

## POSITION DESCRIPTION

<b>Position Title</b>	Research Fellow / Senior Research Fellow (Historical and Systematic Theology)		
<b>Organisational Unit</b>	Institute for Religion and Critical Inquiry		
<b>Functional Unit</b>	Faculty of Theology and Philosophy		
<b>Nominated Supervisor</b>	Program Director, Religion and Theology Research Program		
<b>Career Pathway</b>	Teaching and Research		
<b>Classification</b>	Academic Level B/C		
<b>CDF Level</b>	CDF1	<b>Position Number</b>	10607866
<b>Attendance Type</b>	Full Time	<b>Date reviewed</b>	19-SEPT-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
- Provost and Deputy Vice-Chancellor (Academic)
- Chief Operating Officer
- Deputy Vice-Chancellor (Research and Enterprise)
- Deputy Vice-Chancellor (Education)
- Vice President and Director (Mission and Identity)

## ABOUT THE FACULTY OF THEOLOGY & PHILOSOPHY

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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, and several smaller specialist Centres.

ACU has prioritised research excellence in a number of areas of strategic priority, including theology and philosophy. In the 2023 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, at 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 programs, 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 THE INSTITUTE FOR RELIGION AND CRITICAL INQUIRY

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The Institute for Religion and Critical Inquiry (IRCI) collaborates with researchers from around the globe to examine ideas, beliefs, practises and history in order to advance understanding of our world and imagine ways to improve it. To this end the IRCI promotes collaborative research on religion and critical thought, exploring the inter-relationships between religion and its cultural contexts, and how it contributes to contemporary theological, historical, philosophical, social, and political debates.

Founded in 2014, the Institute's research programs in Biblical and Early Christian Studies and Religion and Theology includes full-time researchers, affiliate and honorary staff, and research students. The IRCI has established research partnerships with leading institutions in Europe, the UK, and North America, and presents a series of research seminars each year at ACU's Rome Campus. Research activities encompass projects, seminars, workshops, public engagement and conferences that enhance intellectual discourse and debate. Its staff also teach into ACU's coursework programs in theology and ancient languages and history.

As part of the Faculty for Theology and Philosophy, IRCI contributes to the largest such Faculty in Australia, one that offers undergraduate and postgraduate courses and higher research degrees across eight campuses. The Institute has contributed strongly to ACU's ranking of 1<sup>st</sup> in Australia and 22<sup>nd</sup> in the world in theology, divinity, and religious studies (QS 2025) and ACU's Leiden CWTS 2024 score of 1<sup>st</sup> in Australia for research quality in Humanities and Social Sciences (proportion of papers in the top 10% frequently cited).

## POSITION PURPOSE

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The Research Fellow / Senior Research Fellow will conduct high-quality research as a member of the Religion and Theology Program. Their area of speciality, will lie within contemporary theologies, with a focus in historical and systematic theologies, and Catholic theologies broadly and ecumenically conceived. The Religion and Theology program is home to scholars of historical and systematic theology, philosophical theology, Christian spiritualities, and Catholic thought and practice. Much of our work is interdisciplinary and seeks to connect historical theological traditions and texts with contemporary realities and challenges. Examples of our current international research projects include 'Theologies of Catholicity' and 'Art Engaged Theology'. Recently concluded research projects include 'Spiritual Understanding in a Secular Age: Engaging Art as Religious Ritual' and 'Redeeming Autonomy: Agency, Vulnerability, and Relationality'.

The Research Fellow / Senior Fellow will contribute to the research and teaching profile of the Institute, Faculty, and University. We seek applicants with demonstrable research expertise in historical and systematic theology broadly conceived, as well as clear ability to put historical theological sources in dialogue with contemporary issues. We also seek candidates with excellent communication skills and demonstrable teaching expertise in these areas, committed to forming inquiring minds at undergraduate level and working with more advanced students at graduate and higher degree level.

Applicants will work collegially and collaboratively to build their own research and teaching profiles and contribute to team projects within their areas of specialisation and across traditional disciplinary boundaries as appropriate. They will be expected to contribute to the Program's collaborative activities, including seminars, reading groups, and workshops. They will also be expected to contribute to the collegial and scholarly life of the wider Institute and Faculty. The Institute includes scholars of Christian Theology, Early Christianity, Scripture and Religious Studies, and we expect that applicants will be motivated to join a community of scholars interested in fostering and sustaining conversations between these different disciplines and others across ACU's broad humanities programs.

[Embedding inclusivity and diversity](#) supports ACU's strategic vision to enable flourishing lives, foster thriving communities, and build an ethical future: we strongly encourage applications from under-represented groups.

## 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 four 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 high-quality research of an international standard in historical and systematic theology.	Research
Produce high-quality publications as sole author and in collaboration with other researchers in highly ranked peer-reviewed publications, aligned with ACU Vision 2033.	Research
Undertake high-quality research-led teaching at undergraduate and postgraduate levels, including curriculum development.	Teaching/curriculum development/scholarship of teaching
Supervise Honours, Masters, and/or PhD students in Theology.	Research
Contribute actively to the collegial life of the Institute, Faculty, and University, including supporting research seminars, public events and other profiling initiatives aligned with ACU Vision 2033 and related University Strategic priorities.	Academic Leadership and Service
Prepare and submit research grant applications and actively identify and seek funding from external bodies in consultation with other researchers within and outside of the Institute.	Research

Contribute to the management and administration of units and courses, appropriate to the level of appointment.	Teaching/curriculum development/scholarship of teaching
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## SELECTION CRITERIA

<b>Qualifications, skills, knowledge and experience:</b>	<ul style="list-style-type: none"> <li>• Qualification - A PhD in Christian Theology (Historical/Systematic/Contemporary).</li> <li>• Experience – A track record of scholarly publications of an excellent international standard, appropriate to the level of appointment.</li> <li>• Experience - High quality teaching experience in undergraduate and/or postgraduate units and courses, appropriate to the level of appointment.</li> <li>• Experience – Ability to work effectively both individually and collegially as part of a collaborative research team.</li> <li>• Experience - Success in external research funding applications is desirable, depending on level of appointment.</li> <li>• Skill – Awareness of ACU's Mission, Vision and Values, including the capacity to demonstrate an understanding of how this role serves ACU's Mission.</li> <li>• Skill – Proven commitment to equity, diversity, and inclusivity principles, including the understanding of cultural diversity and ethical practice, equal employment opportunity and workplace health and safety.</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>• 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>• 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>• Coach and develop self and others through setting clear expectations, managing performance and developing required capabilities to establish a culture of learning and improvement.</li> <li>• Take personal accountability for achieving the highest quality outcomes through understanding the ACU context, self-reflection, and striving for excellence.</li> <li>• Plan work activity, prioritise time and resources using established ACU processes and technology to achieve optimum efficiency and effectiveness.</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.

## 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>

