

CANDIDATE INFORMATION PACKAGE

College of Arts, Society & Education





JCU Education is a leader in providing high-quality professional experience. A focus on offering opportunities to teach in various communities produces JCU Education graduates who make life matter.



In the College of Arts, Society and Education we embrace the provision of contemporary and high-quality coursework in an ever changing world through deepening our knowledge of how changing contexts, new research, and evolving technologies are shaping the education community.

The coursework we provide prepares our graduates to work in applied settings using the highest standards and professional competence to become the next generation of inspirational teachers.

Delivering superior teaching and learning programs in a research-rich environment, we aim to foster professional expertise and intellectual curiosity - bringing people together through powerful learning opportunities, to share ideas, create new knowledge, and build expertise.

Our shared vision is to;

- design and implement innovative online offerings to complement our contemporary on campus delivery.
- shape the research of the tropics, investigating the challenges of the world in which we live, demonstrating our commitment to the communities in which we teach, and inspiring the people whose educational journey we share.
- demonstrate effective and innovative teaching practice to improve educational opportunities and outcomes.

Our commitment to the development of strong collaborations with complementary community organisations will ensure our ability to make a real difference in the Tropics, and on a global scale.

CU Global rank:

Top 2%

JCU is ranked in the top 2% of universities in the pre-eminent global rankings system, the Academic Ranking of World Universities.

ARWU 2016



For the past six years, JCU has received five stars for job success

Good Universities Guide

TOP UNDER

50 50

The Times Higher Education (THE) World University Rankings places JCU in the top 50 universities around the world under 50 years old.

Times Higher Education (THE) World University Rankings 50 Under 50 2016



Excellence in Research for Australia (ERA) rates JCU as 'world class or better' in 35 areas of research.

Excellence in Research for Australia (ERA) 2015



Exceptional employment outcomes; Independently rated five stars for student success, JCU Education produces graduates who experience exceptional employment outcomes.

Good Universities Guide 2018



Unique placement opportunities: Be equipped with the skills to make an impact. Study and work in rural and remote communities, capital cities and experience overseas placements.





Statement of Strategic Intent

ONE UNIVERSITY – TWO COUNTRIES – THREE TROPICAL CAMPUSES

Comprehensive, but focused

We are a comprehensive University. Our teaching and research focuses on four themes:

- Tropical Ecosystems and Environment
- Industries and Economies in the Tropics
- Peoples and Societies in the Tropics
- Tropical Health, Medicine and Biosecurity

Place is powerful

The Tropics is our place: a vast geographic area that Aristotle called the Torrid Zone. Our three tropical campuses are complemented and extended by regional and remote study centres and research stations.

Students are at the heart of our University and we inspire them to make a difference in their fields of endeavour and in their communities by:

- delivering high quality teaching and learning programs in a research-rich environment and
- fostering their professional expertise and intellectual curiosity.
- Our world-class research generates new knowledge and understanding to meet the challenges facing the peoples of the tropics.

Diversity and reconciliation

Embracing the diversity of the communities we serve in two countries, we work with them to create opportunities and enduring benefits for our regions and beyond.

Acknowledging the First Nation peoples of the world, their rich cultures and their knowledge of the natural environment, we pay particular respect to Aboriginal and Torres Strait Islander peoples, the traditional custodians of the lands and waters of Australia.

We are pledged to achieve genuine and sustainable reconciliation between the Aboriginal and Torres Strait Islander peoples and the wider community.

Sustainability

Committed to the principles of sustainability, we will ensure that our actions today do not limit the range of social, cultural, environmental and economic options open to future generations.

An international University as reflected in our people, our places, and our research, we take quiet pride in being recognised as a leading tertiary institution in Australia, our Asia-Pacific region and among the universities of the world.

Our values and beliefs

Our actions are underpinned by our values and beliefs:

Values

- Excellence
- Authenticity
- Integrity
- Sustainability
- Mutual Respect
- Discovery

Beliefs

- We recognise that knowledge has the power to change lives
- We ignite and support a passion for learning in our community
- We are enriched by and celebrate our communities' diversity
- We understand that a sustainable environment is central to our lives and our work
- We uphold our commitments

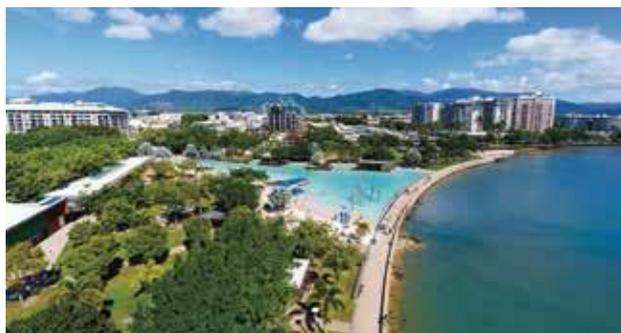
Moving to Tropical North Queensland

About North Queensland

Australia's Wet Tropics is a band of tropical rainforest and associated vegetation that runs up the north east coast of Queensland from Townsville to Cooktown. The World Heritage property covers an area of approximately 894,000 hectares. It was inscribed on the World Heritage List in 1988 in recognition of its scenic beauty and biological importance.

The Great Barrier Reef is the largest reef in the world measuring 2011 km in length and 72 km across at its widest point, making it the world's largest World Heritage Area. The Reef became one of Australia's first World Heritage Areas. There are an estimated 1,500 species of fish, over 300 species of hard reef building corals, more than 4,000 mollusc species plus over 400 species of sponges have been identified.

North Queensland is home to some of the best weather year round that Australia has to offer. Sunny days, warm waters, cool ocean breezes and generally comfortable climate are part of what make north Queensland such a popular place to live. The north Queensland climate is characterised by two distinct seasons, with warm temperatures and a low rainfall during the winter period while summer sees higher rainfall and warmer, balmy temperatures.



Cairns

Cairns is among the top 10 fastest growing cities in Queensland with a population growth rate of 3.2 per cent. At September 2010 the population of Cairns grew to 164,356 with most of the population concentrated in the suburbs surrounding the city, along the Marlin coast and along the southern suburbs growth corridor.

It is renowned as the gateway to two of the world's greatest natural attractions: the Great Barrier Reef and the Wet Tropics Rainforest.

The area is a region of spectacular scenery and rugged topography with fast flowing rivers, deep gorges and numerous waterfalls. The mountain summits provide expansive vistas of undisturbed rainforests.

Further information living in Cairns including educational facilities and healthcare can be found at:

cairns-australia.com/living-in-cairns.html
jcu.edu.au/about-jcu/campuses/cairns

Townsville

Townsville is located about halfway between the tip of Cape York and Brisbane.

The Ross River flows from the foothills of the Hervey and Mount Stuart ranges to its outlet in Cleveland Bay, where the CBD's skyline is dominated by the distinctive Castle Hill and Magnetic Island lies just eight kilometres offshore.

The region is partly within and adjoins the Great Barrier Reef World Heritage Area, the Great Barrier Reef Marine Park and the Queensland State Marine Park.

Townsville has a strong and diverse economy in which significant industries include retail trade, health and education services, government administration and defence, construction, mining, manufacturing, and property and business services.

Further information on living in Townsville including educational facilities and healthcare can be found at:

townsvilleenterprise.com.au
jcu.edu.au/about-jcu/campuses/townsville





Conditions of Appointment

Remuneration Package

An appropriate and attractive salary will be offered including a range of flexible salary packaging options.

Benefits

- Five weeks' annual recreation leave
- Annual Leave Loading
- Up to 6 months paid maternity leave
- Flexible working options
- Career enhancement opportunities
- Generous sick and carers leave
- Generous Long Service Leave pro-rata at 7 years
- Attractive options for salary packaging
- Ongoing professional and career development
- Staff study assistance and paid study leave
- On-site facilities - Medical, Supermarket, Cafes, Childcare and Gymnasium (Townsville only)
- Fitness Passport
- Free Employee Assistance Program (Coaching and Counselling)
- Balance of work and life so you can enjoy a relaxed lifestyle that supports a diverse range of leisure and sporting interests.

Superannuation

Generous superannuation scheme with up to 17% employer contributions.

Enterprise Agreement

JCU recognises the importance of investing in its staff and through this Agreement aims to support JCU as an Employer of Choice by:

- a. Supporting a culture of performance, innovation and continuous improvement which recognises and rewards high performance;
- b. Providing the opportunity for staff to develop their skills to effectively perform their roles and develop their careers;
- c. Allowing JCU to manage flexibly and responsibly to meet the challenges of the future;
- d. Streamlining and simplifying conditions of employment;
- e. Increasing organisational productivity and efficiency;
- f. Minimising unnecessary prescription and support costs;
- g. Supporting an environmentally friendly workplace; and
- h. Maintaining a safe and healthy working environment and workplace free of bullying and harassment.

Click [here](#) for the JCU's full Enterprise Agreement.

Associate Professor Guidance and Counselling, Career Development, Education

Position Number	6000005847
Division/College	Division of Tropical Environments and Societies/ College of Arts, Society and Education (CASE)
Campus Location	Townsville
Classification	Academic Level D
Fraction	100%
Reports To	Head of Education
Supervisor Position Number	6000014204
Number of positions supervised	0

Position Overview

The College of Arts, Society and Education (CASE) at James Cook University is currently seeking to appoint an Associate Professor in **Guidance & Counselling, Career Development, & Education** at our Townsville campus to teach in its postgraduate programs. The appointee will: teach in their discipline areas; conduct research; and supervise Higher Degree Research students. The appointee will support community engagement and work collaboratively with schools and relevant organisations in the Tropics and support the University's Strategic Intent.

Organisational Charts

[James Cook University](#)

Division of Tropical Environments and Societies
College of Arts, Society and Education

Principal Accountabilities

1. Teaching in Guidance and Counselling, Career Development and Inclusive Education (Early Childhood Education, Primary, or Secondary).
2. Research in a discipline area in Guidance and Counselling, Career Development, and Inclusive Education (Early Childhood Education, Primary, or Secondary).
3. Supervision in a discipline area in Guidance and Counselling, Career Development, and Inclusive Education (Early Childhood Education, Primary, or Secondary).
4. School and relevant organisations and Community Engagement;
5. Administration commensurate with level of appointment, that is, subject and/or course co-ordination.

6. Support the University's commitment to the principles of [reconciliation](#), which exemplify respect for Aboriginal and Torres Strait Islander heritage and the valuing of justice and equity for all Australians.
7. Demonstrate a commitment to the University's values.
8. Support the principles of the TropEco program and engage in commitment to JCU sustainability goals and objectives.

Generic Accountabilities

There are generic responsibilities that apply to all James Cook University staff.

1. The **Associate Professor *Guidance and Counselling, Career Development, Education*** is required to observe the lawful and reasonable directions, policies and decisions of the University Council, understand and comply with the Enterprise Agreement, the Statutes and Rules of the University, the policies and decisions of the University Council and other appropriate University authorities, as in force from time to time.
2. The **Associate Professor, *Guidance and Counselling, Career Development, Education*** is required to demonstrate a personal commitment to ensure personal safety and the safety of others and contribute to the continuous improvement of our WHS performance. This includes the effective implementation and compliance with James Cook University WHS policies, procedures and safe systems of work, together with all relevant legislation, duties and obligations. Contribute to the continuous improvement of our WHS performance.
3. The **Associate Professor, *Guidance and Counselling, Career Development, Education*** is required to exercise proper discretion in all matters affecting the wellbeing of the University which involve public writing or speaking in accordance with the University's [Code of Conduct](#).

Selection Criteria

Selection and appointments will be assessed against selection criteria. These criteria must be addressed in your application under the heading of Selection Criteria.

Essential

1. a. Hold a PhD in Education or Psychology with qualifications in Guidance and Counselling and Career Development;
b. Be eligible for Australian Counselling Association Membership and industry council professional registration.
2. Demonstrated successful teaching experience and engagement and/or successful guidance and counselling and career development experience, in school settings.
3. Demonstrated successful teaching and research experience in the higher education sector.
4. Ability to contribute to undergraduate and postgraduate teaching programs in a discipline area in Guidance and Counselling, Career Development, Education and Professional Practices.

5. Demonstrated successful experience working collaboratively in teams, as well as, engagement with schools, relevant organisations, community agencies and professional bodies.
6. Effective communication and interpersonal skills, demonstrated ability to work in a collegial manner, and demonstrated organisational and administrative skills.
7. Current research and recent publication in programs in a discipline area in Guidance and Counselling, Career Development, Education and Professional Practices.
8. Ability to work collaboratively on research/teaching projects in programs in a discipline area in Guidance and Counselling, Career Development, Education and Professional Practices.
9. Understanding of, and commitment to, James Cook University's [Strategic Intent](#) and focus on the Tropics
10. Experience / familiarity with blended delivery modes including synchronous and asynchronous delivery.

Desirable

1. Other curriculum areas of expertise that can contribute to Initial Teacher Education and post-graduate supervision with priority given to Aboriginal and Torres Strait Islander Education, Mathematics/ Numeracy Education, English/Literacy Education, Technologies Education (Secondary), and contribute to our emphases on rural and remote education.



How to Apply

APPLICATION PROCESS

A comprehensive search is being undertaken by UniRecruit to identify high calibre candidates for this position.

CONFIDENTIAL ENQUIRIES

Confidential enquiries should be made to:

Graham MacAulay, Director UniRecruit on +61 (0) 419 704 686, or graham.macaulay@uni-recruit.com.au

APPLICATIONS

All documentation should be provided in 'Word' format.

Your application should include a covering letter in which you address the Selection Criteria.

In addition, your application should contain your full curriculum vitae including the following:

- Full name, address, mobile and telephone number(s) and email address.
- Names, telephone numbers and email contact of at least three referees (no contact will be made without your permission).
- Country of permanent residence.
- Employment history, including present position and notice required.
- Details of education, professional training and qualifications.
- Details of relevant professional, consulting or industry experience.
- Research interests and list of publications.
- Research grants awarded.
- Any other relevant information, such as offices held in professional bodies and community service.

All applications (in 'Word' format) should be emailed to **Graham MacAulay** at: graham.macaulay@uni-recruit.com.au.

CLOSING DATE: Monday, 10 December 2018

Make life matter