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| NEW ACADEMIC POSITION REQUEST fORM |

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| **INSTRUCTIONS FOR COMPLETING THE NEW ACADEMIC POSITION REQUEST FORM:** |
| The purpose of this form is to create a new position supported by an accurate position description within your organisational unit.  **To review, classify or update a current position within your organisational area, please use the online Position Review in** [**Staff Connect**](https://selfservice.aurion.cloud/acu/production/actionitems)**.** |
| **Prior to commencing this form:**   1. Please make yourself familiar with the [Recruitment and Selection Policy](https://policy.acu.edu.au/document/view.php?id=129). 2. Refer to the [ACU Staff Enterprise Agreement 2022-2025](https://staff.acu.edu.au/people_and_capability/working-here/acu-staff-enterprise-agreement-2022-2025), Schedule 3 – for the **Minimum Standards for Academic Levels (MSAL’s)**used for academic positions, detailing the expected levels of qualifications, task level and responsibility and supervision. 3. A text box or hashtag # indicates that text input is required. 4. Where check boxes or drop-down boxes are provided, please select the appropriate response. 5. Remember that you are describing the content and requirements of the position. Your descriptions and responses to the questions should focus on what is needed to regularly perform the requirements of the position at an acceptable and consistent level, not duties performed on an irregular basis.   If you require further assistance with completing this process, please visit [Service Central](https://acu.service-now.com/service_central?id=service&sys_id=9aca9c4ddbf0a3404f95cae43a961946) or call (07) 3623 7272 |
| **Upon completion of this New Academic Position Request Form:**  Please forward this by using the **Submit New Academic Position Request Form** in [**Service Central**](https://acu.service-now.com/service_central?id=service&sys_id=9aca9c4ddbf0a3404f95cae43a961946). A P&C staff member will review the request and contact you with further information regarding the process. |

**PART 1 – APPLICATION DETAILS AND APPROVAL**

1. **REASON FOR SUBMISSION**

Please  tick reason below:

***Application for new position:***

***Only complete this form if the relevant approval has been provided for this new position.***

*Briefly outline in the text box below, the position and where it fits within the functional unit. Where the position is involved in an organisational change process, outline any changes to the position and where the position sits within the context of the organisational structure.*

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***Duplication copy PD of an existing position*** *- Require new position number*

*Position number to be duplicated: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_*

*Use when the position description can be an exact duplication of an existing position, but a new position number is required. Ensure that the relevant approval has been sought for the additional resource and new position number to be created.*

*If any changes are required to FTE or campus in the new position number, please note these below.*

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***Note:*** *To make changes to existing positions please complete the Position Review Form in* [*Staff Connect*](https://sso.acu.edu.au/authenticationendpoint/login.do?SigAlg=http%3A%2F%2Fwww.w3.org%2F2001%2F04%2Fxmldsig-more%23rsa-sha256&Signature=goefpLjumb2dHoM6r0sLUoKAwM1HwA%2BnpMw1A3Y3QFuxYwKvHhJ1ig95P0f9cFNcjAlcx9iszDkLovwUr%2FxSzc9XpUOvxXV%2FTsORalLv0eAUtZHJBRgdUoXrBZYfQnmw9Kfzo6PIfQb0hnqsAKH8%2BQiFkzzqUlXX6pMUsBr0X5Nd6XydMTlxxffyC%2FAAb66%2FcsTanjxYVLhVPMab8FJpPpnrIJcWTpPH195e4opMb5Pi%2FEJHbO7pse3QlppvNUbIMX%2FUlXFgXf%2FSUZSc2QIGyzQBgF6%2B5BJH%2Fgw0SSZ6wXh%2FgYxBq5d8Sys4JJxoURxCe1Pu7aQkjRU2UQ04%2BX%2FPKQ%3D%3D&commonAuthCallerPath=%2Fsamlsso&forceAuth=false&passiveAuth=false&tenantDomain=carbon.super&sessionDataKey=a13508bf-6c49-46f4-b8e2-d52a661d3fe0&relyingParty=https%3A%2F%2Fselfservice.aurion.cloud%2Facu%2Fproduction&type=samlsso&sp=Aurion-Prod-AWS&isSaaSApp=false&authenticators=BasicAuthenticator:LOCAL) *and select “Updated Documentation” as the option.*

1. **POSITION DETAILS:**

|  |  |
| --- | --- |
| **Position Title** | Click or tap here to enter text. |
| **Employment Type** | Choose an item. |
| **Attendance Type** | Choose an item. |
| **Funding FTE** | Choose an item. |
| **Hours Per Week** | Choose an item. |
| **Cost Account** | Choose an item. |
| **Additional Information/ Comments** | Click or tap here to enter text. |

**APPROVAL OF DOCUMENTATION**

The below signatories certify that the information supplied is factual and there has been endorsement and budget approval for the creation of a new position description.

**NOMINATED SUPERVISOR**

|  |  |  |  |
| --- | --- | --- | --- |
| Name: | Click or tap here to enter text. | | |
| Signature: |  | Date: | Click or tap here to enter text. |

**FINANCE BUSINESS PARTNER**

|  |  |  |  |
| --- | --- | --- | --- |
| Name: | Click or tap here to enter text. | | |
| Signature: |  | Date: | Click or tap here to enter text. |

**MEMBER OF THE EXECUTIVE**

|  |  |  |  |
| --- | --- | --- | --- |
| Name: | Click or tap here to enter text. | | |
| Signature: |  | Date: | Click or tap here to enter text. |

**PART 2 – POSITION DESCRIPTION**

|  |  |  |  |
| --- | --- | --- | --- |
| **Position Title** | Click or tap here to enter text. | | |
| **Organisational Unit** | Click or tap here to enter text. | | |
| **Functional Unit** | Click or tap here to enter text. | | |
| **Nominated Supervisor** | Click or tap here to enter text. | **Campus/Location** | Choose an item. |
| **Academic Level** | Choose an item. | **Academic Career Pathway** | Choose an item. |
| **CDF Achievement Level** | ***HR to assign*** | **Position Number** | ***HR to assign*** |
| **Employment Type** | Choose an item. | **Date reviewed** |  |

**ABOUT ACU AND PORTFOLIO STATEMENTS**

Human Resources will add in Organisational Statements about Australian Catholic University and the Portfolio that have been approved for use by the relevant Member of the Executive. If a specific description of a team is required this is to be added to the statements, please do so in the Position Purpose text box provided below.

**ABOUT AUSTRALIAN CATHOLIC UNIVERSITY**

An ACU education builds on the Catholic understanding of faith and reason working together in pursuit of knowledge and promotion of human dignity and the common good.

An ACU education seeks to transform lives and communities. Students are challenged to look beyond the classroom, solve real-world problems, develop their own search for meaning and cultivate strong professional ethics. They are invited to stand up for people in need and causes that matter.

ACU is open to all. As is common with great Catholic institutions the world over, the university is inclusive and supportive of everyone, every day – regardless of their faith or tradition.

ACU is a young university making a serious impact. Ranked in the top two per cent of universities worldwide and in the top 10 Catholic universities, we’re also a leader in employability with 94 per cent of our graduates employed. The university has seven campuses around Australia, a campus in Rome, Italy, and an online campus – ACU Online.

ACU has four faculties, and several research institutes and directorates. We believe our number one asset is our people. It’s the character, enthusiasm and dedication of our staff that make this a university like no other. All our staff contribute to the achievement of our goals set out in ACU’s Vision 2033 and aim to provide high-quality services with a strong focus on service excellence.

To be agents of change in the world, we all need to see life through the eyes of others. We believe that our role as a university is to inspire and equip people to make a difference – and that means cultivating their ability to act and think empathetically.

Our staff champion these values, creating a place of learning that is not only the envy of the world, but the making of it.

The structure to support this complex and national university consists of:

• Vice-Chancellor and President

•              Provost

•              Chief Operating Officer

•              Deputy Vice-Chancellor (Research and Enterprise)

•              Deputy Vice-Chancellor (Education)

•              Vice President and Director (Mission and Identity).

**POSITION PURPOSE**

The position purpose provides broad outline of why the position exists. Describe in the text box below, in one or two brief sentences what the position does, what the position is expected to achieve, and the behaviours needed to achieve it. Sentences should start with a verb (present tense, third person singular). e.g. “Provides,” “Manages,” “Monitors,” etc.

Examples:

* *Associate Lecturer (Teaching-focussed ACP, Exercise Science):*

*Accountable for high quality teaching outcomes through the effective development and maintenance of lectures, tutorials and laboratory sequences for specified units in Exercise Science coursework degrees, particularly in areas relevant to health, disease, rehabilitation and/or nutrition through the lifespan.*

*“Develops and maintains a lecture, tutorial and laboratory sequence for specified units in Exercise Science coursework degrees, particularly in areas relevant to health, disease, rehabilitation and/or nutrition through the lifespan.”*

* *Lecturer (Teaching and Research ACP, Accounting):*

*“Undertakes quality research and contributes to excellence in teaching and learning within the accounting discipline at undergraduate and postgraduate levels. Participates in community engagement and advances the standing of the Peter Faber Business School nationally.”*

* *Senior Lecturer (Teaching and Research ACP, Psychology:*

*“Leads and contributes to excellence in teaching and curriculum development in both the undergraduate and postgraduate Psychology and Counselling courses. Conducts recognised quality research in psychology in an area of relevance to the school and supervise postgraduate research. Contributes to the leadership of academic administration in the school.”*

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**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 included below:

[Vision 2033](https://vision2033.acu.edu.au/)

[Catholic Identity and Mission](https://www.acu.edu.au/about-acu/mission-identity-and-values)

[Code of Conduct](https://www.acu.edu.au/code-of-conduct-for-all-staff) for all staff

[ACU Capability Development Framework](https://staff.acu.edu.au/tools_and_services/learning%20and%20development/capability%20development%20framework%20development%20guide)

[Higher Education Standards Framework](https://www.teqsa.gov.au/how-we-regulate/higher-education-standards-framework-2021)

[ACU Staff Enterprise Agreement 2022-2025](https://staff.acu.edu.au/people_and_capability/working-here/acu-staff-enterprise-agreement-2022-2025)

[ACU Staff Reconciliation Action Plan](https://www.acu.edu.au/-/media/feature/pagecontent/richtext/about-acu/faculties-directorates-and-staff/directorates/_docs/acu004_acu-rap2019_web.pdf?la=en&hash=592FE96F9C2C144D2DD54EAA25BAD231&hash=592FE96F9C2C144D2DD54EAA25BAD231)

The following two frameworks 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.

**Key Responsibilities**

Key Responsibilities are the important tasks that the position undertakes for most of the time. Each responsibility should state the outcome expected to be achieved. Introduce each responsibility with an active verb, e.g. "Coordinate", "Manage", "Develop", "Supervise", "Process" etc.

In the table below, list up to ten (10) Key Responsibilities. Describe each Key Responsibility and list the most important at the top.

Identify the broad area of academic activity and insert a tick  in the relevant column.

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Broad Area of Academic Activity** | | |
| **Key Responsibilities specific to this position** | **Teaching, Curriculum development and scholarship of teaching** | **Research** | **Academic Leadership and Service** |
|  |  |  |  |
|  | ☐ | ☐ |  |
|  |  |  |  |
|  | ☐ | ☐ | ☐ |
|  |  |  |  |

**SELECTION CRITERIA**

**Qualifications, Skills, Knowledge, and Experience**

This section sets out the qualifications, skills, knowledge, experience, and competencies expected of the position holder. These are informed by the key responsibilities of the position and the Core Competencies set out in the Capability Development Framework.

Opportunities to develop capability are provided through the development programs coordinated by internal providers of professional development. See the [Learning and Development website](http://www.acu.edu.au/staff/our_university/training_and_development) for more information.

In the table below, list the selection criteria for the position, keep to a maximum of eight (8). Describe each of the criteria and list the most important at the top.

| **Type**  **(Experience, Knowledge, Qualification, Skill)** | | **Description** |
| --- | --- | --- |
| 1. | Choose an item. |  |
| 2. | Choose an item. |  |
| 3. | Choose an item. |  |
| 4. | Choose an item. |  |
| 5. | Choose an item. |  |
| 6. | Choose an item. |  |
| 7. | Choose an item. |  |
| 8. | Choose an item. |  |

**CORE COMPETENCIES**

The ten (10) Core Competencies are the foundation to the successful achievement of our Strategic Plan. They describe the areas that we need to focus on in our work to achieve excellence.

ACU's Capability Development Framework (CDF) describes the competencies we look for, encourage and nurture in all ACU staff to achieve our strategy and support our Mission. The competencies provide staff with guidance on how to strengthen capability in their current position and understand expectations for potential future positions. For further information about the CDF click [here.](https://staff.acu.edu.au/tools_and_services/learning%20and%20development/capability%20development%20framework%20development%20guide/capability%20development%20framework%20resources)

**Live ACU's Mission, Vision, and Values; 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, is a mandatory core competency of all positions at ACU.**

In the table below, please  an additional four (4) core competencies that are required to perform the duties of the position and are competencies you want to explore further during a recruitment process.

|  |  |  |
| --- | --- | --- |
| CDF11 | Apply Commercial Acumen: Understand the business environment in which ACU operates and adopt a university-wide point of view to seize opportunities and improve commercial viability. | ☐ |
| CDF21 | Adapt to and Lead Change: Display openness and resilience, inspire others to change and act to make change happen with ACU’s interests, strategic goals and Mission at the heart of all outcomes. | ☐ |
| CDF31 | Deliver Stakeholder Centric Service: Keep stakeholder interests at the core of ACU business decisions and ACU service excellence as a top priority. See the [ACU Service Delivery Model](https://staff.acu.edu.au/__data/assets/pdf_file/0009/629919/service-delivery-model-pages.pdf). | ☐ |
| CDF41 | Collaborate Effectively: Work collaboratively internally and externally to ACU to capitalise on all available expertise in pursuit of excellence. | ☐ |
| CDF51 | Communicate with Impact: 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. | ☐ |
| CDF61 | Coach and Develop: Coach and develop self and others through setting clear expectations, managing performance and developing required capabilities to establish a culture of learning and improvement. | ☐ |
| CDF71 | Be Responsible and Accountable for Achieving Excellence: Take personal accountability for achieving the highest quality outcomes through understanding the ACU context, self-reflection, and aspiring to and striving for excellence. | ☐ |
| CDF81 | Know ACU Work Processes and Systems: Plan work activity, prioritise time and resources using established ACU processes and technology to achieve optimum efficiency and effectiveness. | ☐ |
| CDF91 | Make Informed Decisions: Make informed, evidence-based decisions by sourcing and interpreting University and business information. | ☐ |

**ESSENTIAL ATTRIBUTES**

This is a mandatory attribute that will be included in the Position Description for each position in the Organisational Structure.

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| *“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/OR VULNERABLE PEOPLE**

In the table below, please  any statement that applies to this position.

For further information about protecting children and vulnerable adults, including useful links, please click [here](https://policies.acu.edu.au/human-resources/health_safety_and_well-being/protecting_children_and_vulnerable_adults2).

|  |  |
| --- | --- |
| This position requires a Working with Children Check (WWCC) and/or Work with Vulnerable People Check (WWVP) (ACT only) | ☐ |
| The position interacts with primary or high school aged students as part of the duties of the position. | ☐ |
| The position engages with children in a one-on-one setting. | ☐ |
| The child related activity and engagement is research related. | ☐ |
| The child related activity and engagement takes place offsite (outside the University campus) | ☐ |
| The position does not require a Working with Children Check (WWCC) |  |

**COMPETITION AND CONSUMER PROTECTION TRAINING**

Positions that may be involved in business transactions or external communications with customers and suppliers may require Competition and Consumer Protection training to be completed.

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| Please Checkmark tick the box if Competition and Consumer Protection training is required for this position | ☐ |

**REPORTING RELATIONSHIPS**

Insert an Organisational Unit chart of the full team/unit.

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>