

POSITION DESCRIPTION

Position Title	Senior Lecturer		
Organisational Unit	Faculty of Law and Business		
Functional Unit	Peter Faber Business School (NSW)		
Nominated Supervisor	Deputy Head of School (NSW)		
Career Pathway	Teaching and Research		
Classification	Academic Level C		
CDF Level	CDF2L	Position Number	10606142
Attendance Type	Full Time	Date reviewed	10-OCT-2023

ABOUT AUSTRALIAN CATHOLIC UNIVERSITY

Mission Statement: *Within the Catholic intellectual tradition and acting in Truth and Love, Australian Catholic University is committed to the pursuit of knowledge, the dignity of the human person and the common good.*

At ACU we pride ourselves on offering a welcoming environment for everyone. At the same time, we are a university committed to standing for something clear. We stand up for people in need and causes that matter. ACU's Mission is central to the University and informs every area – integrating the dignity of the human person, the common good, and ethical and social justice considerations into our core activities of student learning and teaching, research and service.

We are a publicly funded university which has grown rapidly over the past few years. We're young, but we are making our mark: ranking among the top universities worldwide. We have seven campuses around Australia, more than 200 partner universities on six continents, and a campus in Rome, Italy.

We know that our people make us a university like no other. It's your values, action and passion that makes the difference. Whatever role you may play in our organisation: it's what you do that defines who we are.

We value staff, offering excellent leave and employment conditions, and foster work environments where they have the ability to grow and develop. We continue to invest in our facilities and workplaces, and actively involve staff in shaping the future direction of the organisation.

Each portfolio consists of several Faculties, Research Institutes or Directorates. The Vice President drives both the Identity and the Mission of the University. In addition, Campus Deans focus on the University's local presence and development of the University at the local 'campus' level. For further information about the University please refer to the Organisation Chart.

All our staff contribute to the achievement of our goals set out in the [Strategic Plan 2020-2023](#) and aim to provide high quality services with a strong focus on service excellence. Several frameworks and standards also express the University's expectations of conduct, capability, participation and contribution of staff.

ABOUT THE FACULTY OF LAW AND BUSINESS

The Faculty of Law and Business was established on 1 January 2014 following the merger of the former Faculty of Business and Thomas More Law Academy. Consisting of two key schools, the Peter Faber Business School and the Thomas More Law School, the Faculty provides both undergraduate and postgraduate degree programs across a range of business disciplines and law.

The Faculty is staffed by a dedicated, nationally and internationally recognised team of academics whose teaching is supported by their active involvement in relevant industries, professional industries, professional associations or links to eminent international business and law schools, as well as their research. Teaching staff have an established research record with a commitment to conducting research in areas aligned with the broad values of the University mission as well as innovative industry led projects.

Students are valued as individuals and teaching staff are directly involved with students' learning journey from prospective student to alumni. The Faculty aims to equip graduates with the necessary skills to become leaders, not only in their chosen profession, but in the community. We emphasise the ethical, social and environmental responsibilities of the modern business leader and lawyer, with all our courses having a strong practical component through community engagement, pro bono work and internships.

ABOUT THE PETER FABER BUSINESS SCHOOL

Named after St Peter Faber SJ, the School's mission is to develop reflective business leaders and independent learners who are global in their outlook, ethical in their actions and practical in the application of their professional skills.

Research is a strategic priority for the School and academic staff are expected to publish their scholarly works regularly in journals rated 'A' or 'A*' by the Australian Business Deans Council (ABDC). PFBS staff have published articles in such journals as *The Leadership Quarterly*, *Academy of Management Review*, *Economic Behaviour and Organisation*, *Human Factors in Computing Systems*, *European Journal of Marketing* and similar top-tier outlets. The successful candidate is expected to contribute at this level.

The School operates over five campuses (Brisbane, Melbourne, North Sydney, Strathfield and Blacktown) and online and offers a range of undergraduate and postgraduate programs. All programs are underpinned by the principles of Catholic Social Teaching and the UN Principles of Responsible Management Education. All undergraduate students are required to undertake a unit in community engagement which involves them working directly with not for profit and community organisations.

The School's major undergraduate degree is the Bachelor of Commerce which offers majors in accounting, human resource management, management and marketing. Students may also undertake a variety of minors

from within the business disciplines or across faculties. Other undergraduate degrees offered are the Bachelor of Business Administration, Bachelor of IT and Bachelor of Accounting and Finance. The School also offers a range of dual degrees which combine business with other fields of study such as nursing, exercise science and global studies.

At the postgraduate level the School offers the Master of Professional Accounting, Master of IT, Master of Commerce and Master of Business Administration across selected campuses and the Master of Business Administration and Master of Occupational Health, Safety and the Environment online.

In all its endeavours, the Peter Faber Business School benefits from a growing research reputation. The quality of the Business and Management research domain has strengthened substantially, achieving 'world standard' quality assessments in the 2015 and 2018 Excellence in Research Australia (ERA) exercises.

POSITION PURPOSE

The position of Senior Lecturer is a key academic role with a leadership dimension. Staff at Senior Lecturer level are expected to contribute to the academic governance of the School and programs within the School in a range of roles such as National Lecturer in Charge, Course Coordinator and Course Advisor. The role requires an experienced contributor to the design and delivery of programs, high quality research and/or industry engagement and support of the School and students via specified academic administration and advisory roles. This role has a balanced teaching and research focus with an expectation that staff will contribute to relevant leadership activities such as taking on the role of course coordinator.

This role contributes to excellence in teaching and curriculum development in both the undergraduate and postgraduate Human Resource Management and Management programs. A Senior Lecturer is expected to conduct and lead high quality research which is published recognised high-quality research with opportunities and to contribute to future staff development through the supervision of postgraduate students and mentoring of early career researchers. The position contributes to research excellence and community and/or industry engagement through high quality research publications, research grants and/or industry consultancies.

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
Lead curriculum development and teaching in Human Resource Management and Management.	Teaching/curriculum development/scholarship of teaching
Engage in innovative learning and teaching practices including online learning and alternative teaching methods.	Teaching/curriculum development/scholarship of teaching
Provide high quality service to students, including academic counselling and course advice.	Teaching/curriculum development/scholarship of teaching
Contribute to the research intensification strategy of the university through publications in high quality research outlets and attraction of research and/or industry funding as appropriate.	Research
Demonstrate research expertise in Human Resource Management and Management.	Research
Supervision of postgraduate research students as associate or principal supervisor.	Research

Responsibility	Broad Area of Academic Activity
Provide academic leadership at unit and course levels including active engagement in course reviews, the development of new course proposals and accreditation. A senior lecturer may take on the role of Discipline Leader.	Academic Leadership and Service
Maintain engagement with external stakeholders relevant to work integrated learning program.	Academic Leadership and Service
Represent the School internally and externally as required.	Academic Leadership and Service

SELECTION CRITERIA

Qualifications, skills, knowledge and experience:	• Qualification - A doctorate in Human Resource Management and Management. • Knowledge - An understanding of, and commitment to, the mission of the university and capacity to embed the mission into disciplinary activities with a focus on teaching and research. • Experience - Evidence of high-quality innovative teaching that builds on reflective practice and the nexus between teaching and research across delivery modes (e.g. face to face, online and/or blended). • Knowledge - A coherent program of quality research with a focus on high quality research publications in journals ranked as A or A* by the Australian Business Deans Council and/or commercial research with industry impact. • Knowledge - Experience in curriculum design and development of undergraduate and postgraduate courses across multiple delivery modes.
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. • 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. • Plan work activity, prioritise time and resources using established ACU processes and technology to achieve optimum efficiency and effectiveness.

Essential Attributes:	Demonstrated commitment to cultural diversity and ethical practice principles and demonstrated knowledge of equal employment opportunity and workplace health and safety, appropriate to the level of the appointment.
Working with children and vulnerable adults check	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>

