

## POSITION DESCRIPTION

<b>Position Title</b>	Associate Lecturer/Lecturer (Theology/Religious Education)		
<b>Organisational Unit</b>	Faculty of Theology & Philosophy		
<b>Functional Unit</b>	National School of Theology		
<b>Nominated Supervisor</b>	National Head of School, Theology		
<b>Career Pathway</b>	Teaching Focussed		
<b>Classification</b>	Academic Level A/B		
<b>CDF Level</b>	CDF1	<b>Position Number</b>	10612482
<b>Attendance Type</b>	Full Time	<b>Date reviewed</b>	31-OCT-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.*

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, we're also a leader in employability with 94 per cent of our graduates employed. The university has seven campuses around Australia, a campus in Rome, Italy, and an online campus – ACU Online.

ACU has four faculties, and several research institutes and directorates. We believe our number one asset is our people. It's the character, enthusiasm and dedication of our staff that make this a university like no other. 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.

To be agents of change in the world, we all need to see life through the eyes of others. We believe that our role as a university is to inspire and equip people to make a difference – and that means cultivating their ability to act and think empathetically.

The structure to support this complex and national university consists of:

- Vice-Chancellor and President
- Provost and Deputy Vice-Chancellor (Academic)
- Chief Operating Officer
- Deputy Vice-Chancellor (Research and Enterprise)
- Deputy Vice-Chancellor (Education)
- Vice President and Director (Mission and Identity)

## **ABOUT FACULTY OF THEOLOGY & PHILOSOPHY**

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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

ACU has prioritised research intensification and has developed a strategy designed to achieve excellence in a 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 2023 QS ranking in Theology, Divinity and Religious studies, for example, ACU was ranked first in Australia, and top 50 in the world. Our Philosophy program also continues to rank highly in Australian assessments: for example, at 'above world standard' in the most recent Excellence in Research for Australia rankings. A particular strength of the Faculty's research profile is its growing network of collaborations with international partners that leads to joint publication projects, research conferences and workshops (in Australia, on our Rome campus, and beyond), co-supervision of research students, and joint programs for research funding.

We offer high quality theology and philosophy programs of study 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. This includes Mission-aligned short courses, certificate and bachelor-level courses, postgraduate coursework programs, Higher-degree by research degrees, international study tours, and a wide range of professional learning and in-service opportunities. Our programs are designed in collaboration with industry, community, and church to equip students with the knowledge and skills required to succeed in an evolving, global and digital world.

## **ABOUT NATIONAL SCHOOL OF THEOLOGY**

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The School of Theology has a presence on every ACU campus, offering learning opportunities informed by innovative and responsive curriculum design, and internationally recognised research expertise. Led by a National Head of School, and comprising 31 academic staff, our staffing profile is the rival of any theological faculty in the world.

Theology at ACU is accessible at any level of study and is shaped by learning design that is fully responsive to emerging questions and contextual need. Across our suite of learning opportunities - short courses, certificate and undergraduate programs, postgraduate coursework degrees, higher degree research, as well as

international study tours and learning abroad opportunities - we seek to equip students with a capacity to think theologically.

## **POSITION PURPOSE**

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During the teaching semester(s), the Associate Lecturer/Lecturer will be accountable for delivering high quality and innovative teaching and learning, through the delivery and/or development of lectures, tutorials and other classes within School of Theology at undergraduate, honours, and/or graduate levels. They will contribute and/or provide excellence and innovation in curriculum, content design, and/or enhancement of supportive, inclusive and effective learning environments, which includes the practical application of effective support to students.

The Associate Lecturer/Lecturer will coordinate and lead activities, and/or work with the guidance of more senior academic staff, to provide independent and collaborative contributions towards the University's Strategic Plan. The impact of their work will be recognised by peers within the local academic unit / discipline and desirably outside the university.

The Associate Lecturer/Lecturer will demonstrate high standards of professional behaviour consistent with the University's Mission and Values, and Code of Conduct for All Staff, demonstrating a commitment to performance excellence and continuous improvement. They will demonstrate understanding of the University's Catholic Identity and Mission and how it applies to academic work by contributing to the integration of principles of social justice, the pursuit of truth and care for the common good in all areas of academic activity relevant to the Teaching Focussed Academic Pathway.

## **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](#)
- [Code of Conduct for all staff](#)
- [ACU Capability Development Framework](#)
- [Higher Education Standards Framework](#)
- [ACU Staff Enterprise Agreement 2022-2025](#)
- [ACU Staff Reconciliation Action Plan](#)

The following two frameworks 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

<b>Responsibility</b>	<b>Broad Area of Academic Activity</b>
<p>Develop and deliver high quality, innovative teaching informed by reflective practice.</p> <p>Level A: Contribute to and practically apply innovations in the creation and/or enhancement of supportive, inclusive and engaging learning environments.</p> <p>Level B: Innovation in the creation and/or enhancement of supportive, inclusive and engaging learning environments using various delivery methods.</p>	Teaching/curriculum development/scholarship of teaching
<p>Level A: Design and execute assessment tasks aligned with expected learning outcomes.</p> <p>Level B: Demonstrate initiative or innovation in the practice of assessment which supports student learning outcomes.</p> <p>Level A: Contribute to moderation of assessment. Level B: Contribute to and participate in the moderation of assessment, normally at a unit level.</p> <p>Level A: Provide students with timely, effective formal and informal consultation and feedback opportunities.</p> <p>Level B: Provide students with clear assessment criteria and timely, effective consequential feedback opportunities.</p>	Teaching/curriculum development/scholarship of teaching

<b>Responsibility</b>	<b>Broad Area of Academic Activity</b>
<p>Level A: Involvement in honours and Graduate level teaching where appropriate qualifications are held.</p> <p>Level B: Contribute to the effective teaching and supervision of honours, and/or master's and/or PhD students.</p>	Teaching/curriculum development/scholarship of teaching
<p>Level A: Use current disciplinary research, including ACU research, to inform teaching and curriculum design that facilitates student engagement in and understanding of research.</p> <p>Level B: Use current disciplinary research, including ACU research, in teaching and curriculum that facilitates student engagement in research, encourages inquiry-based learning and develops student understanding of research culture and skills within the discipline.</p>	Teaching/curriculum development/scholarship of teaching
<p>Level A: Contribute to research into practices of teaching, learning and curriculum development, which could include involvement in publications, presentations and/or workshops.</p> <p>Level B: Undertake recognised research into practices of teaching, learning and curriculum development, which could include involvement in publications, presentations and/or workshops.</p>	Teaching/curriculum development/scholarship of teaching
<p>Level A: Constructive contribution to academic processes at least within the immediate academic unit.</p> <p>Level B: Demonstrate initiative and ability to contribute to academic processes at least within the immediate academic unit.</p>	Academic Leadership and Service
<p>Level A: Effectively perform administrative functions connected with units which the academic teaches.</p> <p>Level B: Effectively coordinate one or more units and/or courses.</p>	Teaching/curriculum development/scholarship of teaching

## SELECTION CRITERIA

<p><b>Qualifications, skills, knowledge and experience:</b></p>	<ul style="list-style-type: none"> <li>• Qualification - Level A:           <ul style="list-style-type: none"> <li>- Possession of a PhD in theology or religious education (or related field) or Doctor of Ministry, or near completion of a PhD/DMin.</li> </ul> </li> <li>Level B:           <ul style="list-style-type: none"> <li>- Possession of a PhD in theology or religious education (or related field) or Doctor of Ministry.</li> </ul> </li> <li>• Qualification - A tertiary qualification in the discipline of Catholic Theology and eligible to apply for a Mandate to teach theological disciplines, according to the Australian Norms for Ex Corde Ecclesiae for ACU</li> <li>• Qualification - Applicants will need to be suitable for teaching into Seminary formation.</li> <li>• Experience - Demonstrated contributions to the creation and/or enhancement of effective learning environments.</li> <li>• Experience - Demonstrated high quality, innovative tertiary teaching experience in undergraduate and/or postgraduate units and/or courses with various delivery modes.</li> <li>• Skill - Ability to successfully deliver outcomes when participating in or leading teams.</li> <li>• Knowledge - Understanding of developing, implementing and/or leading innovative and pedagogically contemporary teaching, curriculum and/or assessment activities informed by current disciplinary research.</li> <li>• Experience - Demonstrated experience in conducting original research and/or engaging in scholarly activity.</li> <li>• Experience - Experience in unit leadership and administration appropriate to the level of appointment.</li> <li>• Experience - DESIRABLE</li> </ul> <p>Expertise in the following areas is desirable: Catholic theology and/or religious education.</p>
<p><b>Core Competencies:</b></p>	<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>• 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> <li>• Plan work activity, prioritise time and resources using established ACU processes and technology to achieve optimum efficiency and effectiveness.</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>	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>

