricula.

KEY 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's Vision 2033
- Catholic Identity and Mission
- Code of Conduct for all staff
- ACU Capability Development Framework
- Higher Education Standards Framework
- ACU Staff Enterprise Agreement 2022-2025
- ACU Staff Reconciliation Action Plan

The following two frameworks 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

Responsibility	**Broad Area of Academic Activity**
Provide mission aligned leadership in learning and teaching, including curriculum development and implementation initiatives to enhance the student experience and life.	Teaching/curriculum development/scholarship of teaching
Contribute to continuous improvement of courses, and development of new courses as required.	Teaching/curriculum development/scholarship of teaching
Contribute to frameworks and the development of effective practices in others which facilitate supportive, inclusive learning environments	Teaching/curriculum development/scholarship of teaching

Responsibility	Broad Area of Academic Activity
Supervision of honours, higher degree research and/or PhD students and postgraduate research projects.	Research
Provide leadership in the school and faculty to conduct quality research of an international standard through scholarly publications in discipline, and attainment of competitive research grants and other externally sourced research funds	Research
Build research capacity, productive research collaborations and lead a research team.	Research
Participate in school, faculty and university committees and related activities.	Academic Leadership and Service
Provide sustained effective performance and leadership in relation to strategically aligned external service and engagement activities relevant to the discipline/ profession/ expertise.	Academic Leadership and Service
May be required to undertake some formal supervision of academic staff (including casual academic staff) as delegated by the Dean.	Academic Leadership and Service

SELECTION CRITERIA

Qualifications, skills, knowledge and experience:	• Qualification - An Australian LLB or equivalent plus a doctoral qualification in law or related area. • Skill - Evidence of research into practices of teaching, learning and curriculum development that have resulted in high-quality publications, presentations and/or workshops. • Experience - Evidence of leadership and significant contribution in curriculum design and development. • Experience - Demonstrated contribution of scholarly activities which facilitate student engagement and develop understanding. • Experience - Demonstrated experience in the effective teaching and supervision of Honours, master's or PhD students and demonstrated experience in the effective coordination, supervision and/or mentoring of staff. • Experience - Demonstrated senior administrative leadership experience in higher education. • Experience - Demonstrated discipline specific research leading to scholarly publications and success in attracting competitive research funding.
Core Competencies:	• 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. • Display openness and resilience, inspire others to change and act to make change happen with ACU's strategic goals and Mission at the heart of all outcomes. • Work collaboratively internally and externally to ACU to capitalise on all

	available expertise in pursuit of excellence. • 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. • Make informed, evidence-based decisions by sourcing and interpreting University and business information.
Essential Attributes:	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.
Working with children and vulnerable adults check	This role does not require a Working with Children Check.
Pre-employment declaration and background check	Preferred candidates will be required to complete mandatory pre-employment declarations and background checks, including those related to gender-based violence and foreign interference, in line with ACU's compliance requirements.

REPORTING RELATIONSHIPS

For further information about the structure of the University, refer to the Organisation Chart

https://www.acu.edu.au/about-acu/leadership-and-governance/leadership/organisational-structure