

## POSITION DESCRIPTION

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| <b>Position Title</b>       | Southern Cross Care Lecturer/Senior Lecturer/Associate Professor in Aged Care Ethics |                        |             |
| <b>Organisational Unit</b>  | Faculty of Theology & Philosophy                                                     |                        |             |
| <b>Functional Unit</b>      | Queensland Bioethics Centre                                                          |                        |             |
| <b>Nominated Supervisor</b> | Director, Queensland Bioethics Centre                                                |                        |             |
| <b>Career Pathway</b>       | Research Focussed                                                                    |                        |             |
| <b>Classification</b>       | Academic Level B/C/D                                                                 |                        |             |
| <b>CDF Level</b>            | CDF1                                                                                 | <b>Position Number</b> | 10613497    |
| <b>Attendance Type</b>      | Full Time                                                                            | <b>Date reviewed</b>   | 25-JUN-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 QUEENSLAND BIOETHICS CENTRE

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The Queensland Bioethics Centre (QBC) is a collaboration between the Archdiocese of Brisbane and Australian Catholic University. QBC was first established by the Archdiocese in 1981 to become a library and resource for the public on bioethical issues. It was one of the earliest such centres in Australia. Today, the QBC continues its work in collaboration with Australian Catholic University.

The objective of the QBC is to promote a distinctively Catholic approach to the field of bioethics through the following range of possible strategies:

- (a) Research: to deepen and advance knowledge and understanding of the ethical standards relevant to human health and well-being from a catholic perspective, and in particular with respect to clinical practice, medical research, the allocation of healthcare resources, and areas of interest to the Australian Catholic Bishops Conference, the Bishops of Queensland and the Archdiocese of Brisbane;
- (b) Teaching and Learning: to offer courses and professional development programs in catholic moral theology and philosophical ethics and in the ethics of health care provision, medical research and health care resource allocation from a catholic perspective;
- (c) Political and Ecclesial engagement: to collaborate with the Church in Queensland and Australia in order to engage local and federal Governments and make submissions to relevant inquiries in areas relating to bioethics from a catholic perspective;
- (d) Consultation: to provide consultation to the public, the Church and to Health Services in relation to bioethical issues in order to give advice from a catholic perspective.

In 2019, ACU and Mater Misericordiae Ltd entered into an affiliation agreement to support the work of the QBC. Mater comprises several publicly and privately funded hospitals, health centres, a nationally accredited education provider (Mater Education) and a world-class research institute.

## POSITION PURPOSE

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Southern Cross Care Lecturer/Senior Lecturer/Associate Professor in Aged Care Ethics furthers the cooperation between Southern Cross Care QLD and ACU in supporting the work of the Queensland Bioethics Centre. The position is jointly funded by Southern Cross Care QLD and Australian Catholic University.

The purpose of the position is to enhance ethics expertise and capacity in Catholic aged care in Queensland, and Australia, with a particular focus on the research, educational, public engagement and consultancy needs of Southern Cross Care QLD, ideally including special interest in ethical issues related to:

- Residential aged care reform and access to adequate aged care;
- Care for people living with dementia and other forms of limitation;
- End of life care in community and residential aged care settings;
- Aged Care in Remote and Rural Communities;
- Interactions between health and aged care sectors at federal and state level and the implications for care of older Australians.

## KEY RESPONSIBILITIES

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### 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                         |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------|
| <p>Lead and/or contribute to delivery and curriculum development of up to four undergraduate and/or post-graduate units per year in the Faculty of Theology and Philosophy (FTP) or Faculty of Health Sciences (FHS) in a variety of modes ranging from intensive face-to face to fully online delivery, including in the Master of Theological Studies with a specialisation in Bioethics.</p> <ul style="list-style-type: none"> <li>• Lead and conduct ethics formation sessions for Southern Cross Care QLD and other health and aged care partners.</li> <li>• Develop research-informed informational resources in the ethical dimensions of aged care for professional development purposes.</li> </ul> | Teaching/curriculum development/scholarship of teaching |
| <p>Conduct high-quality research in normative or empirical ethics for publication in top international journals or book publishers in areas relevant to Southern Cross Care QLD and other QBC stakeholders, especially, on ethical issues surrounding contemporary aged care in Australia.</p> <ul style="list-style-type: none"> <li>• Supervise Higher Degree by Research students, e.g. Master's or Doctorate.</li> <li>• Apply for/Source third-party research funding from Competitive grants (e.g. ARC/NHMRC) or research contracts.</li> </ul>                                                                                                                                                          | Research                                                |
| <p>Advise Southern Cross QLD on ethical matters in relation to contemporary aged care.</p> <ul style="list-style-type: none"> <li>• Participate in case consultations with multidisciplinary teams and participate in relevant multidisciplinary team meetings within some key areas where issues arise e.g. end of life care, aged care reform, dementia care, healthy aging.</li> <li>• Participate as reviewer for Southern Cross Care QLD of research projects and proposals submitted by either internal or external parties.</li> <li>• Contribute to public engagement through media and other opportunities that may arise.</li> </ul>                                                                 | Academic Leadership and Service                         |

## SELECTION CRITERIA

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| <b>Qualifications, skills, knowledge and experience:</b> | <ul style="list-style-type: none"> <li>• Qualification - Doctorate by research in Aged Care Ethics or cognate field, e.g. moral theology, moral philosophy, or bioethics.</li> <li>• Knowledge - Evidence of extensive understanding of Roman Catholic approaches to ethics.</li> <li>• Experience - Track record of publication in high-quality journals or presses on topics relevant to the position. Desirable, but not necessary, is track record in the ethics of aged care, dementia care, or end of life care. Desirable</li> </ul> |
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|                                                          | <p>is evidence of successful supervision to completion of higher degree by research candidates (e.g. research master's or PhD). Desirable is a track record of securing third-party research funding.</p> <ul style="list-style-type: none"> <li>• Experience - Evidence of delivery (and ideally also development) of high-quality undergraduate or post-graduate units/courses in fundamental or applied theological or philosophical ethics, ideally also in aged care ethics, healthcare ethics, bioethics, biomedical ethics, or clinical ethics. Desirable is experience in delivery of professional development (adult education) to a range of audiences, including senior and executive management level.</li> <li>• Experience - Evidence of capacity to work collaboratively on committees in leadership and development of projects, and, desirable, but not necessary, evidence of contributions made to institutional human research ethics committees (HRECs or IRBs) or clinical ethics committees.</li> <li>• Experience - Desirable - Evidence of engagement in ecclesial, professional, political or public forums, e.g. popular media, through writing, public lectures, debates, submissions to government and policy development.</li> <li>• Experience - Desirable - Evidence of practical experience in healthcare or clinical ethics settings, e.g. clinical ethics committees, or clinical ethics consultation.</li> </ul> |
| <b>Core Competencies:</b>                                | <ul style="list-style-type: none"> <li>• 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.</li> <li>• Keep stakeholder interest at the core of ACU business decisions and ACU service excellence as a top priority.</li> <li>• Work collaboratively internally and externally to ACU to capitalise on all available expertise in pursuit of excellence.</li> <li>• 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.</li> <li>• Take personal accountability for achieving the highest quality outcomes through understanding the ACU context, self-reflection, and aspiring to and striving for excellence.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| <b>Essential Attributes:</b>                             | 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.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <b>Working with children and vulnerable adults check</b> | This role does not require a Working with Children Check.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <b>Pre-employment declaration and background check</b>   | 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

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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>

