

**POSITION DETAILS**

POSITION TITLE	<b>Lecturer</b>
SCHOOL / DEPARTMENT	National Centre for Cultural Competence (NCCC)
CLASSIFICATION	Academic, Level B
REPORTS TO	Academic Director (Level E), NCCC

**PRIMARY FUNCTION**

Assist the Academic Leader and Academic Director in the development, oversight and conduct of research and education within defined areas, and will ensure integration across themes and domains to meet the research and education strategies of the NCCC and the University.

**OVERVIEW OF THE SCHOOL / DEPARTMENT AND POSITION CONTEXT**

The University of Sydney has a long history of service to society. It was established to provide the opportunity for all regardless of race, religion or social class to undertake university studies. The university has established strategies to expand its service in support of Aboriginal and Torres Strait Islander higher education. The university is proud of the diversity of its student body and staff compliment with more than 130 countries represented. The university has committed itself to learning, teaching and research improvements to ensure that students and staff develop graduate attributes that enable them to work effectively and ethically in an increasingly multicultural and global environment.

**National Centre for Cultural Competence**

The NCCC was established with the vision to 'Inform, shape and promote local, national and global cultural competence narratives, action and capability.' Its mission is to provide the university community, society and its institutions and industry knowledge, human capital and tools that contribute to the effective and ethical development and maintenance of cohesive and competitive multicultural social and productive capabilities.

The NCCC will make specific contributions to the university's efforts to improve Aboriginal and Torres Strait Islander participation and outcomes in higher education by increasing the capacity of the University of Sydney and the Australian higher education sector to design, implement and evaluate culturally competent higher education and to graduate culturally competent Australians able to contribute to social, cultural, political and economic development in an increasingly diverse and globally connected community. The NCCC will also embrace the implications of cultural competence for culturally and linguistically diverse communities. In doing so the NCCC will provide a substantial contribution to the cohesive and productive capabilities of society. The NCCC will have one domestic and one international partner university. This partnership will evolve to include collaborative research, student and staff exchanges and other appropriate dissemination initiatives that engage local communities of interest.

The Centre will:

- Provide teaching, research and research translation leadership to the University and to the Australian higher education sector on cultural competence
- Provide technical and other assistance to a variety of stakeholders, develop tools and resources,
- Establish and maintain extensive collaborative networks that further the objectives of the NCCC and which promote and sustain effective scholarship in cultural competence.

### **Position Context**

The NCCC strategy includes the following major research themes:

1. Curriculum development and renewal
2. Systems and people
3. Government and business (external stakeholders)
4. Measuring and monitoring

The NCCC will initially explore these themes across competence across a number of domains including

- a) Organisational culture and approaches
- b) Systemic issues and structures
- c) Professional level
- d) Individual level.

Lecturers will be appointed (de novo or via secondment of existing academic staff) to lead and oversee the development and implementation of research and education within their theme, and to ensure integration across themes to meet the research and education strategies of the NCCC and the University

The duration of this role is five years, renewable subject to performance.

### **KEY ACCOUNTABILITIES AND RESPONSIBILITIES**

1.	Supporting the Academic Leader (AL) and Academic Director (AD) as a member of the NCCC Leadership Team in the development and implementation of the research and education strategies, with a particular focus on developing the strategy for a Theme and its interconnections to other research themes and domains.	<i>Ongoing</i>
2.	Undertake independent teaching and research in staff member's discipline or related area	<i>Ongoing</i>
3.	Expected to make an independent contribution to research, scholarship and/or teaching through professional practice and expertise, and co-ordinate and/or lead the activities of other staff, as appropriate to the discipline.	<i>Ongoing</i>
4.	Normally contribute to teaching at undergraduate, honours and postgraduate level	<i>Ongoing</i>
5.	May be required to perform full academic responsibilities of and related administration for co-ordination of an award program of the University provided that this is consistent with a reasonable and overall workload	<i>Ongoing</i>
6.	Undertake administration primarily relating to staff member's activities at the University	<i>Ongoing</i>
7.	Establishing, coordinating and managing networks that meet the research strategy; to include setting and managing performance targets for the Theme as a whole, and securing necessary resources to meet these targets.	<i>Ongoing</i>
8.	Setting up, undertake and/or lead associated research projects, individually or potentially with a nucleus of postdoctoral students.	<i>Ongoing</i>
9.	Publishing, supervising RHD students, gaining research grants and teaching to meet KPIs appropriate to the incumbent's academic in their home Faculty.	<i>As Appropriate</i>
10.	Working with the Academic Director on the design and delivery of new courses at undergraduate and postgraduate level. Teach into other existing programmes offered at undergraduate or postgraduate level in units related to cultural competence.	<i>Ongoing</i>
11.	Lead engagement with external stakeholders, including inter alia, community, government, industry and NGOs	<i>Ongoing</i>

## KEY RELATIONSHIPS

INTERNAL		
MAIN CONTACT	FREQUENCY	PURPOSE
1. Deputy Vice Chancellor (ISS) 2. Faculty leadership 3. Academic staff 4. Course coordinators 5. Academic governance committees, e.g. Academic Board	As required	To support the objectives of the NCCC, Wingara Mura and the University's strategic plan in respect of cultural competence

EXTERNAL		
MAIN CONTACT	FREQUENCY	PURPOSE
1. Industry 2. Government 3. Community organisations 4. Civil society 5. Other universities	Domestically and internationally as required	To support the objectives of the NCCC, Wingara Mura and the University's strategic plan in respect of cultural competence

## DECISION MAKING AND DELEGATIONS OF AUTHORITY

Decision making within the Centre is required, following University policy and under working guidelines established with the Academic Director. Discretion to innovate within those guidelines and within own function and to take responsibility for outcomes, design and develop procedures, and undertake high level planning is required.

## POSITION DIMENSIONS

STAFF DATA	
NUMBER OF DIRECT REPORTS TO THIS POSITION, CLASSIFICATION AND NUMBER OF INCUMBENTS.	Possible postgraduate and postdoctoral students
NUMBER OF REPORTS VIA SUBORDINATES (INDIRECTLY) TO THIS POSITION, CLASSIFICATION AND NUMBER OF INCUMBENTS.	Not Applicable
FACULTY/PSU SIZE	DVC Indigenous Strategy and Services = approximately 11
SCHOOL/DEPARTMENT SIZE	National Centre for Cultural Competency = approximately 16
FINANCIAL DATA	
SALARY BUDGET	TBA
NON-SALARY BUDGET	TBA
GRANT BUDGET	TBA

<b>STAFF DATA</b>	
OTHER AMOUNTS	TBA

### KNOWLEDGE, SKILLS, EXPERIENCE AND QUALIFICATIONS

CRITERIA	ESSENTIAL	DESIRABLE
A high level of academic and professional standing with appropriate research and Academic Leadership experience, including significant collaborative and integrated cross-discipline research.		✓
Experience in programs in complex environments with multiple organisations and personalities.	✓	
Knowledge and understanding of Corporate and Project Governance in areas such as public policy and implementation.		✓
Understanding of the approvals processes relating to grants, funding and government related matters.		✓
Understanding of organisational and cultural change in a complex environment with diverse stakeholders; including understanding of, and sensitivity to different research cultures and different academic disciplines.	✓	
Ability to lead strategy and policy development, planning and policy review and implementation.		✓
Personal attributes of: integrity and fairness; a collaborative approach; flexibility, sound judgment; commitment to quality service; a high level of initiative; resilience and personal accountability for results.	✓	
Effective interpersonal, communication and negotiation skills, and strong relationship building skills.	✓	
The ability to gain the confidence, influence and engagement of a wide range of stakeholders, both within and outside the University including the ability to work effectively with external stakeholders, including extensive and high level links with industry, Government and Aboriginal and Torres Strait Islander cultures and a demonstrated understanding of how these operate.		✓
Experience in public and institutional outreach, including an ability to exercise leadership to enhance the standing of the University and its research, locally, nationally and internationally in an increasingly competitive environment.		✓
Leadership skills, including capacity to initiate, lead and manage change in a complex environment.		✓
Appropriate postgraduate qualifications in a relevant discipline, or substantial progress towards these qualifications.	✓	

### WORKING WITH CHILDREN

<p>If the position involves working with children, a <b>Working with Children Check clearance</b> must be obtained. Please refer to <a href="#">Manager's checklist on working with children</a> for further information. If appropriate to the role, then please insert a ✓ or x to indicate that a Working with Children clearance is required:</p>	
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## EQUAL EMPLOYMENT OPPORTUNITY / AFFIRMATIVE ACTION

Demonstrated understanding of the incorporation into University life of the principles of Equal Employment Opportunity and Affirmative Action [EO Online](#); and ability to work positively with staff and students from a diverse range of backgrounds.

## WORK HEALTH AND SAFETY (WHS)

Understand your WHS responsibilities and actively ensure the health, safety and wellbeing of yourself and others at work in accordance with the University's [WHS policy](#) and [procedures](#) and as described in the [role responsibilities](#) on the WHS website.

## ORGANISATIONAL CHART

