

POSITION DESCRIPTION

Position Title	Research Fellow/Senior Research Fellow		
Organisational Unit	Faculty of Education and Arts		
Functional Unit	Institute of Child Protection Studies		
Nominated Supervisor	Assoc Professor/Deputy Director		
Career Pathway	Research Focussed		
Classification	Academic Level B/ C		
CDF Level	CDF1	Position Number	10612313
Attendance Type	Full Time	Date reviewed	22-JUL-2024

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 and Deputy Vice-Chancellor
- Deputy Vice-Chancellor (Research and Enterprise)
- Deputy Vice-Chancellor (Education)
- Vice President and Director (Mission and Identity).

ABOUT THE FACULTY OF EDUCATION AND ARTS

The Faculty of Education and Arts encompasses two schools - the National School of Education and the National School of Arts and Humanities, and four institutes - the Institute for Positive Psychology and Education; the Institute for Learning Sciences and Teacher Education; the Institute of Child Protection Studies; the Institute for Humanities and Social Sciences, as well as the Australian Centre for the Advancement of Literacy, the Clinic for the Advancement of Literacy, the Ancient Israel Program and the Western Civilisation Program. The faculty is recognised nationally and internationally as a leader in teacher education, and for its rapidly rising profile in the humanities and social sciences, especially in the disciplines of history, politics and sociology.

Operating across our campuses in Ballarat, Brisbane, Canberra, Melbourne, North Sydney, Strathfield, Blacktown and our Rome campus in Italy, the Faculty is home to a lively, multicultural community of more than 12,000 students and offers an engaging program of teaching and research for students and staff. Through its research collaborations, student exchange programs and community engagement initiatives, the faculty also has strong connections with international universities and an array of government, not-for-profit and private organisations.

ABOUT INSTITUTE OF CHILD PROTECTION STUDIES

The ACU Institute of Child Protection Studies (ICPS) generates knowledge relating to child maltreatment, child safety, child protection and children's participation in research. The team conducts high quality applied research, evaluations and consultancies that improves understandings of the nature and extent of child abuse and neglect, how to prevent it, and reduce its impact on children, young people, and families. The needs and experiences of children and young people represent a particular focus of our work.

ICPS is committed to engagement and impact. We interact with research end-users to develop projects that support evidence-informed work with and for children and young people. We aim to promote children's rights, needs, interests and views and influence the development of policy and the provision of services to children, young people, and families. ICPS uses findings from our work to build workforce capacity and enhance community awareness, as appropriate.

POSITION PURPOSE

The primary purpose of the Research Fellow/Senior Research Fellow is to produce high-quality applied research to contribute to and strengthen the University's research profile, and more specifically the profile of the Institute. The Research Fellow/Senior Research Fellow will have experience child-focused research initiatives, and the translation of research findings to inform decision-making. The Research Fellow/Senior Research Fellow will augment the current work of ICPS in areas including but not limited to supporting child-safe communities, strengthening child protection service systems, and informing practice, and promoting children and young people's participation in research.

The position holder will work with ICPS staff to identify and secure applied research projects and support the measurement and evaluation of child abuse prevention and other related initiatives to support the safety and wellbeing of children and respond to the needs of those affected by abuse and neglect. As appropriate, the role will also contribute to the engagement and impact initiatives designed to prevent child maltreatment and promote safeguarding strategies in youth-serving organisations. This position is ideal for candidates passionate about applying advanced research skills to deliver on projects that have application to children's safety and wellbeing.

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
AT LEVEL B: Identify and work with ICPS leadership to pursue opportunities that actively engage with end users or industry collaborators at all stages of research, generating research income where possible	Research
Prepare grants applications, tender responses and strategic funding proposals that align to the research direction of the ICPS	Research
Support collaborative research projects with scholars from ACU and/or other universities in Australia and/ or internationally	Research
Work with ICPS team to conduct high-quality research including design and implementation of studies, using a range of methods appropriate to specific research	Research
Contribute to the preparation and independently publish articles attaining recognition for ICPS and ACU at a national and where possible international level	Research
Collaboratively synthesise, exchange, and apply research and evaluation findings	Research
Provide high-quality support to higher degree research students	Research
Contribute actively to the collegial life of the Institute, including research seminars	Academic Leadership and Service
Support international and national research partnerships in consultation with the Deputy Director and Director	Academic Leadership and Service
AT LEVEL C: Play a lead role in developing and implementing the ICPS research program	Academic Leadership and Service
Foster further collaborative links with major research institutions and industry, nationally and internationally	Research
Build and maintain effective working relationships with key sectors, partner organisations, research	Research

Responsibility	Broad Area of Academic Activity
centres and groups at other institutions, nationally and internationally	
Identifying opportunities and attract funding by preparing and submitting grants, research tenders and strategic funding proposal proposals aligned to ICPS research directions	Research
Lead a team to conduct research and produce relevant, high impact research outputs (including providing research training as required)	Research
Lead the publication of articles attaining recognition for ICPS and ACU at a national and where possible international level	Research

SELECTION CRITERIA

Qualifications, skills, knowledge and experience:	<ul style="list-style-type: none"> • Qualification - Hold a relevant PhD or its equivalent in terms of research expertise, with relevant practice and/or research experience in child protection, child/family welfare services and safety and wellbeing of children, young people, and their families. • Experience - Experience working with children and young people in research or practice settings. • Experience - Demonstrated capacity to secure external research grant funding and successfully deliver complex research studies • Experience - Experience in communicating research results effectively in academic, policy and community forums • Experience - Demonstrated collaborative research expertise • Experience - Qualitative practice-based research with cohorts experiencing vulnerabilities. • Skill - Desirable: Quantitative research skills: survey development and management, research design, and the collection, analysis, and reporting of quantitative survey/administrative data. Experience in using relevant statistical software (e.g., SPSS).
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:	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	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.

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>

