

## **PROFESSOR/ASSOCIATE PROFESSOR APPOINTMENT – SOCIAL WORK**

LOCATION: School of Arts and Humanities, South West Campus (Bunbury) and/or Metropolitan (Joondalup campus)

Position to interface (face to face and online) with all ECU campuses

DISCIPLINE: Counselling, Social Science, Social Work, Youth Work

Ongoing, full-time position

Eligible for membership of the AASW

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### **OVERVIEW**

Edith Cowan University is a large, multi-campus institution serving communities nationally and internationally. The University has two metropolitan campuses at Mount Lawley and Joondalup and also serves Western Australia's South West Region from a campus at Bunbury, 200 km south of Perth.

The School of Arts and Humanities delivers a Social Work program located at ECU's South West Campus in Bunbury which is Western Australia's largest University campus outside the metropolitan area.

The Social Work course is taught by staff with extensive frontline social work experience. It focuses on working alongside regional, rural and remote communities, and integrating sustainability into social work practice.

The ECU Social Work program explores the complex nature of contemporary societies, promoting the rights and wellbeing of individuals and communities. The course aims to equip students to work generically, providing opportunities to explore social work responses to both local and global issues, including the impacts of climate.

Such an approach is grounded in the conviction that community development perspectives used in regional, rural and remote contexts are also applicable in urban settings.

### **THE ROLE**

The appointee shall report to the Associate Dean (Social Work, Social Science, Counselling and Youth Work) and work closely with the Course Co-Ordinator for the Social Work Program. The appointee shall undertake teaching and provide leadership in research to ensure the Social Work Program is of high quality, offers flexible delivery options and reflects professional practice standards. This role will be required to mentor staff and ensure alignment of research activity to the University's research theme of Society and Culture, as well as to position ECU as a leader in relevant research in Australia and internationally. A priority in the School is to increase the number of higher degree by research completions.

### **KEY CRITERIA**

#### Qualifications

- A PhD in a relevant social science discipline and eligibility for membership of the Australian Association of Social Workers.

#### Teaching Leadership:

- Proven experience of academic leadership in teaching and learning excellence and in developing course/s and related material which are academically relevant and which reflect pedagogical, student and professional needs and standards in Social Work.

#### Research Leadership:

- Demonstrated high level ability to undertake quality research activities to maximise publishing outputs in national and international refereed journals and for presentation at national and international academic seminars and conferences and actively engage in collaborative research practices both within and external to the University with alignment to the University's research theme of *Society and Culture*.

- Demonstrated leadership in research with a high level ability to actively engage in the mentoring of academics and supervision of higher degree by research students.
- Capacity to contribute to positioning ECU as a leader in research in Social Work and Social Sciences in Australia and internationally.

#### ECU Leadership:

- Demonstrated experience of positively contributing to the proactive development and planning of academic activities to support University, School and Social Work Program strategic priorities to assist in ensuring programs and courses remain of a high quality, offer flexible delivery options, and reflect professional practice standards.
- Demonstrated experience in the leadership of teams and proactive engagement in community outreach activities including interaction with research organisations, government, positive participation in public relations activities and public forums as appropriate.

You will also demonstrate personal attributes that are congruent with the University's values of Integrity, Respect, Rational Inquiry and Personal Excellence.

#### **SELECTION CRITERIA**

The full selection criteria for this position can be found as an appendix to this document. The selection criteria are to be read in conjunction with relevant ECU Position Classification Standards for Level D and E (also included).

#### **BENEFITS AND REMUNERATION**

Depending on level of appointment, remuneration will be \$ 149,267 to \$164,111 pa ( Level D) and \$191,335 pa ( Level E) plus 17% University superannuation contribution. For information on the benefits of working at ECU, please visit our Future Staff website <https://www.ecu.edu.au/employment-opportunities/overview>

#### **FURTHER INFORMATION AND APPLICATION PROCESS**

##### **Confidential Enquiries**

Edith Cowan University is partnering with UniRecruit to undertake a national search for high calibre candidates for this position.

Confidential enquiries should be made to:

Graham MacAulay on +61 (0) 419 704 686 or [graham.macaulay@uni-recruit.com.au](mailto:graham.macaulay@uni-recruit.com.au) or to  
Ann Newton on +61 (0) 412 358 234 or [ann.newton@uni-recruit.com.au](mailto:ann.newton@uni-recruit.com.au).

##### **Applications**

Your application should include a covering letter in which you address the Key Criteria. In addition, your application should contain your full curriculum vitae including the following:

- address, mobile and telephone number(s) and email address
- name, telephone and email contact of at least three referees (no contact will be made without your permission)
- 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, list of publications, research grants awarded and details of past and current postgraduate supervision
- any other relevant information, such as offices held in professional bodies and community service
- an indication of the earliest date on which you would be able to commence.

All applications should be emailed to Graham MacAulay at [graham.macaulay@uni-recruit.com.au](mailto:graham.macaulay@uni-recruit.com.au).

#### **Closing Date**

Applications close on **Thursday, 29 July 2021**

#### **Further Information**

Further information about Edith Cowan University and the School of Arts and Humanities can be found at:

<https://www.ecu.edu.au/>

<https://www.ecu.edu.au/schools/arts-and-humanities/overview>

**PLEASE NOTE: APPLICATIONS WILL ONLY BE ACCEPTED FROM CANDIDATES WHO HAVE THE RELEVANT WORKING RIGHTS TO FILL THIS POSITION.**

*ECU is a diverse and inclusive workplace reflecting the differences in society. Specific strategies and initiatives are in place to address underrepresentation of specific groups. Applications are encouraged from suitably qualified people from all backgrounds. Aboriginal and Torres Strait Islander people are strongly encouraged to apply.*



## **SELECTION CRITERIA**

### **1. QUALIFICATIONS**

- 1.1 A PhD in a relevant social science discipline and eligibility for membership of the Australian Association of Social Workers.

### **2. EXPERIENCE**

- 2.1 Proven experience of academic leadership in teaching and learning excellence and in developing course/s and related material which are academically relevant and which reflect pedagogical, student and professional needs and standards in the area of Social Work.
- 2.2 Demonstrated experience of proactive engagement in community outreach activities including interaction with research organisations, government, positive participation in public relations activities and public forums as appropriate.
- 2.3 Experience with flexible teaching and learning methods and technology.
- 2.4 Effective leadership of a social work program characterised by a strong commitment to a student-centred culture and scholarship research and learning and teaching.
- 2.5 Ideally, previous experience working in Rural, Regional or Remote Contexts

### **3. SKILLS/ABILITIES**

- 3.1 A high level of interpersonal and communication skills, ability to work with colleagues and external stakeholders in collaborative ways and ability to communicate effectively with people from diverse cultural backgrounds.
- 3.2 Demonstrated high level ability to undertake quality research activities to maximise publishing outputs in national and international refereed journals and for presentation at national and international academic seminars and conferences and active engage in collaborative research practices both within and external to the University.
- 3.3 Demonstrated high level ability to actively engage in the supervision of higher degree by research students.
- 3.4 Demonstrated experience of positively contributing to the proactive development and planning of academic activities to support University, School and Social Work Program strategic priorities to assist in ensuring programs and courses remain of a high quality, offer flexible delivery options and reflect professional practice standards.

#### **4. LEADERSHIP**

- 4.1 Capacity to position ECU as a leader in research in Social Work and Social Sciences in Australia and internationally.
- 4.2 Capacity for strategic engagement with industry, the profession and the community to improve research and teaching opportunities.
- 4.3 An effective and inclusive leadership style that displays vision, self awareness, and a commitment to continuous improvement, and empowers people to achieve goals and work as a cohesive team.
- 4.4 Capacity to develop and successfully implement operational plans.

## Academic Position Classification Standards

### Associate Professor

#### Level D

##### General Standard

A Level D employee is expected to make a significant contribution to all activities of the organisational unit or interdisciplinary area and play a significant role within their profession or discipline. Academics at this level may be appointed in recognition of distinction in their disciplinary area.

##### Skill Base

Associate Professors (Level D) will normally have a PhD and/or have relevant qualifications and/or professional, performance or creative works and/or experience. Level D employees are expected to be involved in the development of and have responsibility for curricula and programs of study (award courses), the supervision of honours and research students and where appropriate the leadership of research teams. They may display a high level of administrative work.

##### Specific Duties

Specific duties required of an Associate Professor may include:

- The conduct of tutorials, practical classes, demonstrations, workshops, student field excursions, clinical sessions and studio sessions.
- The development of and responsibility for curriculum/programs of study.
- Course coordination.
- The preparation and delivery of lectures and seminars.
- Supervision of major honours or postgraduate research projects.
- Supervision of the program of study of honours students and of postgraduate students engaged in coursework.
- The conduct of research, including, where appropriate, leadership of a large research team.
- Significant contribution to the profession, and/or discipline.
- High level administrative functions.
- Consultation with students.
- Marking and assessment.
- Attendance at Faculty and School meetings.

## Professor, Level E

### General Standard

A Level E employee is expected to exercise a special responsibility in providing leadership and in fostering excellence in research, teaching, professional activities and policy development in the academic discipline within the department or other comparable organisational unit, within the institution and within the community, both scholarly and general.

### Skill Base

A Professor shall have the same skill base as an Associate Professor but will be recognised as a leading authority in the relevant discipline area.

### Specific Duties

Specific duties required of a Professor may include:

- Contribute to the strategic and academic leadership in their School, Faculty and the University in one of the following areas:
  - Curriculum, Teaching & Learning (eg., as Associate Deans [Curriculum, Teaching and Learning], as coordinators of major courses and exemplary teaching activities).
  - Research (eg., as Associate Dean [Research], as a Director of a Centre and/or by exemplary personal achievement in research grants, publications, supervision, etc).
  - University Service (eg., as member of the University Executive, Head of Faculty, Head of School or Associate Dean/Director).
  - Community Service (eg., as Associate Dean/Director or International or Commercial or by significant entrepreneurial work in pursuit of international and commercial benefits for the University).
- Provision of a continuing high level of personal commitment to, and achievement in, a particular scholarly area.
- The conduct of research.
- Fostering the research of other groups and individuals within the department or other comparable organisational unit and within the discipline and within related disciplines.
- Development of research policy.
- Supervision of the program of study of honours students or of postgraduate students engaged in course work.
- Supervision of major honours or postgraduate research projects.
- Making a distinguished personal contribution to teaching at all levels.
- The conduct of tutorials, practical classes, demonstrations, workshops, student field excursions, clinical sessions and studio sessions.
- The preparation and delivery of lectures and seminars.
- Consultation with students.
- Marking and assessment.
- Playing an active role in the maintenance of academic standards and in the development of educational policy and of curriculum areas within the discipline.
- Developing policy and being involved in administrative matters within the department or other comparable organisational units within the institution.
- Participating in and providing leadership in community affairs, particularly those related to the discipline, in professional, commercial and industrial sectors where appropriate.

