

POSITION DESCRIPTION

Position Title	Associate Professor/Professor (Educational Leadership)		
Organisational Unit	The Faculty of Education and Arts		
Functional Unit	National School of Education		
Nominated Supervisor	National Head of School of Education		
Career Pathway	Teaching and Research		
Classification	Academic Level D/ E		
CDF Level	E Teach Research CDF1	Position Number	10600695
Attendance Type	Full Time	Date reviewed	29-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 THE FACULTY OF EDUCATION AND ARTS

The Faculty of Education and Arts hosts the National School of Education, the National School of Arts and Humanities, and two vibrant, multidisciplinary research institutes: the Institute for Learning Sciences and Teacher Education, and the Institute of Humanities and Social Sciences. The faculty is recognised nationally and internationally as a leader in teacher education, and for its rapidly rising profile in the humanities and social sciences, especially in the disciplines of history, politics and sociology.

Operating across our campuses in Ballarat, Brisbane, Canberra, Melbourne, North Sydney, Strathfield, Blacktown and our Rome campus in Italy, the Faculty is home to a lively, multicultural community of more than 10,000 students and offers an engaging program of teaching and research for students and staff. Through its research collaborations, student exchange programs and community engagement initiatives, the faculty also has strong connections with international universities and an array of government, not-for-profit and private organisations.

ABOUT NATIONAL SCHOOL OF EDUCATION

The National School of Education is the largest provider of initial teacher education in Australia with a strong reputation for its high quality, work-ready graduates. Adding to its traditional strengths in early childhood, primary and secondary initial teacher education, the National School of Education's disciplines reflect key strengths in the areas of early childhood, mathematics and literacy education, the arts, science and technology, educational studies, teacher professional practice, assessment, educational leadership, Indigenous education, and wellbeing and inclusive education. These disciplines are evidenced both in the undergraduate programs and through its extensive postgraduate coursework programs with strong enrolments. The school also has a large number of students undertaking higher degree study through its PhD and EdD programs.

LEARNING AND TEACHING

The Faculty of Education and Arts offers highly flexible national, online and multimodal programs where students can discuss, debate and analyse in virtual classrooms. Students have opportunities to address real situations through professional and community experiences. It is recognised not only for its supportive and nurturing learning environment, but also for its ability to prepare graduates who think critically, who are guided by social justice principles and are highly valued by the professions. Adding to its traditional strengths in primary and secondary teacher education, the education disciplines reflect key strengths in the areas of early childhood, mathematics and literacy education, assessment, educational leadership, religious education and wellbeing and inclusive education. The Arts disciplines prepare graduates to be critical thinkers and global citizens. The disciplines include Creative Arts, Humanities, International Development and Global Studies and the Social Sciences.

POSITION PURPOSE

The Associate Professor/Professor of Educational Leadership will be accountable to the National Head of School of Education (NHOS) and work in close collaboration with the Executive Dean as well as other academic and professional staff across the university. The Associate Professor/Professor of Educational Leadership will be expected to contribute to the school's research, teaching and engagement profiles and will undertake relevant leadership and administrative duties. In addition to producing high quality research and providing research leadership, including attracting HDR students and competitive grants, the Associate Professor/Professor will play an important role in advancing learning and teaching excellence including continuing to teach as an example of best practice.

The role incorporates working with industry, government and other relevant external stakeholders to grow

opportunities for partnership work and engagement with external stakeholders on key issues relevant to the discipline. Furthermore, the successful applicant must have the capacity to strategically develop and promote the Faculty of Education and Arts aligned with the University's Mission and Strategic plans.

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
Work with the National Head of School of Education and Head of Discipline to develop a suite of contemporary leadership units in the Master of Education courses. This will include the knowledge of online learning and contemporary leadership practices.	Teaching/curriculum development/scholarship of teaching
Build effective collaborations across the National School of Education in consultation with external organisations and communities to grow the National School of Education's profile in Educational Leadership teaching and research.	Teaching/curriculum development/scholarship of teaching
Work with the Executive Dean and Associate Dean Partnerships to develop and deliver short courses, professional development and micro-credentials in Educational Leadership for external stakeholders.	Teaching/curriculum development/scholarship of teaching
Deliver high quality teaching of Educational Leadership units and associated topics.	Teaching/curriculum development/scholarship of teaching
Work with the National Head of the School of Education and Associate Dean Research to develop research capacity for Early Career Researchers and mid-career academics.	Research
Lead the development of tenders and grants to seek external funding.	Research
Build a track record of high-quality publications in Educational Leadership and create opportunities for co-authoring with early and mid-career academics at ACU.	Research
Actively contribute to the intellectual life of the University, Faculty and School by providing strategic, high-level leadership to advance the National School of Education's vision for Educational Leadership and Research.	Academic Leadership and Service
Promote engagement with ACU education courses both within and outside the ACU environment, including building and strengthening partnerships and networks to advance the Educational Leadership research strategy.	Academic Leadership and Service
Provide strategic scholarly leadership that enhances the ACU learning environment through knowledge of Educational Leadership research and Educational Leadership curriculum and engender commitment to the Catholic intellectual tradition through a strong focus on social justice and the common good in all leadership activities within the University, Faculty and National School of Education.	Academic Leadership and Service

SELECTION CRITERIA

Qualifications, skills, knowledge and experience:	• Qualification - A PhD or equivalent that is relevant to the broad disciplines of Educational Leadership or a related field, with an outstanding track record of independent research as evidenced by high impact research outputs in industry, government or academic environments. • Skill - Ability to foster respectful and productive working relationships with staff, students and colleagues at all levels. • Experience - Evidence of outstanding teaching at all levels. • Experience - Outstanding research track record including high quality publications, successful grants/tenders. • Experience - Proven track record of highly developed leadership, with a demonstrated ability to provide strategic focus and direction, fostering a culture of innovation and collaborative academic achievement. • Experience - Demonstrated capacity to apply deep knowledge of the higher education environment to work effectively with stakeholders to foster public engagement within the discipline of Educational Leadership.
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. • Display openness and resilience, inspire others to change and act to make change happen with ACU's strategic goals and Mission at the heart of all outcomes. • Keep stakeholder interest at the core of ACU business decisions and ACU service excellence as a top priority. • 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.
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	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>