POSITION DESCRIPTION

Position Title	Associate Professor of Philosophy		
Organisational Unit	Faculty of Theology & Philosophy		
Functional Unit	National School of Philosophy		
Nominated Supervisor	National Head of School, Philosophy		
Career Pathway	Teaching and Research		
Classification	Academic Level D		
CDF Level	D Teach Research CDF1	Position Number	10611140
Attendance Type	Full Time	Date reviewed	08-NOV-2022

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, five Associate Vice-Chancellors and 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 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 and the Dianoia

Institute of Philosophy.

ACU has prioritised research intensification and has developed a strategy designed to achieve excellence in a selected number of areas of strategic priority, including theology and philosophy. The outcome has been a remarkable transformation in the research standing of the University. In the 2019 THE World University Rankings, ACU rose to the 401-500 band for research and specifically to the 201-300 band in the Arts and Humanities subject rankings, which includes Philosophy. The investment in theology and philosophy is further evidenced through the results of the recent assessment of research quality conducted by the Australian Research Council, known as ERA (Excellence in Research for Australia). The 2018 ERA results rank ACU first in religion and religious studies in Australia, with our research in both philosophy, and religion and religious studies rated 'above world standard'.

We offer theology and philosophy 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. There are short courses, certificate and bachelor opportunities, postgraduate coursework programs, professional and research degrees, international study tours, and a wide range of professional learning and in-service opportunities. Our programs are conceived in collaboration with industry, community, and church leaders. They are designed to equip students with the knowledge and skills required to succeed in an evolving, global and digital world.

ABOUT NATIONAL SCHOOL OF PHILOSOPHY

The ACU National School of Philosophy is one of two schools in the Faculty of Theology and Philosophy. With academics based on our Brisbane, Strathfield and Melbourne campuses, the School offers learning opportunities informed by innovative and responsive curriculum design, and internationally recognised research expertise across a range of areas of philosophical specialisation and methodologies. We offer Philosophy coursework from certificate to doctoral level. We run a strong and broad-based undergraduate major, as well as specialised streams in philosophical studies within the Faculty's suite of postgraduate courses. We seek to equip students with a knowledge of the history of philosophical thinking and the relevance of this history for confronting urgent contemporary problems, as well as a developed capacity to think critically when examining and assessing complex issues.

POSITION PURPOSE

The Associate Professor of Philosophy will be a person of significant national and international profile who will make an outstanding and original contribution to teaching and research within the discipline, as well as providing a substantial operational and strategic leadership contribution to the School.

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
• Provide support, development and achievement of high-level research outcomes for staff in the School through mentoring of staff, particularly early and mid-career researchers. • Conduct high-quality research in the areas of Moral Philosophy/Social Ethics for publication with top international journals or book publishers. • Supervise Higher Degree by Research students, e.g. Master's or Doctorate, to completion. • Consistently source, apply for and be successful in competitive research grants.	Research
• Provide leadership in learning and teaching, monitoring and reporting on all student outcomes and implement initiatives to enhance the student experience. • Teach in a variety of modes and across a range of areas such as: philosophical ethics, social and political philosophy, the philosophy of education, and areas of applied ethics such as bioethics, business ethics and environmental philosophy. • Provide leadership in the development of innovative award (units and courses) and non-award (short course, micro-credentials and other innovative products) learning opportunities that enhance the reach and standing of the discipline in the sector.	Teaching/curriculum development/scholarship of teaching
• Foster teaching, research and community engagement activities to develop a strong nexus between the three areas, ensuring the	Academic Leadership and Service

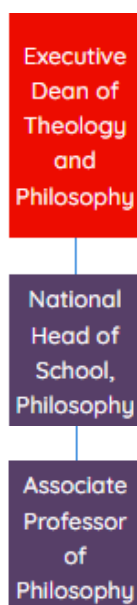| Responsibility	Broad Area of Academic Activity
academic work of the School is relevant to the needs of students, researchers, industry and stakeholders. • Contribute to leadership in academic administration, research administration, quality improvement, risk management and governance in line with University strategic goals.	

SELECTION CRITERIA

Qualifications, skills, knowledge and experience:	• Qualification - Doctorate by Research (PhD). • Experience - Evidence of research leadership including a successful track record in supervision of HDR candidates; effective mentoring to develop research capability and capacity of individuals and research teams; and evidence of the ability to strengthen the University's research capacity, capability and culture. • Experience - Evidence of substantial and sustained record of innovative teaching and reflective practice across all aspects of philosophical ethics, social and political philosophy (including philosophy of education), and areas of applied ethics such as bioethics, business ethics and environmental philosophy. • Experience - Demonstrable leadership in, and a substantial academic teaching portfolio that provides evidence of design, delivery and evaluation of innovative and quality learning environments. • Experience - Track record of publication in high-quality journals or presses on topics and themes relevant to the position. • Experience - Demonstrated ability to develop and maintain partnerships and collaborations with other agencies, educational institutions, external communities, stakeholders and industry in order to achieve quality learning, teaching and research outcomes. • Skill - Strong interpersonal and communication skills, including the ability to work with others to achieve outcomes and continual improvement, together with the ability to lead and implement change and motivate staff. • Skill - Evidence of capacity to lead a School or Faculty academic function in line with identified strategic goals.
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

POSITION DESCRIPTION

Position Title	Lecturer/Senior Lecturer		
Organisational Unit	Faculty of Theology & Philosophy		
Functional Unit	National School of Philosophy		
Nominated Supervisor	National Head of School, Philosophy		
Career Pathway	Teaching and Research		
Classification	Academic Level B or C		
CDF Level	Teach Research CDF1	Position Number	10611141
Attendance Type	Full Time	Date reviewed	17-NOV-2022

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, five Associate Vice-Chancellors and 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 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 and the

Dianoia Institute of Philosophy.

ACU has prioritised research intensification and has developed a strategy designed to achieve excellence in a selected number of areas of strategic priority, including theology and philosophy. The outcome has been a remarkable transformation in the research standing of the University. In the 2019 THE World University Rankings, ACU rose to the 401-500 band for research and specifically to the 201-300 band in the Arts and Humanities subject rankings, which includes Philosophy. The investment in theology and philosophy is further evidenced through the results of the recent assessment of research quality conducted by the Australian Research Council, known as ERA (Excellence in Research for Australia). The 2018 ERA results rank ACU first in religion and religious studies in Australia, with our research in both philosophy, and religion and religious studies rated 'above world standard'.

We offer theology and philosophy 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. There are short courses, certificate and bachelor opportunities, postgraduate coursework programs, professional and research degrees, international study tours, and a wide range of professional learning and in-service opportunities. Our programs are conceived in collaboration with industry, community, and church leaders. They are designed to equip students with the knowledge and skills required to succeed in an evolving, global and digital world.

ABOUT NATIONAL SCHOOL OF PHILOSOPHY

The ACU National School of Philosophy is one of two schools in the Faculty of Theology and Philosophy. With academics based on our Brisbane, Strathfield and Melbourne campuses, the School offers learning opportunities informed by innovative and responsive curriculum design, and internationally recognised research expertise across a range of areas of philosophical specialisation and methodologies. We offer Philosophy coursework from certificate to doctoral level. We run a strong and broad-based undergraduate major, as well as specialised streams in philosophical studies within the Faculty's suite of postgraduate courses. We seek to equip students with a knowledge of the history of philosophical thinking and the relevance of this history for confronting urgent contemporary problems, as well as a developed capacity to think critically when examining and assessing complex issues.

POSITION PURPOSE

The successful candidate will be expected to undertake high quality teaching in the school's philosophy program and undertake quality research and publish in the area of their philosophical expertise.

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
Contribute to curriculum development of undergraduate and/or post-graduate units in the School of Philosophy in a variety of modes ranging from face-to-face classes to synchronous and asynchronous online delivery. A Level C appointment is expected to lead curriculum development across all levels and modes of delivery.	Teaching/curriculum development/scholarship of teaching
Ability to teach across aspects of philosophical ethics, social and political philosophy (including philosophy of education, and areas of applied ethics such as bioethics, business ethics and environmental philosophy) at least to an undergraduate level.	Teaching/curriculum development/scholarship of teaching
Contribute to the effective teaching and supervision of honours, and HDR students in areas of philosophical expertise. A Level C appointment will be required to effectively lead teaching and supervision of research students.	Research
Contribute to high-quality research and outputs in Moral Philosophy and/or Applied Ethics and/or Social/ Political Philosophy for publication in top international journals and book publishers. A Level C appointment will be expected to continue a	Research

Responsibility	Broad Area of Academic Activity
upward trajectory to an already established program of high quality research and research outputs.	
Contribute to academic administration by managing unit/ course activities, ensuring their efficient functioning and responsiveness to the needs of students and stakeholders. A Level C appointment will be expected to provide sustained and effective leadership in academic administration matters relating to the School, Faculty and University activities.	Academic Leadership and Service
Contribute to and engage in a range of community and stakeholder engagement initiatives (e.g. Open Day and other promotional activities) to facilitate the achievement of the University's strategic goals.	Academic Leadership and Service

SELECTION CRITERIA

Qualifications, skills, knowledge and experience:	• Qualification - Doctorate by Research (PhD). • Experience - Evidence of excellence and innovation in curriculum design, review and renewal. Candidates at Level C should be able to demonstrate leadership and a significant contribution to curriculum design and development. • Experience - Evidence of high-quality, innovative teaching informed by reflective practice at undergraduate and/or post-graduate levels in normative and applied ethics and/or social philosophy using a variety of delivery methods. Candidates at Level C should be able to demonstrate a sustained record of performance in this area. • Experience - Track record of publication in high-quality journals or presses on topics relevant to the position. • Experience - Demonstrated experience in the effective teaching and supervision of honours, masters and/or doctoral students. • Skill - Evidence of capacity to work collaboratively and cooperatively on School and Faculty processes and initiatives. Candidates at Level C should be able to demonstrate capacity to provide collegial leadership within the School, Faculty and University context in line with strategic goals.
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.

	• 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	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

Executive Dean of Theology and Philosophy

National Head of School, Philosophy

Lecturer/Senior Lecturer (Philosophy)