POSITION DESCRIPTION

Position Title	Research Fellow		
Organisational Unit	The Faculty Of Education and Arts		
Functional Unit	Institute For Positive Psychology & Education		
Nominated Supervisor	Senior Research Fellow		
Career Pathway	Research Only		
Classification	Academic Level B		
CDF Level	B Research Only CDF1	Position Number	10611083
Attendance Type	Full Time	Date reviewed	22-JAN-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 the Strategic Plan 2020-2023 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 EDUCATION AND ARTS

The Faculty of Education and Arts hosts the National School of Education, the National School of Arts and Humanities, and two vibrant, multidisciplinary research institutes: the Institute for Learning Sciences and Teacher Education, the Institute for Positive Psychology and Education, the Institute of Humanities and Social Sciences, as well as the Australian Centre for the Advancement of Literacy. 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 FOR POSITIVE PSYCHOLOGY & EDUCATION

The Institute for Positive Psychology and Education (IPPE) is led by its Director Professor Rhonda Craven. IPPE conducts multi-disciplinary research to address educational and psychosocial issues, translate theory and research into effective policy and practice, and demonstrate how individuals, communities and organisations cannot just succeed but flourish and thrive. The Institute conducts research in three program areas: Educational and Developmental Psychology; Human Motivation and Behaviour, and Indigenous Game Changers.

IPPE is internationally recognised for theoretical, measurement and applied research; a strong track record of external grants and awards; publications in high quality journals; collaborative links with leading international researchers; established relations with community organisations, including high-profile Australian industry partners as well as international partners; and a PhD program encompassing Education, Educational Psychology, Indigenous Education, Positive Psychology, and Sport and Health Psychology research.

POSITION PURPOSE

The Research Fellow will balance their tasks between the Institute of Positive Psychology and Education and the Provost's Office equally (0.5FTE allocation to each).

As a member of the Motivation and Behaviour Program within the Institute for Positive Psychology and Education, the Research Fellow will conduct quality research, with a focus on developing knowledge products (e.g., scalable interventions and policy-relevant systematic reviews). The role supports existing and future research projects being conducted in the program. Research activities include quantitative analysis, developing and evaluating interventions, conducting systematic reviews and meta-analyses, collaborating with research partners, knowledge translation, and attracting external research funding. Key projects for 2024-2025 include: knowledge translation through online interventions and data visualisations of recent meta-analyses and completing analyses on new systematic reviews. Key research topics for 2024-2025 include: factors influencing children's health and education (e.g., physical activity, sleep, and screen time), and effective altruism (i.e., clear and ethical decision-making, ethical education, improving institutional decision-making).

As a member of the Provost's Office, the Research Fellow will be responsible for establishing, progressing and finalising strategic initiatives led by the Deputy Provost. These initiatives correspond to the following areas:

- • Academic Workforce
- • Integration and Reputation
- • Strategic Project Implementation.

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 Strategic Plan 2020-2023
- • Catholic Identity and Mission
- • Learning For Life Framework 2014-2017
- • ACU Teaching Criteria and Standards Framework
- • Research Quality Standards
- • Academic Performance Matrices and Evidence Framework
- • ACU Capability Development Framework
- • Minimum Standards for Academic Levels (MSALs)
- • Higher Education Standards Framework
- • ACU Service Delivery Model
- • ACU Staff Enterprise Agreement including provisions in relation to Performance Excellence and Academic Career Pathways.
- • 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
Undertake quantitative research aligned with the strategic priorities of the program, institute, and university.	Research

Responsibility	Broad Area of Academic Activity
Conduct statistical analyses for projects being conducted in the research program.	Research
Contribute to existing and new knowledge translation products such as online interventions or data visualisations for community groups.	Research
To contribute to high quality academic research outputs, as well as research reports and grant writing as necessary.	Research
Work alongside the Motivation and Behaviour program members to continue to build relationships with external stakeholders and partners.	Academic Leadership and Service
Contribute to the training, development, and supervision of HDR students within the program.	Academic Leadership and Service
Undertake, oversee, and assist in the collection processing, and analysis of research data.	Research

SELECTION CRITERIA

Qualifications, skills, knowledge and experience:	• Qualification - PhD in a relevant area (psychology, health, biostatistics, or education). • Experience - Track record in the targeted research area, including publications in quality journals. • Skill - Strong statistical analysis skills, with a focus on the R or Python programming languages. • Skill - Strong written and oral communication skills. • Skill - Strong time management and problem solving skills. • Experience - Experience with a range of research methodologies, such as systematic reviews and meta-analyses, intervention development and evaluation, observational studies, or secondary analysis. • Skill - High level computer skills, including aptitude with tools to support project management, reporting, and knowledge translation (e.g., data visualisation, online learning expertise, or multimedia skills).
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. • 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. • Plan work activity, prioritise time and resources using established ACU processes and technology to achieve optimum efficiency and effectiveness.

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

The Institute for Positive Psychology and Education: