# POSITION DESCRIPTION

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| **Position Title** | Associate Professor (Education) | | |
| **Organisational Unit** | Faculty of Education and Arts | | |
| **Functional Unit** | School of Education Vic - Melbourne | | |
| **Nominated Supervisor** | State Head of Education VIC | | |
| **Career Pathway** | Teaching and Research | | |
| **Classification** | Academic Level D | | |
| **CDF Level** | CDF1 | **Position Number** | 10601767 |
| **Attendance Type** | Full Time | **Date reviewed** | 03-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 Associate Professor (Education) plays a key academic and leadership role in the National School of Education by providing input into teaching innovations and curriculum development and facilitating 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 Education, in line with the school's national curricula.

The Associate Professor (Education) will also participate and contribute to the academic governance of the school through a range of administrative and advisory roles and actively contribute to the accreditation and review of existing programs. The successful applicant will contribute to research excellence at ACU, through embedding current research in the development of units, publishing in high-quality outlets nationally and internationally, applying for research grants and/or industry consultancies as well as the supervision of higher degree research students. The engagement in the scholarship of teaching and learning in line with the faculty and university is central to the role.

The Associate Professor (Education) will lead the development and maintenance of productive and effective local, national and international collaborations, which contribute to the development of interdisciplinary connections across industry and/or the wider community.

## 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** |
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| Provide sustained contribution or leadership in relation to academic administration, research administration, quality improvement, risk management and/or governance which benefit the university. | Academic Leadership and Service |
| Sustained effective supervision and mentoring of staff. | Academic Leadership and Service |
| Sustained contribution and leadership in knowledge sharing within the academic community (including students) for purposes which facilitate the achievement of the university's strategic goals. | Academic Leadership and Service |
| Leadership in unit or course coordination and of groups involved in curriculum development including engaging with external stakeholders. | Academic Leadership and Service |
| Establish sustainable networks and connections with strategically aligned external service and engagement activities relevant to discipline/profession/expertise, nationally and internationally. | Academic Leadership and Service |
| Provide leadership in the moderation, planning and delivery of unit and course assessment; and the development of methods which support students to achieve expected learning outcomes and engages them with learning. | Teaching/curriculum development/scholarship of teaching |
| Lead and contribute to the development of benchmarking and/or innovative practices to promote continuous improvement in assessment tasks at a discipline/university level. | Teaching/curriculum development/scholarship of teaching |
| Establish a successful record of attraction, recruitment and completion of HDR students as a principal supervisor. | Research |

| Responsibility | Broad Area of Academic Activity |
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| Build research capacity, lead a research team and establish productive research collaborations, nationally and internationally. | Research |
| Contribute to enhancing external research income consistent with disciplinary practice and expectations and advancing the position of the faculty's programs in the discipline of Education, both nationally and internationally. | Research |

## SELECTION CRITERIA

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| **Qualifications, skills, knowledge and experience:** | • Qualification - A postgraduate degree (PhD essential) in Education or related discipline with an outstanding track record of independent research as evidenced by high impact research outputs in industry, government or academic environments.<br>• Experience - Evidence of significant contributions to a range of 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 Education<br>• Experience - Evidence of outstanding teaching at all levels.<br>• Skill - Proven track record of highly developed leadership, with demonstrated ability to provide strategic focus and direction, fostering a culture of innovation and collaborative academic achievement.<br>• Experience - Demonstrated contribution of scholarly activities which facilitate student engagement and develop understanding of education in the contemporary world.<br>• Knowledge - Demonstrated understanding of the nexus between teaching, research and scholarship in approaches to teaching and learning.<br>• Experience - Demonstrated experience in the effective teaching and supervision of Honours, Masters or PhD students with timely completions (desirable).<br>• Experience - A strong research profile within the discipline area of Education with a high-quality publication record both nationally and (desirably) 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.<br>• 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.<br>• Work collaboratively internally and externally to ACU to capitalise on all available expertise in pursuit of excellence. |

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| | • Coach and develop self and others through setting clear expectations, managing performance and developing required capabilities to establish a culture of learning and improvement.<br>• 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

