

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	10601377
Attendance Type	Full Time	Date reviewed	24-OCT-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 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 - and the Institute for Religion and Critical Inquiry. ACU has prioritised research excellence in a number of areas of strategic priority, including theology and philosophy. In the 2025 QS ranking in Theology, Divinity and Religious studies, for example, ACU was ranked first in Australia, and top 25 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 that leads to joint publication projects, research conferences and workshops (in Australia, on our Rome campus, and beyond), co-supervision of research students, and joint programs for research funding. We offer 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 across a variety of delivery modes. This includes Mission-aligned short courses, certificate and bachelor-level courses, postgraduate coursework programs, Higher-degree by research degrees, international study tours, and a wide range of professional learning and in-service opportunities. Our programs are designed in collaboration with industry, community, and church to equip students with the knowledge and skills required to succeed in an evolving, global and digital world.

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 in Theology will provide academic expertise in the Faculty of Theology and Philosophy to ensure excellence in teaching and learning within Catholic systematic 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 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	Teaching/curriculum development/scholarship of teaching
Develop activities that improve the student experience (e.g., recruitment, retention, or engagement) at a local and national level.	Teaching/curriculum development/scholarship of teaching
Develop quality research publications (individual and/or collaborative), aligned with ACU Vision 2033.	Research
Supervise Honours, Masters, and/or PhD students in Theology.	Research
Build and contribute to relationships with external stakeholders across the Catholic community, consistent with the School, Faculty and University's priorities and	Academic Leadership and Service

Responsibility	Broad Area of Academic Activity
agreements, particularly in postgraduate award programs in Theology and Religious Education.	
Participate in and provide leadership to School, Faculty, and University committees and activities.	Academic Leadership and Service
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
Contribute to the management and administration of units and courses, appropriate to the level of appointment.	Teaching/curriculum development/scholarship of teaching
Develop or participate in the writing of grant application and support research seminars, public events and other profiling 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. • Qualification - Eligible to apply for and obtain a Mandate to teach theological disciplines, according to the Australian Norms for Ex Corde Ecclesiae for ACU, and suitable for teaching into Seminary formation. • Experience - Experience in academic administration appropriate to the level of appointment. • Experience - High quality teaching experience in undergraduate and/or postgraduate units and courses, appropriate to the level of appointment. • Skill - Demonstrated commitment, confidence and courage in promoting ACU's Mission, Vision and Values. • Skill - Evidence of quality research practice by publication and engagement activities with potential for impact, as appropriate to 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. • Experience - Success in external research funding applications is desirable, depending on level of appointment.
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.

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>

