POSITION DESCRIPTION

Position Title	Lecturer (Literacy Education)		
Organisational Unit	Faculty of Education and Arts		
Functional Unit	School of Education Qld - Brisbane		
Nominated Supervisor	State Head of Education QLD		
Career Pathway	Teaching and Research		
Classification	Academic Level B		
CDF Level	CDF1	**Position Number**	10601771
Attendance Type	Full Time	**Date reviewed**	11-SEP-2025

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.*

An ACU education builds on the Catholic understanding of faith and reason working together in pursuit of knowledge and promotion of human dignity and the common good.

An ACU education seeks to transform lives and communities. Students are challenged to look beyond the classroom, solve real-world problems, develop their own search for meaning and cultivate strong professional ethics. They are invited to stand up for people in need and causes that matter.

ACU is open to all. As is common with great Catholic institutions the world over, the university is inclusive and supportive of everyone, every day – regardless of their faith or tradition.

ACU is a young university making a serious impact. Ranked in the top two per cent of universities worldwide and in the top 10 Catholic universities, we're also a leader in employability with 94 per cent of our graduates employed. The university has seven campuses around Australia, a campus in Rome, Italy, and an online campus – ACU Online.

ACU has four faculties, and several research institutes and directorates. We believe our number one asset is our people. It's the character, enthusiasm and dedication of our staff that make this a university like no other. All our staff contribute to the achievement of our goals set out in ACU's Vision 2033 and aim to provide high-quality services with a strong focus on service excellence.

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.

The structure to support this complex and national university consists of:

- Vice-Chancellor and President
- Deputy Vice-Chancellor - Catholic Mission
- Provost and Deputy Vice-Chancellor (Academic)
- Deputy Vice-Chancellor (Corporate)
- Deputy Vice-Chancellor (Research and Enterprise)
- Deputy Vice-Chancellor (Education)

ABOUT THE FACULTY OF EDUCATION AND ARTS

The Faculty of Education and Arts encompasses two nationally recognised schools – the National School of Education and the National School of Arts and Humanities – and four leading research institutes: the Institute for Positive Psychology and Education, the Institute for Learning Sciences and Teacher Education, the Institute for Child Protection Studies, and the Institute for Humanities and Social Sciences. The Faculty also hosts several specialised programs and centres, including the Australian Centre for the Advancement of Literacy, the Clinic for the Advancement of Literacy, the Ancient Israel Program, and the Western Civilisation Program. The Faculty is widely regarded for its excellence in teacher education and its impact in the humanities and social sciences, especially in history, politics and sociology.

Operating across our campuses in Ballarat, Brisbane, Canberra, Melbourne, North Sydney, Strathfield, Blacktown and internationally in Rome (Italy), the Faculty supports a vibrant and inclusive community of more than 11,000 students. It offers a dynamic program of teaching and research for both students and staff. Through strategic research partnerships, global exchange opportunities, and community engagement, the Faculty builds enduring relationships with universities and organisations across the public, private and community sectors.

ABOUT NATIONAL SCHOOL OF EDUCATION

The National School of Education is the largest provider of initial teacher education in Australia with a strong reputation for its high quality, work-ready graduates. Adding to its traditional strengths in early childhood, primary and secondary initial teacher education, the National School of Education's disciplines reflect key strengths in the areas of early childhood, mathematics, literacy education, the arts, science and technology, educational studies, teacher professional practice, assessment, educational leadership, Indigenous education, and wellbeing and inclusive education. These disciplines are evidenced both in the undergraduate programs and through its extensive postgraduate coursework programs with strong enrolments. The School also has a large number of students undertaking higher degree study through its PhD programs.

LEARNING AND TEACHING

The Faculty of Education and Arts offers highly flexible national, online and multimodal programs where students can discuss, debate and analyse in virtual classrooms. Students have opportunities to address real situations through professional and community experiences. It is recognised not only for its supportive and nurturing learning environment, but also for its ability to prepare graduates who think critically, who are guided by social justice principles and are highly valued by the professions. Adding to its traditional strengths

in primary and secondary teacher education, the education disciplines reflect key strengths in all curriculum areas. The Arts disciplines prepare graduates to be critical thinkers and global citizens. The disciplines include Creative Arts, Humanities, International Development and Global Studies and the Social Sciences.

POSITION PURPOSE

The position of Lecturer (Literacy Education) is a key academic and leadership role in the National School of Education. The Lecturer provides input into teaching innovations and curriculum development contributing to the activities of the National School of Education and the effective coordination, supervision and/or mentoring of staff. Key responsibilities involve the ongoing development, delivery, coordination and assessment of units at undergraduate and postgraduate levels within the discipline of Literacy Education in line with the school's national curricula. The Lecturer will participate and contribute to the academic governance of the school in a range of administrative and advisory roles and actively contribute to the accreditation and review of existing programs.

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
Sustained contribution to academic administration and coordination and/or mentoring of staff in teaching and learning, professional practice in undergraduate and/or postgraduate programs with demonstrated potential for leadership.	Academic Leadership and Service
Contribute to the development and delivery of curriculum, assessment, quality improvement, risk management and/or governance across undergraduate and graduate courses.	Academic Leadership and Service
Actively participate in School, Faculty and University committees and related activities as appropriate and be actively involved in professional proceedings within the faculty and university	Academic Leadership and Service
Contribute to productive relationships within the professional community through engagement with relevant internal and external stakeholders, engendering commitment to the Catholic intellectual tradition, focusing on social justice and the common good to foster strong local and national relations, which facilitates the achievement of the University's strategic goals.	Academic Leadership and Service
Moderate and maintain academic standards, normally at a unit level, using a variety of well-designed assessment tasks and rubrics aligned to the expected learning outcomes and provide students with timely, effective, formal and informal consultation and feedback opportunities.	Teaching/curriculum development/scholarship of teaching
Lead groups or mentor staff members to develop high quality innovative and engaging evidence-based teaching practices and learning environments informed by research including the use of eLearning/digital technologies and various delivery methods.	Teaching/curriculum development/scholarship of teaching
Effectively teach and supervise honours, and/or masters students at undergraduate and postgraduate levels as assistant, co- or principal supervisor with other academic supervisors and research mentors and produce co-publications with HDR students, including attending and being involved with training to enhance research capability.	Research
Actively participate in research collaborations, expand networks/ partnerships to support ACU	Research

Responsibility	Broad Area of Academic Activity
strategic development in the relevant field of expertise and engage in independent scholarship and/or research and/or professional activities appropriate to the profession and/or discipline and level of appointment.	
Support individual and/or team scholarship of teaching projects and achievement in delivering project outcomes that align with the ACU research strategy.	Research
Contribute to knowledge sharing with staff and/or students to facilitate the achievement of the University's strategic goals.	Teaching/curriculum development/scholarship of teaching

SELECTION CRITERIA

Qualifications, skills, knowledge and experience:	• Qualification - A Postgraduate degree (PhD essential) in Literacy Education or related discipline or a combination of substantial progress towards a doctorate and/or evidence which demonstrates equivalence with appropriate qualifications in Education or related discipline plus current professional registration (desirable). • Experience - Demonstrated capacity to implement effective educational and administrative processes such as the design, delivery and quality improvement of curriculum and innovative learning environments, preferably with multi-modal delivery incorporating contemporary digital technologies, for the discipline of Literacy Education. • Experience - Demonstrated experience of academic leadership roles such as Lecturer-in-Charge and capacity to contribute to academic administration at the School, University, and/or professional levels in areas of teaching, research , quality improvement and course administration. • Skill - Demonstrated ability to coordinate or lead the activities of other staff and substantiated potential for leadership within at least one area of academic activity to pursue excellent outcomes for the University. • Experience - Demonstrated contribution of scholarly activities which facilitate student engagement and develop understanding of Literacy Education. • Knowledge - Demonstrated understanding of the nexus between teaching, research and scholarship in approaches to teaching and learning. • Knowledge - Demonstrated experience in the effective teaching and supervision of Honours, Masters or PhD students (as co- and principal supervisor) with timely completions (desirable) and evidence of mentoring and/or involvement in training to develop the research skills of staff and HDR students.

	• Knowledge - Demonstrated experience in conducting original research within the discipline area of Literacy Education with an emerging high-quality publication record locally, nationally and (potentially) internationally.
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. • Coach and develop self and others through setting clear expectations, managing performance and developing required capabilities to establish a culture of learning and improvement. • Take personal accountability for achieving the highest quality outcomes through understanding the ACU context, self-reflection, and aspiring to and striving for excellence.
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	Evidence of the ability to work with children and/or vulnerable adults, and contribute to and protect their safety and wellbeing. The successful applicant of this position will be required to hold a valid working with children clearance for the State or Territory in which the position is located.

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

