Position Title	Research Fellow, Senior Research Fellow or Associate Professor in Philosophy		
Organisational Unit	Faculty of Theology & Philosophy		
Functional Unit	Dianoia Institute of Philosophy		
Nominated Supervisor	Director, Dianoia Institute of Philosophy		
Career Pathway	Research Only		
Classification	Academic Level B, C or D		
CDF Level	Research Only CDF1	Position Number	10609571
Attendance Type	Full Time	Date reviewed	13-JUL-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 THE DIANOIA INSTITUTE OF PHILOSOPHY

Research Institutes have been established at ACU as rigorous interdisciplinary and collaborative research environments without discipline-based boundaries, facilitating both immediate and ongoing collaborations of ACU researchers with interpersonal and national experts and enabling exceptional opportunities for innovative research to be conducted on a significant scale. This creates the potential for profound impact benefiting the research community and society as a whole.

The Dianoia Institute of Philosophy develops ACU's expertise in epistemology, ethics, metaphysics, social and political philosophy, philosophy of mind, language, and science, logic, aesthetics, history of philosophy, and philosophy of religion, thereby establishing a strong philosophy program in the analytic tradition.

Dianoia has an international outlook and seeks a diverse staffing profile. Philosophy at ACU runs many events. Each year philosophers from the Melbourne campus run research seminars at ACU's campus in Rome, Italy, as well as in Melbourne. For further information, please see https://www.acu.edu.au/research/our-research-institutes/dianoiainstitute-of-philosophy

POSITION PURPOSE

This position aims to diversify the research strengths of the Dianoia Institute of Philosophy into areas of philosophy such as moral, social and political philosophy.

The position holder will conduct and publish high-quality research in leading international outlets within their field of expertise, participate in collaborative grant applications, and contribute to the research life of the Institute through enhancing research partnerships, participating in research seminars, and attending conferences to disseminate the outcomes of their research.

At all stages of research, the position holder will identify and actively pursue opportunities to engage with community, end-users, and industry, and in so doing generate research-income where possible.

The position holder will attract and supervise Higher Degree Research students, advise on the development of research-related teaching initiatives, and contribute to the collegial culture of the University, consistent with the expectations of the duties of their appointment.

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
Research Fellow Level B Describe key responsibility: • Contribute to high-quality research of an outstanding standard through peer-reviewed publications in leading international outlets, including, where appropriate, jointly authored publications. • Prepare and, as appropriate, submit research grant applications. • Identify and pursue opportunities that actively engage with end users or industry collaborators at all stages of research, generating research income where possible. • Provide high-quality supervision of Higher Degree Research students. • Contribute to the intellectual and collegial life of the Dianoia Institute of Philosophy, including through intradisciplinary research and team projects, and by participating in conversations across the different areas of the Institute. • Other duties as required appropriate to the level of appointment.	Research
Senior Research Fellow Level C Describe key responsibility: • Contribute to the Dianoia Institute's delivery of the Research and Enterprise Plan. • Contribute to high-quality research of an outstanding standard through peer-reviewed publications in leading international outlets, including, where appropriate, jointly authored publications. • Prepare and, as appropriate, submit research grant applications. • Identify and pursue opportunities that actively engage with end users or industry collaborators at all stages of research, generating research income where possible. • Provide high-quality supervision of Higher Degree Research students. • Contribute to the intellectual and collegial life of the Dianoia Institute of Philosophy, including through intradisciplinary research and team projects, and by participating in conversations across the different areas of the Institute. • Other duties as required appropriate to the level of appointment.	Research

Associate Professor Level D Key responsibilities: • Contribute to the Dianoia Institute's delivery of the Research and Enterprise Plan. • Conduct high-quality research of an outstanding standard through peerreviewed publications in leading international outlets, including, where appropriate, jointly authored publications. • Consult on, prepare and, as appropriate, submit research grant applications. • Identify and pursue opportunities that actively engage with end users or industry collaborators at all stages of research, generating research income where possible. • Provide high-quality supervision of Higher Degree Research students.	Research
Responsibility	**Broad Area of Academic Activity**
• Contribute to the intellectual and collegial the Dianoia Institute of Philosophy, including through intradisciplinary research and team projects, mentoring early career researchers and fostering and sustaining conversations across the different areas of the Institute. • Other duties as required appropriate to the level of appointment.	

SELECTION CRITERIA

Qualifications, skills, knowledge and experience:	• Qualification - PhD or equivalent in relevant discipline of philosophy.
	• Experience - Demonstrated capacity to attract external research grant funding.
	• Experience - Level D An outstanding and sustained track record of research achievement as evidenced by a consistent profile of excellent peer-reviewed publications in esteemed book presses and journals. Level C A sustained track record of research achievement as evidenced by a consistent profile of excellent peer-reviewed publications in esteemed book presses and journals. Level B A track record of research achievement as evidenced by a consistent profile of excellent peer-reviewed publications in esteemed book presses and journals.
	• Experience - Level C, D A successful track record of supervision of Higher Degree Research students and the ability to contribute to best practice in research training.
	• Skill - Level D Demonstrated ability to provide effective and collegial leadership of a collaborative research team, including through international partnerships. Level B, C Demonstrated ability to participate as part of a collaborative research team.
	• Skill - Level D Demonstrated ability to engage a wide public audience and promote the University's strength in philosophy. Level B, C Demonstrated ability to engage a wide public audience in chosen field of expertise.
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.
	• 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