

POSITION DESCRIPTION

Position Title	Associate Lecturer/Lecturer (Occupational Therapy)		
Organisational Unit	Faculty of Health Sciences		
Functional Unit	Occupational Therapy (Ballarat)		
Nominated Supervisor	Deputy Head, School of Allied Health VIC		
Career Pathway	Teaching and Research		
Classification	Academic Level A/B		
CDF Level	CDF1	Position Number	10613014
Attendance Type	Full Time	Date reviewed	25-MAY-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 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.

POSITION PURPOSE

The Associate Lecturer/Lecturer in Occupational Therapy (Level A/B) is located within an established national and local team of academics and will make significant contributions to the development and implementation of the Bachelor of Occupational Therapy at Australian Catholic University on the Ballarat campus. Substantial work has been undertaken over the last 10 years in an effort to decolonise the curriculum, and Cultural supports are available within the school, faculty and university for Aboriginal and Torres Strait Islander applicants. ACU has a strong focus on community engagement and working with local communities. The Associate Lecturer/Lecturer in Occupational Therapy will work closely with the campus Course Coordinator, the Deputy Head of School, Head of Discipline, National Course Coordinator and other staff as required ensuring the Occupational Therapy course implementation is well managed.

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 high quality innovative teaching, informed by reflective practice and empirical research, at undergraduate level.	Teaching/curriculum development/scholarship of teaching
Support students by providing feedback and guidance that achieves expected learning outcomes, encourages self-reflection and enhances the learning experience.	Teaching/curriculum development/scholarship of teaching
Level A: Undertake a post-graduate qualification to create knowledge and develop skills in research, higher education and/or professional practice Level B: Contribute to the effective supervision of Honours and/or HDR students	Teaching/curriculum development/scholarship of teaching
Level A: Execute assessment tasks aligned with expected learning outcomes. Contribute to moderation of assessment and provide students with timely consultation and feedback opportunities Level B: Develop and undertake assessment of students using well-designed tasks aligned with the expected learning outcomes. Lead moderation of assessment and provide students with consultation and feedback opportunities;	Teaching/curriculum development/scholarship of teaching
Work with relevant academic and professional staff to contribute to curriculum, unit and program administration, development, delivery and review to ensure consistency between academic units and clinical teaching.	Teaching/curriculum development/scholarship of teaching
Maintain professional competency and eligibility for membership of Occupational Therapy Australia	Teaching/curriculum development/scholarship of teaching
Level A: Use current disciplinary research and scholarship to inform teaching that facilitates student engagement in and understanding of research and participate in evaluation of teaching and learning Level B: Work towards a coherent program of quality research demonstrated by high-quality research outputs aligned with National and/or ACU priorities	Research
Level A: Perform administrative functions to effectively manage teaching units Level B: Effectively coordinate one or more units and/or courses.	Academic Leadership and Service
Contribute to academic administration and quality improvement, risk management and/or governance within the School. Participate in School, Faculty and University committees and related activities as appropriate.	Academic Leadership and Service
Commit to professional activities outside the University and build effective partnerships with external organisations and communities.	Academic Leadership and Service

SELECTION CRITERIA

Qualifications, skills, knowledge and experience:	<ul style="list-style-type: none"> • Qualification - Level A: Possession of qualifying degree in Occupational Therapy. Level B: A postgraduate qualification in Occupational Therapy or equivalent, a doctorate of substantial progress towards a doctorate • Experience - Level A: Demonstrated high quality, innovative teaching and/or professional practice supervision experience. Level B: Advanced knowledge or practice demonstrated in significant teaching experience and a higher degree (e.g. Masters or PhD or equivalent). • Experience - Demonstrated capacity to implement effective teaching and learning at higher education level • Knowledge - Level A: Demonstrated contributions to the creation and/or enhancement of supportive learning and/or practice environments. Level B: Ability to implement new program initiatives that strive for excellence in the delivery of occupational therapy services and professional practice experiences. • Experience - Level A: Capacity and willingness to undertake post graduate training in research, higher education and/or professional practice. Level B: Demonstrated capacity to implement high quality research, including collaborative research and to supervise research students. • Experience - Level A: Understanding of developing and implementing innovative and pedagogically contemporary teaching, curriculum and/or assessment activities informed by current disciplinary research. Level B: Demonstrated understanding of the nexus between teaching and research in approaches to teaching and learning, and to research and/or scholarship. • Skill - Demonstrated excellence in interpersonal skills to contribute to positive relationships in an academic team and within the School, University and professional community. • Knowledge - Demonstrated capacity to contribute to academic administration at the School, University, and/or professional levels in areas of teaching, research and quality improvement.
Core Competencies:	<ul style="list-style-type: none"> • 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. • 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. • 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:	<p>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.</p>

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.
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>

