

## POSITION DESCRIPTION

<b>Position Title</b>	Academic Lead		
<b>Organisational Unit</b>	Faculty of Law and Business		
<b>Functional Unit</b>	Governance and Public Affairs Centre		
<b>Nominated Supervisor</b>	Director, Governance and Public Affairs Centre		
<b>Career Pathway</b>	Research Focussed		
<b>Classification</b>	Academic Level C/D		
<b>CDF Level</b>	CDF1	<b>Position Number</b>	10612241
<b>Attendance Type</b>	Full Time	<b>Date reviewed</b>	17-JUN-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.*

At ACU we pride ourselves on offering a welcoming environment for everyone. At the same time, we are a university committed to standing for something clear. We stand up for people in need and causes that matter. ACU's Mission is central to the University and informs every area – integrating the dignity of the human person, the common good, and ethical and social justice considerations into our core activities of student learning and teaching, research and service.

We are a publicly funded university which has grown rapidly over the past few years. We're young, but we are making our mark: ranking 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 know that our people make us a university like no other. It's your values, action and passion that makes the difference. Whatever role you may play in our organisation: it's what you do that defines who we are.

We value staff, offering excellent leave and employment conditions, and foster work environments where they have the ability to grow and develop. We continue to invest in our facilities and workplaces, and actively involve staff in shaping the future direction of the organisation.

Each portfolio consists of several Faculties, Research Institutes or Directorates. The Vice President drives both the Identity and the Mission of the University. In addition, Campus Deans focus on the University's local presence and development of the University at the local 'campus' level. For further information about the University please refer to the Organisation Chart.

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. Several frameworks and standards also express the University's expectations of conduct, capability, participation and contribution of staff.

## **ABOUT THE FACULTY OF LAW AND BUSINESS**

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The Faculty of Law and Business was established on 1 January 2014 following the merger of the former Faculty of Business and Thomas More Law Academy. Consisting of two key schools, the Peter Faber Business School and the Thomas More Law School, the Faculty provides both undergraduate and postgraduate degree programs across a range of business disciplines and law.

The Faculty is staffed by a dedicated, nationally and internationally recognised team of academics whose teaching is supported by their active involvement in relevant industries, professional industries, professional associations or links to eminent international business and law schools, as well as their research. Teaching staff have an established research record with a commitment to conducting research in areas aligned with the broad values of the University mission as well as innovative industry led projects.

Students are valued as individuals and teaching staff are directly involved with students' learning journey from prospective student to alumni. The Faculty aims to equip graduates with the necessary skills to become leaders, not only in their chosen profession, but in the community. We emphasise the ethical, social and environmental responsibilities of the modern business leader and lawyer, with all our courses having a strong practical component through community engagement, pro bono work and internships.

## **ABOUT GOVERNANCE AND PUBLIC AFFAIRS CENTRE (GPAC)**

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ACU's Governance and Public Affairs Centre (GPAC) brings together business, university and civic leaders - across the ideological and political spectrum - to help address complex and vexed governance challenges at the intersection of business, politics and society.

Adopting a broad and non-partisan approach that values respectful and robust debate between diverse perspectives, GPAC will amplify interdisciplinary research, produce frameworks and industry resources, and provide bespoke consulting and advice that enhances governance approaches to contested issues.

Housed within ACU's Faculty of Law of Business and overseen by an advisory group of renowned business leaders, GPAC collaborates with a global network of scholars and practitioners to advance a constructive approach for identifying and handling contentious issues in pluralist societies.

Particularly, GPAC will focus on three intersecting areas:

- 1. Navigating Contested Issues:** Should companies take a stand or remain silent in response to contested social and political issues not directly related to core business? Both options are increasingly untenable and fraught with risk. We consider the reasons for and against corporate engagement and explore the possibility and benefits of an alternative approach that mitigates effects on employees, institutions, and public debate.
- 2. Fostering Good Disagreement:** Contested issues involve tense debates, strong emotions and passionate disagreement. Pluralistic societies need to learn how to disagree better and tolerate diverse points of view so as to not become further fragmented or polarised. We bring an

interdisciplinary lens to devise practical solutions and interventions for business leaders wishing to address internal polarisation and external social division around issues of public interest.

- 3. Enhancing Public Debate:** With increasing contestation, coarseness and shrillness in public debate, as well as illiberal tendencies from the left and the right, we will explore efforts that improve public discourse and understanding of divergent views, as well as the supportive role that different sectors can play – education, media, sport, religion, and the arts – in facilitating robust and respectful exchange that can restore confidence in democratic institutions.

GPAC is also the host and convenor of the Executive Forum, a monthly, invite-only, breakfast roundtable with senior business leaders that enables constructive and respectful debate between diverse perspectives around contemporary challenges.

## POSITION PURPOSE

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The Academic Lead is an exciting new position leading the globally oriented research agenda and industry engagement activities of the newly established Governance and Public Affairs Centre (GPAC).

The position will be responsible for coordinating research opportunities that enhance GPAC's focus areas, particularly around governance thinking and practice, reasoned disagreement, and public debate.

The role will work in an interdisciplinary fashion with close collaboration with internal and external academics, as well as leading global business figures across a range of sectors and regions.

The role will report directly to the Director of GPAC and has considerable scope to be shaped by the person.

## 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](#)
- [ACU Teaching Criteria and Standards Framework](#)
- [Academic Performance Matrices and Evidence Framework](#)
- [ACU Capability Development Framework](#)
- [Higher Education Standards Framework](#)
- ACU Staff Enterprise Agreement
- [ACU Staff Reconciliation Action Plan](#)

The following two frameworks in particular 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>Internally, lead GPAC's research agenda, collaborate with Law and Business faculty members, and contribute to university-wide activities. Responsibilities include, but are not limited to:</p> <ul style="list-style-type: none"> <li>• Establish GPAC's thought leadership by coordinating a globally connected and industry-engaged research strategy and agenda.</li> <li>• Collaborate closely with GPAC's Business Lead in ensuring research and industry opportunities and engagements are aligned with commercialisation strategy and assist in meeting financial milestones.</li> <li>• Undertake high-quality research that attracts external research income.</li> <li>• Collaborate with internal stakeholders in building capability towards providing consultancy and advisory services that meet potential industry needs and requests.</li> <li>• Contribute meaningfully and collegially through participation in meetings, committees, and events, and to productive relationships which facilitate the achievement of the University's and Faculty's strategic goals.</li> <li>• Engage with ACU academics, particularly from within the Faculty of Law and Business, as well as those from other Faculties in areas of relevant expertise</li> <li>• Collaborate, upon request, with Schools on curriculum review and improvement.</li> <li>• Lead in the development of alternative qualifications, courses and offerings.</li> </ul>	<p>Research</p>
<p>Externally, assist in GPAC's industry engagement agenda, including identifying and securing partnerships, research-funding and academic-industry opportunities. Specific responsibilities include, but are not limited to:</p>	<p>Academic Leadership and Service</p>

Responsibility	Broad Area of Academic Activity
<ul style="list-style-type: none"> <li>• Develop and oversee strategies and activities that raise GPAC's profile as a reputable source of governance thought, activity and advice amongst relevant industries, networks, forums, and publications.</li> <li>• Engage the network of fellows and coordinate research opportunities and collaborative and cross-disciplinary projects utilizing their expertise and networks.</li> <li>• Lead in the identification, application, and coordination of research grant opportunities, research-consulting tenders, and collaborative research projects and assignments.</li> <li>• Lead in the development and provision of professional education, seminars, workshops, and training in response to external industry and requests.</li> <li>• Propose and assist in the development of partnerships and collaborations on areas of mutual interest that progress GPAC goals and enhance bespoke industry consulting offerings.</li> <li>• Develop processes, frameworks and services that progress GPAC focus areas and that meet industry and sectoral needs, including in consulting projects.</li> <li>• Collaborate with the Director in producing GPAC-related publications, seminars, and videos for external audiences and communication purposes.</li> </ul>	

## SELECTION CRITERIA

<b>Qualifications, skills, knowledge and experience:</b>	<ul style="list-style-type: none"> <li>• Qualification - A doctorate in business or philosophy, preferably with a focus on an area related to GPAC interests such as governance, organisational culture, business &amp; society, politics, business ethics or financial ethics.</li> <li>• Knowledge - Extensive knowledge of initiatives, trends and developments related to GPAC focus areas.</li> <li>• Experience - Demonstrated experience building productive relationships and partnerships with scholars, universities, and networks involved in corporate issues.</li> <li>• Experience - Experience advising or consulting corporate / professional environments, with experience and projects applying ethical insights.</li> <li>• Experience - Tertiary teaching experience in GPAC focus areas, with a demonstrated ability in presenting and teaching effectively to non-specialist or corporate audiences.</li> </ul>
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	<ul style="list-style-type: none"> <li>• Experience - Demonstrated experience carrying out independent and collaborative research projects, as well as applying for and obtaining research grants and funding.</li> <li>• Knowledge - The ability to maintain high levels of scholarly knowledge and scholarship activities in business/industry ethics, particularly within the Catholic intellectual tradition.</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>• Understand the business environment in which ACU operates and adopt a university-wide point of view to seize opportunities and improve commercial viability.</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.

## 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>

