

A Career that CHANGES LIVES



POSITION DESCRIPTION

Senior Lecturer - Social Work – Academic C School of Nursing, Midwifery and Social Sciences

(To be read in conjunction with the Senior Lecturer Level C Position Description contained within the current [Enterprise Agreement](#)).

You will:

Make significant contributions to the teaching effort of the School of Nursing, Midwifery and Social Sciences (SNMSS) within the College of Social Work and Community Services. . You are expected to play a major role in learning and teaching scholarship, research and/or professional social work activities. You will perform assigned teaching duties with students online and face to face at Residential Schools with a standard of planning, preparation, presentation, and assessment as necessary for students to achieve unit and course objectives. You will critically evaluate curriculum design and development, and assessment reviews in alignment with School policy and procedure. and report to the Head of Course and Head of College through the appropriate mechanisms. .

You may also teach into vocational education and training (VET) units, provided that you hold the qualifications and experience that meet the minimum requirements of a Registered Training Organisation (RTO) as outlined in the relevant government Standards.

You are responsible for:

- Leading and participating in the delivery of academic and profession-focussed units across multiple campuses;
- Conducting tutorials, practical classes, demonstrations, workshops, student field excursions, clinical sessions and/or online teaching sessions and assessment activities;
- Development and maintenance of updated unit material in Moodle and online teaching platforms.
- Unit coordination;
- The preparation and delivery of lectures and seminars;
- Supervision of postgraduate students engaged in course work;
- Supervision of honours or postgraduate research projects, including at doctoral level;
- A significant role in research projects including, where appropriate, income generation and leadership of a research team;
- Involvement in professional development activities;
- Marking, moderation and assessment
- Consultation with, and support for, undergraduate and postgraduate students.
- Broad administrative functions.

Attendance at School and/or College meetings and undertake a leadership role in course and research planning and representation of the social work team with regard to committee work



As a supervisor you are responsible for:

- Providing mentoring, guidance and career planning for your team and ensure they have access to appropriate professional development activities;
- Undertaking probationary and performance management processes ensuring you have regular conversations with your team and provide real-time, positive and constructive feedback to empower staff to continually improve team performance;
- Understanding your responsibilities associated with approving staff leave and ensuring leave is approved in line with operational requirements;
- Allocating and monitoring workload and address associated issues in a timely manner:
- Ensuring new staff participate in the university's induction program and providing a localised work area orientation;
- Developing mechanisms to promote staff recognition.

Selection Criteria

Knowledge and Education	Skills and Experience
Essential • Possession of doctoral qualification (PhD) in a relevant discipline is a requirement of this role. • BSW or MSW (Q) and eligible for membership of the AASW. • Teaching qualification or willingness to undertake a Graduate Certificate in Tertiary Teaching / Education. • An understanding of current professional and educational issues in higher education and the ability to engage and work effectively with colleagues within the School and across the University to support students and promote CQUniversity. • Willingness to obtain, if required, a qualification in adult education in order to meet the minimum requirements of a Registered Training Organisation as outlined in the relevant government Standards e.g. Certificate IV in Training and Assessment, or a Diploma or higher level qualification in adult education (e.g. Bachelor or Graduate Certificate in Tertiary and Adult Education)	Essential • Proven ability to teach and supervise undergraduate and postgraduate University students with experience engaging with tertiary students and supporting their educational development through multi-modal and online delivery strategies. • Proven research track record through recent published research outputs with the ability to contribute to research in the School. • Demonstrated ability and willingness to take a team leadership role, and mentor junior academic staff. • Excellent verbal and written communication skills and effective interpersonal skills. • Proven ability to develop innovative teaching materials that ensure students are able to meet learning outcomes. • Demonstrated capacity to engage and network effectively with industry and community partners and stakeholders. Desirable • Demonstrated leadership and management experience with proven track record in motivating and managing others and leading a team in a supportive and collaborative work environment. • Proven ability to lead research projects, supervise research students and attain research grants. • Proven ability and preparedness to participate in school and university wide administrative duties.
Critical capabilities	Motivational and Job Fit Factors
Achieves results • Take into account future aims, and assesses the impact of change on team/ unit goals and university when prioritising own and others work. Engages and connects • Values diversity and recognises differing views experiences and cultures. Personal drive and integrity • Ensure that others understand the legislation and policy framework in which they operate. Shapes the future • Challenges existing approaches and practices and makes strategic suggestions for improvement. • Translates the strategic vision into achievable actions. • Scans the horizons and stimulates discussion and the future. • Thinks laterally and identifies new ways to improve efficiency and productivity. • Actively promotes and drives change using broad influencing skills to overcome barriers and gain support.	This position would suit someone who gains job satisfaction from: • Diversity in the workforce. • Collaborating and cooperating with other departments to achieve positive business outcomes. • Continuously improving and exploring new ways to do their job successfully. • Striving to understand and meet customer expectations and satisfaction. • Building strong professional networks and developing and maintaining working relationships with others that requires interaction and mutual support. • Having intellectual and robust discussions, continual education, professional development and idea exchange. 

• Weighs up options and applies sound judgement to develop realistic solutions for the University. • Analyses and interprets information to make sound decisions. Communicates with influence • Listens to differing views to gain clear understanding. •	
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Other job requirements

- The position is located within a CQUniversity campus and will respect and adhere to the guiding principles and objectives of that campus.
- The position may involve some travel related to the course
- Applicants invited for interview will be expected to do a presentation in conjunction with the selection interview process.

A Career that CHANGES LIVES



POSITION DESCRIPTION

Lecturer - Social Work – Academic B School of Nursing, Midwifery & Social Sciences

(To be read in conjunction with the Lecturer Level B Position Description contained within the current [Enterprise Agreement](#)).

You will:

Make contributions to the teaching effort of the School and carry out activities to maintain and develop your scholarly, research and/or professional activities relevant to the profession or discipline. You will perform assigned teaching duties with students on and off campus with a standard of planning, preparation, presentation and assessment as necessary for students to achieve unit and course objectives.

You may also teach into vocational education and training (VET) units, provided that you hold the qualifications and experience that meet the minimum requirements of a Registered Training Organisation (RTO) as outlined in the relevant government Standards.

You are responsible for:

- Conducting tutorials, practical classes, demonstrations, student field excursions, clinical/studio sessions, workshops, and/or residential schools.
- Initiation and development of unit material.
- Acting as a unit coordinator.
- Preparing and delivering lectures and seminars.
- Supervision of the course of study of honours students or of postgraduate students engaged in unit work.
- Supervision of honours or postgraduate research projects.
- Conducting research (either individually or within a larger project as appropriate to the academic's abilities).
- Involvement in professional activity.
- Developing unit material with appropriate advice from and support of more senior staff.
- Marking and assessment.
- Consultation with students.
- A range of administrative functions, the majority of which are connected with the units in which the academic teaches.
- Attending school and/or division meetings and/or membership of a number of committees.

Selection Criteria

Knowledge and Education	Skills and Experience
Essential - Relevant postgraduate qualification or equivalent in the discipline area. - BSW or MSW (Q) and eligible for membership of the AASW. - Teaching qualification or willingness to undertake a Graduate Certificate in Tertiary Teaching / Education. - Understanding of current professional and educational issues in the domain. - Proven record in scholarship and/or excellence in research, including peer-reviewed publications in international/national journals of high repute and successful research grant applications. - Willingness to obtain, if required, a qualification in adult education in order to meet the minimum requirements of a Registered Training Organisation as outlined in the relevant government Standards e.g. Certificate IV in Training and Assessment, or a Diploma or higher level qualification in adult education (e.g. Bachelor or Graduate Certificate in Tertiary and Adult Education) Desirable - Relevant PhD or working towards a PhD, or equivalent in a relevant discipline area.	Essential - Demonstrated ability to engage in research areas of research strength and a willingness to engage in sourcing and obtaining external grants and contracts. - Demonstrated ability to teach and supervise undergraduate and postgraduate University students with experience engaging with tertiary students and supporting their educational development through multi-modal delivery strategies. - Demonstrated ability to make a positive contribution to a team culture, through effective communication and interpersonal skills. - Proven ability to contribute to curriculum development, writing and evaluation, particularly using flexible modes of delivery. - Demonstrated capacity to engage and network effectively with industry and community partners and stakeholders Desirable - Demonstrated ability to successfully teach using flexible and/or online delivery modes. - Ability and preparedness to participate in school and wide administrative duties. - Experience of communication with popular media.
Critical	Motivational and Job Fit Factors
Achieves results - Uses own expertise and seeks others' expertise to achieve team and division goals. Engages and connects - Creates an environment that encourages regular open dialogue and flow of ideas. - Takes responsibility for results and commits to continuous improvements. Shapes the future - Challenges existing approaches and practices and makes strategic suggestions for improvement. Communicates with influence - Recognises the need to adapt style and delivery according to the situation.	This position would suit someone who gains job satisfaction from: Mandatory for all positions: - Diversity in the workforce. - Collaborating and cooperating with other departments to achieve positive business outcomes. - Continuously improving and exploring new ways to do their job successfully. - Striving to understand and meet customer expectations and satisfaction. - Achieving practical results and performing work that results in concrete outputs or outcomes. - Having intellectual and robust discussions, continual education, professional development and idea exchange.

Other job requirements

- The role is located within a CQUniversity's campus and will respect and adhere to the guiding principles and objectives of that campus.
- Applicants invited for interview will be expected to do a presentation in conjunction with the selection interview process.