



Appointment of Pro Vice-Chancellor (Indigenous)

Information pack

Acknowledgement of Country

In recognition of Aboriginal and Torres Strait Islander peoples' deep spiritual connection to Country, and in continuing the University's commitment to reconciliation, it is customary to acknowledge Country as we pass through it. We acknowledge and pay our respects to the First Peoples, the Traditional Custodians of the lands and waterways where Australian Catholic University campuses are located, and we thank them for their continued custodianship.

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About Australian Catholic University

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 **, ACU is also first in Australia for graduate employment*** ..

The university has seven campuses around Australia and a campus in Rome, Italy

Opportunities for personal and professional growth are critical to ACU. This is a university of service – so much so that it is built into the curricula. All ACU courses offer work placements, internships, or volunteering opportunities.

- * *Times Higher Education World University Rankings 2022*. Percentage calculated as ACU's world rank as a proportion of the total number of universities in the world: *International Handbook of Universities 2019*, Palgrave MacMillan.
- ** International Federation of Catholic Universities members ranked on *Times Higher Education World University Rankings 2022*
- *** Graduate Outcomes Survey – Longitudinal 2021, medium-term outcomes, full-time employment for domestic undergraduate students

Further information
acu.edu.au



ACU has been recognised for its leading work place practices and has been awarded the **Employer of Choice for Gender Equality** citation.



Mission, vision and values

OUR MISSION

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.

OUR VISION

ACU is one of the leading Catholic universities in the world and is one of the principal intellectual assets of the Church in Australia. We exercise nationwide leadership in the key focus areas of health, education, theology and philosophy, and social justice. Guided by the principles of Catholic social teaching, our students, staff and graduates will be influential in bringing about changes in the communities we live in.

CORE VALUES

ACU is founded on a long history of commitment to truth, academic excellence and service, all within the Catholic intellectual tradition. These values are the principles behind all our actions and guide us in living out our mission and realising our vision:

TRUTH

We are committed to the lifelong pursuit of knowledge, freely seeking truth through research, critical inquiry and active discovery.

We share this pursuit through teaching, scholarship and engagement, contributing to the growth and betterment of society.

ACADEMIC EXCELLENCE

ACU, through its pursuit of excellence in teaching and research, strives to produce the highest quality intellectual, educational and learning experiences through innovation and creativity.

SERVICE

ACU is a university of service. We seek to serve the wider community through research, education and engagement, especially by providing opportunities for those in need and by educating students to be socially and morally responsible persons.

ACU pursues all its core values within the Catholic intellectual tradition. We are committed to serving the common good and upholding the sacredness in life. We respect and welcome all faith traditions and uphold the dignity of all human persons.

University governance

The governing body is the Senate which consists of:

- five persons (Chancellor, Pro-Chancellor, Vice-Chancellor and President, the Chair of Academic Board and one cleric) who are members ex-officio
- eight persons elected by the Members of the Corporation following nominations by State Chapters (four Senators) and a panel (four Senators) having regard (among other things) to the need for broad community involvement:
- three persons elected by and from the academic staff of the university
- one person elected by and from the professional staff of the University
- one student of the University.

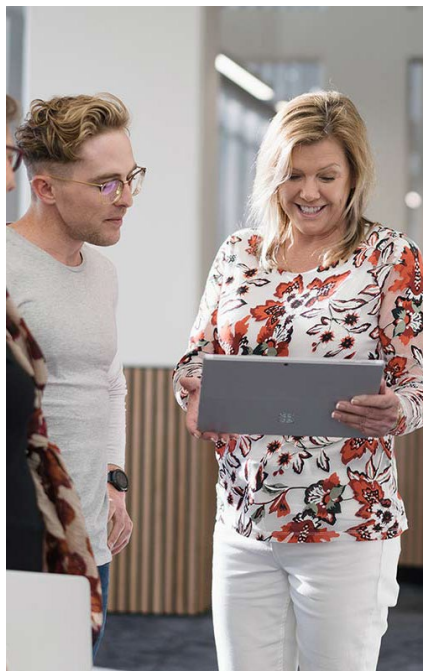
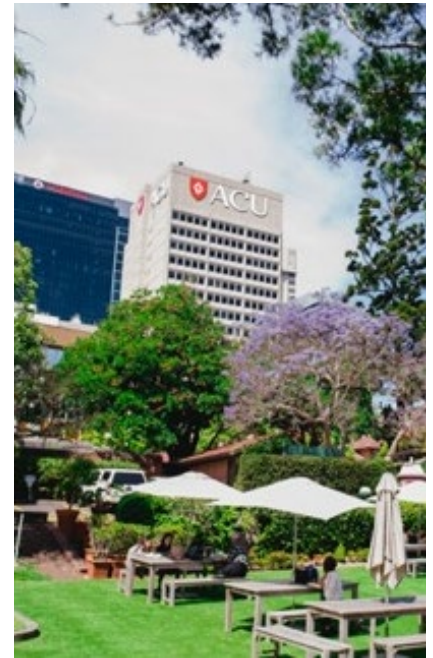
The Academic Board is constituted by the Senate to administer and implement academic policies.

The university has also established four Chapters, based in the communities it serves. These provide advice to the Senate on local needs and demands and serve as important links to community interests.

The Aboriginal and Torres Strait Islander Education Committee (ATSIEC) is one of the key forums established by Australian Catholic University (ACU) to promote cohesive, whole of university strategies that build cultural capability and increase the visibility and presence of Australia's First Peoples.

The Aboriginal and Torres Strait Islander Research Committee was established earlier this year and is ACU's key research forum providing vision, guidance and advice to develop the ACU Research Strategy relating to Australia's First Peoples.

Aboriginal and Torres Strait Islander perspectives and representation are embedded within ACU Committee structures.



University structure

The Vice-Chancellor and President is the chief executive officer of the university. The Provost, Deputy Vice-Chancellors and the Chief Operating Officer, and the Vice President have delegated responsibility for assigned areas of policy.

The Vice-Chancellor and President is assisted by Campus Deans who deal with important campus issues, as well as building and maintaining relationships with local external stakeholders.

The Vice-Chancellor and President is also assisted by the Faculty Executive Deans, the Pro Vice-Chancellor Global and Education Pathways, Pro Vice-Chancellor Research Impact, Pro Vice-Chancellor (Indigenous) and other Directors with national portfolios.

Each Faculty is headed by an Executive Dean, supported by an Associate Dean (Learning and Teaching) and an Associate Dean (Research).

Each campus has a local Student Association, supported by ACUNSA (Australian Catholic University National Students' Association) and ACUPGA (Australian Catholic University Postgraduate Association).

The Pro Vice-Chancellor (Indigenous) holds cross-institutional responsibilities for ensuring a whole-of-university approach to collaborative leadership in Indigenous education, training, research, employment and engagement. The Pro Vice-Chancellor (Indigenous) oversees the First Peoples Directorate which maintains the Indigenous Higher Education Units.

Why choose ACU?



IN AUSTRALIA

No. 1

GRADUATE EMPLOYMENT

Graduate Outcomes Survey – Longitudinal 2021, medium-term outcomes, full-time employment for domestic undergraduate students



Top 2

GRADUATE EMPLOYER SATISFACTION

Employer Satisfaction Survey, 2018 – 2020 aggregated for domestic undergraduate students



No. 1

ENERGY EFFICIENT UNIVERSITY

Tertiary Education Facilities Management Association Annual Survey 2020



100%

POWERED BY RENEWABLE ENERGY ON AUSTRALIAN CAMPUSES



5 stars

EMPLOYABILITY, INTERNATIONALISATION AND FACILITIES

QS Stars 2019



5 stars

LEARNER ENGAGEMENT, SKILLS DEVELOPMENT AND LEARNING RESOURCES

Good Universities Guide 2022





IN THE WORLD

Top 2%

UNIVERSITIES

*Times Higher Education World University Rankings 2022**



Top 10

CATHOLIC UNIVERSITIES

Times Higher Education World University Rankings 2022, ranked IFCU members



Top 20

GENERATION Y UNIVERSITIES

Times Higher Education Young University Rankings 2021



Top 25

SPORTS SCIENCE

(#22, Academic Ranking of World Universities, Global Ranking of Sport Science Schools and Departments 2020)



NURSING

(#18, Shanghai Ranking, Global Ranking of Academic Subjects 2021)

Top 50

EDUCATION

(#46, Shanghai Ranking, Global Ranking of Academic Subjects 2021)



RESEARCH

1st or equal 1st in Australia

CARDIORESPIRATORY MEDICINE AND HAEMATOLOGY

CLINICAL SCIENCES

COGNITIVE SCIENCES

HUMAN MOVEMENT AND SPORTS SCIENCE

NURSING

NUTRITION AND DIETETICS

PSYCHOLOGY

PUBLIC HEALTH AND HEALTH SERVICES

RELIGION AND RELIGIOUS STUDIES

SPECIALIST STUDIES IN EDUCATION

Four-digit FoRs, Excellence in Research for Australia (ERA) 2018

*Percentage calculated as ACU's world rank as a proportion of the total number of universities in the world: *International Handbook of Universities 2019*, Palgrave MacMillan.

ACU at a glance



**2020
course
enrolments**

**Undergraduate
students**
26,013

**Postgraduate
students**
6,213

**Non-award
students**
872

**International
students**
4,312



**ACU hosts
students from
more than
100 countries**

**Top countries
of origin**
Nepal
Vietnam
India
China
Philippines
Sri Lanka



**Student
enrolments
by campus**

Canberra	1,260
North Sydney	5,567
Strathfield	4,705
Melbourne	10,594
Ballarat	1,167
Brisbane	6,126
Online	3,679
Total	33,098



**Staff
headcount***

Academic
1,127

Professional
1,238



**2020
operating
revenue**

*\$555
million*

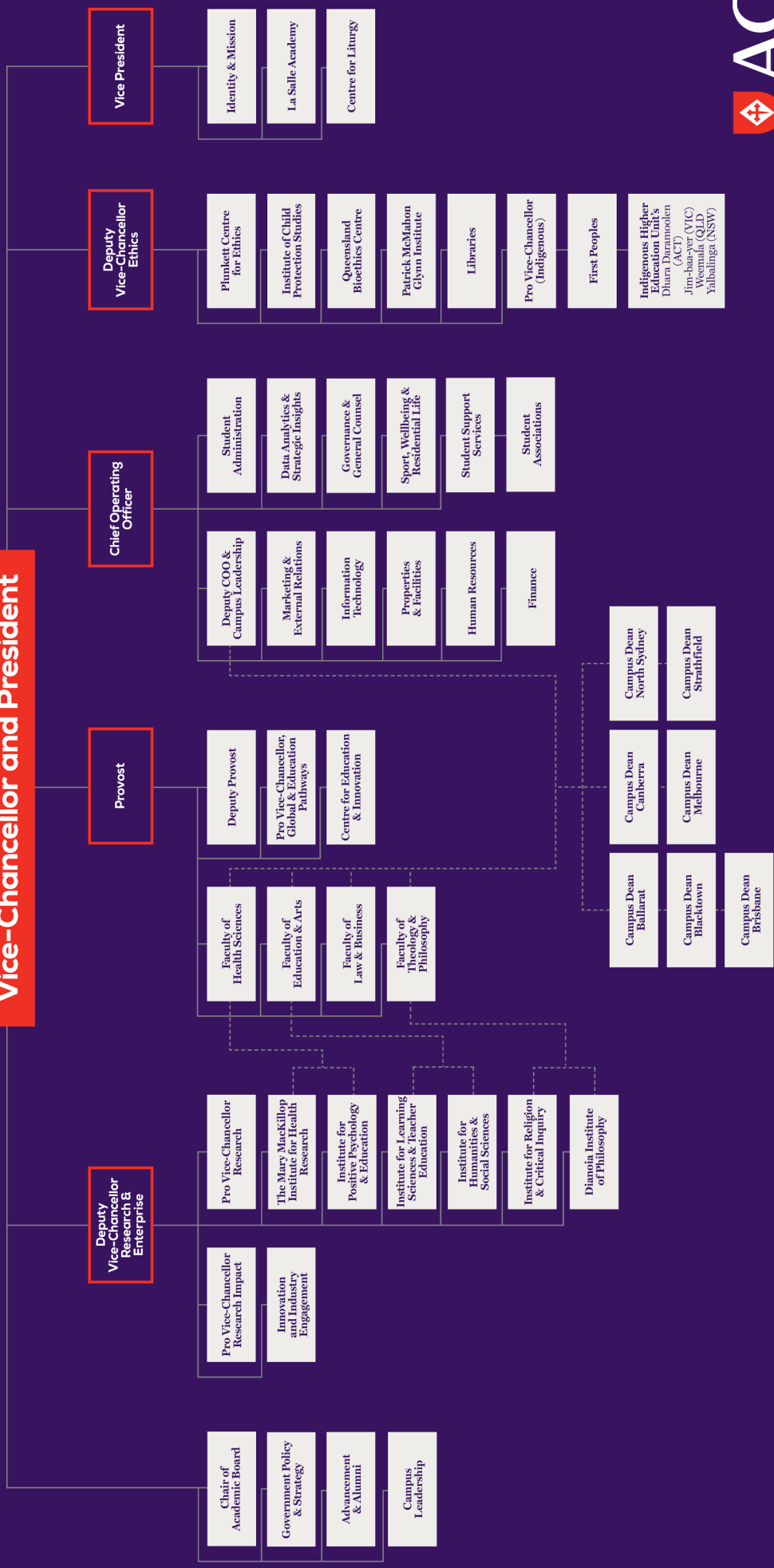
Partnerships

Our relationships with more than 200 universities and educational institutions around the world support education abroad, staff mobility, collaborative research, articulation and shared community engagement activities.

Key partnerships include:

- KU Leuven, Belgium
- Pontifical Catholic University of Chile
- Tongji University, China
- Catholic University of Lyon, France
- University Mammheim, Germany
- Binus University, Indonesia
- Catholic University of the Sacred Heart, Italy
- Radboud University, The Netherlands
- Ateneo de Manila University, The Philippines
- Catholic University of Lisbon, Portugal
- Fu Jen Catholic University, Taiwan
- Leeds Trinity University, UK
- Boston College, US
- DePaul University, US
- Fairfield University, US
- St John's University, US
- University of North Carolina at Chapel Hill, USA
- Sophia University, Japan
- Malmö University, Sweden
- Loyola University of Chicago, USA
- Santa Clara University, USA
- British University of Vietnam

Vice-Chancellor and President





About The Ethics Portfolio

The Ethics Portfolio was established in October 2021 and is headed by the Deputy Vice-Chancellor, Ethics (DVC, Ethics). Among other key responsibilities, the Ethics Portfolio plays a major part in extending ACU's Catholic intellectual and ethical capacity. The Office of the Deputy Vice-Chancellor, Ethics comprises certain Institutes and Centre's that support the University's contribution to Ethics, including the:

- PM Glynn Institute
- Institute of Child Protection Studies
- Plunkett Centre for Ethics
- Queensland Bioethics Centre

It also includes the Libraries Directorate and the newly established Office of Pro Vice-Chancellor (Indigenous) providing institution-wide leadership on Aboriginal and Torres Strait Islander matters and overseeing First Peoples Directorate and the Indigenous Higher Education Units. The major areas of responsibility for the Office of the Deputy Vice-Chancellor, Ethics all focus on helping the University uplift its profile and activity in ethics, culture and Catholic intellectual life.



About The First Peoples Directorate

The First Peoples Directorate (incorporating Indigenous Higher Education Units) is responsible for Aboriginal and Torres Strait Islander education outcomes and provides leadership in:

- Facilitating success of current Aboriginal and Torres Strait Islander students
- Engagement with prospective Aboriginal and Torres Strait Islander students
- Building sustainable partnerships with Aboriginal and Torres Strait Islander communities
- Developing cultural competency across ACU
- Embedding First Peoples' Knowledges and perspectives in curriculum and research
- Enabling culturally safe environments to enhance the belonging of Aboriginal and Torres Strait Islander peoples

Aboriginal and Torres Strait Islander staff within the student-focused Indigenous Higher Education Units (IHEUs) provide a welcoming and culturally safe space on seven ACU campuses:

- Yalbalinga (Place of Learning): Strathfield, Blacktown and North Sydney Campuses
- Weemala (Distant View): Brisbane Campus
- Jim-baa-yer (To Learn – To Teach): Melbourne and Ballarat campuses
- Dhara Daramoolen (Earth, Spirit): Canberra Campus

The First Peoples Directorate focuses exclusively on First Peoples strategic leadership aligned with current higher education sector practices. This focus includes progressing implementation of the ACU Reconciliation Action Plan (Innovate) and Cultural Capability Strategy that underpin the University's commitment to improving educational outcomes for Aboriginal and Torres Strait Islander peoples.

Strategic context

ACU has a strong set of strategic instruments in place to enable and support success for Aboriginal and Torres Strait Islander people. The *ACU Strategic Plan Impact through Empathy (2020-2023)* commits ACU formally to advance strategic priorities and provides direction on Aboriginal and Torres Strait Islander higher education and employment matters.

Aboriginal and Torres Strait Islander perspectives and representation are embedded within ACU's committee structure. Two specific committees support leading the cultural shift within the University, promoting a cohesive and whole-of-university approach whilst building cultural capability and increasing the visibility and presence of Aboriginal and Torres Strait Islander people, both within the University and in ACU's relationship with Aboriginal and Torres Strait Islander organisations and communities. The Aboriginal and Torres Strait Islander Education Committee (ATSIEC) is ACU's peak forum for guiding and advising on whole-of-university strategic activities to achieve sustainable outcomes for Aboriginal and Torres Strait Islander people. The Aboriginal and Torres Strait Islander Research Committee, established earlier this year, has both governance and operational responsibilities to lead a cultural shift across the University in Aboriginal and Torres Strait Islander research-related matters.

Detailed below are a number of key strategic internal documents produced by ACU to support the mobilisation of ACU's strategic priorities and commitments as they relate to Aboriginal and Torres Strait Islander people, engagement, curriculum & teaching, research and employment.

[Aboriginal and Torres Strait Islander Success Belonging Strategy 2020-2023](#)

The objectives of ACU's Belonging Strategy are ambitious, enabled by a whole-of-university integrated approach to support Aboriginal and Torres Strait Islander peoples' success in education and employment. The Strategy provides four key overarching objectives to support building and sustaining a culture of excellence in Aboriginal and Torres Strait Islander education and employment.

[Aboriginal and Torres Strait Islander Peoples Employment Strategy](#)

The Aboriginal and Torres Strait Islander Peoples Employment Strategy comprises three key initiatives framing ACU's whole-of-university approach to employment matters including culture, retention and investment in its people. ACU currently employs 46 Aboriginal and Torres Strait Islander staff members (excluding casual & sessional appointments), which includes 29 Professional positions and 17 Academic positions. ACU is currently working to develop a revised employment plan with activities to support the implementation of the ACU Cultural Capability Framework and the ACU Reconciliation Action Plan (Stretch).

[Reconciliation Action Plan \(Innovate\) \(2019-2021\)](#)

ACU has a long commitment to and involvement in the education and employment of Aboriginal and Torres Strait Islander people. This commitment, borne of ACU's Catholic mission, recognises the fundamental dignity of all people. ACU's commitment to the principles of reconciliation was first expressed by University's Senate in 1998. The ACU [Statement of Commitment to Reconciliation](#) provided an institution-wide commitment formally activating ACU's reconciliation journey. ACU is currently reporting to Reconciliation Australia on outcomes committed to in the ACU Reconciliation Action Plan (Innovate 2019-2021), whilst progressing the development of commitments and objectives to be articulated in the forthcoming ACU Reconciliation Action Plan (Stretch).

[2019 ACU Aboriginal and Torres Strait Islander Cultural Capability Strategy \(Final Report\)](#)

Prepared by Professor Gregory Phillips, the 2019 ACU Aboriginal and Torres Strait Islander Cultural Capability Strategy (Final Report) supports the consolidation of ACU's important work in Aboriginal and Torres Strait Islander higher education, and the implementation of an institution-wide cultural capability framework. It highlighted that for Aboriginal and Torres Strait Islander students and staff to excel at ACU, the University must invest in creating culturally safe enabling environments. ACU has subsequently undertaken substantial work involving whole-of-university activity and commitment.

[Aboriginal Catholic Ministry](#)

The Gospel meant liberation and salvation to many of Australia's First Peoples, and harm and dispossession to others. The work of recent decades in Aboriginal Catholic Ministry and in visible and cultural signs of reconciliation between First Peoples and the Catholic community has been extensive.

[Traditional Custodians & ACU Campus Footprint](#)

ACU's campus footprint extends across many Aboriginal Nations. This provides the opportunity to connect with many traditional custodians, raising complex cultural questions and requiring a deep understanding of Aboriginal and Torres Strait Islander protocol matters, particularly given that communities are not homogeneous but rather made up of many different groups.

[Research](#)

ACU's research strategy and priorities are grounded in its mission with a focus on conducting world leading research, from knowledge creation to its translation and application to real world outcomes that provide social, cultural and economic benefit. The Aboriginal and Torres Strait Islander Research Committee, established this year, supports the development of ACU's First Peoples Research Strategy and objectives linked to the ACU Research and Enterprise Plan 2022-2023 and the UA Indigenous Strategy 2022-2025.

Further information pertaining to ACU's First Peoples strategies and activities can be found [First Peoples Directorate Reporting website](#).

About the position

POSITION PURPOSE

The Pro Vice-Chancellor (Indigenous) is a senior academic position which will provide university-wide leadership supporting the achievement of the University's strategic objectives in relation to all matters of Aboriginal and Torres Strait Islander peoples in higher education.

The Pro Vice-Chancellor (Indigenous) has cross-institutional responsibilities for ensuring a whole-of-university approach to collaborative leadership in Indigenous education, training, research, employment and engagement. The incumbent will drive and enhance ACU's cultural capability, engagement and performance in working towards reconciliation, equality and equity for Indigenous peoples in education.

The role requires the Pro Vice-Chancellor (Indigenous) to motivate and communicate effectively with staff and external stakeholders of the University to enhance ACU's significant contribution to advance First Nations peoples. The position will work closely with key stakeholders to progress the University's aspirations to be a university of choice and provide a high-quality student and staff experience for Aboriginal and Torres Strait Islander peoples, and to strengthen partnerships between the University and Australian Indigenous communities, Elders and Indigenous Community Controlled Organisations, Government agencies, industry and other higher education institutions.

The role has operational management of PVC Office resources so as to achieve the best outcomes for the University.

POSITION RESPONSIBILITIES

Strategic planning and leadership

- Provide high-level advice and strategic thinking to the Vice Chancellor and President, DVC Ethics, and senior University leaders on Indigenous higher education issues and opportunities.
- Determine the University's strategic direction with respect to Indigenous engagement aspirations.

- Lead strategic change through the implementation of a whole-of-university Indigenous approach, providing critical decision making that has an impact across the University and delivering on agreed strategic targets.
- Coordinate and ensure the achievement of key Indigenous-related policies within strategic frameworks, including:
 - ACU Strategic Plan
 - ACU Research and Enterprise Plan (2022-2023)
 - The Reconciliation Action Plan (Innovate)
 - Aboriginal and Torres Strait Islander Peoples Employment Strategy
 - The Aboriginal and Torres Strait Islander Success Belonging Strategy
 - 2019 ACU Aboriginal and Torres Strait Islander Cultural Capability (Final Report), Abstarr Consulting
 - and other supportive strategies such as the Universities Australia Indigenous Strategy.
- Contribute to strategy, planning and policy advice as a member of the Vice Chancellor's Executive Group (VCEB) and other key decision making and advisory group.

Policy development

- Provide leadership and oversight to the development and maturation of Indigenous policy around education, employment, engagement and research.
- Contribute to the University's governance and quality assurance to ensure systems, policies and practices comply with Australian tertiary education sector and funding requirements, and are responsive to the changing demands of government, industry, and the community.

Operational leadership

- Provide operational management of the Office of Pro Vice-Chancellor (Indigenous) and its resources to achieve the best outcomes for the University.
- Support the Director, First Peoples in the development, maintenance, and achievement of First Peoples Directorate Operational and Directorate Plans.

- Encourage participation and discussion amongst the First Peoples Directorate to ensure its coherence with the University's strategic directions and priorities.
- Develop a range of performance indicators for the First Peoples Directorate to measure, evaluate and improve performance.
- Increase collaboration across faculties, schools, and operational areas and enhance an environment of collaborative and co-operative decision making and communication.
- Provide high level strategic advice and collaborate with the Chief People Officer to inform the ongoing development of Indigenous staff recruitment and retention.

Key stakeholder relationship management and engagement

Internal

- Lead, develop and collaborate with the relevant areas of the University to implement strategic and operational plans and performance reporting to achieve better access, participation, and success for Aboriginal and Torres Strait Islander peoples in learning and teaching, and research.
- Collaborate with the Deputy Vice-Chancellor, Research and Enterprise in facilitating innovative high-quality research activity and the acquisition of grants for Indigenous staff.
- Lead and collaborate across the university community to encourage appropriate inclusion of Aboriginal and Torres Strait Islander Knowledges and perspectives in curriculum and research.
- Lead, develop and implement in collaboration with all areas of the University, strategies to embed cultural change within the University community and to create an ethical and sustainable culture of inclusiveness and respect.

External

- Strengthen communication and expand the University's relations and partnerships with local, state and national Australian Indigenous communities, Elders and Indigenous Community Controlled Organisations.

- Develop and maintain networks with partner and non-partner universities and research institutions as well as with key funders and policy makers in Australia.
- Prepare strategic documents and other briefing material for these external stakeholders and their representatives and the Office of the Vice-Chancellor and President as required.
- Coordinate the development and submission of University responses to Government and other external bodies' research policies and discussion papers.
- Manage and coordinate the University's preparation for, and response to, relevant external reviews and audits.
- Strategically lead and build upon philanthropic partnerships that support Indigenous advancement.
- Lead public debate and represent ACU in contributing and responding to policies and initiatives and in pursuing strategic goals for Aboriginal and Torres Strait Islander peoples in government, industry and business forums at international, national, state and local levels.
- Build strong and enduring partnerships with Traditional Owners and Custodians and Elders in the University's regions and further afield to contribute to the University's aims of enhancing culturally appropriate education, study and research.
- Support and promote the teachings and mission of the Church in this area and lead on relations with Aboriginal Catholic Ministry and other activities of the Church relevant to cultural issues and the reconciliation agenda.

Leadership and management

- Encourage and model a culture of performance and service excellence, collaboration, innovation and achievement within the First People Directorate.
- Provide mentoring, guidance and career planning for staff located in the Office of the Pro Vice Chancellor (Indigenous) and ensure staff have access to appropriate professional development activities.
- Allocate budgets and resources across the Office of the Pro Vice Chancellor (Indigenous) by identifying and monitoring expenditure of annual budgets to ensure sustainability and appropriate resource management.
- Where appropriate and relevant, contribute to the achievement of other Directorates, Portfolios and University wide strategic objectives and KPIs.
- Monitor the workforce profile to ensure that the Office of the Pro Vice Chancellor (Indigenous) is positioned to meet current and future needs.

TYPE OF APPOINTMENT

This position will be offered on a full-time, fixed term basis for a period of up to five (5) years, renewable based on performance and a formal review.

LOCATION

The position can be located at the North Sydney, Melbourne or Brisbane campus.

Selection criteria

ESSENTIAL

- Essential the person who holds the position be an Aboriginal or Torres Strait Islander person. Applicants are required to provide a written response to the criteria and provide a Confirmation of Aboriginality or Torres Strait Islander Descent Form as part of the application process.
- An established scholar, with PhD or equivalent qualification, in a relevant discipline and recognised as an authority in that field of expertise with a demonstrated track record in Indigenous Studies.
- Demonstrated understanding of Indigenous cultures and societies and ability to communicate sensitively and effectively with Aboriginal and Torres Strait Islander peoples.
- Proven record of success at a senior level in strategic planning, financial management, managing people and managing and implementing change to improve and deliver on overall organisational performance and culture.
- Demonstrated knowledge and experience of Catholic teaching and activity in Aboriginal and Torres Strait Islander engagement and of the University's Mission and Catholic ethos.
- Ability to promote consultative planning and decision making, to develop a sense of unity, cooperation and common purpose amongst staff and external communities, and to support organisational and cultural change as needed.
- Thorough understanding of the tertiary education environment and current trends in Aboriginal and Torres Strait education, training, research, engagement and employment, as well as a proven ability to react to changed policy or funding conditions to ensure institutional compliance.
- Evidence of effective leadership and management of Aboriginal and Torres Strait Islander programs.
- Demonstrate an awareness of the University's Mission and Catholic ethos and demonstrate an understanding of how this role serves the Mission.
- Proven record to develop and manage effective liaison with internal and external stakeholders, including professional and regional (Indigenous) communities, Church bodies and agencies, relevant industry and public sector organizations to build partnerships to promote the University, its graduates and research.

Capability Development Framework

The Capability Development Framework (CDF) describes the essential competencies that are needed in all ACU staff to achieve our strategy and support our mission. The CDF is one of several frameworks and standards that express the university's expectations of the conduct, capability, participation and contribution of staff (such as the Code of Conduct, the Learning for Life Framework and the Academic Performance Matrices).

The CDF applies to everyone. It enables a whole-of-organisation approach to developing and strengthening capability, and it is part of the ongoing investment by the university in the professional development of our staff.

The CDF enables a clear view of the competencies that support achievement of excellence.

It supports conversations between staff and supervisors in identifying professional development opportunities, both to strengthen capability in the current role and understand expectations at the next level.

Further information is available on the [ACU website](#).

Salary and benefits

The University has a broad range of employment conditions and benefits available to staff members. These include:

- standard fortnightly salary payments
- Flexible Working Conditions which aim to support ACU's commitment to work-life balance
- generous employer superannuation contributions of up to 17%, with flexible employee contribution options
- salary packaging* including rebatable employer status
- a comprehensive range of professional development programs and opportunities
- study support entitlements, encompassing leave and financial assistance.

GENEROUS LEAVE CONDITIONS:

- 33 recreational leave days per annum including annual leave (20 working days), public holidays (10 working days) and university closure at Christmas (three working days)
- 17½% annual leave loading
- 20 working days personal leave per annum, which incorporates a number of leave types, including sick leave, carers leave, to move house, to attend graduation, to recognise culturally significant events

- Long Service Leave – eligibility after seven years of service
- Recognition of previous service from other Australian higher education institutions for long service leave purposes*
- Parental leave provisions* including maternity, paternity, adoption, foster and child rearing.
*conditions apply

REBATABLE EMPLOYER STATUS:

As a rebatable employer Australian Catholic University is eligible for a rebate of 47 per cent of the amount of Fringe Benefit Tax (FBT) that would otherwise be payable.

The grossed-up taxable value of benefits that can be provided to an ACU employee per FBT year, without losing the rebate concession, is capped at \$30,000.

Most ACU employees will benefit from salary packaging such items as motor vehicles, superannuation and laptop computers, however only income earners falling in the higher tax brackets are likely to benefit from salary packaging "Full FBT Items" such as mortgage payments, rent and credit card payments. This is dependent on personal circumstance and independent financial advice.

ACU employees, dependent on individual circumstance, have access to the following benefit items for salary packaging purposes:

CATEGORY A (FBT EXEMPT) BENEFIT ITEMS

- Personal Portable Computers – Notebook/Laptop
- Car Parking
- Superannuation (must be a complying fund)
- Financial Counselling Fees
- Salary Packaging Administration Fees

CATEGORY B (CONCESSIONALLY TAXED) BENEFIT ITEMS

- Motor Vehicle (for private use) via Novated Leases

CATEGORY C (FULL FBT) BENEFIT ITEMS

- Own Home Mortgage Payments
- Private Home Rental Payments
- Amounts payable on or amounts already paid off credit cards (not debit cards)



The staff experience

We know our number one asset is our people. It's their character, enthusiasm, and engagement that make ACU a university like no other. We believe in showing our genuine, ongoing appreciation for the great work of our staff, and we do it by offering excellent leave and employment conditions, and fostering a work environment where staff can grow and develop.

GENDER EQUALITY

In 2022, we received an Employer of Choice for Gender Equality (EOCGE) citation by the Workplace Gender Equality Agency for the twelfth consecutive year.

Some of our achievements include:

- providing access to flexible work
- offering leading practice parental leave
- committing to gender pay equity and conducting an annual gender pay gap analysis
- ensuring the external providers we use can demonstrate their commitment to gender equality
- providing paid leave for staff experiencing family or domestic violence
- working to achieve gender equality across all levels of university leadership.

SUPPORTING PARENTS

ACU has one of the most generous paid parental leave schemes in Australia. Our parental leave provisions support both birth parents and their partners and also provide support for adoptive and foster parents. Birth parents can access up to 12 weeks' leave at full pay – as well as up to 40 weeks' paid leave at 60 per cent of their normal pay.

OUR PRINCIPLES

Embedded in our code of conduct are the principles that ACU staff uphold to support our mission and vision:

- Respect
- Honesty
- Courage
- Sustainability

ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES

At ACU, we understand the importance of implementing proactive strategies to help redress the disadvantage experienced by Aboriginal and Torres Strait Islander peoples, and our recruitment practices seek to increase employment at all levels of the university. We support prospective Aboriginal and Torres Strait Islander employment by encouraging both mainstream and targeted employment.



The student experience

COURSES

We offer a wide range of exceptional undergraduate, postgraduate and research courses. Many of these are accredited by peak professional bodies and designed in collaboration with industry experts. Undergraduate and postgraduate study is offered across four faculties:

- Faculty of Education and Arts
- Faculty of Health Sciences
- Faculty of Law and Business
- Faculty of Theology and Philosophy

and a range of areas, including:

- Allied health
- Business
- Creative arts
- Early childhood education
- Global studies
- Humanities and social sciences
- Inclusive education and disability studies
- Information technology

- Law
- Nursing, midwifery and paramedicine
- Nutrition and biomedical science
- Philosophy
- Psychology
- Public health and administration
- Sport and exercise science
- Teaching and education
- Theology

Masters by research and PhD doctorates are offered in arts, education, health sciences, law, business, theology or philosophy.

A CULTURE OF SUPPORT

Our wide range of services helps students navigate through some of the more challenging parts of uni life. We offer financial advice, study, counselling and career services, and tailored support for students with disabilities. There are also support programs for elite athletes and performers, student leadership opportunities, and equity programs and scholarships.

THE CORE CURRICULUM

Our Core Curriculum is a key part of every student's ACU education – giving them time to reflect on ways they can change the world by applying the principles of Catholic social thought. Principles such as the common good, dignity of the human person, solidarity with others, and stewardship of the earth. The Core is unique to ACU. It challenges our students to see the world from different perspectives and engage with the world in a meaningful and transformative way. Students can elect to undertake the Core in Australia or in multiple offshore locations including Rome.

COMMUNITY ENGAGEMENT

At ACU we're all about making an impact. We offer a huge range of community engagement and volunteering opportunities, both in Australia and overseas, and it's built in to almost all our undergraduate programs.

Our campuses



BRISBANE CAMPUS (MCAULEY AT BANYO)

Situated in the northern suburb of Banyo, the campus is 12 kilometres from the Brisbane city centre. The campus is set on 40-hectares of beautiful natural surroundings and combines state-of-the-art facilities with a history extending back to 1863.



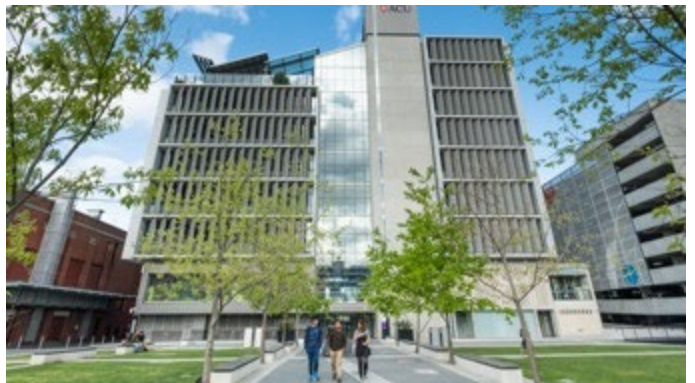
NORTH SYDNEY CAMPUS (MACKILLOP)

Just a few minute train ride over the famous Sydney Harbour Bridge from the CBD, the campus is conveniently located in the North Sydney business precinct.



STRATHFIELD CAMPUS (MOUNT SAINT MARY)

Our Strathfield Campus is situated in one of Sydney's older, established suburbs, 15 kilometres west of the city centre. It features many picturesque buildings, including an Italianate Romanesque-style chapel, and beautifully landscaped grounds.



MELBOURNE CAMPUS (ST PATRICK'S)

The campus is conveniently located on the fringe of Melbourne's CBD. It's a short walk to popular retail strips on Brunswick and Smith streets, where you'll find many cafes, shops, and art galleries. Some of Melbourne's finest parks, gardens, and recreational facilities are also within easy walking distance of the campus.



BALLARAT CAMPUS (AQUINAS)

Ballarat is 125 kilometres west of Melbourne. The campus is located near Ballarat's commercial centre and is within easy reach of facilities. The beautiful old buildings of the campus reflect the history of the town.



CANBERRA CAMPUS (SIGNADOU)

Situated about five kilometres from the Canberra city centre, the campus is small and friendly with around 40 staff and 600 students.

Our campuses



BLACKTOWN CAMPUS (SAINT JOSEPHINE BAKHITA)

We've partnered with Blacktown City Council to open our newest campus located opposite the Blacktown train station and close to Westpoint Shopping Centre in Western Sydney.



ROME CAMPUS

Our Rome Campus is located near Trastevere, Rome's medieval quarter with narrow cobblestone streets and wide piazzas. The property has extensive terraces where you can enjoy beautiful views of the city.



ACU ONLINE

In 2021, we launched a brand-new learning platform – ACU Online. Our fully online campus provides students with an opportunity to study high-quality courses that are specifically designed for online delivery. Students who study through ACU Online have extensive support and are a part of an innovative and interactive learning community.

online.acu.edu.au

BALLARAT
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CANBERRA
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STRATHFIELD
ROME