

POSITION DESCRIPTION

Position Title	Lecturer/Senior Lecturer (Theology)		
Organisational Unit	Faculty of Theology & Philosophy		
Functional Unit	National School of Theology		
Nominated Supervisor	National Head of School, Theology		
Career Pathway	Teaching and Research		
Classification	Academic Level B/C		
CDF Level	CDF1	Position Number	10607652
Attendance Type	Full Time	Date reviewed	20-JUL-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 FACULTY OF THEOLOGY & PHILOSOPHY

The Faculty of Theology and Philosophy is the largest Faculty of its kind in Australia, comprised of two national schools (the School of Theology and the School of Philosophy), the Institute for Religion and Critical Inquiry (with its programs in biblical and early Christian studies, and systematic and historical theology), the Ray L Hart Centre for the Philosophy of Religion, and a number of smaller Centres focused on bioethics, religious education, leadership for mission, and liturgical studies.

As priority research areas for ACU, theology and philosophy have grown strongly in international profile and achievement over the last decade. In the 2025 QS rankings in Theology, Divinity and Religious studies, for example, ACU was ranked first in Australia, and 22nd in the world. Our Philosophy program also continues to rank highly in Australian assessments: for example, at 'above world standard' in the most recent Excellence in Research for Australia rankings. A particular strength of the Faculty's research profile is its growing network of collaborations with international partners (especially in Europe, North America and Asia) that leads to joint publication projects, research conferences and seminars (both in Australia and internationally, including on ACU's Rome campus), co-supervision of research students, and joint programs for research funding.

We offer a full suite of high-quality theology and philosophy programs of study for students at any stage of their life or career journey, with learning opportunities provided across multiple points of engagement and delivery modes. This spans mission-aligned short courses, certificates and professional learning; bachelor-level undergraduate coursework, Graduate Certificate, Graduate Diploma and Masters level postgraduate coursework; and Higher-degree research (PhD and M.Phil) programs. International study tour opportunities, and global student mobility of other kinds, are a feature of many of these programs.

Members of faculty are deeply immersed in the life of the Church, and collaborate closely with Catholic education, health, social service, and other agencies. Broad-ranging public engagement is also a year-round feature of faculty life, enacted through extensive media contributions, public events, and scholarly activities.

ABOUT NATIONAL SCHOOL OF THEOLOGY

The School of Theology has a presence on every ACU campus, offering learning opportunities informed by innovative and responsive curriculum design, and internationally recognised research expertise. Led by a National Head of School, and comprising 31 academic staff, our staffing profile is the rival of any theological faculty in the world.

Theology at ACU is accessible at any level of study and is shaped by learning design that is fully responsive to emerging questions and contextual need. Across our suite of learning opportunities - short courses, certificate and undergraduate programs, postgraduate coursework degrees, higher degree research, as well as international study tours and learning abroad opportunities - we seek to equip students with a capacity to think theologically.

POSITION PURPOSE

The Lecturer/Senior Lecturer (Theology) will provide academic expertise in the School of Theology, Faculty of Theology and Philosophy, to ensure excellence in teaching and learning within Catholic social thought and Catholic theology, and undertake and lead research in this field. It is expected that the appointee to this position will contribute to the mission of the School, Faculty and University through teaching, research, academic administration, curriculum development, program coordination, and working collaboratively across the Faculty and the University and with external partners.

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
Undertake quality teaching in Catholic Theology at undergraduate and postgraduate levels, including in ACU's Core Curriculum.	Teaching/curriculum development/scholarship of teaching
Participate in or develop activities that improve student enrolments and experience (e.g., recruitment, retention, or engagement) at a local and national level.	Teaching/curriculum development/scholarship of teaching
Contribute to the management and administration of units and courses, including in ACU's Core Curriculum.	Teaching/curriculum development/scholarship of teaching
Contribute to the development and review of units or courses, and other curriculum developments consistent with the strategic priorities of the Faculty and aligned with ACU Vision 2033.	Teaching/curriculum development/scholarship of teaching
Build and contribute to relationships with external stakeholders across the Catholic community, consistent with the School, Faculty and University's priorities and agreements.	Academic Leadership and Service
Participate in and provide leadership to School, Faculty, and University committees, activities and courses.	Academic Leadership and Service
Develop quality research publications, grant applications and research engagement activities, aligned with ACU Vision 2033.	Research

Responsibility	Broad Area of Academic Activity
Supervise Honours, Masters, and/or PhD students in Theology.	Research
Support and develop research activities, public events and other profiling/marketing initiatives aligned with ACU Vision 2033 and related University Strategic priorities.	Research

SELECTION CRITERIA

Qualifications, skills, knowledge and experience:	• Qualification - Possession of a PhD in Theology (or related field) or Doctor of Ministry, with a focus in Catholic social thought. A Higher Education teaching qualification is also desirable. • Qualification - Eligible to apply for and obtain a Mandate (or equivalent) to teach theological disciplines, according to the Australian Norms for Ex Corde Ecclesiae for ACU, and suitable for teaching into Seminary formation. • Experience - High quality teaching experience in undergraduate and/or postgraduate units and courses across various delivery modes, appropriate to the level of appointment. • Experience - Experience in academic administration, appropriate to the level of appointment. • Knowledge - Demonstrated understanding of research-engaged teaching and of developing, implementing and/or leading innovative teaching, curriculum and/or assessment activities informed by current disciplinary research and contemporary andragogy. • Skill - Demonstrated commitment, confidence and courage in promoting ACU's Mission, Vision and Values. • Skill - Evidence of quality research practice by publication, grant and engagement activities with potential for impact, as appropriate to level of appointment. • Skill - Competency to teach into areas of systematic or moral theology. • Experience - Ability to teach into the women's leadership for mission program is desirable.
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. • Keep stakeholder interest at the core of ACU business decisions and ACU service excellence as a top priority. • 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	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>

