# POSITION DESCRIPTION

| | | | |
|---|---|---|---|
| **Position Title** | Associate Professor (Physiotherapy) | | |
| **Organisational Unit** | Faculty of Health Sciences | | |
| **Functional Unit** | Physiotherapy (Brisbane) | | |
| **Nominated Supervisor** | Deputy Head, School of Allied Health QLD | | |
| **Career Pathway** | Teaching and Research | | |
| **Classification** | Academic Level D | | |
| **CDF Level** | CDF1 | **Position Number** | 10610849 |
| **Attendance Type** | Full Time | **Date reviewed** | 02-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 HEALTH SCIENCES

The Faculty of Health Sciences comprises three schools:

- Allied Health
- Behavioural and Health Sciences
- Nursing, Midwifery and Paramedicine

There are currently approximately 14,000 students (EFTSL) and 520 (FTE) staff in the faculty under the disciplines: occupational therapy, speech pathology, social work, exercise science, exercise physiology, nutrition science and dietetics, biomedical science, nursing, midwifery, paramedicine, digital health, physiotherapy, psychology and public health. The Faculty is represented across seven ACU campuses.

The Faculty's research broadly addresses the Future Healthcare Worker, Health across the Lifespan, and Human Performance, with some of our current research focused on Cardiovascular Disease, Metabolism, Health Services Research, Nutrition, Sports Performance and Rehabilitation, Psychology, and Mental Health.

An expanding portfolio of postgraduate courses is also available in coursework and research. Many postgraduate courses within the Faculty have been developed in conjunction with industries to meet specific needs of the professions and industry. Some postgraduate units are offered in flexible learning mode by online study. All students have professional and clinical experience that is supervised by specially qualified practitioners. Catholic hospitals and other public, private and specialty organisations, as well as schools and the health and sports industry, are involved with preparing for, promoting, and offering this valued and essential experience.

The goals of the Faculty are closely linked to and emanate from the Mission of the University. The areas of achievement by the Faculty include the key areas of teaching and learning, research and scholarship, community engagement in addition to specific objectives regarding internationalisation, quality and resource management. It has well-established procedures for evaluating performance and ensuring quality which involve students and representatives of the various statutory registration authorities and professional organisations, as well as recent graduates and employers.

Further information about the Faculty can be found at:

https://www.acu.edu.au/about-acu/faculties-directorates-and-staff/faculty-of-health-sciences

## ABOUT THE NATIONAL SCHOOL OF ALLIED HEALTH

The National School of Allied Health is located on six of the University's campuses: Brisbane, Strathfield, North Sydney, Canberra, Melbourne and Ballarat and is responsible for delivery of programs in four professional disciplines:

- Occupational Therapy
- Speech Pathology
- Physiotherapy
- Social Work / Human Services

Further information about the School can be found at: https://www.acu.edu.au/about-acu/faculties-directorates-and-staff/faculty-of-health-sciences/school-of-allied-health.

The School welcomes Aboriginal and Torres Strait Islander staff, students, and community perspectives in our commitment to culturally responsive classrooms and culturally safe environments. Substantial work has been undertaken over the last 10 years to embed Aboriginal and Torres Strait Islander ways of knowing, being, and doing in curricula, as well as to build cultural capability and responsiveness in staff. Our aim is to create sustained working and teaching environments where Aboriginal and Torres Strait Islander students, cultural mentors and academics can thrive. Underpinning this work is a strong ongoing focus on community engagement both within and external to ACU to truly privilege the voices of Aboriginal and Torres Strait Islander People within co-design, delivery, and evaluation of all of the School's activities. Support to undertake cultural activities is available and encouraged within the school, faculty and university for Aboriginal and Torres Strait Islander applicants.

## ABOUT PHYSIOTHERAPY (BRISBANE)

The Discipline Physiotherapy at ACU was established in 2010 and is located across three campuses - Ballarat, Brisbane and North Sydney. All campuses host cutting edge facilities complete with anatomy wet laboratories and physiotherapy-specific teaching rooms. Students are taught all facets of the practice of physiotherapy and provided with wide-ranging opportunities and support to practice their emerging skills.

Physiotherapy teaching staff include lecturers, researchers and clinicians, who contribute to the learning and teaching program and conduct research in a broad range of Physiotherapy related areas. The comprehensive program at ACU provides the skills for graduates to work across a variety of clinical areas and professional practice settings.

We promote ethical practice and professional behaviour in our students, and aim to produce competent, confident beginning practitioners.

## POSITION PURPOSE

The role of Associate Professor (Physiotherapy) is to provide leadership and make outstanding and original contributions to research, scholarship and teaching in this discipline, as well as enhance the student experience and life. The incumbent will make an outstanding contribution to the governance and collegial life inside and outside the University and build relationships with external organisations and communities.

## 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 academic leadership for the Physiotherapy Discipline within the School and Faculty, working with the Head of Discipline and National Head of School to ensure implementation of high-quality national programs. | Academic Leadership and Service |

| Responsibility | Broad Area of Academic Activity |
|---|---|
| Undertake Physiotherapy-based representation and leadership through responsiveness to, and with, relevant industry, government and non-government organisations, accreditation, and relevant committees. | Academic Leadership and Service |
| In collaboration with Head of Discipline maintain an active research profile that addresses key priority areas. | Research |
| Actively engage in research to continuously improve and support research capacity within the discipline focusing on knowledge creation, engagement and impact, income and HDR supervision. | Research |
| Deliver high quality teaching and learning in appropriate areas of the curricula. | Teaching/curriculum development/scholarship of teaching |
| Ensure Physiotherapy cross campus collaboration in curriculum development, teaching, learning and assessment. | Teaching/curriculum development/scholarship of teaching |
| Engender commitment to the Catholic intellectual tradition through a strong focus on social justice and the common good in the activities of the Discipline. | Academic Leadership and Service |

## SELECTION CRITERIA

| | |
|---|---|
| **Qualifications, skills, knowledge and experience:** | • Qualification - A doctoral qualification in physiotherapy or a relevant discipline and registration with AHPRA as a Physiotherapist in Australia.<br>• Knowledge - An established national and international academic research profile in a relevant area in Physiotherapy including a strong relevant publication record, success in competitive grants, supervision of HDR students and dissemination in high impact quality journals.<br>• Skill - Demonstrated ability to teach physiotherapy clinical science at undergraduate and postgraduate level to a high standard, including experience in curriculum development, curriculum implementation and subject coordination, as well as familiarity with flexible modes of delivery in the Australian education sector.<br>• Experience - Demonstrated leadership, management and administrative expertise developed within a University setting, including budget planning, resource allocation and experience with the accreditation of physiotherapy courses<br>• Skill - Demonstrated ability to develop and maintain partnerships |

| | |
|---|---|
| | and collaborations with other agencies, educational institutions, external communities and stakeholders and take personal accountability for achieving high quality learning, teaching and research outcomes.<br>• Skill - The ability to manage a range of educational and administrative processes including planning, marketing, and continuous quality improvement of programs and courses.<br>• Skill - Relevant interpersonal ability and communication skills to achieve mutually beneficial outcomes that are aligned with the Mission, Vision and Values of the University including: -negotiation and liaison skills with a range of people at different levels; -demonstrated ability to work with others to achieve outcomes and continual improvement. |
| **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>• Keep stakeholder interest at the core of ACU business decisions and ACU service excellence as a top priority.<br>• Work collaboratively internally and externally to ACU to capitalise on all available expertise in pursuit of excellence.<br>• 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.<br>• Coach and develop self and others through setting clear expectations, managing performance and developing required capabilities to establish a culture of learning and improvement. |
| **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. |

## 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

